

ERBUD Capital Group 2025 Operations Report

comprises

ERBUD S.A.
OPERATIONS REPORT

30 March 2026



Table of Contents

A LETTER OF THE MANAGEMENT BOARD MEMBERS	4
1. MACROECONOMIC ENVIRONMENT	5
1.1. Economic situation	5
1.2. Condition of the construction sector in Poland	22
2. ERBUD GROUP ACTIVITIES IN 2025	28
2.1. Capital Group Structure	28
2.2. Business segments of ERBUD S.A. Group	29
2.3. Development directions of ERBUD Group activities	59
3. ERBUD GROUP FINANCIAL PERFORMANCE IN 2025	64
3.1. Key drivers of financial performance	64
3.2. Sales revenues	64
3.3. Costs	65
3.4. Other operating and financial income and expenses	66
3.5. Statement of Financial Position	67
3.6. Cash flows	67
3.7. Changes in equity	68
3.8. Interest debt	69
3.9. The Management Board's position on the 2025 performance forecasts	82
3.10. The Management Board's recommendation concerning the distribution of 2025 profit	82
4. FINANCIAL PERFORMANCE OF ERBUD S.A.	83
4.1. Drivers of financial performance in 2025	83
4.2. Statement of Financial Position	85
4.3. Cash Flow Statement	85
4.4. Statement of Changes in Equity	85
4.5. Basic financial ratios of ERBUD S.A.	86
5. RISK MANAGEMENT	87
5.1. Financial Risk	87
5.2. Operational risk	89
5.3. Macroeconomic and geopolitical risks	89
5.4. Legal and regulatory risks	89
5.5. Tax Risk	90
5.6. Sustainable development risks	90

5.7.	Cyberattack Risk	90
5.8.	Insurance	91
6.	DISPUTES	94
6.1.	Material proceedings to which the Issuer is the plaintiff	94
6.2.	Material proceedings to which the Issuer is the Defendant	95
7.	ERBUD S.A. IN CAPITAL MARKET	99
7.1.	ERBUD S.A.'s presence on the capital market	99
7.2.	Shareholding structure	99
7.3.	ERBUD S.A. stock quotations in 2025	99
7.4.	Investor relations	100
7.5.	Building shareholders' value	100
7.6.	Dividend	101
8.	CORPORATE GOVERNANCE	102
8.1.	Rules and Scope of Corporate Governance	102
8.2.	Control and risk management systems in the process of preparing financial statements	103
8.3.	Shares and shareholders of ERBUD S.A.	104
8.4.	Articles of Association and General Meeting of Shareholders	107
8.5.	Activities of the Supervisory Board	110
8.6.	Entity authorized to audit the financial statements	115
8.7.	Management Board Activities	116
I.	SPRAWOZDANIE ZRÓWNOWAŻONEGO ROZWOJU GRUPY ERBUD	124
	ESRS 2 – General disclosures	127
	BP-1 - General basis for preparation of sustainability statements	127
	BP-2 - Disclosures in relation to specific circumstances	128
	GOV-1 – The role of the administrative, management and supervisory bodies	132
	GOV-2 - Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	142
	GOV-3 – Integration of sustainability-related performance in incentive schemes	143
	GOV-4 – Statement on due diligence	143
	GOV-5 - Risk management and internal controls over sustainability reporting	145
	SBM-1 - Strategy, business model and value chain	147
	SBM-2 - Interests and views of stakeholders	157
	IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities	171
	Taxonomy	186

ESRS E1 – Climate change	203
ESRS E3 – Water and marine resources	219
ESRS E5 – Circular economy	223
ESRS S1 – Own human resources	230
ESRS G1 – Business conduct	249

A LETTER OF THE MANAGEMENT BOARD MEMBERS

Dear Sirs,

The year 2025 demonstrated that, in a volatile environment, the organisations that succeed are those that can adapt quickly and act decisively. At the ERBUD Group, we have not only responded to challenges, but also actively capitalised on them. This has strengthened the foundations of our business and allowed us to develop areas with the greatest potential.

We operate in an industry at the heart of Europe's economic and energy transition. For us, this is not merely a challenge, but above all an opportunity. That is why we are developing a consistent model based on three key pillars: building construction, renewable energy source segment and industrial maintenance services. This is complemented by our latest venture: modular timber construction. All three of our core historical businesses have performed very well, while the fourth remains in the development phase. This structure provides the Group with resilience and flexibility, as well as the ability to scale up operations where real value is created.

The energy transition is no longer just a trend; it is now a business reality. ONDE is now an active participant, developing wind and solar power projects and increasing investment in our own assets. This approach builds long-term value and is reshaping the Group's profile. The industrial segment continues to be our stabilising force, offering predictability, profitability and resilience to short-term market fluctuations. We are developing our capabilities, expanding the scale of our operations, and strengthening our position in Poland and Germany on a consistent basis. Building construction remains at the heart of our business – we take a selective approach to projects, focusing on the quality and profitability of our portfolio rather than solely on scale.

We never lose sight of what matters most: people and responsibility. Workplace safety, skills development (including adapting our business to new technologies) and ESG initiatives form an integral part of our management approach. These are not just empty words – they form the basis of our daily practice.

It has been a challenging year, but a productive one. The next phases of our development lie ahead of us, and we intend to pursue them in a manner that is both disciplined and ambitious. We would like to thank our employees for their energy and professionalism, and our shareholders, partners and customers for placing their trust in us. It is this trust that enables us to continue our work.

We are looking to the future with courage and a sense of responsibility.

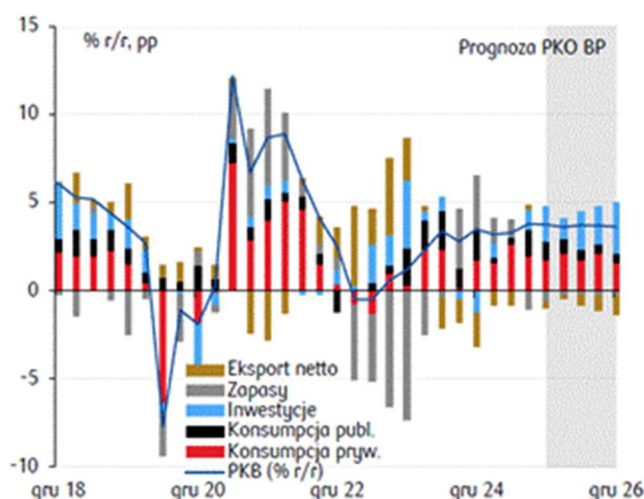
ERBUD GROUP MANAGEMENT BOARD:

1. MACROECONOMIC ENVIRONMENT

1.1. Economic situation

After a period of significant economic slowdown in 2022–2023, the Polish economy resumed growth in 2024. Real gross domestic product (GDP) growth stood at **3.0% year-on-year** in 2024, compared with **0.1% in 2023**. This marked the end of the stagnation phase and a gradual recovery in domestic demand.

The year 2025 saw a further acceleration in economic growth. According to preliminary data from the Statistics Poland and estimates by the National Bank of Poland, **real GDP growth in 2025 was around 3.6%**. The structure of this growth shifted, with consumption ceasing to be the sole driver. Investment began to play a more significant role, particularly in infrastructure, energy, and EU-funded projects. At the same time, there was continued moderate pressure from external factors, including the weak industrial climate in the Eurozone. This has resulted in the pace of economic growth returning to levels close to the long-term potential of the Polish economy.



Key:

Polish (original)	English (translation)
% r/r, pp	% y/y, percentage points
Prognoza PKO BP	PKO BP Forecast
Eksport netto	Net exports
Zapasy	Inventories
Inwestycje	Investment
Konsumpcja publiczna	Public consumption
Konsumpcja prywatna	Private consumption
PKB (% r/r)	GDP (% y/y)
gru18, gru20, gru22, gru24, gru26	Dec18, Dec20, Dec22, Dec24, Dec26

Fig. 1. GDP growth structure (y/y)

Source: A year of fiery economic activity. Economic outlook for 2026. DAE PKO BP. 16 Jan. 2026

Quarterly GDP growth in 2025

- **Q1 2025**

Real GDP growth stood at around **3.0% year-on-year**. Private consumption was the main driver of growth, supported by strong real wage growth and a stable labour market. Changes in inventories also had a positive impact on GDP growth, driven by restocking following earlier reductions. After rising in previous years, net exports gradually lost momentum in 2025, having a negative impact on GDP growth.

- **Q2 2025**

GDP growth accelerated to around **3.3% year-on-year**. In addition to consumption, the impact of investment became increasingly evident, particularly public investment and infrastructure projects. During this period, net exports continued to dampen economic growth.

- **Q3 2025**

GDP growth reached approximately **3.8% year-on-year**. A key factor was the marked acceleration in gross fixed capital formation, linked, among other things, to the intensification of EU-funded projects and an improvement in business investment sentiment.

- **Q4 2025**

Real GDP growth was approximately **4.0% year-on-year**. Growth was broad-based, with consumption, investment and changes in inventories all making a positive contribution to GDP growth. Meanwhile, the negative impact of net exports was mitigated.

Between 2024 and 2025, Poland's economic growth structure gradually shifted. After a period during which GDP growth was largely driven by consumption-related factors, investment emerged **as the main driver of growth in 2025**. At the same time, net exports continued to have a negative impact due to external factors and the high import intensity of domestic demand.

According to data from the National Bank of Poland, GDP growth in 2025 was largely driven by **domestic demand**, which grew significantly faster than overall GDP. Consumption remained a key pillar of economic growth in 2025, although its contribution gradually declined. Positive growth in household consumption was sustained by high real wage growth, low unemployment and falling inflation. However, an increase in the propensity to save was observed in the second half of the year, which limited the growth rate of private consumption. Public consumption grew more slowly than in 2024 due to fiscal constraints and the gradual withdrawal of support measures.

The current account deficit also dampened the pace of economic growth.

Although private consumption remained one of the key components of GDP in 2025, its role as the main driver of growth gradually stabilised. While household consumption was the dominant factor in economic growth in 2024, **in 2025 there was a stabilisation in the impact of private consumption growth on GDP, alongside an increase in the share of investment**. This was driven by the continued strong income situation of households. The stabilisation of the share of GDP accounted for by consumption was due to several overlapping factors:

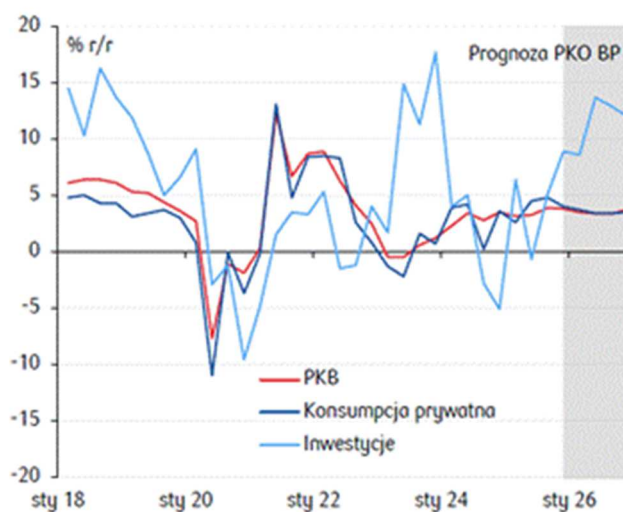
- the gradual fading of the effect of the strong growth in real incomes observed in 2024;
- an increase in the propensity to save amid heightened macroeconomic uncertainty;
- and a reduction in demand for durable goods following a period of strong recovery.

Nevertheless, private consumption made a **positive, though declining, contribution to GDP growth** in 2025, remaining an important stabiliser of the economic cycle.

Public consumption grew at a slower rate in 2025 than in the previous year. This was due to:

- fiscal constraints,
- the gradual phasing out of support measures,
- and growing pressure to consolidate public finances.

Consequently, public consumption's contribution to GDP growth in 2025 was **moderate**, and its role in the GDP structure declined compared to 2022–2024.



Key:

Polish (original)	English (translation)
% r/r	% y/y
Prognoza PKO BP	PKO BP Forecast
PKB	GDP
Konsumpcja prywatna	Private consumption
Inwestycje	Investments
sty18, sty20, sty22, sty24, sty26	Jan18, Jan20, Jan22, Jan24, Jan26

Fig. 2. Trends and forecasts for GDP, consumption and investment (year-on-year)
Source: A year of fiery economic activity. Economic outlook for 2026. DAE PKO BP. 16 Jan. 2026

The most significant change to the structure of GDP in 2025 was the **marked acceleration in investment growth**. After declining in 2024, gross fixed capital formation increased by **approximately 4.2% year-on-year** in 2025, becoming a key driver of economic growth. The contribution of investment to GDP growth was particularly evident in the second half of the year, when the implementation of

- infrastructure
- and energy projects, including renewable energy projects,
- co-financed by the European Union (in particular the National Reconstruction Plan (KPO)), intensified.

Public and business investment in infrastructure and energy dominated the investment landscape in 2025. Although growing at a slower pace, private investment showed gradual improvement as financing conditions stabilised and corporate profitability increased. According to PKO BP's forecasts, **investment will be the fastest-growing component of GDP in 2026**, with a growth rate potentially twice that of 2025. This will further strengthen its role in economic growth.

Changes in inventories in 2025 had a **neutral or slightly positive impact on GDP growth**. After reducing their stock levels sharply in 2023, firms gradually rebuilt them in subsequent years, helping to stabilise economic growth. The role of inventories in GDP was particularly evident during periods of temporary consumption weakness, when the accumulation of stock limited the extent of economic activity fluctuations.

The net contribution of exports to GDP growth in 2025 compared to previous years

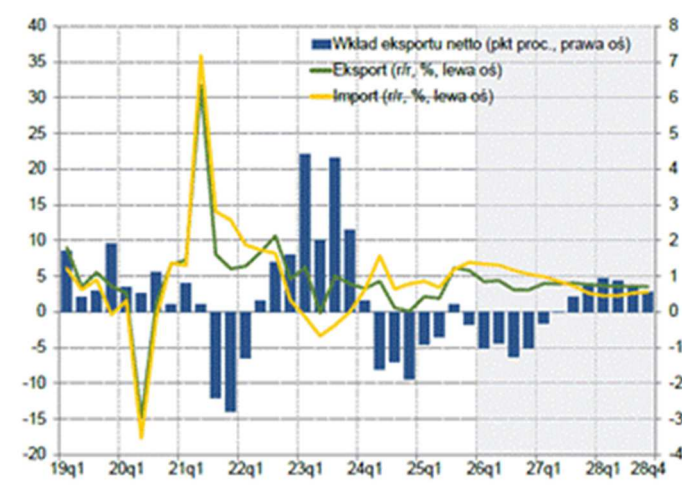
In 2025, **net exports continued to hinder GDP growth**, reflecting the trends seen in the latter part of 2024 but also representing a significant shift from the 2022–2023 period.

Between **2022 and 2023**, net exports **stabilised** the Polish economy and, in some cases, **offset the weakening of domestic demand**.

Against a backdrop of a sharp slowdown in consumption and a reduction in investment, the trade surplus — resulting from a reduction in imports and relatively favourable export prices, among other things — made a **positive contribution to GDP growth**.

However, **in 2024**, the situation gradually changed. The recovery in domestic demand, particularly private consumption, led to a significant rise in imports. Meanwhile, exports were under pressure due to the economic downturn among Poland’s main trading partners. As a result, the contribution of net exports to GDP growth turned negative, although the scale of this decline was still relatively limited.

In 2025, the negative impact of net exports on GDP growth **intensified**, becoming one of the main factors responsible for the divergence between GDP growth and growth in domestic demand. Economic growth was driven almost entirely by domestic demand, while the balance of trade had a negative impact on growth.



Źródło: dane GUS, obliczenia NBP.

Key:

Polish (original)	English (translation)
<i>Wkład eksportu netto (pkt. proc. prawa oś)</i>	Contribution of net exports (percentage points, right axis)
<i>Eksport (r/r, %, lewa oś)</i>	Exports (y/y, %, left axis)
<i>Import (r/r, lewa oś)</i>	Imports (y/y, left axis)
19q1, 20q1, 21q1, 22q1, 23q1, 24q1, 25q1, 26q1, 27q1, 28q1, 28q4	19Q1, 20Q1, 21Q1, 22Q1, 23Q1, 24Q1, 25Q1, 26Q1, 27Q1, 28Q1, 28Q4
Źródło: dane GUS, obliczenia NBP	Source: Statistics Poland data, NBP calculations

Fig. 3. Forecast for net export growth (year-on-year)
Source: Inflation Report National Bank of Poland March 2026

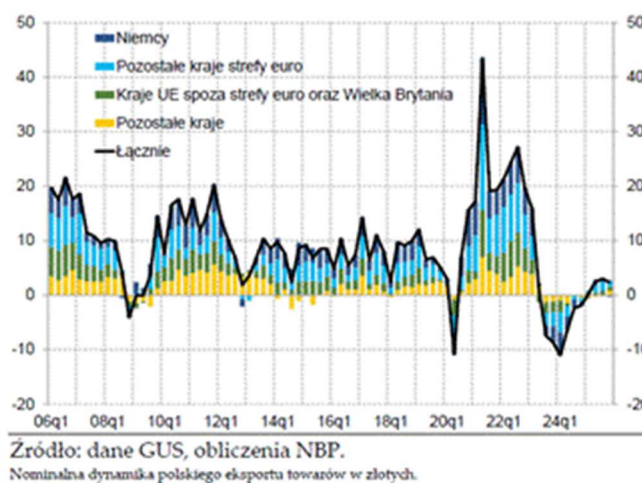
The growth of exports of goods and services in 2025 slowed down compared to previous years. The main factor limiting this growth was the **weak economic performance in the Eurozone**, particularly in Germany — Poland’s most important trading partner. In addition, exports were affected by:

- a weakening of global demand for industrial goods, particularly in the automotive sector,
- growing price competition from Asian manufacturers, especially China,
- and the gradual appreciation of the zloty in the second half of the year, which reduced the price competitiveness of exports.



Fig. 4. The left-hand chart shows the exchange rates of the PLN against the EUR, while the right-hand chart shows the rates against the USD.
Source: Bankier.pl

Consequently, export growth **was lower than in previous recovery periods**, and its contribution to GDP growth remained limited.



Key:

Polish (original)	English (translation)
Niemcy	Germany
Pozostałe kraje strefy euro	Other Eurozone countries
Kraje UE spoza strefy euro oraz Wielka Brytania	EU countries outside the Eurozone and UK
Pozostałe kraje	Other countries
19q1, 20q1, 21q1, 22q1, 23q1, 24q1, 25q1, 26q1, 27q1, 28q1, 28q4	19Q1, 20Q1, 21Q1, 22Q1, 23Q1, 24Q1, 25Q1, 26Q1, 27Q1, 28Q1, 28Q4
Źródło: dane GUS, obliczenia NBP	Source: Statistics Poland data, NBP calculations

Fig. 5. Year-on-year nominal growth in goods exports.
Source: Inflation Report National Bank of Poland March 2026

Import growth

A **marked acceleration** in imports was observed in 2025, which was directly linked to the recovery in domestic demand, particularly investment demand. Imports grew faster than exports due to:

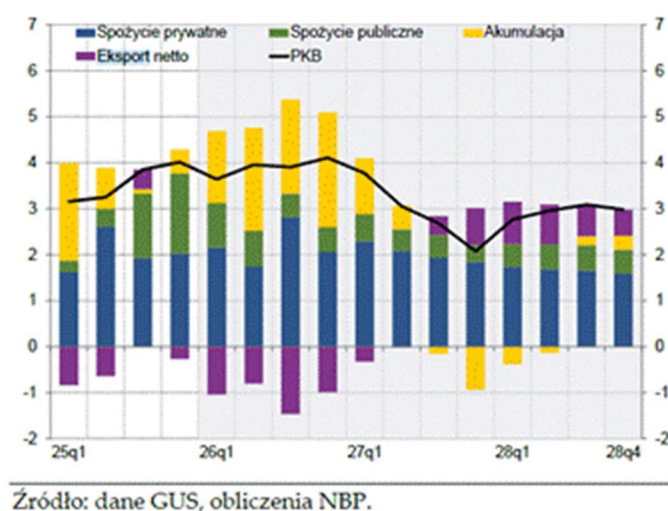
- the high import intensity of infrastructure and energy investments,
- the rise in imports of capital goods and intermediate goods,
- the recovery of consumer demand for durable goods.

Strong import growth coupled with moderate export growth led to a **deterioration in the foreign trade balance**, resulting in a negative contribution from net exports to GDP.

A comparison of the role of net exports in the business cycle

An analysis of the GDP structure shows that net exports play a **counter-cyclical** role in the Polish business cycle. During periods of weak domestic demand, net exports often have a stabilising effect. However, in phases of recovery, such as in 2024–2025, they dampen GDP growth. This mechanism was particularly evident in 2025. Strong growth in domestic demand, driven by consumption and investment, led to a sharp rise in imports. This outpaced the **growth of exports**, exacerbating the negative impact of net exports.

While net exports supported economic growth in 2022–2023, their role in 2025 was **clearly less favourable**. However, this did not pose a threat to macroeconomic stability as the current account deficit remained moderate.



Źródło: dane GUS, obliczenia NBP.

Key:

Polish (original)	English (translation)
<i>Spożycie prywatne</i>	Private consumption
<i>Spożycie publiczne</i>	Public consumption
<i>Akumulacja</i>	Savings
<i>Eksport netto</i>	Net exports
<i>PKB</i>	GDP
<i>19q1, 26q1, 27q1, 28q1, 28q4</i>	<i>19Q1, 26Q1, 27Q1, 28Q1, 28Q4</i>
<i>Źródło: dane GUS, obliczenia NBP</i>	<i>Source: Statistics Poland data, NBP calculations</i>

Fig. 6. Forecast of growth rate in the components of the expenditure-based method of calculating GDP (year-on-year).

Source: Inflation Report National Bank of Poland March 2026

The outlook for the impact of net exports on GDP in the years to come.

2026

Forecasts by the National Bank of Poland and PKO Bank Polski suggest that **net exports will continue to hinder GDP growth** in 2026, although their negative impact may stabilise. It is expected that:

- exports will gradually increase as the economic situation in the Eurozone improves.
- Imports are expected to remain high as EU-funded investment reaches its peak.
- The current account deficit is expected to widen to a maximum of around **1.5–1.6% of GDP**.

Consequently, while the contribution of net exports to GDP growth in 2026 will remain **negative**, this will be offset by robust investment growth and stable consumption.

2027–2028 (mid-term perspective)

In the medium term (2027–2028), **the negative contribution of net exports to GDP growth is expected to gradually diminish**.

As the investment impulse fades and domestic demand stabilises, import growth is expected to slow, helping to improve the trade balance. At the same time, the improvement in export competitiveness driven by:

- enhanced productivity,
- investment in production capacity,
- and a gradual improvement in the global economic climate,

should lead to a **more balanced structure of economic growth**, in which net exports will no longer significantly dampen GDP growth.

The significance of net exports in shaping economic growth patterns

In summary, net exports had a **significantly less favourable impact on GDP growth in 2025 than in previous years**. However, this negative impact was a natural consequence of the economic recovery and rising domestic demand. Looking ahead to the coming years, net exports are expected to remain a **secondary factor compared to consumption and investment**. Their negative impact on GDP growth is not expected to significantly constrain economic growth, particularly given the strong investment momentum.

Public finance and fiscal policy

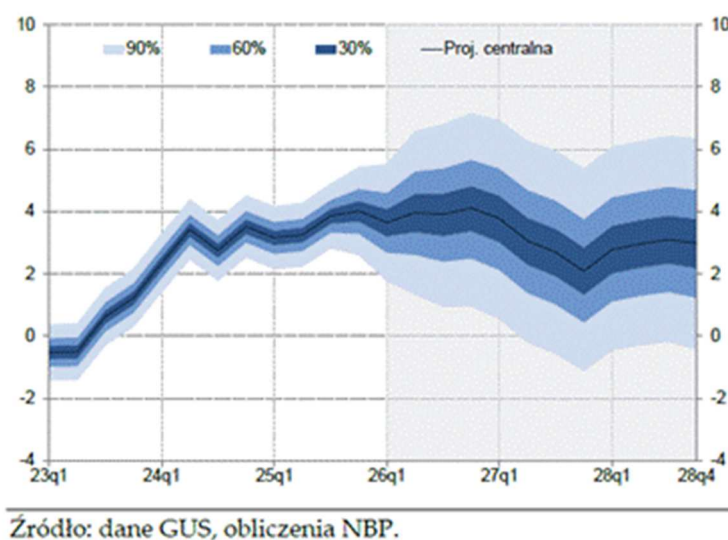
In 2025, the condition of public finances remained a key factor in shaping the macroeconomic environment. The general government deficit remained at an elevated level due to high public expenditure, particularly in the areas of social benefits, defence and infrastructure. According to data from the National Bank of Poland, the general government deficit hovered around **3.8% of GDP** in the first three quarters of 2025, compared with **3.2% GDP** in the same period the previous year. The deficit rise was primarily driven by the following:

- the rapid growth in current expenditure, including the wage fund;
- an increase in cash social benefits;
- rising public debt servicing costs; and
- higher capital expenditure.

Meanwhile, the budget's revenue side remained under pressure due to a slowdown in tax revenue growth resulting from inflation normalisation and changes to the tax system, particularly the rules governing local government financing. The general government deficit was estimated at **around 6.9% of GDP** for the whole of 2025, whilst it is forecast to gradually fall to **around 6.5% of GDP in 2026**, in line with the assumptions of medium-term fiscal consolidation. Public debt relative to GDP rose to around **59.8% GDP** in 2025, compared with 55.3% at the end of 2024. Nevertheless, this increase remains below the constitutional prudential threshold and does not pose an immediate threat to the country's financial stability.

GDP growth forecast for 2026

According to the National Bank of Poland's projections set out in the *March 2026 Inflation Report*, the pace of economic growth in 2026 will remain relatively high. There is a 50% probability that annual GDP growth will fall within the range of **3.1–4.7%**, with a median close to **3.9%**. However, economists at PKO Bank Polski forecast that **real GDP growth in 2026 will amount to around 3.7% year on year**. Investment is expected to be the main growth driver, alongside a stable contribution from private consumption and continued negative contribution from net exports.



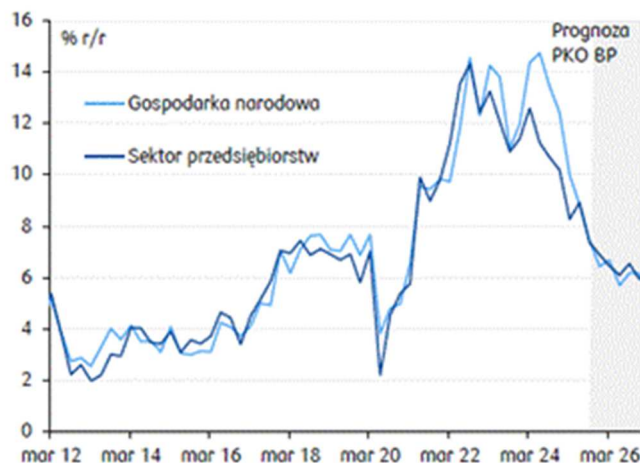
Key:

Polish (original)	English (translation)
Proj. centralna	Central projection
23q1, 24q1, 25q1, 26q1, 27q1, 28q1, 28q4	23Q1, 24Q1, 25Q1, 26Q1, 27Q1, 28Q1, 28Q4
Źródło: dane GUS, obliczenia NBP	Source: Statistics Poland data, NBP calculations

Fig. 7. GDP growth rate forecast (y/y)
Source: Inflation Report National Bank of Poland March 2026

Labour market – labour costs and employment

In 2025, labour cost growth remained high, though it slowed down gradually. Nominal wage growth in the corporate sector fell to around **8% year-on-year**, compared to the double-digit growth rates seen in 2023–2024. This was due to slower growth in the minimum wage, constraints on corporate profitability, and stabilising inflation.



Key:

Polish (original)	English (translation)
% r/r	% y/y
Prognoza PKO BP	PKO BP Forecast
Gospodarka narodowa	National Economy
Sektor przedsiębiorstw	Business Sector
mar18, mar14, mar16, mar18, mar20, mar22, mar24, mar26	mar18, mar14, mar16, mar18, mar20, mar22, mar24, mar26

Fig. 8. Wage growth rate (r/r)

Source: A year of fiery economic activity. Economic outlook for 2026. DAE PKO BP. 16 Jan. 2026

Despite the slowdown in economic activity observed in some sectors in previous years, the labour market in Poland in 2025 was characterised by a **high degree of resilience to economic fluctuations**. According to data from the National Bank of Poland, **labour market tightness persisted**, albeit to a lesser extent than in the period immediately following the pandemic and during years of strong inflationary pressure. The unemployment rate remained historically low, and the extent of the decline in employment was limited, indicating the labour market's relatively good health. At the same time, the first signs of adjustments on the labour demand side were becoming apparent, driven by:

- rising labour costs,
- a slowdown in certain industrial sectors,
- and unfavourable demographic trends.

Employment: quantitative and structural changes

In 2025, **employment in the business sector remained under pressure**, though at a moderate rate. Falls in the number of people in work were selective and mainly affected the following sectors:

- agriculture, forestry,
- mining,
- trade,
- certain market services (e.g. cultural services).

Meanwhile, employment in infrastructure-related sectors, such as energy and civil engineering, remained stable or increased. This reflected a **shift in labour demand towards investment-intensive sectors**, consistent with the observed shift in GDP growth patterns.

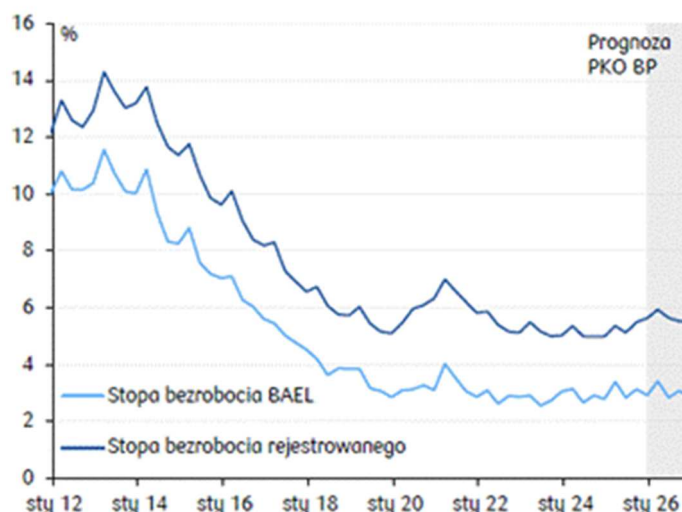
In structural terms, demographic factors increasingly affected the labour market. The decline in the working-age population limited the labour supply, helping to keep unemployment low even during a moderate economic slowdown.

Unemployment – stabilisation at low level

In 2025, the registered unemployment rate stood at around **5.4–5.6%**, one of the lowest figures in the history of the Third Republic of Poland. According to the BAEL methodology, the unemployment rate was even lower at **approximately 3.3%**. The unemployment stability was due:

- to companies' cautious employment policies,
- labour supply shortages,
- and the relatively robust condition of domestic demand.

According to the NBP's assessment, the low level of unemployment in 2025 was not solely the result of cyclical factors, but was increasingly driven by structural factors, including demographics and migration.



Key:

Polish (original)	English (translation)
Prognoza PKO BP	PKO BP Forecast
Stopa bezrobocia BAEL	BAEL Unemployment Rate
Stopa bezrobocia rejestrowanego	Registered Unemployment Rate
sty18, sty14, sty16, sty18, sty20, sty22, sty24, sty26	Jan18, Jan14, Jan16, Jan18, Jan20, Jan22, Jan24, Jan26

Fig. 9. Unemployment rate

Source: A year of fiery economic activity. Economic outlook for 2026. DAE PKO BP. 16.01.2026

Wages and labour costs

Wage growth

Compared with 2023–2024, when wage growth exceeded 10% year-on-year, the growth rate of nominal wages **slowed significantly** in 2025. In the corporate sector, wage growth fell to around **8% year-on-year**, which was a consequence of:

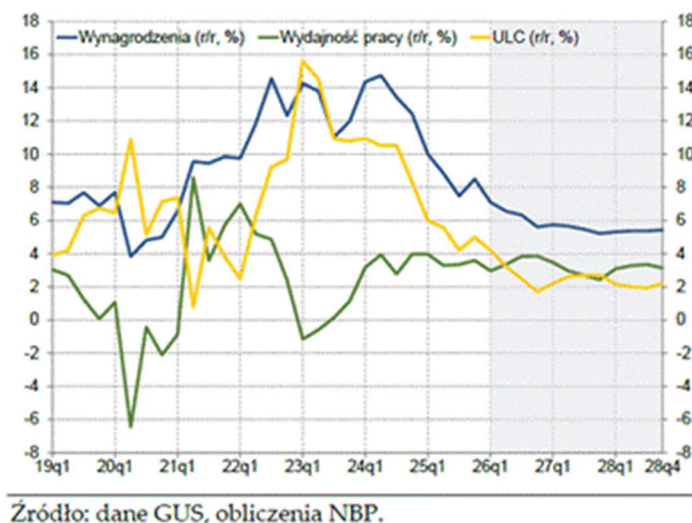
- slower growth in the minimum wage,
- an improvement in the inflationary situation,
- and constraints on corporate profitability.

Notwithstanding the slowdown in nominal wage growth, **real wage growth remained positive**. This helped stabilise household incomes and bolster consumption.

Labour costs

Although labour costs rose more slowly in 2025 than in previous years, their level remained a significant challenge for businesses. High labour costs were particularly acute in labour-intensive sectors, such as construction and services.

According to the NBP's assessment, cost pressures in the labour market were one of the key factors maintaining an elevated level of core inflation, despite the overall decline in CPI inflation.



Źródło: dane GUS, obliczenia NBP.

Key:

Polish (original)	English (translation)
Wynagrodzenia (r/r, %)	Wages (y/y, %)
Wydajność pracy (r/r, %)	Labor productivity (y/y, %)
ULC (r/r, %)	ULC (y/y, %)
19q1, 20q1, 21q1, 22q1, 23q1, 24q1, 25q1, 26q1, 27q1, 28q1, 28q4	19Q1, 20Q1, 21Q1, 22Q1, 23Q1, 24Q1, 25Q1, 26Q1, 27Q1, 28Q1, 28Q4
Źródło: dane GUS, obliczenia NBP	Source: Statistics Poland data, NBP calculations

Fig. 10. Remuneration vs. productivity

Source: Inflation Report National Bank of Poland March 2026

Role of foreigners in shaping labour supply

In recent years, the **employment of foreign nationals has become one of the key factors in balancing the pressures on the Polish labour market** resulting from unfavourable demographic trends and a structural shortage of workers of working age. In 2025, the importance of foreign workers to the functioning of the labour market remained high, although its growth had slowed significantly compared with the period immediately following 2022.

According to the assessment of the National Bank of Poland, the presence of foreign nationals in the labour market **limited the scale of labour supply shortages**, contributing to the stabilisation of employment in labour-intensive sectors, including construction, manufacturing, transport and parts of the market services sector. Although the rate of growth was significantly lower than in 2022–23, the number of foreign workers in Poland remained high in 2025. This was due to:

- the stabilisation of migration flows,
- partial saturation of the labour market,
- and a decline in labour demand in certain sectors of the economy.

The employment of foreign nationals was sector-specific, with heavy concentration in industries requiring a large workforce and sectors carrying out investment projects. In particular it applied to:

- construction (including building and infrastructure).
- manufacturing,
- transport and logistics;
- selected service sectors (e.g. HoReCa).

From a labour market perspective, foreign workers were primarily used to **supplement**, rather than replace, the domestic labour force. This limited the risk of domestic workers being displaced from the labour market.

The impact of foreigners on unemployment and employment

Analyses by the National Bank of Poland suggest that the presence of foreigners in the labour market **has not resulted in higher unemployment rates for domestic workers**. In fact, in situations where there is a shortage of labour, employing foreign nationals has contributed to:

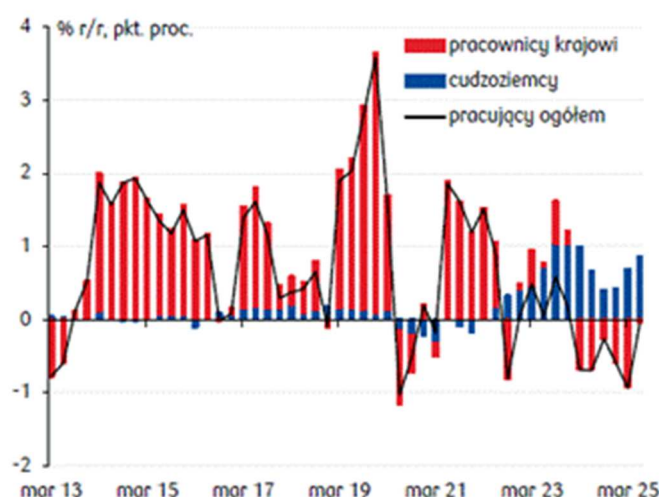
- maintaining the continuity of production and implementation of investment projects;
- reducing pressure on businesses to scale back their operations;
- stabilising overall employment.

Despite a moderate economic slowdown in certain sectors in 2025, the unemployment rate remained at a historically low level. This confirmed that the **employment of foreigners played a stabilising** rather than a destabilising role in the labour market.

A key aspect of their presence was their **impact on wage pressure**. Amid continuing tensions in the labour market in 2025, the employment of foreign workers:

- curbed wage growth in sectors with the most severe labour shortages.
- reduced the risk of a sharp rise in labour costs;
- supported the gradual slowdown in nominal wage growth.

The National Bank of Poland points out that without foreign workers' contributions, there would be significantly stronger wage pressure in the economy, which could lead to core inflation remaining at an elevated level for longer.



Key:

Polish (original)	English (translation)
% r/r, pkt. proc.	% y/y, percentage points
Pracownicy krajowi	Domestic workers
Cudzoziemcy	Foreign workers

Pracujący ogółem	Total workers
mar13, mar15, mar17, mar19, mar21, mar23, mar25	mar13, mar15, mar17, mar19, mar21, mar23, mar25

Fig. 11. Labour force growth rate broken down by main constituents
Source: A year of fiery economic activity. Economic outlook for 2026. DAE PKO BP. 16.01.2026

Foreigners and structural challenges in the labour market

Although foreign workers play a significant role in alleviating labour shortages, their presence **does not solve the structural problems of the Polish labour market**. According to data analysis, in the long term:

- the influx of foreign nationals does not fully offset the decline in the working-age population.
- the importance of automation and productivity improvements is growing.
- there remains a need to adapt the skills structure to the changing needs of the economy.

By 2025, there had been a clear shift in demand for foreign workers, moving away from short-term jobs towards more stable forms of employment, particularly in infrastructure- and energy-related sectors.

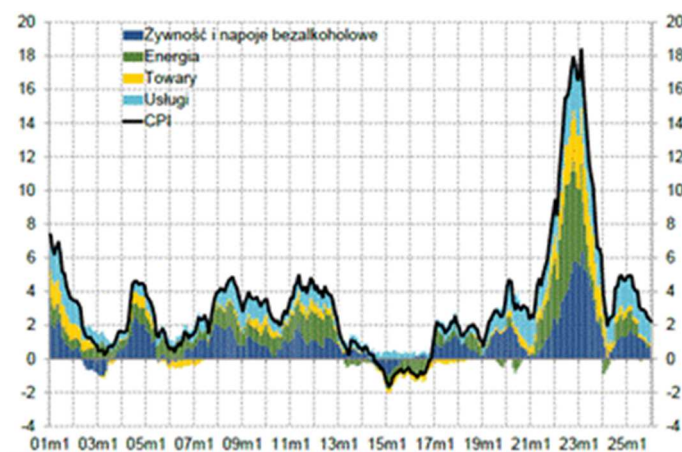
Forecasts for 2026 suggest that **foreigners will continue to play a significant role in the Polish labour market**, though with a moderate rate of inflow. Against a backdrop of continued investment recovery and labour supply constraints, demand for foreign workers in construction and energy will remain high, and migration will help stabilise the labour market.

Nevertheless, **long-term labour market equilibrium cannot be based solely on migration**; productivity growth, automation, and activating the domestic labour force will be of key importance.

Inflation

Following a series of interest rate cuts in 2025, the NBP's reference rate was **3.75%** at the beginning of 2026. Forecasts suggest the possibility of limited further monetary easing in 2026, which would lead to a rate of around **3.5%**. CPI inflation averaged around **3.6%** annually in 2025, whilst it is forecast to fall to approximately **2.1%** in 2026. Core inflation is falling more slowly but is also moving towards the National Bank of Poland's target.

Compared with the years 2022–2024, when inflation remained at elevated levels following severe supply shocks, rises in energy and food prices, and high cost pressures in the economy, 2025 saw a **significant slowdown in consumer inflation** in Poland.



Źródło: dane GUS, obliczenia NBP.

Key:

Polish (original)	English (translation)
Żywność i napoje bezalkoholowe	Food and non-alcoholic beverages
Energia	Energy
Towary	Goods
Usługi	Services
CPI	CPI
Źródło: dane GUS, obliczenia NBP	Source: Statistics Poland data, NBP calculations

Fig. 12. CPI growth rate

Source: Inflation Report National Bank of Poland March 2026

The average annual CPI inflation rate in 2025 was around **3.6%**, compared to **3.7% in 2024** and **11.4% in 2023**. This indicates a continuation of the disinflationary trend, with prices gradually returning to levels close to the National Bank of Poland's inflation target. On a quarterly basis, a clear downward trend was evident:

- in the first half of 2025, CPI inflation remained above the upper limit of the target range.
- in the second half of the year, consumer price inflation slowed and stabilised at approximately 2.5% \pm 1 percentage point.
- by the end of the year, CPI inflation stood at around 2.4–2.5% year-on-year.

Inflation fell widely in 2025, affecting most of the main categories in the inflation basket. However, the rate of decline varied among different groups of goods and services.

Food prices

One of the key factors contributing to lower inflation in 2025 was the **stabilisation of food price growth**. After a period of sharp price increases in previous years, which were linked to supply disruptions, rising energy costs, and the geopolitical situation, among other things, 2025 saw a significant reduction in price pressures in this category. However, the impact of food prices on overall CPI growth remained volatile throughout the year due to seasonal factors and temporary supply fluctuations.

Energy prices

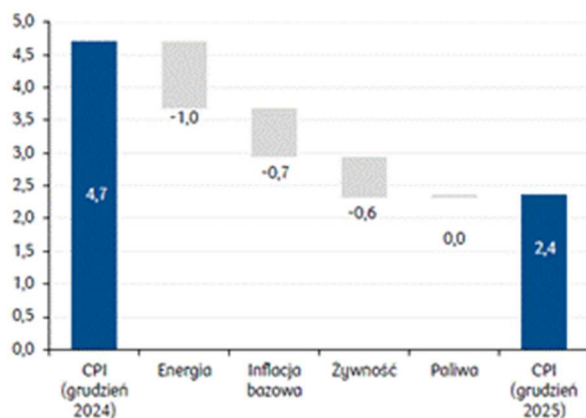
Although energy prices in 2025 showed **significantly lower growth rates than in previous years**, their impact on inflation remained noticeable. In the first half of the year, the protective mechanisms in place and relatively stable energy commodity prices on global markets tempered energy price growth. In the second half of the year, the gradual removal of price caps led to a temporary increase in energy prices, though this was significantly smaller in scale than in 2022–2023. Consequently, energy prices had a **moderate impact on CPI inflation** without generating strong pro-inflationary impulses.

Prices of industrial goods

A further slowdown in the rate of increase in industrial goods prices was observed in 2025, due to:

- a fall in the global market prices of raw materials and components.
- a decline in consumer demand in certain market segments;
- Increased competition from imports, including an influx of relatively cheap goods from Asia.

The prices of industrial goods in many categories showed low growth, or even negative growth in some cases, which had a disinflationary effect on the CPI.



Key:

Polish (original)	English (translation)
CPI (grudzień 2024)	CPI (Dec. 2024)
Energia	Energy
Inflacja bazowa	Core inflation
Żywność	Food
Paliwa	Fuels
CPI (grudzień 2025)	CPI (Dec. 2025)

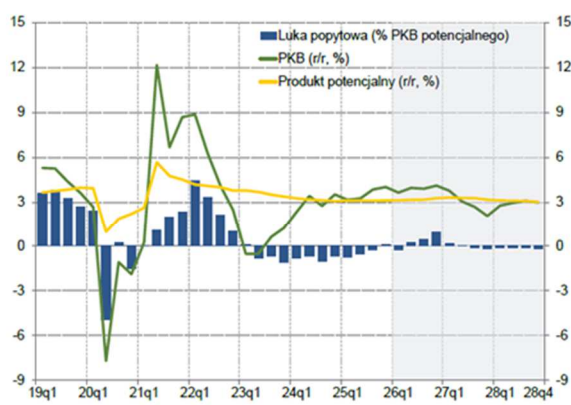
Fig. 13. A breakdown of the disinflationary process in 2025

Source: A year of fiery economic activity. Economic outlook for 2026. DAE PKO BP. 16.01.2026

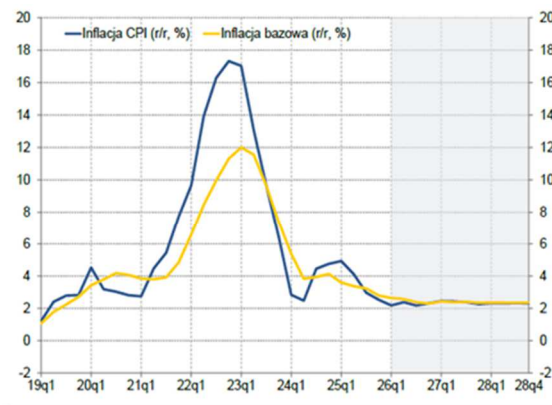
Core inflation – demand and cost pressures in the economy

Core inflation, which is calculated by excluding energy and food prices, remained **significantly higher than headline inflation** in 2025. This indicates that there are persistent demand-side pressures in the economy.

Core inflation stood at over **3.5% y/y** in the first half of 2025, but gradually declined in the following months, reaching a level of around **2.7–2.8% y/y** by the end of the year. A key factor in this decline was the negative output gap, which had exerted a positive influence on the decline since 2023. However, this process was gradual, undoubtedly resulting in a slow causal relationship with demand-pull inflation. Meanwhile, core inflation remained relatively high compared to the inflation target, one of the main reasons for the Monetary Policy Council's cautious approach to further monetary easing.



Źródło: dane GUS, obliczenia NBP.



Źródło: dane GUS, obliczenia NBP.

Key:

Polish (original)	English (translation)
Luka popytowa (% PKB potencjalnego)	Output gap (% of potential GDP)
PKB (r/r, %)	GDP (y/y, %)
Produkt potencjalny (r/r, %)	Potential output (y/y, %)
Inflacja CPI (r/r, %)	CPI inflation (y/y, %)

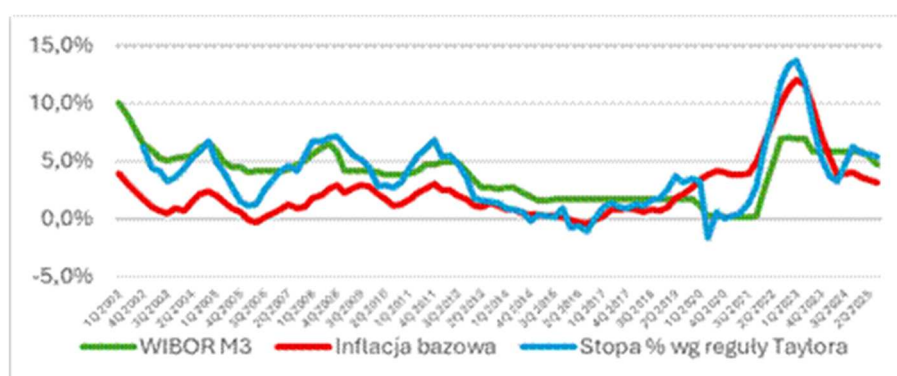
<i>Inflacja bazowa (r/r, %)</i>	Core inflation (y/y, %)
19q1, 20q1, 21q1, 22q1, 23q1, 24q1, 25q1, 26q1, 27q1, 28q1, 28q4	19Q1, 20Q1, 21Q1, 22Q1, 23Q1, 24Q1, 25Q1, 26Q1, 27Q1, 28Q1, 28Q4
Źródło: dane GUS, obliczenia NBP	Source: Statistics Poland data, NBP calculations

Fig. 14. Forecasts for the CPI, core inflation and the output gap.
Source: Inflation Report National Bank of Poland March 2026

The relationship between interest rates, CPI inflation and core inflation

As inflation fell in 2025, real interest rates gradually improved. Following interest rate cuts between 2023 and 2025, the National Bank of Poland’s reference rate was **3.75%** at the beginning of 2026. With CPI inflation close to the target, this resulted in **moderately positive real interest rates**.

However, the relationship between interest rates and core inflation remained unfavourable, reflecting on-going price pressures unrelated to energy and food prices, which are mainly driven by domestic factors. For this reason, the Monetary Policy Council adopted a cautious approach to further monetary easing in 2026, making subsequent decisions contingent on the sustainability of the disinflation process. Analytically examining this process, it is important to note that, at the end of 2025, the theoretical interest rate determined by the so-called Taylor rule was approximately 1.5 percentage points higher than the NBP’s reference rate at the time (4%). This suggests that there are still forces capable of hindering or slowing down demand-driven disinflationary processes in the economy. Furthermore, supply shocks are to be expected, particularly in energy prices, during the on-going war in Ukraine and the international destabilisation caused by US policy.



Key:

Polish (original)	English (translation)
WIBOR M3	WIBOR M3
Inflacja bazowa	Core inflation
Stopa % wg Reguly Taylora	Interest rate (%) according to the Taylor Rule

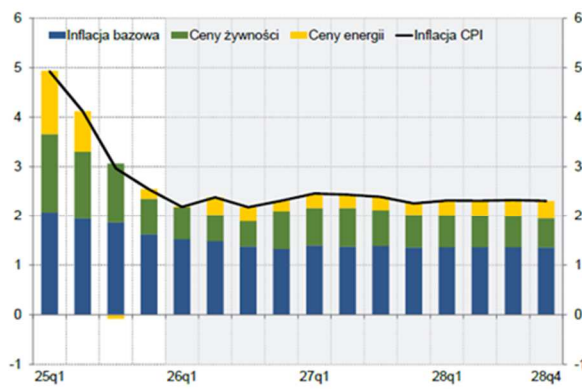
Fig. 15. The actual and theoretical cost of money
Source: Own analyses. Statistics Poland data

Inflation outlook for 2026

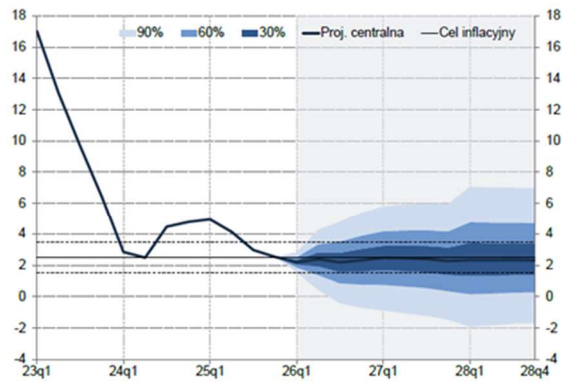
According to the National Bank of Poland’s projections presented in the March 2026 Inflation Report, the average annual CPI inflation rate in 2026 is expected to be between **1.6% and 2.9%**, with a median of approximately **2.1%**. This signifies a sustained return of inflation to levels consistent with the NBP’s target. Core inflation in 2026 is forecast to be around **2.3–2.5%**, indicating a gradual easing of demand and cost pressures in the economy. However, this process will be slower than that of headline inflation.

The following remain risk factors for the inflation path in 2026:

- the wage growth rate;
- regulatory decisions regarding energy prices;
- volatility in global commodity prices;
- the scale of the economic recovery and domestic demand.
- **the war in the Middle East.**



Źródło: dane GUS, obliczenia NBP.



Źródło: dane GUS, obliczenia NBP.

Key:

Polish (original)	English (translation)
Inflacja bazowa	Core inflation
Ceny żywności	Food prices
Ceny energii	Energy prices
Inflacja CPI	CPI inflation
Cel inflacyjny	Inflation target
25q1, 26q1, 27q1, 28q1, 28q4	25Q1, 26Q1, 27Q1, 28Q1, 28Q4
Źródło: dane GUS, obliczenia NBP	Source: Statistics Poland data, NBP calculations

Fig. 16. Inflation projection

Source: Inflation Report National Bank of Poland March 2026

Global risks and their impact on the Polish economy

One of the key channels through which an escalation of the conflict in the Middle East affects the global economy – and, indirectly, the Polish economy – is the **market for energy resources**, in particular crude oil and natural gas. The Middle East plays a strategic role in global oil supply, and any escalation of geopolitical tensions increases the geopolitical risk premium in commodity prices.

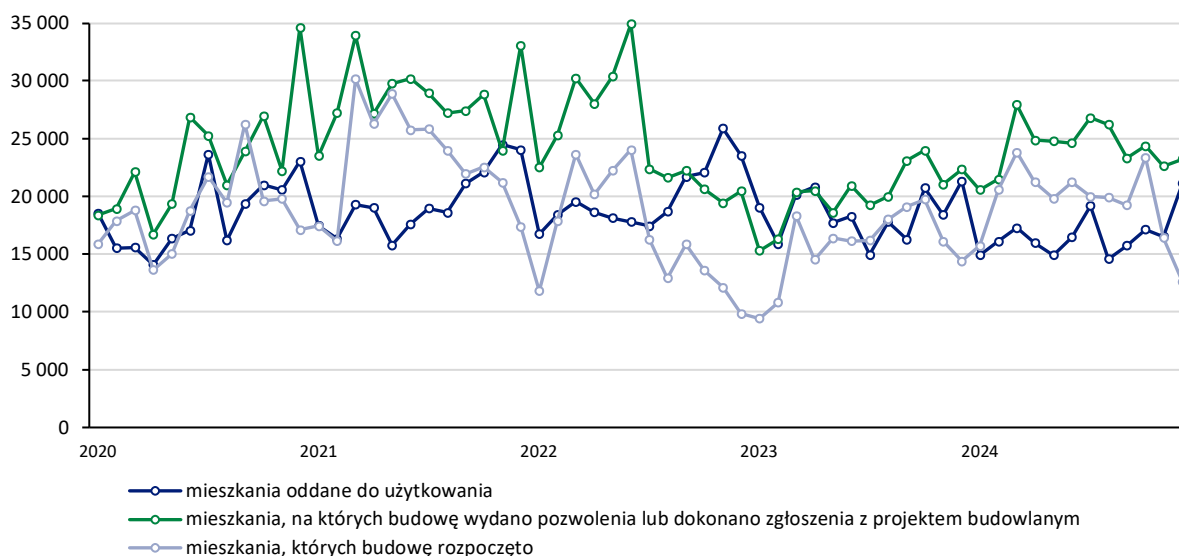
The International Monetary Fund (IMF) notes that **armed conflicts and political instability in the Middle East and North Africa represent a significant source of risk of rising energy prices**, which may lead to a renewed rise in global inflation and a delay in the process of monetary policy normalisation in advanced economies.

Escalating tensions in the Middle East increase the risk of **disrupting global supply chains**, particularly if restrictions are placed on maritime transport routes, such as those through the Red Sea and the Suez Canal. The IMF points out that prolonged tensions in the region could lead to higher transport costs and delayed deliveries, negatively impacting international trade and industrial production. **Geopolitics remains one of the main risk factors for achieving the economic growth scenario in 2026.** An escalation of armed conflicts could lead to a slowdown in global trade and a subsequent downturn in the Eurozone.

For Poland, this poses the following risks:

- a rise in the cost of importing raw materials and components;
- a decline in the competitiveness of exports;
- additional cost pressures in energy- and import-intensive sectors, including the construction sector;
- a rise in debt servicing costs.

1.2. Condition of the construction sector in Poland



Key:

<i>Polish (original)</i>	<i>English (translation)</i>
<i>Mieszkania oddane do użytkowania</i>	<i>Housing units completed</i>
<i>Mieszkania na których budowę wydano pozwolenia lub dokonano zgłoszenia z projektem budowlanym</i>	<i>Housing units holding permits issued or notified along with a building permit design</i>
<i>Mieszkania których budowę rozpoczęto</i>	<i>Housing units with construction started</i>

The year 2025 was a transitional period for the Polish construction sector, falling between the significant slowdown witnessed in 2023–2024 and the anticipated increase in investment expected in 2026. According to data from the Central Statistical Office and sectoral analyses, construction activity in 2025 was under pressure due to a limited number of new private investments, high financing costs, and delays in launching some EU-funded infrastructure projects.

According to the GUS economic sentiment survey, the overall business climate index for the construction sector remained negative in 2025, although forward-looking assessments gradually improved in the second half of the year. In February 2026, the seasonally adjusted index for the construction sector stood at -4.0, compared with -5.9 a year earlier. This indicates that, throughout 2025, construction companies continued to view their current position negatively whilst simultaneously improving their forecasts for the following months.

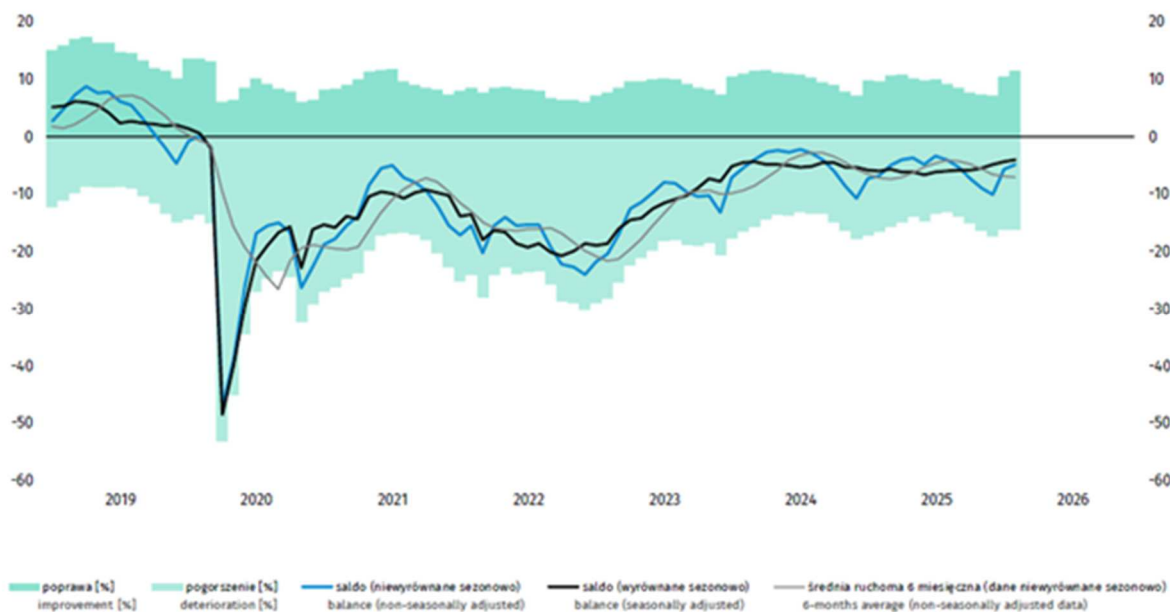


Fig. 17. Diagram showing general business sentiment index in the construction sector
 Source: Economic Outlook (2000–2026) – February 2026. Statistics Poland (former Polish Central Statistical Office):

In 2025, the industry operated in an environment of relatively stable material costs, while wage pressures persisted. Although the slowdown in inflation and interest rate cuts in the second half of the year improved macroeconomic conditions, the impact of these factors on real growth in construction output was limited. A key factor limiting economic activity was the private sector's low propensity to undertake new investments, particularly in commercial construction.

Bank Pekao analyses indicate that, despite a decline in production volume in some segments, the financial situation of construction firms was relatively stable in 2025. A relatively modest decline in margins was possible thanks to slower growth in building material prices and greater cost discipline on the part of contractors. Overall, companies' performance in 2025 was positive, with only a few sectors, including construction, reporting negative performance.

According to the data, the aggregate net profitability of construction companies the total headcount exceeding 50 people hovered around 4–5%, remaining below the long-term pre-pandemic average, as well as against 2024.

The strongest financial performance in 2025 was recorded by businesses providing specialist construction works, including installation and finishing works, which benefited from relatively high price flexibility and a diversified order book. Weaker performance was observed, however, in civil engineering, where delays in the delivery of major infrastructure projects led to a decline in revenues and a decline in the financial liquidity of some contractors.

Labour costs remained one of the sector's key risk factors. In 2025, construction companies continued to identify wage pressure as a result of a shortage of skilled workforce and rising minimum wages. However, according to business surveys, the burden of barriers related to material costs and uncertainty regarding the general economic situation declined year-on-year.

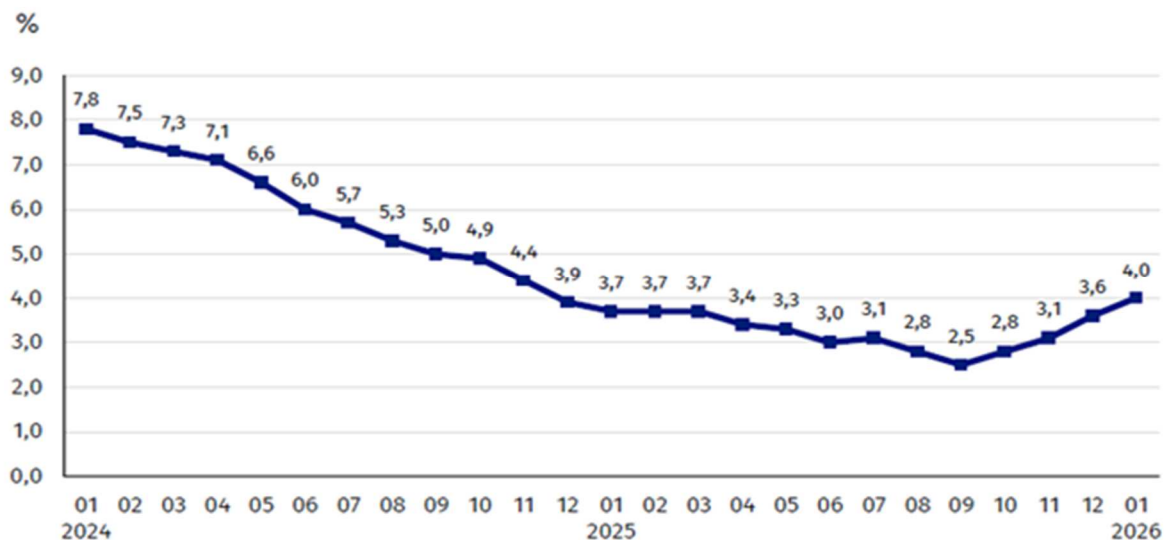
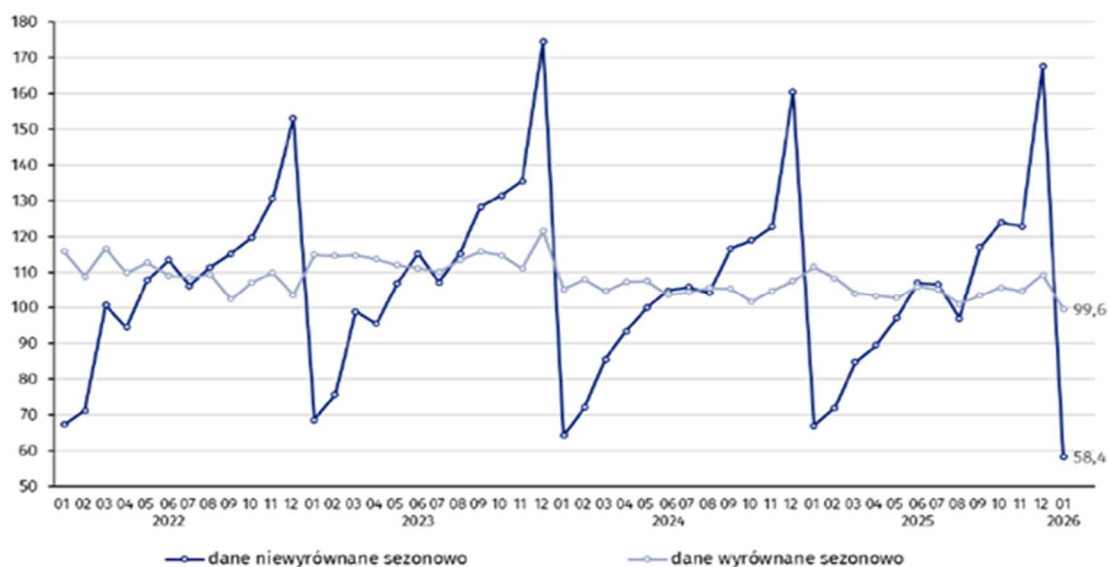


Fig. 18. Changes in construction and assembly service prices compared with the same period of the previous year
 Source: Construction and installation service price indices in January 2026. Statistics Poland (former Polish Central Statistical Office):

In 2025, prices for construction and assembly services rose more slowly than in previous years. In January 2026, the annual rate of change in these prices stood at 4.0%, compared with 3.6% a year earlier. This occurred against a backdrop of stable material prices and a moderate increase in labour costs.

Growth of construction and assembly output

Construction and assembly output in 2025 continued to follow a downward trend, which was a consequence of the slowdown in investment activity in the economy and the high base effect from previous years. According to data from the Statistics Poland, construction and assembly output in 2025 fell year-on-year, with the scale of the declines varying across different construction segments.



Key:

Polish (original)	English (translation)
dane wyrównane sezonowo	data seasonally adjusted
dane niewyrównane sezonowo	Data not seasonally adjusted

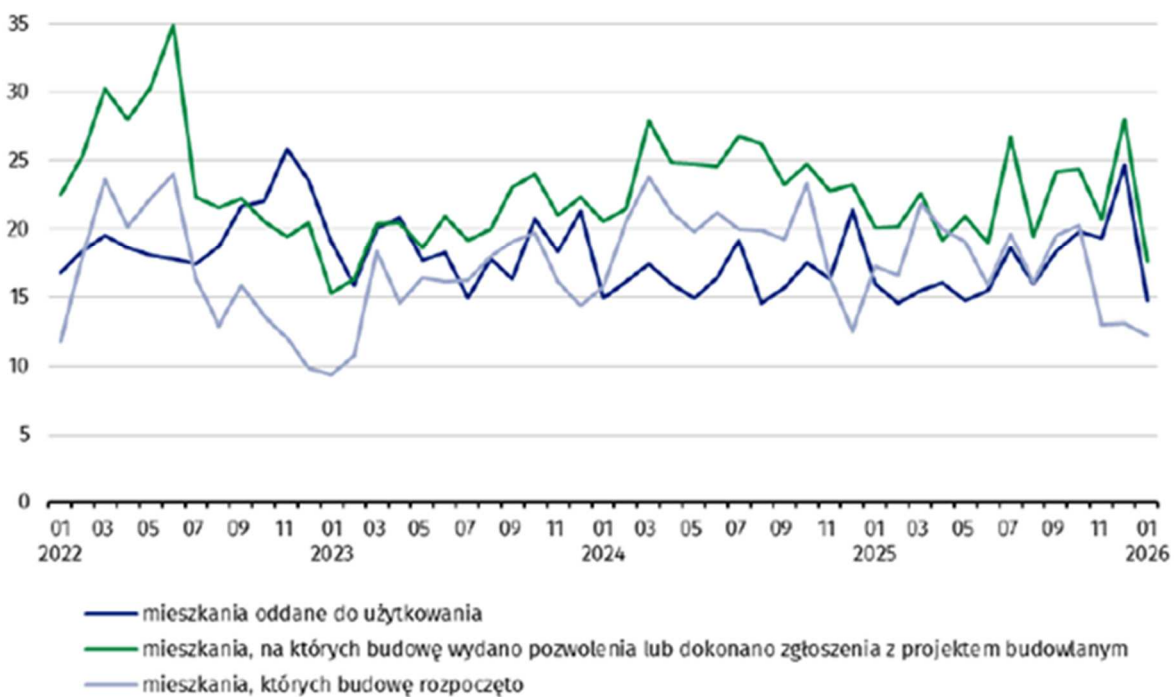
Fig. 19. Construction and assembly output (constant prices), monthly average 2021=100
 Source: Construction and assembly output in January 2026. Statistics Poland.

The strongest slowdown was seen in building construction, particularly in the residential and office segments. Despite an increase in the number of housing units completed throughout 2025, the number of new developments launched by developers was lower than in the record years of 2020–2021, which limited the order book for general contractors.

Civil engineering was characterised by fluctuating growth. In 2024, this segment benefited from an acceleration in local government investment, whilst in 2025 there was a temporary slowdown resulting from delays in launching projects funded under the new EU financial framework. Specialist construction works, on the other hand, showed relatively good resilience to the slowdown, recording positive growth in output.

In January 2026, construction and assembly output continued to decline, falling by 12.8% year-on-year. This was largely due to adverse weather conditions and seasonal factors. After adjusting for these effects, the decline was 10.8%, which still indicates a reduction in construction activity.

An analysis of the number of building permits issued indicates that, in 2025, there was limited appetite for new projects, particularly in residential construction. Throughout 2025, the number of housing units for which building permits were issued was down by 8.7% compared to the previous year, reflecting developers' cautious approach to new investments.



Key:

Polish (original)	English (translation)
Mieszkania oddane do użytkowania	Housing units completed
Mieszkania na których budowę wydano pozwolenia lub dokonano zgłoszenia z projektem budowlanym	Housing units holding permits issued or notified along with a building permit design
Mieszkania których budowę rozpoczęto	Housing units with construction started

Fig. 20. Housing construction in Poland

Source: Housing construction in January 2026. Statistics Poland.

At the same time, the non-residential construction sector saw an increase in the number of planning permissions granted, particularly for industrial, warehouse, and infrastructure facilities. In 2025, 31,400 new non-residential buildings were granted planning permission, with a total usable floor area of 17.4 million m², representing a roughly 3% increase on 2024.

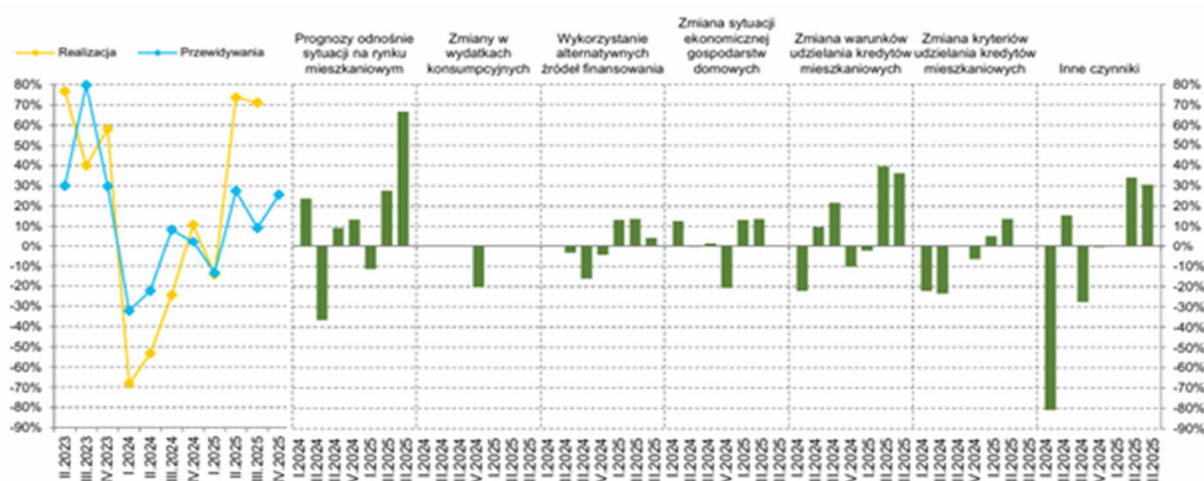
Early 2026 data points to a further slowdown in the residential segment. In January 2026, the number of flats for which building permits were issued was 12.3% lower than a year earlier and construction starts fell by 28.6%.

In mid-term, i.e. by 2026, a gradual recovery in investment activity is expected, driven by accelerated spending from the National Recovery Plan and utilisation of funds from the current EU financial perspective. A surge in demand is expected in the infrastructure and renewable energy sectors, while building construction is set to experience a modest recovery in the second half of 2026.

The impact of lending on the construction sector

A key factor shaping the economic climate in the construction sector, particularly in the residential and, to some extent, commercial segments, was the situation in the mortgage market in 2025. Following a marked recovery in 2023, linked to the launch of the ‘Safe 2% Mortgage’ scheme, 2025 saw lending activity stabilise whilst its nominal value increased.

Data from the National Bank of Poland show that throughout 2025, banks granted residential loans totalling PLN 90.5 billion, compared to PLN 83.9 billion in 2024. At the same time, the average interest rate on new mortgage loans fell steadily in the second half of the year, reaching around 6.25% in December 2025, compared with 7.46% a year earlier.



Key:

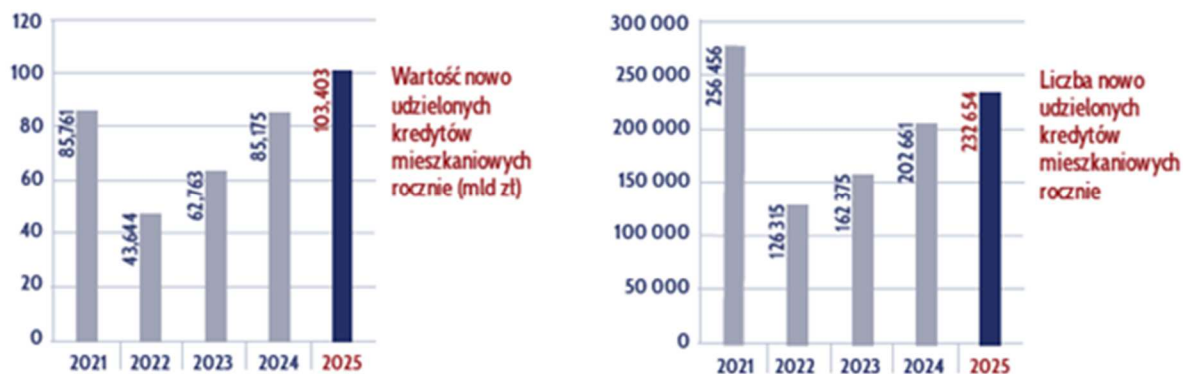
Polish (original)	English (translation)
Realizacja	Actuals
Przewidywanie	Forecasts
Prognozy odnośnie sytuacji na rynku mieszkaniowym	Forecasts regarding the housing market
Zmiany w wydatkach konsumpcyjnych	Changes in consumer spending
Wykorzystanie alternatywnych źródeł finansowania	Use of alternative sources of financing
Zmiana sytuacji ekonomicznej gospodarstw domowych	Changes in the economic standing of households
Zmiana warunków udzielania kredytów mieszkaniowych	Changes in mortgage lending terms and conditions
Zmiana kryteriów udzielania kredytów mieszkaniowych	Changes in the mortgage lending criteria
Inne czynniki	Other factors

Fig. 21. Demand for housing loans and the reasons behind its fluctuations Source: The lending market situation – Q4 2025, National Bank of Poland

Despite the increase in the value of new lending, the number of mortgages granted in 2025 was lower than in previous record periods. This indicates a rise in the average loan amount and more cautious decision-making by borrowers. According to data from the Polish Bank Association, banks granted a total of around 232,600 new mortgage loans in 2025, which is an increase on the same period in 2024 when the figure did not exceed 203,000. At the same time, the average value of a granted mortgage rose to around PLN

444,000, confirming the trend of financing more expensive properties and larger investments. This limited the pace of recovery in demand for new residential developments, affecting the scale of orders in the building construction sector.

The lending environment gradually improved in 2025 as monetary policy was eased and competition between banks intensified. However, the impact on actual construction activity was delayed. Consequently, the positive impact of increased access to mortgage financing on the housing construction sector was limited in 2025, with the full effects not expected to become apparent until 2026.



Key:

Polish (original)	English (translation)
Wartość nowo udzielonych kredytów mieszkaniowych rocznie (mld zł)	Value of new mortgage loans extended per year (PLN billion)
Liczba nowo udzielonych kredytów mieszkaniowych rocznie	Number of new mortgage loans extended per year

Fig. 22. Newly extended housing loans
Source: AMRON-SARFIN Report 4/2025. Polish Bank Association

Industry outlook

The year 2026 is expected to mark the beginning of a gradual recovery for the construction sector, albeit accompanied by rising cost risks. Public investment in infrastructure, energy, and climate and energy transition projects will remain a key growth driver. The acceleration of the absorption of funds from the National Recovery Plan and the new European Union financial perspective will also play a significant role.

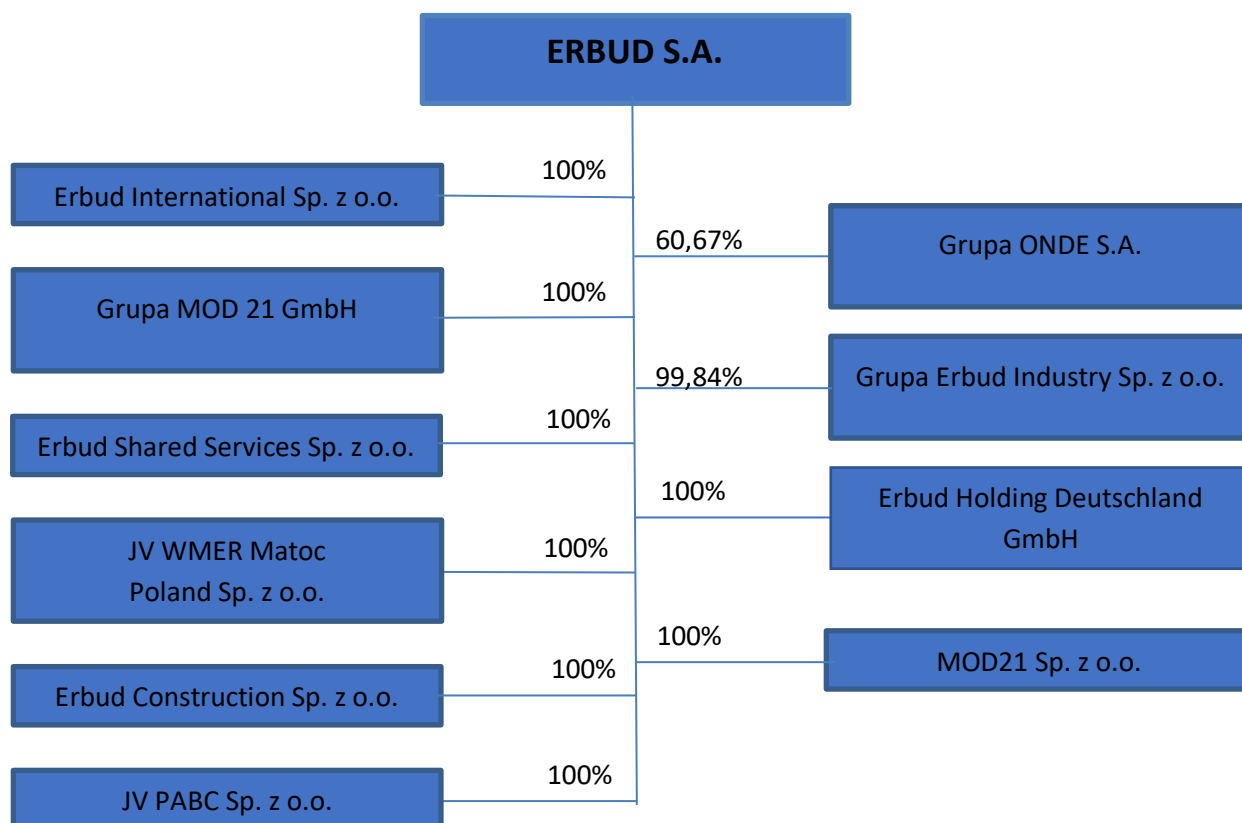
In the baseline scenario, construction output is forecast to grow by around 3% year-on-year in 2026, though there will be marked differences between market segments. Civil engineering and specialist construction works have the best prospects, while the recovery in residential and commercial construction will be gradual and dependent on further improvements in financing conditions.

At the same time, cost pressures relating to building materials and labour are expected to rise, driven by a backlog of investment projects and a limited labour supply. These factors could slow the rate at which the sector becomes more profitable and require contractors to actively manage contractual risk.

2. ERBUD GROUP ACTIVITIES IN 2025

2.1. Capital Group Structure

As of 30 March 2026, i.e., the date of the Management Board's approval of this Report, the ERBUD Group organisational structure was as follows:



Due to marginal significance, ERBUD Construction Sp. z o.o. and the associated entity Toruńska Sportowa S.A. in liquidation were excluded from the Consolidated Financial Statements.

Since the publication of the ERBUD Group's interim financial statements on 6 November 2025, the following events have occurred within the Group, altering its structure:

On 30 May 2025, Theodor Kaczmarczyk sold two (2) shares in MOD21 Sp. z o.o. to ERBUD SA. Consequently, as of 4 June 2025, ERBUD SA holds 102 shares in MOD21 Sp. z o.o., representing 100% of the Company's share capital.

On 2 December 2025, twenty (20) shares in ERBUD Industry Centrum Sp. z o.o. were redeemed. Following this, the Company's share capital consists of 3,220 shares, each valued at PLN 502.00. ERBUD S.A. holds 3,215 shares in ERBUD Industry Centrum Sp. z o.o., accounting for 99.84% of the share capital.

2.2. Business segments of ERBUD S.A. Group

The ERBUD Group carries out its operations in four diverse segments:

- the building construction segment in Poland and abroad;
- the renewable energy and civil engineering segment (ONDE Group);
- the industrial services segment in Poland;
- the industrial services segment abroad.

2.2.1. BUILDING CONSTRUCTION SEGMENT

The building construction segment accounts for the largest share of the ERBUD Group's revenues. Geographically, this activity is carried out primarily in Poland and, to a lesser extent, in foreign countries (mainly in Belgium). The following companies operate in this segment: ERBUD S.A. and the following wholly-owned subsidiaries of ERBUD S.A.: Erbud International Sp. z o.o.; JV PABAC Sp. z o.o.; JV WMER Matoc Sp. z o.o.

In 2025, the segment's revenues totalled PLN 1,607,709 thousand, of which PLN 58,238,000 was generated in Belgium. Compared to the previous year, the segment recorded a 6.47% increase in revenues (PLN 1,510,011 thousand).

EBIT in the building construction segment amounted to PLN 23,048 thousand (1.37%) and was 351.57% higher than in the previous year (PLN 5,104 thousand).

ERBUD S.A. accounts for the largest share of revenues in this segment, with earnings totalling PLN 1,455,713,000. Erbud International Sp. z o.o. generally undertakes smaller contracts and specialises in thermal modernisation. Both companies also generate revenue in Belgium.

PABAC Sp. z o.o. and JV WMER Matoc Sp. z o.o. were established to carry out defence sector contracts.

Within the building construction segment, ERBUD S.A. carries out projects involving industrial, residential and office buildings, hotels, shopping centres, logistics centres, hospitals, schools and cultural facilities. Thanks to its extensive credentials, the companies offers almost all types of construction services for the public and private investor, including the most complex and specialised ones, such as facilities for power sector, chemical industry or waste treatment and management.

In 2025 Erbud S.A. was subject to an external audit carried out by the Quality Certification Centre to check the compliance with the standards effective at Erbud S.A.:

- ISO9001:2015, AQAP 2110:2016 – quality management,
- ISO 19443:2018 Quality management system for the nuclear energy sector,
- ISO14001:2015– environmental management,
- ISO 45001:2018 – OH&S management.

Erbud S.A. has obtained ISO 19443 certification. This international quality management standard has been developed specifically for the nuclear industry. Building on the ISO 9001:2015 standard for quality management, it places particular emphasis on nuclear safety, safety culture, and stringent requirements for suppliers of products and services. Thanks to the 2025 certification (the audit was carried out at the Equinor O&M Base construction site in Łeba), Erbud S.A. has gained broader access to the nuclear energy market. We now hold qualified contractor status, enjoy a competitive advantage, and are in a stronger

position when it comes to tendering for strategic projects in the nuclear energy and critical infrastructure sectors.

In addition, in 2025, we confirmed our compliance with Regulation (EC) No 1221/2009 of the European Parliament and of the Council, as amended, within the agreed scope for the companies Erbud S.A. and Onde S. The environmental verifier declared that the verification and validation had been carried out in full compliance with the requirements of EU Regulation 1221/2009, as amended, on the basis of the signed environmental statement for 2024..

There is no evidence of non-compliance with applicable environmental legislation, as confirmed by the results of the verification and validation.

A fair, credible and accurate picture of the company is provided by the data and information contained in the updated environmental statement.

As a result of these audits, we published environmental declarations available on the website of individual companies, but also published on the website of the General Directorate of Environmental Protection: <https://www.gov.pl/web/gdos/rejestr-emas> and on the European Commission website <https://webgate.ec.europa.eu/emas2/public/registration/list>.

Each area driven by both normative and internal regulations has been thoroughly verified.

Once again, auditors found no inconsistencies. No area for improvement was indicated.

The Audit Report highlights strengths driven by the operation of the Integrated Management System (IMS) in the organization:

1. Planning and supervision of construction works,
2. Contract management for the planning process using the CDE-DALUX platform.
3. Assessment of compliance with environmental decisions and the findings of environmental impact assessments.
4. Systematic supervision of the construction of the Camerimage European Film Centre and the Toruń Branch.
5. Monitoring of the working environment and safety using an IT support system.
6. Methods for analysing and assessing staff competencies and implementing training needs,
7. The process of auditing and supervising corrective actions.
8. Monitoring of IMS processes.

In October 2025, IMS ESA's internal auditors specialising in quality, the environment, and health and safety underwent training on the ISO 50001 energy management standard. Erbud S.A. plans to implement the system in 2026.

An external audit of ERBUD S.A. to confirm the system's compliance with ISO standards is scheduled for late June/early July 2026.

ERBUD SA's subsidiaries have also implemented Integrated Management Systems (IMS), which are maintained and subject to external audits on annual basis, run by accredited certification bodies:

- ONDE SA is audited for compliance with ISO 14001:2015, ISO 45001:2018 and Regulation (EC) No. 1221/2009 of the European Parliament and of the Council, as amended - EMAS (certifying body of CCJ)
- ERBUD Industry Centrum Sp. z o.o. is audited for compliance with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards (certifying body of the Office of Technical Inspection).
- MOD21 Sp. z o.o. In July 2025, TÜV NORD Polska once again confirmed compliance with the requirements of the three basic standards: ISO 9001:2015, ISO 45001:2024 and ISO 14001:2015. In addition, MOD21 Sp. z o.o. was granted two key certificates by the German certification body BMF Cert GmbH:
 - - Übereinstimmungszertifikat - Certificate of conformity with German building supervision regulations and standards in Germany, the so-called Ü Mark, and
 - - Ral Gütezeichen - RAL-GZ 421 - Quality seal certified by the German Institute for Quality and Marking RAL.

Erbud International joined the Group in January 2026. The CCJ unit confirmed compliance with the ISO 14001:2015 and ISO 45001:2018 standards.

While the external auditors found no non-conformities, they did identify one area for improvement and four strengths.

- Opportunities for professional development:
 1. The audit programme's components are documented in various records, such as the Management Review Report, the ERSIDE system and the Audits module, which can make them difficult to manage.
- Strengths:
 1. Management of the Hazard Assessment Process – Occupational Risk Assessment Sheets,
 2. Involvement of staff responsible for managing Health, Safety, and Environment (HSE),
 3. Internal communication regarding Health, Safety and Environmental (HSE), ERBUD International Sp. z o.o.'s participation in the ERBUD Group's activities promoting Health, Safety and Environment (HSE).

Improving systems and operational activities

Further improvements on construction sites are also expected in 2025. We are refining our safety procedures in the area of 'vertical transport'. We are committed to using anti-crushing systems for material handling equipment, and we have signed an agreement with steel manufacturers to ensure they provide suitable slings for unloading steel on site.

The above regulations were adopted as part of the Polish Construction Safety Alliance.

The ERBUD Group, as every year, as an overriding objective in the field of occupational health and safety has set 0 severe, fatal accidents. In 2025, we achieved our target: there were no fatal or severe accidents.

Standardizing and overseeing processes and how data is collected is one of the major challenges in the Construction Group. The Electronic Application, which was implemented in 2022 is being expanded on an on-going basis. By 2025, the application had evolved into an advanced, comprehensive IT platform for the entire ERBUD Group. It continues to be expanded and refined to digitise and capture all processes. Tailored to the Group's operations, it is designed to collect an ever-increasing volume of data from additional areas

of the company's business.. It also helps to systematise the data in terms of the HSE and axis monitoring processes carried out, the effectiveness of the implementation of the resulting actions, the acquisition of trend data on HSE irregularity areas. It keeps track of the workforce size on construction sites (including subcontractors), records all incidents on site, manages consumption and monitors implementation. This is related to the acquisition of the right data to identify targets for the years to come, but also to systematize and to streamline reporting processes at a Group level. In addition, as of this year, in a dedicated module, we collect the necessary data (including data from our suppliers) to disclose Scope 3 greenhouse gas emissions (carbon footprint) in compliance with the obligation to report non-financial information.

For many years now we have invariably carried out implementation activities of monitoring processes. We place a very high value on building awareness and culture among employees in the field of Health, Safety and Environment (HSE). On an on-going basis, we carry out a lot of training in relation to our legal obligations, but also dedicated under the specific scopes of work carried out on individual construction sites. Once again, the entire ERBUD Group actively participated in Safety Week from 12–18 May 2025, as part of the Construction Safety Alliance. A total of 163 companies and 2,580 employees took part, including our own personnel and subcontractors. We also undertook a number of initiatives in the field of environmental protection.

ERBUD hosted the third edition of the “Safe Construction Site” competition in 2025. The winner was the 'CAMERIMAGE' European Film Centre construction site, managed by the Toruń branch.

The “PV Lewań Wielki 30MW” construction site won first place in the ONDE competition.

The next, fourth edition of the competition will take place in 2026.

In 2025, the Management Board of Erbud S.A. approved new environmental policies.

Contracts signed in 2025

Major building contracts signed in the building construction segment in 2025.

Contract Date	Investor	Subject Matter of the Contract	Contract net value
14 November 2025	Grupa Łapaj Hotele Sp. z o.o.	The project involves the extension of the hotel building to include a complex of indoor swimming pools and a leisure area. It also includes the refurbishment of the building services and existing circulation layout, as well as the construction of a new transformer station.	PLN 53.2 million
31 October 2025	Bella Vista Limited liability company with its registered office in Warsaw,	The construction of a guesthouse complex, along with the necessary infrastructure, is planned within the property's boundaries.	PLN 70.6 million
27 October 2025	Develia S.A., ul. Gen. Romualda Traugutta 45, 50-416 Wrocław	Construction of a multi-family residential building with an underground car park, as well as landscaping, including the layout of footpaths (with an overhead footbridge), rain gardens, retaining walls, and a palisade, and technical infrastructure.	PLN 43.9 million
9 October 2025	Projekt Browarna Sp. z o.o., ul. Powstańców Śląskich 9, 53-332 Wrocław	Construction of a multi-family residential building, including a commercial section and an underground car park, designated as 'Sirius', together with the necessary infrastructure and site development within a complex of multi-family residential buildings as part of the 'Northern Boulevard Phase I' development, Building D, in Wrocław.	EUR 41.7 million
25 September 2025	Siemens Energy Sp. z o.o., Aleja Armii Ludowej 26, 00-609 Warszawa	Subcontracted construction works are taking place on the site of the new SCGT gas-fired combined heat and power plant in Łódź.	PLN 65.0 million
14 July 2025	109 Military Hospital with Outpatient Clinic, ul. Piotra Skargi 9-11, 70-965 Szczecin.	Carrying out the refurbishment of the Military Hospital with Outpatient Clinic (SP ZOZ) in Szczecin, Stages 2A and 2B – covering Sub-stages A and B: Operating Theatres, Central Sterilisation Department and Diagnostic Imaging, including the supply and installation of equipment and fittings.	PLN 56.0 million

28.05.2025 (Erbud International Sp. z o.o.)	St Hedwig the Queen Provincial Clinical Hospital No. 2 in Rzeszów, located at: ul. Lwowska 60, 35-301 Rzeszów	Construction works related to the implementation of the second phase of the investment project titled 'Construction of a HEMS helicopter landing pad and a multi-storey car park'	PLN 56.8 million
9 May 2025	LC Corp Invest XV Spółka z ograniczoną odpowiedzialnością Investments S.K.A. with its registered office in Wrocław	Construction of 4 multi-family residential buildings B1, B2, B3 and B7 with underground car park facilities as well as technical and road infrastructure under the project titled "CEGLANA PARK - WEST" 5.	PLN 76.4 million
6 March 2025	Dr A. Jurasz University Hospital No. 1 in Bydgoszcz, 9 M. Skłodowska-Curie Street, 85-094 Bydgoszcz	The construction of the Children's Treatment Centre at Dr A. Jurasz University Hospital No. 1 in Bydgoszcz is being carried out under a 'design-build-fit-out' contract as part of an investment project entitled "Improving the quality and accessibility of paediatric services within the framework of the Children's Treatment Centre being established at Dr A. Jurasz University Hospital No. 1 in Bydgoszcz".	PLN 162.7 million
25 February 2025	AMW Sinevia Sp. z o.o.	Comprehensive construction of a maintenance hangar (HOT), including all installations, technical infrastructure and technical equipment	PLN 90.0 million
13 February 2025	Equinor Polska Sp. z o.o., ul. Marszałkowska 107, 00-110 Warszawa	Turnkey construction of the Service Centre in Łeba, including waterfront development.	PLN 66.9 million
30 January 2025	TRU Projekt 5.0. Spółka z ograniczoną odpowiedzialnością with its registered office in Wrocław	Construction of a complex comprising two multi-family residential buildings with retail premises on the ground floor, an underground car park, and internal and external technical infrastructure. This will also include site development and utilities, such as street furniture, landscaping, ancillary structures and a transport network, on Czesław Miłosz and Jan Czochoński Streets in Wrocław.	PLN 75.0 million
13 January 2025	Casa Feliz Portowa Sp. z o.o. with its registered office at ul. Garncarska 3/7, 31-115 Kraków	The implementation of Phase II of the development project involves the construction of the B1 multi-family building. This comprises five and four storeys above ground, respectively, plus one underground storey. It also includes a multi-space car park on the ground floor and a technical infrastructure and site development.	PLN 32.4 million

Erbud S.A. and Erbud International Sp. z o.o., also carry out construction work abroad, primarily in Belgium. The Company operates abroad as a subcontractor, mainly for building shells.

Construction market in Belgium

According to data published by Statbel, the construction sector accounts for approximately 5% of Belgium's GDP, with the annual value of construction output exceeding €40 billion. Between 2024 and 2025, the market experienced limited growth due to high interest rates, cost pressures, and investors' more cautious approach to new projects. This slowdown was most evident in residential construction, while the infrastructure segment and projects carried out by large private and public entities remained relatively stable.

For a medium-sized contractor that specialises in providing shell works exclusively through its own labour force, maintaining the continuity of the order book and stable relationships with main contractors is of key importance. An operating model based largely on in-house teams reduces the risks associated with subcontracting and enables quality control and timely completion to be maintained.

The company carries out projects for major investors and general contractors, such as BESIX/Vanhout, Jan De Nul, Democo, Mourik NV, Van Roey NV, CFE/MBG, Willemen Groep and Stadsbader, which ensures access to large-scale building and infrastructure projects and a relatively stable volume of work in the reinforced concrete and structural works segment.

The outlook for the coming years remains positive. Industry forecasts predict a gradual recovery in investment activity after a period of stagnation, driven by infrastructure projects, the energy transition, and increasing demand for building renovations and modernisations. For construction companies, this means sustained demand for skilled teams, alongside a growing emphasis on organisational efficiency and labour productivity. In this context, Erbud International's key advantage is its own specialised workforce with many years' experience of delivering shell-and-core projects on the Belgian market. Thanks to its experience, consistent processes and high team productivity, the Company is able to meet the expectations of investors and main contractors in terms of timeliness, quality and cost discipline. Erbud's core business in Belgium is built on a well-established reputation, developed over many years, as a contractor specialising in delivering projects involving a high degree of structural complexity. The company successfully undertakes projects that other entities avoid due to a lack of relevant experience, in terms of both production and engineering staff.

Another key area of the company's competitive advantage lies in projects characterised by high barriers to entry and stringent formal and technical requirements. In this regard, the company's certifications authorising it to carry out work in Belgium, as well as its ISO-certified management systems, are of key importance. This enables Erbud to strengthen its position as a partner capable of delivering the most demanding projects on the Belgian market.

2026 targets – market and operational context

The year 2025 saw the Polish construction sector stabilise and begin to recover selectively. After a challenging 2024, during which construction and installation output declined significantly, output grew by 0.7% year-on-year in 2025. While this growth rate may seem modest, it conceals the dynamic changes occurring within individual market segments, in which the ERBUD Group is actively building its competitive advantage.

Key market indicators for 2025

The value of the construction market in Poland reached approximately PLN 390 billion that year, approaching the psychological threshold of PLN 400 billion, which is forecast to be exceeded in 2026.

Category	Indicator (2025)	Comments
Construction and assembly activities	+0.7% y/y	Recovery from negative growth (-7.7%) recorded in 2024
Production prices (costs)	+3.2% y/y	Stabilisation of material and energy costs
Employment in the sector	-0.8% y/y	Persistent labour shortage, despite a slight decline of FTEs
Building permits (in the housing sector)	-16.0% (H1)	Slowdown in the property development sector

Barriers and Challenges

By 2025, the industry was operating in a 'two-speed' environment:

1. Low uptake of funds from the National Reconstruction Plan: This led to weaker civil engineering performance in the third quarter, with a 6.9% decline in August.
2. Wage pressure: Despite stabilising material prices (falling by around 1%, according to PSB data), labour costs and staff shortages continue to limit margins in the general contracting sector.

Forecasts and Outlook for 2026–2027

The outlook for the sector is optimistic over the coming years, as reflected in the ERBUD Group's order book. This stood at over PLN 2.8 billion at the end of September 2025.

- **2026 – The Year of Accumulation:** Market value is expected to exceed **PLN 400 billion**. This will be due to the complete implementation of investments under the National Reconstruction Plan (KPO) and the Cohesion Fund, particularly in rail and energy infrastructure.
- **GDP growth:** Taking into account the multiplier effect, the construction sector's share of GDP is set to exceed **10%** again in 2026.

Nearshoring trend: Demand for modern industrial and logistics facilities is expected to grow further (with the value of non-residential investment estimated at **PLN 173.5 billion** in 2026). Against this backdrop, the building construction sector in Poland is expected to undergo a period of structural recovery. After a period of stagnation in 2024 and stabilisation in 2025, 2026 is expected to see a surge in deferred investments, driven by the National Reconstruction Plan (KPO) and falling interest rates.

Given its current strategy and market forecasts, the ERBUD Group's targets for the building construction segment in 2026 should focus on four pillars:

ERBUD's strategic targets for 2026 (Building Construction).

1. Selective growth in scale and improved profitability

The building construction market is expected to reach a value of approximately **PLN 173.5 billion** in the non-residential sector alone by 2026.

- **Target:** To increase or maintain revenue in the building construction market, whilst maintaining strict margin discipline. The year 2026 should be a key stage in this progression.
- **Rationale:** Expected interest rate cuts (forecast for March and July 2026) will unlock private commercial and residential investment.

2. Expansion into the 'New Architecture of Needs' (Defence and Thermal Modernisation)

In 2026, the deadline for settling accounts for many projects under the National Reconstruction Plan (KPO) will expire, which will force a sharp acceleration of work.

- **Target:** Securing contracts in the defence infrastructure sector (barracks, specialist warehouses) and public utilities sector (hospitals, schools built to passive house standards).

3. Dominance in green and modular construction

The timber prefabrication market will reach maturity in 2026, driven by the EPBD directive.

4. Operational optimisation and digitalisation

In 2026, labour shortages will remain a barrier (employment in the sector may be 1–2% below requirements).

- **Target:** Full implementation of AI-supported systems for tendering and supply chain management to reduce the risk of material price fluctuations (forecast cost inflation in 2026 is approx. 3–4%).

Forecast structure of the building construction market in 2026 (Investment value)

Segment	Expected trend	ERBUD opportunity
Residential	Demand rebound (low-cost lending)	Multi-family housing for developers
Industrial/Logistics	Steady growth (nearshoring)	Data centres and high-bay warehousing facilities
Office	A supply gap in city centres	Fit-outs and certified office buildings
Public	Accumulation of funds under the National Reconstruction Plan	Energy-efficiency upgrades and strategic facilities

2.2.2. RENEWABLE ENERGY AND CIVIL ENGINEERING SEGMENTS (ONDE GROUP)

In terms of both revenue and profit margins, the renewable energy and civil engineering segment is the second-largest within the ERBUD Group. This business is primarily conducted within Poland. Operational activities were launched in Germany in 2025. The Group also actively participates in tenders in Romania and the Baltic States.

In 2025, the segment generated revenue of PLN 864,092,000. Compared to the previous year, the segment recorded an increase in revenue of PLN 60,167,000 (7.5% y/y).

EBIT in the renewable energy, engineering, and road construction segment was PLN 37,566 thousand (an EBIT margin of 4.3%), which was lower than the previous year by PLN 8,523 thousand (a decrease of 18.5% y/y).

Scope of activities

The ONDE Group's main activities are the construction of renewable energy plants and the implementation of its own renewable energy projects, the road-engineering construction projects, other activities as well as the generation and distribution of renewable energy.

The ONDE Group has an established position on the wind farm construction and photovoltaic market and is positioned as the largest contractor of investments in renewable energy sources in terms of the total volume of completed wind projects in the Polish market. ONDE has more than 463 renewable energy projects in its portfolio. These are either completed or under development. From the Company's inception until 31 December 2025, ONDE has been involved in the installation of nearly 5 GW of capacity across all wind and solar farms.

The Group currently has a parent company, ONDE, which has extensive experience in the implementation of renewable energy projects and road construction and improvement projects. As of 31 December 2025, the Group also comprised 41 subsidiaries: IDE Projekt Sp. z o.o. (hereinafter referred to as „IDE Projekt”) – a design consultancy; Park Lewwald Sp. z o.o., a company engaged in electricity generation; ONDE GmbH, established to secure contracts and carry out construction work on the German market; ONDE ROMANIA S.R.L., established to secure contracts and carry out construction work on the Romanian market; and 37 special purpose vehicles set up to implement the company's own renewable energy projects.

The Group's structure enables the transfer of skills between business areas - experience gained over the years in one area can be used in the implementation of projects in other areas. ONDE also benefits from being part of the ERBUD Group, which has over 35 years of experience in the construction sector in Poland and in foreign markets.

The ONDE Capital Group operates in the following business segments:

- the "Construction activities in the Renewable Energy Segment" (hereinafter referred to as "RES Construction"), which is divided into the following areas:
 - execution of contracts for the wind farm sector,
 - execution of contracts for the photovoltaic farm sector,
 - operation and maintenance of photovoltaic farms (O&M),
 - development and sale of subsidiaries with RES projects ready for construction or already built;

- "Road Engineering Construction" segment,
- The 'Other' segment, which comprises other services provided by the Group: sales of aggregates, building materials and ancillary production,
- the 'Renewable Energy Generation and Sales' segment, which generates revenue from the sale of energy produced by renewable energy projects developed on a self-funded basis.

In 2025, the following changes took place in the structure of the ONDE Group:

- On 16 May 2025, the company announced the conclusion of an agreement to sell a 50% stake in Solar Serby Sp. z o.o., a jointly controlled entity which owns the rights to a photovoltaic power plant with a total installed capacity of 112 MW. The company also announced the conclusion of a construction contract for the Serby photovoltaic power plant, an annex to the contract, and the receipt of instructions to commence performance of the contract.
- 2 June 2025: ONDE entered into an agreement to acquire 100% of the shares in the special purpose vehicle, Windify Sp. z o.o., for the purpose of developing the firm's activities in the area of its own renewable energy projects.
- On 17 September 2025, ONDE entered into an agreement to sell a 50% stake in ONDE DEV 2 Sp. z o.o., a special purpose vehicle developing a wind farm project.
- On 13 October 2025, ONDE ROMANIA S.R.L. was established within the ONDE Group to secure contracts and carry out construction work on the Romanian market.
- On 21 November 2025, six new Special Purpose Vehicles (ONDE DEV 9–14) were established. These were set up to support the firm's expansion in the area of its own renewable energy projects. Most of these companies will be responsible for developing new wind, solar or hybrid farm projects on a greenfield basis.

In 2025, ONDE completed the construction of 1 wind farm projects and 39 photovoltaic farm projects for its customers, with a total generation capacity of approximately 292 MW. In 2025, the Company started the development of 2 wind farms with a total capacity of approximately 12.8 MW and a total contract value of PLN 34.7 million and started the development of 17 photovoltaic farms with a total capacity of approximately 192.0 MW and a total contract value of approximately PLN 527.3 million.

Staffing levels in the ONDE Group remain stable. At the end of December 2025, the Group's headcount was 592 people.

Statutory governing bodies

Supervisory Board

Change in the Supervisory Board composition after the balance sheet date

A change occurred in the composition of the Supervisory Board after the balance sheet date. On 4 February 2026, the Management Board received a letter of resignation from Jacek Socha, a member of the Supervisory Board, effective from 4 February 2026.

As of this Report Date, the Supervisory Board comprised five (5) members::

Jacek Leczkowski	- Supervisory Board Chairman,
Agnieszka Głowacka -	- a Supervisory Board Member
Mirosław Godlewski	- a Supervisory Board member
Michał Otto	- a Supervisory Board Member
Michał Hulbój	- a Supervisory Board Member

The Supervisory Board composition as of the balance sheet date

The current term of office of the Supervisory Board began on 1 June 2022 and will expire on the date the General Meeting approves the financial statements for the financial year 2025.

Between 1 January 2025 and 31 December 2025, the Supervisory Board consisted of six (6) members:

Jacek Leczkowski	- Supervisory Board Chairman,
Agnieszka Głowacka	- a Supervisory Board Member
Jacek Socha	- Deputy Chairman of the Supervisory Board,
Mirosław Godlewski	- a Supervisory Board member
Michał Otto	- a Supervisory Board Member
Michał Hulbój	- a Supervisory Board Member

Management Board

As of 31 December 2025 and at the date of Report publication, the Company's Management Board comprised four members:

Paweł Przybylski	- President of the Management Board
Paweł Średniawa	- Vice-President of the Management Board
Marek Marzec	- Vice-President of the Management Board
Bartosz Sobolewski	- Vice-President of the Management Board

There have been changes in the composition of the Management Board during the accounting period. From 1 January to 31 March 2025, the Company's Management Board consisted of four (4) members:

Paweł Przybylski	- President of the Management Board
Piotr Gutowski	- Vice-President of the Management Board
Paweł Średniawa	- Vice-President of the Management Board
Marek Marzec	- Vice-President of the Management Board

Subsequently, the composition of the Management Board changed following the announcement of Piotr Gutowski's resignation as Deputy Chairman, effective from 31 March 2025.

Between 1 April and 1 June 2025, the Company's Management Board comprised the following individuals:

Paweł Przybylski	- President of the Management Board
Paweł Średniawa	- Vice-President of the Management Board
Marek Marzec	- Vice-President of the Management Board

On 2 June 2025, the Company announced the appointment of Bartosz Sobolewski to the position of Deputy Chairman of the Management Board, with effect from 2 June 2025..

The current term of office of the Management Board started on 1 June 2022 and will expire at the date of the approval of the 2025 financial statements by the General Meeting of Shareholders.

As of 31 December 2025 and at the date of Report publication, the Company's Management Board comprised four members:

Paweł Przybylski	- President of the Management Board
Paweł Średniawa	- Vice-President of the Management Board
Marek Marzec	- Vice-President of the Management Board
Bartosz Sobolewski	- Vice-President of the Management Board

Audit Committee

In the period from 1 January 2025 to 31 December 2025 the Audit Committee consisted of:

- Michał Otto - Chairman of Audit Committee,
- Agnieszka Głowacka - an Audit Committee Member
- Jacek Socha - an Audit Committee Member

The current term of office of the Audit Committee will expire at the date on which the General Meeting of Shareholders has approved the financial statements for the financial year 2025.

Remuneration Committee

In the period from 1 January 2025 to 31 December 2025 the Remuneration Committee consisted of:

- Jacek Leczkowski - Chairman of Remuneration Committee
- Agnieszka Głowacka - a Remuneration Committee Member
- Mirosław Godlewski - a Remuneration Committee Member

The current term of office of the Remuneration Committee started on 1 June 2022 and will expire on the date the General Meeting of Shareholders approves the financial statements for the financial year 2025.

Market environment

A pivotal role for the current and future activities of the ONDE Group is played by the shape of legal regulations effective in Poland, mainly in the construction and energy sectors. Current regulations and those in the pipeline affect, *inter alia*, the project implementation methodology, the ability to acquire new assignments and contracts, as well as constraints and opportunities for renewable energy development. For this reason, the ONDE Group monitors on-going legislative changes, assesses their possible implications for its operations, and seeks to minimize the likelihood of occurrence of identified threats and take advantage of opportunities arising from them.

The major regulations most relevant to the ONDE Group and the sector include:

- [Public Procurement Law](#)

Some of the contracts concluded by the Company in the road-engineering construction and power segments are contracts to which the provisions of the Public Procurement Law (hereinafter the "PPL") apply, which define, inter alia, the contracting principles, procedure phases, specific instruments and procedures for procurement, legal remedies, out-of-court dispute resolution techniques and the scope of inspections and fines. The Public Procurement Law applies to projects commissioned by public entities through public tenders. Contracts concluded under the PPL regime are subject to statutory provisions, particularly those relating to amendments to the terms and conditions, termination, duration and permissible security measures (including performance bonds, advance payments and liability for defects).

- [Construction Law](#)

Construction Law (hereafter referred to as 'CL') primarily regulates matters relating to the execution of construction works. Its scope is broad, covering the design, construction, maintenance and demolition of buildings, as well as the obtaining of building permits and notifications. It also covers the conditions for commencing, carrying out and completing construction and building approval for use, technical, environmental, sanitary and structural safety requirements, and the rules governing building supervision and procedures in the event of construction-related hazards. The CL also regulates matters relating to the use of property, its fittings, and activities within the construction sector.

For the ONDE Group, it is important to note that the commencement of construction works is always subject to an administrative decision. This is most commonly in the form of building permit, but it may also take the form of a notification of commencement of works. A building permit expires if construction has not commenced within 3 years of its issue date, or if construction has been suspended for more than 3 years. The ONDE Group's activities mean that the Construction Law regulations concerning the rules for carrying out construction, legal liability for its progress, and the technical and safety standards of the building are of key importance.

- [Civil Code](#)

The provisions of the Civil Code (hereinafter the "CC") regulate the basic issues concerning obligations under civil law, including building contracts.

Importantly enough for the ONDE Group, the Civil Code lays down, inter alia, the principles of joint and several liability of the investor and the contractor for payment of the remuneration due to the subcontractor for the civil works performed by the latter, or the right to demand from the investor a guarantee of payment for the civil works, which may take the form of a bank guarantee, an insurance guarantee, as well as a bank letter of credit or a bank suretyship granted upon the investor's mandate. The above rules also apply to contracts between the contractor (General Contractor) and further contractors (subcontractors).

The ONDE Group considers the provisions of the Civil Code relating to warranties, guarantees, contractual penalties and damages to be of significant importance. Appropriate contractual amendments to these provisions, resulting from negotiations on construction contracts, can effectively ensure protection against excessive claims.

- [Energy Law and "Energy Policy of Poland until 2040"](#).

The Act called Energy Law (hereinafter referred to as the "EL") and its implementing regulations define the principles for the development of the state's energy policy, the terms and conditions for the supply and use of fuels and energy (including heat), as well as the activities of energy enterprises, and indicate the

authorities competent for fuel and energy management. The Energy Law also defines the principles for the development of the state's energy policy, and the binding document in this regard is the "Energy Policy of Poland until 2040" (hereinafter referred to as EPP 2040).

From the ONDE Group's perspective, the key EU regulations are those relating to the process of obtaining connection conditions to the power grid, and to the conclusion, amendment and fulfilment of connection agreements.

In 2023, the Act of 28 July 2023 amending the Energy Law and certain other acts, which is an amendment to the Energy Law, entered into force. From the ONDE Group's operational perspective, the Act's key provisions include the rules governing the construction and operation of direct lines, and the option to carry out investments under the 'cable pooling' model. In addition, rules have been created about how licensed activities must be carried out. These rules are a condition of getting a licence for electricity generation. In turn, the President of the Energy Regulatory Office (ERO) has been delegated power to set the direction of network development and the implementation of priority investments, which in the long term is also important for the ONDE Group operations.

In January 2025, the assumptions of the draft act amending the acts - the Energy Law and certain other acts (UC84) - were published in the list of legislative and programme works of the Council of Ministers. In March, the draft was published on the Government Legislation Centre's website and the public consultation on the Draft Act concluded in April. The Draft Act provides proposed solutions to, *inter alia*, increase the flexibility of the grid through the introduction of changes to connection agreements, solutions to optimise the use of existing grid infrastructure and also to facilitate the grid connection process, solutions to simplify the connection process and increase the number of facilities that can be connected, to make the process of planning grid development and the implementation of connection conditions more realistic and optimised, solutions to create special areas for the development of grid infrastructure and energy storage. After the Company's balance sheet date, the Act was passed by the Lower House (Sejm) and the Upper House (Senate) of the Polish parliament.

A government draft to amend the Energy Law and certain other acts (UDER35) is currently being processed in parallel. It provides for the establishment of special Sustainable Industrial Development Zones (SRZP), which are intended to address the challenges facing companies in the industrial sector, particularly those that consume large amounts of energy. The aim of the Sustainable Industrial Development Zones is to create a business-friendly environment that supports the energy transition, reduces administrative barriers and lowers operating costs for businesses. The main focus will be on enabling access to energy from renewable sources at competitive prices, which should increase the investment attractiveness of Polish industry and boost demand for renewable energy infrastructure, thereby having a significant impact on the ONDE Group's operations.

- [Act on Renewable Energy Sources](#)

The Act on Renewable Energy Sources (hereinafter the "RES Act") lays down the terms and conditions for the performance of activities relating to the generation of electricity from RES, agricultural biogas from RES plants and the generation of bioliquids. The RES Act also defines, among other things, mechanisms and instruments to support the production of electricity from RES, agricultural biogas and heat in RES installations, as well as rules of international cooperation regarding RES and joint investment projects.

The RES Act regulates, *inter alia*, the operation of the auction system - a support mechanism for generators of electricity from RES plants. During auctioning process, a generator bids to sell electricity from a plant at

the price for which it undertakes to sell its declared volume of energy in subsequent years. The generator winning the auction thanks to the lowest price obtains guaranteed support in the period from the first delivery to the grid of electricity generated at his plant for a period of maximum 15 consecutive years.

Announced on 31 August 2023 in the Journal of Laws of the Republic of Poland (Journal of Laws, 2023, item 1762), an amendment to the Act on Renewable Energy Sources and Certain Other Acts, implemented into Polish law a number of provisions from the EU Renewable Energy Sources Directive (RED II) - including those related to guarantees of origin, administrative procedures, and the application of RES in heating and cooling. The new legislation has introduced solutions into the Polish legal standards to support the development of renewable energy sources. This subject regulates, inter alia, the operation of energy clusters or energy cooperatives. In addition, a new definition of hybrid RES plants has been introduced, as well as provisions to provide additional support for the plants that reach the end of their 15-year support period (to cover the reasonable operating costs of such plants).

The key modifications also include the introduction into the abovementioned amendments to Energy Law, of new rules governing the contracting for cable pooling or the regulation of Power Purchase Agreements (PPAs).

The Ministry of Climate and Environment has estimated that the modifications made in amendment will allow to boost RES capacity by approximately 5 GW in terms of grid connectivity.

- [The Distance Act](#)

The Act on Investments in Wind Power Plants, which has been in force in Poland since 2016 and is commonly referred to as the Distance Act (hereinafter the 'Distance Act'), sets out, amongst other things, the conditions, the procedure for siting and constructing wind farms in the vicinity of existing or planned residential developments. The most significant requirement introduced by the Distance Act remains the obligation to locate wind farms exclusively in accordance with the provisions of the applicable Local Zoning Plans (hereinafter "LZPs"), as well as detailed requirements concerning their distance from buildings and protected areas.

In April 2023, an amendment to the aforementioned Act came into force, stipulating that new wind turbines must be sited at a minimum distance of 700 metres from residential buildings. The final distance will be determined following a Strategic Environmental Impact Assessment (hereinafter 'SEIA') carried out as part of the procedure for the adoption of Local Spatial Development Plans by municipal councils. The SEIA will analyse, inter alia, the impact of noise emissions on the surrounding area and the health of the local population. The municipal authorities will not be able to waive the requirement to carry out a Strategic Environmental Impact Assessment for proceedings concerning the adoption of Local Spatial Development Plans which provide for the possibility of locating a wind farm.

However, the amendment in question upholds the ban on constructing wind turbines in national parks, nature reserves, landscape parks and Natura 2000 sites. In addition, the amended Act stipulates that the investor must allocate minimum 10 per cent of the wind power plant's installed capacity to the municipality population, who would consume the electricity acting in the capacity of a virtual prosumer. Each resident of that municipality will be able to take (buy) a share of no more than 2 kW at the reference price specified in the Act.

In recent years, various legislative initiatives have been undertaken, primarily aimed at abolishing the general 10H rule and introducing a new minimum distance of 500 metres between wind turbines and residential buildings. Other initiatives have focused on repowering, or the modernisation of existing wind

turbines. However, these initiatives, which were passed by the Sejm and the Senate, were not signed by the President and were ultimately not incorporated into the legal system.

- [Environmental Law](#)

Environmental legislation governs the principles of environmental protection and the conditions for exploiting environmental resources, with sustainable development as its overarching principle. According to the statutory definition, sustainable development is a form of socio-economic development in which political, economic and social activities are integrated while maintaining ecological balance and the sustainability of fundamental natural processes. The aim is to ensure that the basic needs of individual communities or citizens — both of the present and future generations — can be met.

Therefore, the provisions of the Act apply to both existing buildings and the investment and construction process itself. These regulations also assume that the operation of installations that cause, *inter alia*, noise emissions and the generation of electromagnetic fields, should not cause surpassing of the environmental quality standards outside the area to which the operator holds legal title. The Environmental Law provides for civil, criminal and administrative liability for breaching its provisions or permits issued thereunder. It also defines circumstances where the use of a plant may be suspended (including when the plant is used without the required integrated permit).

- [The EIA Act](#)

Pursuant to the Act on the Delivery of Information on the Environment and Environmental Protection, Public Participation in Environmental Protection and Environmental Impact Assessments (hereinafter the "EIA Act"), a decision on environmental conditions is required for the implementation of planned projects that may always have a significant impact on the environment or projects that may potentially have a significant impact on the environment. Most investments in electricity generation from RES (especially onshore wind farm projects) are considered as such. The provisions of the Act significantly impact the pace at which renewable energy projects are implemented. It is only after a decision on environmental conditions has been obtained that the investor can apply for planning permission and proceed with the project in accordance with the law. This decision is usually issued following an additional environmental impact assessment carried out as part of the administrative procedure, the completion of relevant monitoring and analyses, and the preparation of an environmental report setting out the environmental requirements for the project.

- [Spatial Planning and Land Development Act](#)

The Act lays down the principles for the moulding of spatial policy by local government bodies and government administrative bodies, the scope and methods of conduct in matters of allocating land for specific purposes and determining the principles of its development and construction - taking spatial order and sustainable development as the basis for these activities.

From the ONDE Group's business perspective, this law is important insofar as it regulates the procedures for the location of investment projects, including, in particular, photovoltaic power plants. On 24 September 2023, an amendment to the Act on Planning and Spatial Development came into force, regulating, among other things, the rules of locating photovoltaic power plants with the capacity above 1 MW on the basis of local zoning plans (hereinafter: (Local Zoning Plans), the involvement of local communities in the Local Zoning Plan process, and restrictions on the location of photovoltaic power

stations on Class IV land pursuant to planning permission decisions. Prior to the amendment, planning permission decisions were issued indefinitely, but now there are time limits on their validity. Furthermore, the scope of planning permission decisions has been significantly restricted; they will only be issued in zones designated in the new General Plan for the municipality and not in areas not covered by the provisions of the Local Zoning Plan. However, it is worth noting that a simplified procedure has been provided for the adoption of Local Zoning Plans intended for photovoltaic power plant construction.

The comprehensive amendment introduced a number of important changes from the ONDE Group's perspective, which implement new rules for obtaining permits for photovoltaic power plant projects. In the Company's opinion, the changes made will extend the procedural time of certain procedures and further formalize the process of obtaining the necessary location documents. These procedures will be more complex than those currently in place.

- [Market prospects](#)

According to the Energy Forum's publication "2025 Wrapped", the output from renewable energy sources in 2025 reached a record high share of 31.2% in the energy mix (0.4% up compared to the previous year). This gives RES (as in 2024) the runner-up position in terms of electricity output in 2025 in Poland. In total, RES generated 53.8 TWh in the domestic energy output (compared to 49.7 TWh the year before).

In 2025, electricity generation from photovoltaic power stations increased by 2.4 TWh to reach 20.4 TWh, covering 11.8% of the total electricity demand. Meanwhile, onshore wind farms generated 23.4 TWh of electricity in 2025 (a year-on-year decline of 1.4 TWh), accounting for 13.6% of the energy mix.

By the end of 2025, the installed capacity from renewable energy sources (RES) had increased by 6.0 GW year-on-year to reach 39.5 GW, accounting for over half of the total installed capacity in the Polish energy mix. The largest increase in capacity in 2025 came from photovoltaics, with 4.8 GW added, of which 3.7 GW came from large-scale projects. According to Energy Forum, a further 0.5 GW was added to the system from wind sources.

- [Wind power engineering](#)

The ONDE Group operates in the dynamically developing market of renewable energy sources, which is a key driver of the energy transition in Poland and in the overall European Union.

According to WindEurope's Report titled "Wind Energy in Europe: 2025 Statistics and Projections for 2026-2030", [1] new wind energy capacity installed in Europe totalled 19.1 GW (90% of which is onshore), including 15.1 GW in the European Union alone.

In 2025 with 800 MW of newly installed wind power capacity, Poland was ranked in 8th position in Europe. The total installed capacity of wind farms in Poland was 11.2 GW at the end of the year, accounting for 14% of the total energy mix.

According to the 2026-2030 forecast, approximately 151 GW of new wind capacity will be installed in Europe at the forecast period (including 112 GW in the EU and more than 8.6 GW in Poland), resulting in 439 GW of installed wind power capacity in 2030 - including 343 GW in the EU. Meanwhile, the EU is aiming to reach 425 GW of installed capacity in wind farms by 2030.

Following the auctions held in Poland in 2025, a further 3.5 GW of projects received funding: 83 MW onshore and 3,435 MW offshore.

The amendment to the Distance Act, which came into force in April 2023, is one of the positive factors for the ONDE Group's business outlook.

- **Solar Energy**

Solar power (hereinafter referred to as "PV") in Poland continues to develop rapidly and was the growth leader in the RES market segment for another consecutive year. According to Energy Forum's publication "2025 Wrapped", in 2025 the installed capacity of photovoltaic systems in Poland rose by 4.8 GW year-on-year, representing a 22.5% year-on-year increase in this market segment.

In 2025, significant growth was particularly evident in installations with a capacity of at least 50 kW – these accounted for 3.7 GW of new PV capacity year-on-year.

- **Development**

The business of building our own Renewable Energy Sources is based on the develop, sell and build model. As of the Report Date, the Group is in the possession of own projects with a total capacity of approximately 2,052 MW, of which approximately 1,254 MW capacity are wind farms. Projects with a capacity of approximately 387 MW have already connection conditions in place, of which projects with a capacity of 321 MW (36 MW is a wind farm project) have been granted building permit decisions.

In Q2 2025, the Group recognised its first revenue from the sale of energy. As a result, the 'Renewable Energy Generation and Sales' segment was identified as an operating segment and began to be presented separately in the consolidated financial statements.

Work is in progress to expand the portfolio of ONDE experts' comprehensive proprietary projects, and processes are being carried out to optimise existing projects in the development phase for upscaling and/or hybridisation (i.e. cable pooling) to implement wind and PV farms (and possibly an energy storage facility).

- **Energy storage facilities**

Industry publications, including those by Energy Forum, emphasise the need for individual or large-scale energy storage facilities in the Polish electricity system to increase its flexibility.

According to Energy Forum's publication "2025 Wrapped", Poland gained 0.4 GW of electricity storage capacity in 2025. The total available storage capacity at the end of the year was 2.3 GW, including 0.6 GW of prosumer installations.

At the same time, the system's lack of flexibility limits the potential for utilising energy from renewable sources due to its variable output. As a result of so-called curtailment (i.e. not market-driven reallocation – a mechanism designed to balance energy output within the system against energy demand in order to ensure the security of the transmission and distribution networks by limiting electricity generation from renewable sources, which in many cases results in financial losses for the owners of these installations), there is a reduction in RES output – according to the estimates by Energy Forum, in 2025 the total amount of energy that was not generated and sold by owners of PV and wind systems reached as much as 1.4 TWh.

From a development perspective, constructing energy storage facilities at renewable energy generation sites (including wind and solar farms) is one way to optimise projects, reducing curtailment losses and generating additional revenue through electricity price arbitrage and power grid balancing services.

ONDE recognises the attractive business potential of constructing large-scale energy storage facilities. Over the next few years, the growth of the energy storage market will be supported by the programme 'Electricity storage facilities and related infrastructure to improve the stability of the Polish electricity grid',

which was announced and awarded by the National Fund for Environmental Protection and Water Management (hereafter referred to as the 'National Fund'). In the competition, which concluded in the second half of 2025, storage facilities to be built between 2026 and 2028 received grants totalling approximately PLN 4 billion from the National Fund.

Large-scale energy storage facilities have also received support in previous years under the capacity market scheme. It is estimated that approximately 2 GW of such facilities will be built between 2026 and 2030 as a result.

- **Road engineering**

The shape of government infrastructure schemes, such as the National Road Engineering Construction Program until 2030 (with an outlook until 2033) is key to the Group's operations in the road and civil engineering construction projects implemented by the Company.

A threat to long-term contracts is the originally established 5% cap on indexation. A positive development in the road construction sector was the raising, in February 2022, of the indexation threshold to 10% for tenders announced in 2022 and carried out for the General Directorate for National Roads and Motorways (GDDKiA) under the 'Design and Build' system. In May 2022, the Council of Ministers also raised up to 10 per cent the indexation limits for contracts concluded by the National Roads and Motorways Directorate (GDDKiA) prior to February this year for the execution of national roads. This was followed in December 2023 by another change in the indexation limit up to approx. 15 per cent.

Growing burdens pressing local government budgets reduce the number of projects implemented by this investor category. The problem of financing infrastructure projects will grow after the end of the current EU financial perspective. One of the way outs of such a situation may be more frequent use of the public-private partnership formula as a source of project financing.

- **Development of activities in foreign markets**

The ONDE Group is looking for opportunities to boost revenues and to diversify its business in foreign markets. In light of the current geopolitical situation, favourable wind conditions and an advantageous regulatory environment, the company will primarily focus on the Baltic, German and Central and Eastern European markets, particularly Romania [3]. ONDE recognises the business potential of operating internationally, where it can leverage its knowledge, experience and resources from the Polish market.

In July 2025, in line with the Group's strategic development ambitions, ONDE GmbH signed its first contract on the German market with Nordex Energy SE & Co. for the construction of a storage yard for wind turbine nacelles. KG. A further contract was secured in Germany in the fourth quarter of 2025, with two more being signed after the balance sheet date. Also in 2025, ONDE ROMANIA S.R.L. was established within the ONDE Group to secure contracts and carry out construction work in Romania. After the balance sheet date, the company secured its first contract in Latvia.

According to the WindEurope report titled 'Wind Energy in Europe: 2025 Statistics and Forecasts for 2026–2030'[4], new installed capacity in the wind energy sector and forecasts for the markets covered were as follows:

- By 2025, Germany had installed over 5.7 GW of new wind power capacity, making it the leading country in Europe. This included 5,232 MW onshore and 503 MW offshore. By the end of the year, the country's total installed wind power capacity had reached 77.7 GW, accounting for 28% of the energy mix. According to forecasts, Germany will install approximately 52.9 GW of new wind power

capacity between 2026 and 2030. Following auctions held in 2025, projects with a total capacity of around 15.4 GW were awarded funding: 14.4 GW onshore and 1 GW offshore.

- In 2025, Romania installed a total of over 330 MW of new onshore wind power capacity, placing it 12th in Europe. By the end of the year, the country's total installed wind power capacity stood at almost 3.5 GW, with wind farms accounting for 11% of the energy mix. According to forecasts, approximately 2.6 GW of new onshore wind capacity will be installed in Romania between 2026 and 2030, bringing its total onshore wind capacity to around 6 GW. Following auctions held in 2025, a further 1,579 MW of onshore projects were awarded.
- In 2025, Lithuania installed a total of over 759 MW of new onshore wind power capacity, placing it in 9th place in Europe. By the end of the year, the country's total installed wind power capacity stood at 2.5 GW, with wind farms accounting for 33% of the energy mix. According to forecasts, approximately 2.3 GW of new wind power capacity will be installed in Lithuania between 2026 and 2030.
- In Latvia, no new wind power capacity was installed in 2025. By the end of the year, the country's total installed wind power capacity stood at 137 MW, accounting for 3% of the energy mix. According to forecasts, approximately 1.2 GW of new wind power capacity will be installed in Latvia between 2026 and 2030.

Regarding the Romanian market, the Management Board also considers the solar farm sector to be promising. The company predicts that the installed PV capacity will reach around 7 GW by the end of 2025, with large-scale projects accounting for 4 to 5 GW of this total. The total capacity of projects currently under construction or due to begin soon amounts to around 1 GW (including projects that won auctions in 2024–2025). Large-scale energy storage projects may also offer further opportunities for implementation in the coming years.

^[1] The report titled 'Wind energy in Europe. 2025 Statistics and the outlook for 2026–2030', published in February 2026.

[2] The total figure also includes the capacity of pumped-storage power stations.

[3] It has the highest installed capacity of onshore turbines among European countries – approx. 6.6 MW compared to 5.2 MW across Europe in 2025.

[4] Report titled "Wind energy in Europe. 2025 Statistics and the outlook for 2026–2030", published in February 2026.

Contracts signed

Item	Investor	Contract Date	Subject Matter of Contract	Net value (attributable to ONDE) in '000 PLN.
Contracts signed from 1 January 2025 to the Report Date:				
1.	EkoWodrol Sp. z o.o. Environmental Engineering Company Sp. z o.o.	24 January 2025	Design and comprehensive execution of works in the road sector under the project: 'Enhancement of investment appeal of the Sianów Municipality through development of buried infrastructure in industrial areas along the S6 expressway'.	PLN 27,500 thous.
2.	Invest PV Sp. z o.o.	15 Mar. 2024 (came into force on 25 Feb. 2025)	Construction of PV EF Jelenia Góra 2	PLN 15,046 thous.
3.	PV SOL 8 Sp. z o.o.	27 Jan. 2025 (effective from 25 Feb. 2025)	Construction of Korczowa PV Farm	(PLN 30.520 thous.)
4.	The Zachodniopomorskie Province (Western Pomerania)	21 March 2025	Construction of a cycle path along the DW 163 between Kołobrzeg and Pyszka	(PLN 16.371 thous.)
5.	LGE PV KOŃSKIE Sp. z o.o.	31 March 2025	Construction of PV Końskie farm	(PLN 17.552 thous.)
6.	LGE PV 1 Sp. z o.o.	31 March 2025	Construction of PV Leszno farm	(PLN 25,626 thous.)
7.	ABO Energy Polska Sp. z o.o.	16 Apr. 2025	Construction of the energy infrastructure for the Gubin PV farm	(PLN 18.043 thous.)
8.	Solar Serby Sp. z o.o.	27 Jan. 2025 (effective from 16 May 2025)	Construction and maintenance of PV Serby farm	PLN 242 721 thous. ^[1]
9.	IB VOGT Końskie	27 Jan. 2025 (effective	Carrying out comprehensive	(PLN 59.611

	Sp. z o.o.	from 2 Feb. 2026)	works under an EPC contract for an 84.6 MW PV farm	thous.) EUR 15,370 thous.
10.	IB VOGT Słoniawy Sp. z o.o.	27 Jan. 2025 (effective from 2 Feb. 2026)	Carrying out comprehensive works under an EPC contract for a 35.5 MW PV farm	PLN 22.485 thous. EUR 6,619 thous.
11.	EPLANT 50 Sp. z o.o.	17 October 2025	Design and construction of a PV complex	(PLN 64,989 thous.)
12.	EPLANT 61 Sp. z o.o.	17 October 2025	Design and construction of a PV complex	PLN 80.719 thous.
13.	Grand Solar Sp. z o.o.	28 Nov. 2025 (effective from 16 Jan. 2026)	Execution of comprehensive electrical works	PLN 70.970 thous. EUR 4,706 thous.

^[1] including O&M contract (maintenance services) in value terms.

Projects executed in 2025

The key projects carried out by ONDE in 2025 included::

- construction of Drzeżewo 1-3 wind farm and Drzeżewo 4 wind farm
- construction of "Serby" PV farm
- construction of Szybowice wind farm,
- construction of FV farms for the member companies of the Luneos Green Energy Group
- construction of four PV Farm projects on behalf of the companies managed by the LORDS LB Asset Management Fund,
- construction of 10 PV power plants for PAD RES Group B.V. member companies,
- construction of "Miejska Górka" wind farm (consortium),
- design and construction of two PV complexes,
- design and comprehensive execution of road works in the Sianów Economic Zone,
- construction of the Lewańd PV Farm (a project carried out for a subsidiary of the ONDE Group).

Opportunities and threats

A pivotal role for the current and future activities of the ONDE Group is played by the shape of legal regulations effective in Poland, mainly in the construction and energy sectors. Current regulations and those in the pipeline affect, *inter alia*, the project implementation methodology, the ability to acquire new assignments and contracts, as well as constraints and opportunities for renewable energy development. For this reason, the ONDE Group monitors on-going legislative changes, assesses their possible implications for its operations, and seeks to minimize the likelihood of occurrence of identified threats and take advantage of opportunities arising from them.

The ONDE Group is looking for opportunities to boost revenues and diversify its business in foreign markets. Considering the geopolitical situation, very good wind conditions and favourable legislative environment in the Baltic market, German market and Central and Eastern European countries, ONDE sees attractive business potential in the overseas direction of its operations, where it can use the company's knowledge, experience and resources from the Polish market.

Therefore, there are still good prospects for the RES construction segment, although in the ONDE Group's key Polish market they currently vary depending on the source from which the energy is to be generated.

The stagnation in the Polish wind construction market, driven by, *inter alia*, the Group's regulatory environment, including the shape of the Distance Act (the so-called 10H Act) in force until April 2023, has resulted in a lack of development of new projects in recent years, thus further projects may not be submitted to the auction. The amendment to the Distance Act, which came into force in April 2023, is a positive development for the ONDE Group's business prospects. The abandonment of the so-called 10H rule will allow new wind farm developments in the future.

Meanwhile, in terms of construction related to the generation of energy from the sun, the prospects are very good, including in terms of covering own energy requirements by the companies (so-called business prosumers). By the end of 2025, installed capacity in Poland exceeded 24.5–25 GW, making Poland one of the leaders in terms of PV capacity growth in Europe. Most of this capacity is generated by prosumer micro-installations, although the share of large-scale solar installations is growing rapidly. Photovoltaics in Poland already generates more energy than hard coal-fired power stations.

The potential of the road construction market in Poland is also high. In 2020, the National Road Construction Programme (with an outlook to 2030) was launched. It assumes large expenditures on the construction of expressways, motorways, ring roads and maintenance of technical standards of the existing road network. The National Recovery Plan will also provide a significant boost to the development of Poland's road construction sector. Funds will primarily be allocated to improving road safety and constructing ring roads. The Company's strategic objective is to bid with an assumed satisfactory margin.

Strategic priorities

Mission Statement		
We develop our own renewable energy projects and provide top-quality construction services for the renewable energy sector. Our aim is to support Poland's energy transition and contribute to the realisation of a climate-neutral economy while upholding the principles of sustainable development..		
Strategic goal		
Building of shareholders' value by ensuring further growth of the Group, strengthening its position as a leader in environmentally friendly and modern construction solutions for the renewable energy and road sectors in Poland, as well as further expansion of its business activities to include the purchase and construction of RES systems and subsequent sale under the <i>develop, sell and build</i> model or own account operation under this model.		
Strategy pillars		
Leading position in the wind farm construction and a leading position in the dynamically growing segment of photovoltaic farm construction in Poland.	They are a key player in the development of proprietary renewable energy projects in response to the anticipated growth of the green energy sector, particularly wind and solar power generation, in Poland up to 2040. This is in line with the implementation of the 'European Green Deal' and 'Poland's Energy Policy until 2040'.	Maintenance and further use of own resources and cooperation with the ERBUD Group.

The ONDE Group's strategy is based on the expected further development of the market for construction of renewable energy sources, particularly photovoltaic farms and onshore wind farms as well as large scale energy storage facilities, which will allow to take advantage of the existing experience and leading market position in Poland in the implementation of projects for the construction of such plants. Significant growth is expected in the proprietary renewable energy project development business, in response to the anticipated growth in market demand for new green energy capacity and the need for energy system transformation. In addition, selective participation of the ONDE in the implementation of projects in the road infrastructure sector in Poland as a general contractor under the National Road Construction

Programme and road projects financed by local government funds is envisaged. In addition, ONDE's participation in the implementation of projects in the power infrastructure sector as part of network and substation modernisation programmes for the TSO and DSOs of power systems in Poland is envisaged.

The strategic goals are divided into two time horizons:

- mid-term objectives (12-24 months), and
- long-term goals (more than 24 months).

The constituents included in each time horizon are not presented in chronological order.

Mid-term strategy

The ONDE Group's short-term strategy is to take advantage of the expected dynamic investment growth in connection with the implementation of energy and climate policy in Poland by further acquiring and developing photovoltaic farm and energy storage projects for further resale or leaving some of the ongoing RES projects within the ONDE Group and selling the energy generated by them, which can provide the Company with sustainable revenues^[1].

The development strategy under this horizon comprises:

- pursuing of the adopted business model based on the delivery of construction services in the RES segment in the areas of photovoltaic and wind power as well as large scale energy storage facilities as a core, future-oriented business, as well as continue the activities in the road engineering construction segment through selective choice and implementation of projects. At the end of December 2025 the Group is executing contracts for the construction of wind farms with a capacity of 384 MW and contracts for the construction of photovoltaic farms with an installed capacity of 378 MW. The Strategy provides for an option of increasing the share of the photovoltaic construction segment in the portfolio driven by an increase in the number of projects and their capacity. The Group's business outlook is set to be positively impacted by the liberalisation of the Distance Act, which came into force in April 2023.
- further business expansion in the RES segment to include the development of RES projects under the "Develop, Sell and Build" model, by purchasing and investing in further RES projects including energy storage facilities, in various phases of their development. The Group intends to continue to acquire projects that fall into two categories: projects that are in a very early phase of preparation (greenfield or early stage) at the time of acquisition, and projects that are in a more advanced phase. As of the Report Date, the Group is in the possession of own projects with a total capacity of approximately 2052 MW, of which approximately 1254 MW capacity are wind farms.
- development of operations in the segment of construction of RES by O&M services for photovoltaic, wind power and energy storage facilities. As part of this activity, the ONDE, based on its experience in the construction of wind and photovoltaic farms and its potential, human and engineering resources, provides operation and maintenance services for the farms it has built and sold, as well as other wind and photovoltaic farms already operational and large scale energy storage facilities in the future.

Long-term Strategy

The ONDE Group's long-term strategy includes continuing to operate in the areas defined in the mid-term strategy and possibly further expanding its activities in construction and operating photovoltaic, wind farms

and large scale energy storage facilities, as well as working in other construction segments related to green energy generation, including:

- Significant expansion of the company's proprietary project portfolio, including greenfield projects, with the help of its own development team, optimisation of existing projects through changes in installed capacity, hybridisation and energy storage facilities;
- Commencement of the business of generation, storage and trade in electricity from photovoltaic and/or wind power and/or energy storage facilities constructed by the Group.
- undertaking activities in the field of construction of large scale electricity storage facilities and their operation based on experience and design-engineering competence of the ONDE Group gained while implementing other projects in the power sector infrastructure in Poland.
- applying for contracts for implementation of wind power and photovoltaic installations on foreign markets, in particular in countries belonging to the European Union, which implement the policy of the European Green Deal.
- The Group may compete for contracts outside Poland on the basis of its own experience and competence and using the support and competence in foreign markets of the ERBUD Group.
- bidding for contracts in the power infrastructure sector as part of programmes to modernise and expand power networks and substations for power network operators and distributors.

¹¹ The Group is implementing its development strategy, which involves generating revenue from the sale of electricity from renewable energy sources (RES) installations within the ONDE Group's assets. As of the Report's publication date, the ONDE Group recognises revenue from energy sales. Consequently, the 'Generation and sale of energy from renewable sources' segment has been identified as an operating segment and is now presented separately in the consolidated financial statements.

2.2.3. INDUSTRIAL SERVICES SEGMENT IN POLAND

The domestic industrial services segment comprises three companies: **Erbud Industry Centrum Sp. z o.o.**, and its two subsidiaries: **Satchwell Polska Toruń Sp. z o.o.**, and **CKTiS Sp. z o.o.**

In 2025, the segment's revenue totalled just under PLN 240,374,000. Compared with the previous year, the segment recorded a revenue decrease of approximately PLN 246,010,000. EBIT in the segment was PLN 9,885,000 (4.11%), down by around PLN 0.5 million on the previous year (PLN 10,480,000).

Erbud Industry Centrum Sp. z o.o. accounts for the largest share of the segment's revenue, at PLN 172 million.

Within the scope of boiler repairs, the Company carried out a major overhaul of boiler OP-230 No. 10 in Gdańsk under the contract with PGE Energia Ciepła S.A. the Baltic Coast Branch, scheduled boiler repairs at Karolin CHP plant in Poznań for Veolia Energia Poznań S.A., upgrading of boilers for Qemetica Soda Polska S.A. Manufacturing Plants in Janikowo and Inowrocław, and repairs of the pressure part of steam boilers at Będzin CHP plant under the contract with EC BĘDZIN Wytwarzanie sp. z o.o. (currently Zagłębie Dąbrowskie CHP sp. z o.o.) and in Gliwice Heating Plant for PEC GLIWICE Spółka z o. o. heat distribution company.

For PGE Energia Ciepła S.A., the Baltic Coast Branch in Gdańsk, the Company also carried out the medium-term general overhaul of the TG2 and TG5 turbine sets along with the auxiliary equipment and the modernisation of the reduction and cooling stations.

As part of the major overhaul of thermal waste treatment facilities, the Company carried out major overhaul and maintenance of equipment at the Municipal Waste Thermal Treatment Plant in Konin for MZGOK Sp. z o.o. and at the Waste Thermal Treatment Plant in Bydgoszcz (ZTPOK) for the ProNatura Sp. z o.o. Inter-municipal Waste Treatment Complex.

Efforts also continued on the delivery of maintenance services for equipment and technological infrastructure at Pfleiderer Group plants in Wieruszów and Grajewo.

As part of its district heating assignments, the Company carried out repairs and modernization of district heating networks throughout Poland.

CKTiS Sp. z o.o. The Company provides comprehensive mechanical and construction services for the energy, chemical, refining and petrochemical sectors involving overhauls, modernisations, investments and on-going maintenance.

In 2025, the Company generated revenue in excess of PLN 66 million, marking a 30% increase on the previous year.

The largest project in 2025 was the refurbishment of boiler no. 3 at the Orlen site. In addition, collectors were installed on the same boiler.

The most important tasks of the company with the lowest revenue in this segment – Satchwell Toruń Polska – include the installation and servicing of heat distribution units for PGE in Toruń, as well as the installation of low-voltage systems and automation

In 2025, the Company generated revenue of nearly PLN 21 million, representing a year-on-year increase of 10%.

The company's major efforts were undertaken under the Baltic Power O&M Base EPCI project in Łeba and the Camerimage project in Toruń – both carried out for Erbud S.A.

2.2.4. INDUSTRY SERVICES DELIVERED ABROAD

The industrial services sector in Poland comprises two operating companies: IVT GmbH and IKR GmbH.

IKR GmbH, IVT Weiner + Reimann GmbH and their subsidiary, IVT Menzenbach, are wholly-owned subsidiaries of ERBUD Holding Deutschland GmbH and therefore belong directly to the ERBUD S.A. Group.

The company's core business involves constructing new industrial plants, maintaining existing ones and providing engineering, installation and maintenance services for various industrial sectors, particularly the steel, chemical and petrochemical industries. IVT GmbH also operates in the fields of heating, plumbing, air conditioning, electrical installations, and automation, measurement and control systems.

Services are primarily provided to customers in the chemical and petrochemical sectors, the energy sector and residential construction, as well as other areas of process and heavy industry. Although the companies' operations are mainly focused on the German market, some projects are also carried out in other European countries.

Business development during the reporting year

Despite the challenges facing the market, the 2025 financial year was a successful one for both companies.

IKR had its most successful year to date, achieving service revenue of EUR 65,407,000 and an EBIT margin of 5.52%.

The year was particularly dominated by the implementation of the Siegfried project, which, due to its size and scope, will be the largest in IKR's history. Completion of this project is scheduled for the first half of 2026.

Despite the challenging circumstances faced by IVT's key customers, who operate primarily in the chemical and steel sectors, IVT achieved service revenue of EUR 28,346 thousand and an EBT margin of 10.4%, exceeding its targets.

Both companies responded to changing customer requirements by optimising internal processes and further developing their technical expertise.

Market environment

IKR GmbH and IVT GmbH operate in a market largely shaped by investment in industrial infrastructure, the need to modernise existing facilities and the transformation of energy-intensive sectors. Issues such as energy efficiency, decarbonisation, and growing demands for the safety and reliability of industrial facilities are particularly important.

The market environment is also influenced by the industry's economic climate, customers' investment decisions, and regulatory conditions.

Prospects and strategic directions

In the 2026 financial year and beyond, IVT GmbH and IKR GmbH intend to strengthen their market position in industrial services through a targeted strategy. At the same time, IVT GmbH intends to expand its activities in plumbing and air conditioning installation services, as well as electrical installation, automation and measurement and control system services.

Key strategic objectives include expanding the service portfolio, deepening cooperation with existing customers and securing new projects in promising industrial sectors.

Furthermore, the companies anticipate further growth opportunities arising from investments in industrial transformation, energy projects and infrastructure, as well as initiatives to enhance energy efficiency within the industrial sector. In this context, plans are in place to develop cooperation and synergies within the ERBUD Group.

Given current market conditions and the adopted strategy, the companies expect operating activities to grow steadily and positively in the coming years, which will further contribute to the development of the ERBUD Group.

In 2025, the segment's revenue totalled PLN 386,476,000. This represented a 15.91% increase on the previous year (PLN 333,414,000).

EBIT in the segment totalled PLN 22,792,000 (5.9%), which was up by 48.48% compared to the previous year (PLN 15,350,000).

2.2.5. MODULAR TIMBER CONSTRUCTION SEGMENT

The modular timber construction segment is the ERBUD Group's latest business area. This segment manufactures timber modules and carries out their installation. Two companies operate within this segment: MOD21 GmbH and MOD Sp. z o.o.

In 2025, the segment generated revenue of PLN 174,393,000. This represented a 91.93% rise in revenue compared to the previous year (PLN 91,121,000).

However, in 2025, the modular construction segment recorded an operating loss of PLN 69,310 thousand. The operating loss was PLN 52,021 thousand in 2024.

Modular timber construction is one of the most promising areas of the construction sector in Europe and worldwide. Prefabricated timber solutions meet the market's growing demand for fast, cost-effective, low-carbon construction methods.

The modular construction market is developing rapidly, with forecasts indicating stable growth in its value in the coming years. This growth is particularly evident in Europe, where the increasing importance of sustainable construction, the need to improve investment process efficiency, and the shortage of skilled labour are driving the development of prefabricated technologies.

A key factor driving the growth of modular timber construction is the construction sector's shift towards lower-carbon solutions. Timber structures, including those based on engineered materials such as glued laminated timber (GLT) or cross-laminated timber (CLT), reduce CO₂ emissions, material consumption and waste throughout a building's life cycle.

Another driver of market growth is the rising demand for the rapid completion of housing developments and public buildings. Modular prefabrication significantly reduces project completion times, increases consistency in build quality and reduces the impact of weather conditions on the construction process.

Modular technologies are particularly prevalent in residential and hotel construction, student accommodation and healthcare facilities, as well as educational and commercial buildings. In many European countries, these solutions are also used in programmes to increase housing availability and in social infrastructure projects.

In the long term, modular timber construction is expected to become even more important, driven by environmental and economic factors. The development of prefabrication technology and the increasing industrialisation of construction processes suggest that this sector will play an increasingly significant role in transforming the European construction market.

As of 31 December 2025, the ERBUD Group's total order book stood at PLN 2,459,346,000. Of this, PLN 1,301,039,000 was in the building construction segment, while ONDE's order book stood at PLN 686,864,000. In the domestic industrial services segment, the order book was valued at PLN 172,776,000, while abroad it was valued at PLN 183,683,000. The order book in the modular construction segment stood at PLN 114,984,000 at the end of the year.

The value of 2026 order book is PLN 1,996,437,000.

2.3. Development directions of ERBUD Group activities

Over the next few years, the ERBUD Group plans to continue pursuing a strategy of sustainable growth. This will involve focusing on business segments with high growth potential and stable market demand. The Group's development priorities remain closely linked to long-term economic trends, particularly the energy transition, infrastructure modernisation, and the increasing demand for specialised industrial services.

The macroeconomic situation in Europe continues to be a key factor in the Group's operating environment. This includes on-going uncertainty relating to geopolitical conflicts, particularly the war in Ukraine and tensions in the Middle East. These factors impact raw material markets, energy costs, supply chains, and investment levels in many economic sectors. At the same time, however, the on-going energy transition and increased spending on energy security and infrastructure modernisation are creating new growth opportunities for companies operating in the construction and industrial services sectors.

In response to these conditions, the ERBUD Group intends to focus particularly on the following areas of development:

Business development in the energy sector and the energy transition

The energy transition in Europe, along with the investments associated with renewable energy sources, energy infrastructure, and energy efficiency solutions, is one of the Group's key growth areas. ERBUD intends to develop its expertise in implementing projects related to renewable energy, modernising energy infrastructure, and carrying out industrial projects linked to the energy transition.

Strengthening our position in the industrial services sector

The Group intends to continue expanding its operations in the field of specialist industrial services, particularly engineering, installation and maintenance services for industrial facilities. The modernisation of existing industrial facilities, improvements in energy efficiency, and the adaptation of plants to new environmental regulations are creating stable growth prospects for this segment.

Geographical diversification of operations

Against the backdrop of on-going geopolitical instability, the ERBUD Group places great importance on geographically diversifying its operations and maintaining a balanced portfolio of projects across various European markets. A key part of the Group's strategy is to further develop its operations in the German market, which remains one of the largest construction and industrial services markets in Europe.

Participation in infrastructure reconstruction projects

In the long term, participating in infrastructure reconstruction projects in Ukraine could represent a significant growth opportunity. Future infrastructure investment in Ukraine could present major opportunities for companies experienced in delivering complex construction and infrastructure projects.

Development of technological and organisational capabilities

The ERBUD Group intends to continue improving operational efficiency by developing technological capabilities, digitising construction processes, and implementing modern project management methods. These measures are designed to enhance the Group's competitiveness and improve project quality.

Considering the above market conditions and strategic directions, the ERBUD Group's Management Board believes that the Group is well-positioned for stable growth in the coming years, while maintaining a cautious approach to managing risks arising from the uncertain macroeconomic and geopolitical environment.

Risk factors and uncertainties in 2026

By 2026, the ERBUD Group will be operating in an economic environment characterised by heightened macroeconomic uncertainty and on-going geopolitical tensions. The most significant risks and uncertainties that could impact the Group's operations include:

The macroeconomic situation in Europe

Economic growth in Europe remains moderate and vulnerable to fluctuations resulting from persistently high financing costs and inflationary pressures, as well as the limited willingness of some private investors to undertake new investment projects. High interest rates in recent years have reduced investment activity in certain construction market segments, particularly commercial and residential. A potential economic downturn in Europe could lead to further reductions in private investment.

Geopolitical risk

The on-going armed conflict in Ukraine and the geopolitical tensions in the Middle East continue to be a significant source of uncertainty. These conflicts could impact the European economy through their influence on energy commodity prices, transport costs, and the stability of global supply chains. If geopolitical tensions were to escalate, further fluctuations in commodity and energy prices could also occur, which could impact the costs of construction and industrial projects.

Changes in the prices of building materials and energy costs

The construction sector remains sensitive to fluctuations in the prices of key building materials and energy. In recent years, there has been significant volatility in the prices of steel, construction materials, electricity and gas. Persistent volatility in the commodities markets could impact contract costs and project profitability.

Skilled workforce availability risk

In many European countries, the construction and industrial sectors are facing a shortage of skilled workers. The limited availability of specialists may lead to increased labour costs and longer project completion times.

Regulatory and environmental risks

Increasing regulatory requirements relating to environmental protection, energy efficiency and sustainability standards may affect the way construction and industrial projects are carried out. At the same time, new regulations may generate additional compliance costs, but also create new business opportunities in the area of energy transition.

Despite the identified risk factors, the Management Board of the ERBUD Group considers that the diversification of its operations, its presence in several European markets and the development of its activities in segments with high growth potential are significant factors stabilising the Group's operations.

Outlook for the construction and industrial markets in Europe

Over the coming years, the construction and industrial services markets in Europe will continue to be influenced by a number of long-term economic and technological trends.

One of the most important growth drivers remains the energy transition, with associated investments in renewable energy sources, the modernisation of energy infrastructure, and improvements in industrial energy efficiency. Investment programmes implemented at the national and EU levels, including those under climate policy and the energy transition, are fostering increased investment activity in infrastructure and industry.

The modernisation of existing industrial infrastructure and the growing demand for specialist engineering and installation services in the industrial sector also remain key factors influencing the construction market

in Europe. Many industrial companies are undertaking modernisation projects aimed at improving energy efficiency, automating processes and reducing emissions.

In the coming years, an increase in infrastructure investment related to energy security and the development of energy and industrial infrastructure in Europe is also expected. This applies in particular to projects related to energy networks, industrial installations and the development of infrastructure for new energy technologies.

At the same time, the pace of new investment in certain segments of the construction market, particularly commercial and residential construction, may remain under pressure from high financing costs and a cautious approach to new projects by investors.

In the medium to long term, however, Europe's construction and industrial services sectors should benefit from rising investment expenditure linked to the energy transition, the modernisation of industrial infrastructure and adapting the economy to new climate and technological requirements.

According to the ERBUD Group's Management Board, these market trends provide a solid basis for the Group's future growth, particularly in industrial, infrastructure, and energy projects.

The impact of the geopolitical situation on the Group's operations

In 2026, the ERBUD Group will continue to operate in an environment of heightened geopolitical uncertainty. Key risk factors include the on-going armed conflict in Ukraine and the on-going tensions in the Middle East. These events primarily affect the European economy through their impact on energy markets, transport costs, and the availability of certain materials. They also indirectly impact investment sentiment and clients' decisions regarding the launch of new projects. The European Central Bank notes that geopolitical tensions remain a significant source of risk for inflation, economic conditions and business investment, with these risks relating to costs and demand.

Regarding the war in Ukraine, it should be noted that the scale of infrastructure damage continues to grow. According to the latest joint assessment by the World Bank, the European Commission, the UN and the Ukrainian government, the value of direct damage has exceeded USD 195 billion. The housing, transport and energy sectors have been particularly badly affected, with the value of damaged or destroyed assets in the energy sector alone rising by around 21% compared to the previous assessment. From the Group's perspective, risks related to regional instability, energy prices, supply chain security and the availability of human resources persist. However, in the longer term, there may be opportunities to participate in infrastructure reconstruction projects.

Meanwhile, the situation in the Middle East continues to be significant in terms of energy costs and logistics. In March 2026, the International Energy Agency noted that the war in the region had caused the most severe supply disruption in the history of the global oil market and that oil flows through the Strait of Hormuz had plummeted. The IEA stated that global oil supply could fall by 8 million barrels per day in March, while Brent prices have risen by around USD 20 per barrel since hostilities began. From the Group's perspective, this could result in increased costs for energy, fuels, transport, certain materials, and subcontracted services.

Disruptions to maritime trade and transport are an additional factor. UNCTAD notes that, in 2025, long-distance shipping diversions caused by geopolitical tensions contributed to a nearly 6% increase in freight volume, measured in tonne-miles, whilst global maritime trade virtually ground to a halt during the same period. These developments increase the risk of longer delivery times, higher freight costs, and less

predictable contract fulfilment. This is particularly significant for projects that require imported components, equipment, and materials to be available on time.

At the same time, it should be noted that, although it remains vulnerable to external factors, the macroeconomic environment in Europe is showing signs of gradual stabilisation. The European Commission forecasts that inflation in the Eurozone will fall from 2.1% in 2025 to 1.9% in 2026, while investment is expected to increase. On 5 February 2026, the European Central Bank left interest rates unchanged, maintaining the deposit rate at 2.00%, the main refinancing rate at 2.15%, and the marginal lending rate at 2.40%. According to the Management Board, this creates a more predictable investment financing environment than in previous years. However, the impact of geopolitical events on energy prices and investor decisions may continue to hinder the recovery of demand in certain market segments.

Companies within the ERBUD Group do not operate in Ukraine or the Middle East. The consequences of military operations in these regions do not directly impact the Group's operations. However, if a prolonged conflict were to occur in the Middle East, the Group could be affected by rising inflation caused by the aforementioned factors.

In such circumstances, the Group would focus on maintaining a disciplined approach to assessing contract risk, diversifying its order portfolio, setting appropriate purchasing terms and continuously monitoring changes in energy, material and service prices. According to the Management Board, maintaining a flexible operating model and a selective approach to new contracts is key to mitigating the impact of an unstable geopolitical environment on the Group's profitability and liquidity.

3. ERBUD GROUP FINANCIAL PERFORMANCE IN 2025

3.1. Key drivers of financial performance

The ERBUD Group closed 2025 with a net profit from going concern operations of PLN 28,302 thousand, compared to a profit of PLN 17,165 thousand in 2024.

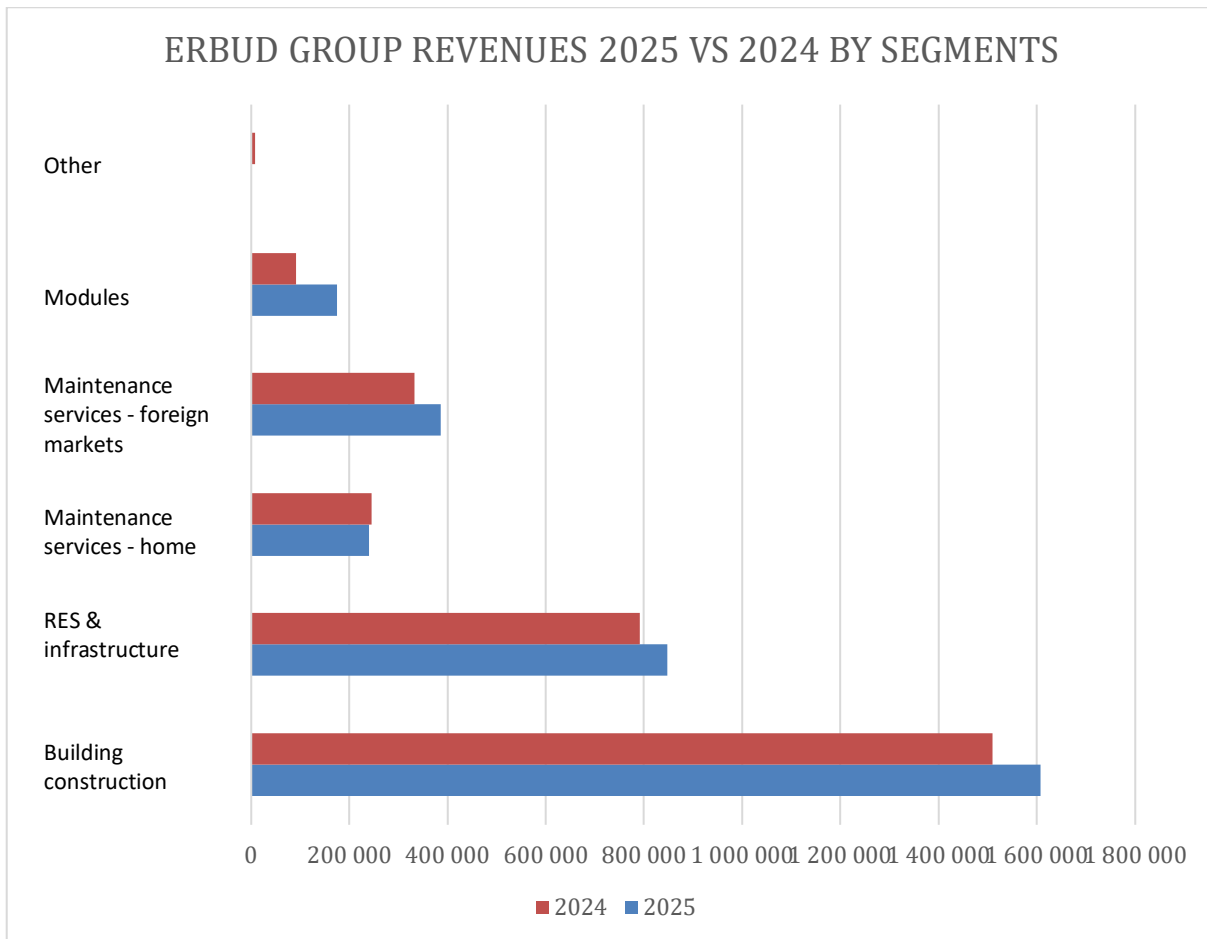
In 2025 major drivers of the Group's financial performance in continuing operations included:

- EBIT loss of PLN 69,431 thousand in the MOD Group's manufacturing and sales segment of timber modular buildings;
- EBIT profit in the domestic building construction segment of PLN 23,048 thousand.
- A very good operating result in the industrial services segment abroad: PLN 22,792 thousand.
- EBIT profit in the renewable energy segment: PLN 37,56537 565.

Item	2025	2024	Change	% change
Revenues from sales of products, merchandise and services	3,258,215	2,979,789	278,426	9.34%
Net profit/loss on sales	263,299	219,763	43,536	19.81.
Net profit/loss on sales	8.08%.	7.38%.		
Operating profit (EBIT)	21,039	20,653	386	(1.87%)
% EBIT	0.65%.	0.69%.		
EBITDA	73,295	63,759	9,536	14.96%.
% EBITDA	2.25%.	2.14%.		
Gross profit/loss	(1,068)	56	(1,124)	(2007.14%)
% Gross profit/loss	(0.03%)	0.00%		
Net profit/loss	(28,302)	(17,165)	(11,137)	64.88%

3.2. Sales revenues

In 2025, the Group generated sales revenues from continuing operations at the level of PLN 3,258,215 thousand, i.e. up by 9.34 % compared to the previous year (PLN 2,979,789 thousand). The highest revenue growth was generated by the overseas industrial segment: PLN 386,476,000 compared to PLN 333,414,000 (an increase of 15.91%). Activities related to renewable energy sources and civil engineering and road construction recorded a 7.05% increase in revenue, whilst building construction saw a 6.47% increase. The largest increase in revenue was in modular timber construction, at 91.39%; unfortunately, this segment continues to generate significantly negative results.



3.3. Costs

The main cost item of the ERBUD Group (56.52 % of total costs by type) were the costs of third party services, mainly the costs of work subcontracted to subcontractors. This value was slightly up compared to 2024, where the costs of third party services accounted for 54.69%. This increase in sales is a natural consequence. In 2025, they totalled PLN 1,904 million, i.e. up by 18.81% compared to the previous year. In second place in terms of percentage share of costs are costs of materials and energy consumption - 23.77% vs. 23.61% in 2024. The third position is occupied by employee benefit costs - 16.23% vs. 18.02%.

Operating costs of ERBUD Group ('000 PLN)

	For a 12-month period, ended on 31 Dec. 2025	For a 12-month period, ended on 31 Dec. 2024	Change	% change
Third party services	1,903,736	1,602,381	301,355	18.81%
including third party services from subcontractors	1,467,544	1,186,818	280,726	23.65%
Material and energy consumption	800,618	691,837	108,781	15.72%
Employee benefit expenses	546,776	527,976	18,800	3.56%
Amortization and depreciation	52,256	43,106.	9,150.	21.23%
Taxes and charges	19,419.	18,044.	1,375.	7.62%
Other cost categories	40,480.	40,742.	(262)	(0.65)
Value of commodities and materials sold	4,785.	5,649.	(864)	(15.29)
Total costs by type	3,368,070	2,929,735	438,335	14.96%
Change in the balance of products, work in progress and accrued expenses under building contracts	(125,957)	51,100		
Cost of sale (negative value)	(29,038)	(22,889)		
General management and administrative costs (G&A) (negative value)	(218,159)	(197,920)		
Manufacturing costs of products sold	2,994,916	2,760,026	234,890	8.51%

3.4. Other operating and financial income and expenses

In 2025, the Group's other operating income was PLN 9,889 thousand, compared to PLN 16,838 thousand in the previous year.

The major item in Other operating expenses were penalties, fines and damages paid - PLN 2,100 thousand.

The other operating income comprises the following major items: other operating income: penalties, fines and compensation received – PLN 7,768 thousand; and gain on the disposal of non-financial non-current assets – PLN 3,092 thousand.

The Group's financial activity gains/losses were negative and totalled PLN (18,626) thousand, compared to PLN (17,320) thousand in 2024.

The amount of financial expenses in 2025 is PLN 33,835 thousand against PLN 29,849 thousand in 2024. The largest financial expense item is interest on loans and borrowings, leases, bonds and other (PLN 29,935 thousand) against PLN 22,559 thousand in 2024. In 2025, financial expenses were up by 13.35% compared to the previous year. The increase in financial costs is due to higher loan debt in 2025 compared with 2024: PLN 387,942,000 vs. PLN 313,141,000 (up by 23.89%).

3.5. Statement of Financial Position

On 31 December 2025, the total assets of the ERBUD Capital Group amounted to PLN 1,987,293 thousand compared to PLN 2,027,937 thousand at the end of 2024 (down by 2%). Fixed assets were down by 1.15 % and reached PLN 597,348 thousand, whereas current assets were down by 2.37% and reached PLN 1,389,945 thousand.

Major items of the Group assets were as follows:

- Long- and short-term trade and other receivables totalled PLN 580,712 thousand against PLN 552,821 thous. in 2024 i.e. they accounted for 29.22 % of total assets against 27.26% of total assets in 2024. Their value was up by 8.32% compared to the end of 2024.
- Receivables from the measurement of building contracts in the amount of PLN 346,054 thousand (17.41 % of the balance sheet total) against PLN 455,336 thousand (17.33% of the balance sheet total) in 2024. Down by 1.56 % against 31 December 2024.
- Cash and cash equivalents including cash on separated VAT accounts and restricted cash totalled PLN 271,716 thousand. 13.67 % of the total assets vs. PLN 329,774 thousand or 16.26% of total assets (down by 17.61% compared to the balance at the end of 2024).

As of 31 December 2025, total shareholders' equity totalled PLN 572,708 thousand (28.82% of total liabilities) against PLN 629,010 thousand at the end of 2024.

Shareholders' equity of the Parent Company amounted to PLN 431,249 thousand at end of 2025 (75.30% of total equity) against PLN 486,554 thousand in 2024.

In addition, the following items accounted for a significant share in the Group's balance sheet total:

- Long- and short-term trade liabilities and other liabilities (including advances received and retained bid bonds) in the amount of PLN 633,771 thousand (31.89% of total liabilities). They were up by 10.90 % compared to the previous year (PLN 571,459 thousand). For purposes of this description, bid bonds to long-term subcontractors are included in short-term trade payables.
- Liabilities related to the measurement of building contracts in the amount of PLN 308,750 thousand (15.54 % of the balance sheet total) against PLN 431,941 thousand (21.30% of the balance sheet total) in 2024.

3.6. Cash flows

In 2025 the ERBUD Group recorded negative cash flows of PLN (58,058) thousand compared to the positive cash flows of PLN 66,655 thousand in the previous year. In particular they consisted of:

- Negative net income (PLN 1 068 thous.)
- A decline in working capital of PLN 48,080,000 and a 29% decrease in the carrying value of construction contracts on the liabilities side.

- Positive net income from investment activities (PLN 18,041 thousand)
- Negative cash flows from financial activities in the amount of PLN 38,710 thousand.

As of 31 December 2025, the Group's cash balance, including accumulated cash on VAT accounts and cash equivalents totalled PLN 271,716 thousand, against PLN 329,774 thousand as of 31 December 2024.

3.7. Changes in equity

As of 31 December 2025, total shareholders' equity totalled PLN 572,708 thousand (28.82% of total liabilities) against PLN 629,010 thousand at the end of 2024.

The decline in equity is primarily due to the ERBUD Group's loss for 2025, as well as the dividend paid in 2025 for 2024 (PLN 20,042,000).

Shareholders' equity of the Parent Company amounted to PLN 431,249 thousand at the end of 2025 (75.30% of total equity) against PLN 486,554 thousand in 2024.

Financial ratios

In 2025, the Group's profitability ratios at sales, operating (EBIT) and EBITDA levels were positive. However, due to net cash flow from financing activities and taxes paid, the Group recorded a loss at gross and net profit levels. The main reasons for this were the losses generated in the modular segment and the need to finance them. Interest-bearing debt rose by 16.5% year-on-year in 2025, excluding the impact of IFRS 16, whilst interest costs increased by 37.82%.

Key financial ratios of the ERBUD Group for continuing operations

	2025	2024
EBIT margin (in %)	0.65%	0.69%
EBITDA margin (in %)	2.25%	2.14%
Sales profitability (in %)	8.08%	7.38%
Gross profitability (in %)	(0.03%)	0.00%
Net profitability (in %)	(0.87%)	(0.58%)

EBIT margin - operating profit / sales revenue

EBITDA margin – EBITDA = Operating profit + Depreciation / Sales net revenue

Sales profitability – Profit on sales / Sales revenue

Gross profitability – Earnings before tax/ Sales revenue

Net profitability – Net earnings /sales revenue

ERBUD Group's key liquidity and debt ratios

	2025	2024
Current ratio	1.26	1.23
Quick ratio	1.11	1.08
Debt ratio (in %)	71.18%	68.98%
Debt-to-equity ratio	2.47	2.22

Current ratio - current assets / current liabilities

Quick ratio - current assets - inventories / current liabilities

Debt ratio = Liabilities and provisions for liabilities / Total assets

Debt-to-Equity ratio = Liabilities and provisions for liabilities / Equity

The ERBUD Group's management board has identified improving cash flow and reducing the overall debt and debt-to-equity ratios as one of its priorities. This will be achieved by optimising the modular segment's operations and negotiating more favourable commercial terms for construction contracts.

3.8. Interest debt

As of the end of December 2025, the ERBUD Group's total debt under loans, borrowings, bonds and finance leases amounted to PLN 387,942 thousand, including PLN 138,211 thousand of short-term debt and PLN 249,731 thousand of long-term debt.

As of the end of December 2024, the ERBUD Group's total debt under loans, borrowings, bonds and finance leases amounted to PLN 313,140 thousand, including PLN 135,565 thousand of short-term debt and PLN 40,067 thousand of interest-bearing debt due to changes in the rules set forth in the IFRS 16 standard.

The companies of the ERBUD Group have access to multi-purpose credit and guarantee lines totalling PLN 2,360,296 thousand.

On **4 February 2025**, the Management Board of ERBUD S.A. adopted a resolution on the intention to issue unsecured E-series bearer bonds (the "Bonds") with the following terms and conditions:

- 1) The Bonds shall be issued in accordance with the procedure laid down in Article 33(1) of the Bond Act, as provided for in Article 1(4)(a) of Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on prospectuses published in connection with a public offer of securities or their admission to trading in a regulated market, and which repeals Directive 2003/71/EC, in conjunction with Article 3(1) of the Act of 29 July 2005 on public offerings and the conditions for introducing financial instruments to an organised trading system, and on public companies (consolidated text in OJ.EU.L.2017.168.12 of 30 June 2017, as amended) ("the Prospectus Regulation"), which does not require the publication of an information memorandum, nor prospectus.
- 2) The bond offering will only be targeted at qualified investors within the meaning of Article 2(e) of the Prospectus Regulation;
- 3) The number of bonds on offer will be no more than 75,000 (seventy-five thousand) units;
- 4) The par value and issue price of one bond will be PLN 1,000.00 (one thousand Polish zlotys);
- 5) After deduction of the costs of issue, the proceeds from the issue of the Bonds will be used to refinance debt on account

of the Issuer's D-series bonds;

6) The Bonds will bear interest at a rate equal to WIBOR 6M (Warsaw Interbank Offered Rate) plus a margin based on the margin determined as a result of the book-building process;

7) The Bonds will be issued as unsecured securities;

8) The Bonds will be issued not later than at the end of Q1 2025;

9) The Bonds shall be entered into the register kept by Trigon Dom Maklerski S.A. brokerage house, acting as the Issuing Agent, and shall be registered in the securities depository kept by the Central Securities Depository pursuant to the Act of 29 July 2005 on trading in financial instruments (consolidated text: Journal of Laws of the Republic of Poland of 2024, item 722, as amended);

10) The Issuer will apply for admission of the Bonds to trading in the Catalyst alternative trading system;

11) The maturity of the Bonds shall not exceed 4 years;

12) The bonds give only entitlement to cash benefits;

13) The Investment Firm acting as an intermediary in the offering of the Bonds will be Trigon Dom Maklerski S.A. brokerage house, with its registered office in Kraków.

On 20 February 2025, following a road show and on the basis of a demand book, the Management Board of ERBUD S.A. decided to issue up to 75,000 E-series unsecured bearer bonds with a par value of PLN 1,000 each and a maximum total par value of up to PLN 75,000,000.00 and an issue date of 27 February 2025 (the 'Bonds').

The issue price of the Bonds will be equal to their par value. The Bonds will bear interest at a floating rate of WIBOR 6M plus a margin of 3% per annum.

The Bonds will be recorded in the records maintained by Trigon Dom Maklerski S.A. (brokerage house), acting as an issue agent, and will then be registered in the depository maintained by the National Depository for Securities S.A. and will be introduced into trading in the alternative trading system operated by the Warsaw Stock Exchange S.A.

The redemption date of the Bonds is 27 February 2029, subject to an option of early redemption in accordance with the terms and conditions of the issue of the Bonds.

On the same day, i.e. 20 February 2025, the Management Board of ERBUD S.A. decided on the early redemption of D-series bonds (ISIN code: PLERBUD00079).

Pursuant to the terms of the Bonds issue, the early redemption of the Bonds was made on 23 March 2025. On that date, the Issuer paid for each single Bond: (i) an amount equal to the par value per Bond plus (ii) the amount of accrued and unpaid interest.

The Record Date for the early redemption of the Bonds was 17 March 2025.

The early redemption of the Bonds was effected through the Central Securities Depository S.A. ('CSD'), in accordance with the regulations of the CSD.

The following loan agreements were signed between the onset of 2025 and the date of this report:

On 14 April 2025 ERBUD S.A. signed a major financial agreement with Bank Gospodarstwa Krajowego (BGK), based in Warsaw, for the provision of contractual guarantees (performance bond, retention bond, advance payment and bid bonds) under credit line No. 4625-01116. Under this agreement, the Issuer may use the bank guarantee line for the maximum amount of PLN 40,000,000.00. The guarantee line maturity date is 13 April 2026. Other conditions do not deviate from arm's length principle conditions.

On 23 June 2025 ERBUD S.A. signed an appendix to the Multi-Purpose Credit Limit Agreement with PKO Bank Polska S.A. Pursuant to the Appendix, PKO BP S.A. extended the term of the credit limit in the amount of PLN 70 million for another 12 months. The Issuer may use an overdraft facility of up to PLN 20 million and a bank guarantee limit of up to PLN 50 million. The facility's maturity date is 26 June 2026. Other conditions do not deviate from arm's length principle conditions.

On 8 July 2025 ERBUD S.A. jointly with Onde S.A., subsidiary, signed with Santander Bank Polska S. A. an appendix to the MultiLine Agreement No. K01393/15 of 20 November 2015, as amended. Under the Appendix signed Erbud S.A. may take advantage of a multi-purpose line (overdraft and line for bank guarantees and letters of credit) for the maximum amount of PLN 185,000,000.00. Erbud S.A. may use a limit for bank guarantees of up to PLN 85,000,000 and/or an overdraft facility of up to PLN 5,000,000. The total utilisation rate of the line may not exceed PLN 85 million in value terms. The line's maturity date is 7 July 2026. Other conditions do not deviate from arm's length principle conditions.

On 17 October 2025, Erbud S.A. signed Annex No. 20 to the Loan Agreement (U0002139462604) for a credit limit, as amended, with Alior Bank S.A., dated 27 September 2012. Pursuant to the provisions of the Annex, the Issuer was obliged to establish a security within the time limit specified therein. This obligation was fulfilled on 17 October 2025. Pursuant to this Annex, the Issuer may use a multi-purpose line of credit of up to PLN 100 million, which is divided into:

- an overdraft facility of PLN 30 million.
- a guarantee limit of PLN 80 million.

The line's maturity date is 28 September 2026. Other conditions do not deviate from arm's length principle conditions.

The Parties agreed to reduce the security in the form of receivables assigned under construction contracts, from 150% to 80%, in favour of a guarantee line provided by an ONDE S.A. subsidiary.

On 6 November 2025, Erbud S.A. entered into an overdraft facility agreement (No. 935/2025) with Nicolaus Cooperative Bank in Toruń. Under this agreement, the issuer may draw on the overdraft facility up to the value of PLN 10 million. The repayment date is 5 November 2028.

On 18 November 2025, Erbud S.A. signed Loan Agreement No. 6461/LW/2025 with VeloBank S.A., under which the Issuer may draw on an overdraft facility of up to PLN 10 million and a bank guarantee limit of up to PLN 20 million. The guarantee matures on 13 November 2026.

On 26 January 2026 Erbud S.A. received Annex No. 31 to the Loan Agreement dated 6 July 2010, which was signed by all parties and entered into with ING Bank Śląski S.A. Under this Appendix, the Issuer, together with its subsidiaries (Onde S.A., Erbud Industry Centrum sp. z o.o.; Erbud International sp. z o.o.), may use a multi-purpose line of maximum PLN 175 million, split into an overdraft limit of PLN 64 million and a guarantee limit of PLN 175 million.

- the sub-limit for Erbud S.A. is PLN 175 million with an option of drawing a debt of maximum PLN 64 million;
- the sub-limit for Onde S.A. is PLN 50 million with an option of drawing a debt of maximum PLN 20 million;
- the sub-limit for Erbud Industry Centrum Sp. z o.o. is PLN 10 million with an option of drawing a debt of maximum PLN 4 million;
- the sub-limit for Erbud Industry International Sp. z o.o. is PLN 15 million with an option of drawing a debt of maximum PLN 5 million;

The line's maturity date is 29 January 2027.

On 30 January 2026 ERBUD S.A. received signed appendices to the financial agreements with mBank S.A. - Appendix No. 29 to Framework Agreement No. 38/003/10/Z/GX and Appendix No. 18 to Umbrella Multi-product Framework Agreement No. 38/035/20/Z/UX with mBank S.A..

Under Appendix No. 29 to the Framework Agreement No. 38/003/10/Z/GX, the Issuer may take advantage of a guarantee line of PLN 85 million. The line's maturity date is 25 February 2027. The other conditions remained unchanged.

Pursuant to the Appendix No. 18 to the Multi-Product Umbrella Master Agreement No. 38/035/20/Z/UX, the Issuer, acting jointly with its subsidiary Onde SA, may take advantage of an overdraft limit, working capital loan and guarantee limit totalling PLN 112 million. The line's maturity date is 25 February 2027. The other conditions remained unchanged.

Securities and collaterals for the repayment of the above-mentioned banking products are as follows:

- contractual and capped mortgages on the Group's assets,
- assignments of rights under building contracts,
- clauses with entitlement to deduct receivables from bank accounts
- blank promissory notes,
- transfer of ownership title to cash deposits representing the contractual percentage of secured receivables.
- a declaration of submission oneself to enforcement pursuant to Article 777 § 1, subpar. 5 of the Code of Civil Procedure.

Loan agreements signed by ERBUD Group member companies - as of the 2025 Financial Statements Date.

Bank	Type of liability	Amount (PLN '000)	Currency	Interest terms	Repayment date	Payment of instalments	Borrower
mBank S.A.	overdraft facility	55,000	PLN	WIBOR 1M +1.60%	25 Feb. 2027	one-off	ERBUD S.A. – 25 000; ONDE S.A. (30,000)
mBank S.A.	working capital facility	62,000	PLN	WIBOR 1M + 1.60%	25 Feb. 2027	one-off	Onde S.A.
mBank S.A.	loan to finance and refinance RES projects	20,000	EUR	EURIBOR 1M + 2.6 p.p.	26 Mar. 2027	one-off	Onde S.A.
mBank S.A.	loan to finance and refinance RES projects	53,063	PLN	WIBOR 3M + 2.4%	31 Mar. 2036	On instalment basis	Onde Group
PKO Bank Polski S.A.	overdraft facility	20,000	PLN	WIBOR 3M 1.60%	26 Jun. 2026	one-off	ERBUD S.A.
Alior Bank S.A.	overdraft facility	30,000	PLN	WIBOR 3M+1.6%	28 Sept. 2026	one-off	ERBUD S.A.
ING Bank Śląski S.A.	overdraft facility	64,000	PLN	WIBOR 1M +1.65%	29 Jan. 2027	one-off	ERBUD S.A – 64,000.; ONDE S.A – 20,000.; ERBUD Industry Centrum – 4,000; Erbud International 5,000;
Santander Bank Polska S.A.	overdraft facility	5,000	PLN	WIBOR 1M +2.0%	7 Jul. 2026	one-off	ERBUD S.A.
BNP Paribas Bank Polska S.A.	Non-revolving loan for real property acquisition	2,103	EUR	Euribor 3M+1.5%	27 Apr. 2028	On instalment basis	ERBUD S.A.
Credit Agricole Bank Polska S.A.	working capital facility	3,000	PLN	WIBOR 1M +1.50%	30 Sept. 2026	one-off	ERBUD S.A.
Nicolaus Bank	working capital facility	10,000	PLN	Wibor 3M+1.8%	05 Nov. 2028	one-off	ERBUD S.A.
VeloBank	working capital facility	10,000	PLN	Wibor 1M +1.8%	13 Nov. 2026	one-off	ERBUD S.A.
Credit Agricole Bank Polska S.A.	working capital facility	5,000	PLN	WIBOR 1M +1.50%	30 Sept. 2026	one-off	ERBUD Industry Centrum Sp. z o.o.
Credit Agricole Bank Polska S.A.	working capital facility	12,000	PLN	WIBOR 1M +1.50%	30 Sept. 2026	one-off	ERBUD Industry Centrum Sp. z o.o.
Credit Agricole Bank Polska S.A.	an investment loan for the acquisition of shares in Satchwell Sp. z o.o.	223	PLN	WIBOR 3M+1.55%	29 May 2026	Quarterly instalments	ERBUD Industry Centrum Sp. z o.o.
Credit Agricole Bank Polska S.A.	working capital facility	1,000	PLN	WIBOR 1M +1.50%	30 Sept. 2026	one-off	Satchwell Sp. z o.o.
PEKAO SA	working capital facility	3,000	PLN	WIBOR 1M + 1.65%	12 Jun. 2026	one-off	CKTIS S.A.
Credit Agricole Bank Polska S.A.	working capital facility	2,000	PLN	WIBOR 1M + 1.50%	30 Sept. 2026	one-off	CKTIS S.A.
mBank S.A.	overdraft facility	3,000	PLN	WIBOR 1M +1.5%	25 Feb. 2027	one-off	ERBUD International Sp. z o.o.
PEKAO SA	overdraft facility	2,000	PLN	Wibor 1M +1.2%	23 Sept. 2026	one-off	ERBUD International Sp. z o.o.
Santander Bank Polska S.A.	overdraft facility	20,000	PLN	WIBOR 1M + 2.0%	7 Jul. 2026	one-off	ONDE S.A.

Credit Agricole Bank Polska S.A.	Onde	10,000	PLN	WIBOR 1M + 1.5%	28 Feb. 2026	one-off	ONDE S.A.
BNP Paribas Bank Polska S.A.	non-revolving loan for renovation and expansion of real estate	875	EUR	Euribor 3M+1.5%	20 May 2028	On instalment basis	MOD21 Sp. z o.o.
Commerzbank	overdraft facilities	3,400	EUR	3.6% - 6.2%	30 Apr. 2026	one-off	MOD21 GmbH
Commerzbank	overdraft facilities	1,500	EUR	EURIBOR + 1.5% - 2.5%	Valid indefinitely	one-off	IVT Weiner+Reimann GmbH, Erbud Holding DE; IKR
National Bank AG	overdraft facilities	2,000	EUR	EURIBOR + 1.5% - 2.5%	Valid indefinitely	one-off	IVT Weiner+Reimann GmbH, Erbud Holding DE; IKR
Santana Bank AG	overdraft facilities	3,000	EUR	EURIBOR + 1.5% - 2.5%	Valid indefinitely	one-off	IVT Weiner+Reimann GmbH, Erbud Holding DE; IKR
National Bank AG	investment loan	78	EUR	1.50%	31 May 2027	instalments	IVT Weiner + Reimann GmbH
Santana Bank AG	investment loan	900	EUR	3.99%	30 Jun. 2027	instalments	IVT Weiner + Reimann GmbH
Santana Bank AG	car loan	6	EUR	0.00%-3.92%	31 Jul. 2026	instalments	IVT Weiner + Reimann GmbH
KIA Finance	car loan	38	EUR	0.00%-3.92%	30 Jun. 2026	instalments	IVT Weiner + Reimann GmbH
MMV Bank	car loan	190	EUR	0.00%-3.92%	30 Sept. 2031	instalments	IVT Weiner + Reimann GmbH
	Total:	370,286	PLN				
	Total:	34,089	EUR				

Bank guarantee limits made available to the Group - as of Financial Statement Date.

Guarantor	Type of liability	Limit amount '000	Currency	Obligor
Alior Bank S.A.	Bid bonds, performance bond, retention bond, advance payment, re-guarantees	80,000	PLN	ERBUD S.A.
BNP Paribas Bank Polska S.A.	Bid bonds, performance bond, retention bond, advance payment, re-guarantees	80,000	PLN	ERBUD S.A. (80,000), ONDE S.A. (80,000); ERBUD INTERNATIONAL (13 000);
mBank S.A.	Bid bonds, performance bond, retention bond	85,000	PLN	ERBUD S.A.
mBank S.A.	Bid bonds, performance bond, retention bond	40,000	PLN	ERBUD S.A. (10,000) ONDE S.A. (30,000)
PKO Bank Polski S.A.	Bid bonds, performance bond, retention bond	50,000	PLN	ERBUD S.A.
Santander Bank Polska S.A.	Bid bonds, performance bond, retention bond	185,000	PLN	ERBUD S.A. (85,000) ONDE S.A. (100,000)
HSBC Bank Polska S.A.	Bid bonds, performance bond, retention bond	74,000	PLN	ERBUD S.A.; ONDE S.A. (24,000 - for green bonds)
Credit Agricole	Bid bonds, performance bond, retention bond	60,000	PLN	ERBUD S.A. (60,000), ERBUD Industry Centrum Sp. z o.o. (32,000)
ING Bank Śląski S.A.	Bid bonds, performance bond, retention bond	175,000	PLN	ERBUD S.A. (175,000), ONDE S.A. (30,000), Erbud Industry Centrum (6,000), Erbud International (10,000)
Bank Gospodarstwa Krajowego (BGK)	Bid bonds, performance bond, retention bond, advance payment, re-guarantees	40,000	PLN	ERBUD S.A.
VeloBank	Bid bonds, performance bond, retention bond	20,000	PLN	Erbud S.A.
Santander Bank Polska S.A.	Letter of credit	14,000	EUR	ONDE S.A.
BNP Paribas Bank Polska S.A.	Letter of credit	70,000	PLN	ERBUD S.A.; ONDE S.A.
Credit Agricole	Bid bonds, performance bond, retention bond	30,000	PLN	ONDE S.A.
Credit Agricole	Bid bonds, performance bond, retention bond	4,000	PLN	CKTIS
Credit Agricole	Bid bonds, performance bond, retention bond	1,000	PLN	Satchwell
mBank S.A.	Bid bonds, performance bond, retention bond	5,000	PLN	Erbud International Sp. z o.o.
PEKAO	Bid bonds, performance bond, retention bond	3,000	PLN	Erbud International Sp. z o.o.
PKO Bank Polski S.A.	Bid bonds, performance bond, retention bond	910	EUR	MOD 21 GmbH
Santander Bank DE AG	Bid bonds, performance bond, retention bond	8,000	EUR	IVT Weiner+Reimann GmbH, Erbud Holding DE; IKR
CommerzBank S.A.	Bid bonds, performance bond, retention bond	1,500	EUR	IVT Weiner+Reimann GmbH, Erbud Holding DE; IKR
National Bank AG	Bid bonds, performance bond, retention bond	2,000	EUR	IVT Weiner+Reimann GmbH, Erbud Holding DE; IKR
		1,002,000	PLN	
Total:		26,410	EUR	

Insurance guarantee limits made available to the Group - as of Report Date.

Guarantor	Type of liability	Limit amount in '000	Currency	Obligor
STU Ergo Hestia S.A.	Bid bonds, performance bond, retention bond, advance payment	360,000	PLN	ERBUD S.A.; ONDE S.A.
PZU S.A.	Bid bonds, performance bond, retention bond, advance payment	30,000	PLN	ERBUD S.A.
KUKE S.A.	Bid bonds, performance bond, retention bond, advance payment	70,000	PLN	ERBUD S.A.
Generali TU S.A.	Bid bonds, performance bond, retention bond, advance payment	36,500	PLN	ERBUD S.A.
CREDESCO	Bid bonds, performance bond, retention bond, advance payment	7,500	EUR	ERBUD S.A.; ONDE S.A.; Erbud International
UNIQA TU SA	Bid bonds, performance bond, retention bond, advance payment	50,000	PLN	ERBUD S.A.
TUiR Allianz Polska S.A.	Bid bonds, performance bond, retention bond, advance payment	15,000	PLN	ERBUD S.A.
ZURICH	Bid bonds, performance bond, retention bond	3,500	EUR	MOD 21 GmbH
R+V	Bid bonds, performance bond, retention bond	7,000	EUR	MOD 21 GmbH
AXA	Bid bonds, performance bond, retention bond	1,500	EUR	MOD 21 GmbH
Bayerischer Versicherungsverband	Bid bonds, performance bond, retention bond	1,500	EUR	MOD 21 GmbH
Swiss RE	Bid bonds, performance bond, retention bond	2,000	EUR	MOD 21 GmbH
Credendo	Bid bonds, performance bond, retention bond	2,500	EUR	MOD 21 GmbH
VHV Versicherungen	Bid bonds, performance bond, retention bond	500	EUR	MOD 21 GmbH
Wuettembergische Versicherung	Bid bonds, performance bond, retention bond	750	EUR	MOD 21 GmbH
Chubb	Bid bonds, performance bond, retention bond	15,000	EUR	MOD 21 GmbH
Accelerant	Bid bonds, performance bond, retention bond	5,000	EUR	MOD 21 GmbH
Generali S.A.	Bid bonds, performance bond, retention bond	23,500	PLN	ONDE S.A.
KUKE S.A.	Bid bonds, performance bond, retention bond, advance payment	70,000	PLN	ONDE S.A.
Warta	Bid bonds, performance bond, retention bond, advance payment	13,000	PLN	ONDE S.A.
Uniqa TU	Bid bonds, performance bond, retention bond, advance payment	50,000	PLN	ONDE S.A.
TU Europa S.A..	Bid bonds, performance bond, retention bond, advance payment	6,000	PLN	ONDE S.A.
TUiR Allianz Polska S.A.	Bid bonds, performance bond, retention bond, advance payment	40,000	PLN	ONDE S.A.
Interrisk	Bid bonds, performance bond, retention bond, advance payment	20,000	PLN	ONDE S.A.

PZU S.A.	Bid bonds, performance bond, retention bond, advance payment	10,000	PLN	ONDE S.A.
TU Euler Hermes S.A.	Bid bonds, performance bond, retention bond, advance payment	20,000	PLN	ONDE S.A.
TU Europa S.A..	Bid bonds, performance bond, retention bond	850	PLN	Satchwell Sp. z o.o
WARTA S.A.	Bid bonds, performance bond, retention bond	222	PLN	Erbud Industry Centrum Sp. z o.o.
STU Ergo Hestia S.A.	Bid bonds, performance bond, retention bond	7,000	PLN	Erbud Industry Centrum Sp. z o.o.
STU Ergo Hestia S.A.	Bid bonds, performance bond, retention bond	11,000	PLN	ERBUD International Sp. z o.o.
TU Gothaer.	Bid bonds, performance bond, retention bond	188	PLN	ERBUD International Sp. z o.o.
KUKE S.A.	Bid bonds, performance bond, retention bond, advance payment	4,197	PLN	ERBUD International
Generali TU S.A.	Bid bonds, performance bond, retention bond	737	PLN	ERBUD International
STU Ergo Hestia S.A.	Bid bonds, performance bond, retention bond, advance payment, re-guarantees	2,000	PLN	CKTIS S.A.
PZU	Bid bonds, performance bond, retention bond, advance payment, re-guarantees	3,000	PLN	CKTIS S.A.
Warta	Bid bonds, performance bond, retention bond, advance payment, re-guarantees	1,200	PLN	CKTIS S.A.
R+V	Bid bonds, performance bond, retention bond	3,000	EUR	IVT Weiner + Reimann GmbH
Total:		844,394	PLN	
Total:		49,750	EUR	

Contingent receivables and liabilities

Contingent liabilities on account of guarantees and sureties granted are both sureties issued by companies of the ERBUD Group and by banks to contractors of the ERBUD Group to secure their claims against the Group under building contracts. The banks are entitled to claim reimbursement from the ERBUD Group.

Surety extended by ERBUD S.A. – as of 31 Dec. 2025

Guarantor	Surety holder	Value if issue (PLN '000)	Subject	For whom	Surety expiry date	Type of surety and financial terms
ERBUD S.A.	MOD 21 GmbH	4,607	Line for financial guarantees of EUR 910	PKO BP S.A. (the German Branch)	31 Dec. 2034	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	MOD 21 GmbH	4,227	insurance guarantee lines of EUR 1 million	Euler Hermes, Zürich, AXA, Bayerische Versicherungsverband, R+V ; Swiss RE	31 Dec. 2025	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	MOD 21 GmbH	14,371	Overdraft facility of EUR 2 million	Commerzbank	31 May 2026	Guarantee extended by mBank S.A. on behalf of ERBUD S.A. The Guarantor charges the Company with fees charged by the Guarantor
ERBUD S.A.	MOD 21 GmbH	4,227	Overdraft facility of EUR 1 million	Deutsche Bank AG	30 Apr. 2026	Guarantee extended by mBank S.A. on behalf of ERBUD S.A. The Guarantor charges the Company with fees charged by the Guarantor
ERBUD S.A.	ONDE S.A.	6,720	Investment loan	ING Bank Śląski S.A.	30 Nov. 2028	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	ONDE S.A.	20,000	Building Contract performance bond	ABO Wind Polska Sp. z o.o.	19 May 2027	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	ONDE S.A.	17,300	Surety extended to proper execution of investment contract	Eurowind Energy A/S	28 Jun. 2028	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	ONDE S.A.	37,889	Building Contract performance bond	EW Rywałd Sp. z o.o. (<i>Wind Farm</i>)	20 Jun. 2028	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	MOD 21 GmbH	38,463	Building Contract performance bond	Monheimer Einkaufszentrum GmbH	Until works acceptance	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	MOD 21 Sp. z o.o.	15,000	Surety for an investment loan for the expansion of a production room	BNP Paribas Bank Polska S.A.	20 May 2028	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 Sp. z o.o.	23,364	Surety for a manufacturing line lease contract	BNP Paribas Leasing Services Sp. z o.o.	13 Jul. 2028	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 Sp. z o.o.	1,653	Surety for the Lease Contract	BNP Paribas Leasing Services Sp. z o.o.	13 Jun. 2029	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 Sp. z o.o.	1,857	Surety for the Lease Contract	BNP Paribas Leasing Services Sp. z o.o.	13 Jun. 2029	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 Sp. z o.o.	59	Surety for the Lease Contract	BNP Paribas Leasing Services Sp. z o.o.	11 Mar. 2029	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value

ERBUD S.A.	MOD 21 Sp. z o.o.	1,048	Surety for the Lease Contract	BNP Paribas Leasing Services Sp. z o.o.	11 Mar. 2029	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 Sp. z o.o.	75	Surety for the Lease Contract	BNP Paribas Leasing Services Sp. z o.o.	7 Apr. 2029	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 Sp. z o.o.	779	Surety for the Lease Contract	BNP Paribas Leasing Services Sp. z o.o.	7 Apr. 2029	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 Sp. z o.o.	583	Surety for the Lease Contract	BNP Paribas Leasing Services Sp. z o.o.	11 Mar. 2029	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 Sp. z o.o.	928	Surety for the Lease Contract	De Lage Landen Leasing Polska S.A.	20 Mar. 2028	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 GmbH	105,668	Surety Agreement - guarantee line	CHUBB European Group SE	unlimited	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	Erbud International	8,000	Surety for an insurance guarantee line	Hestia	unlimited period of time	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 GmbH	42,478	Building Contract performance bond	ALDI Süd Projektentwicklungs-GmbH & Co. KG	Until works acceptance	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
ERBUD S.A.	MOD 21 GmbH	10,567	Surety Agreement - guarantee line	Credendo	unlimited	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	MOD 21 GmbH	21,346	Surety Agreement - guarantee line	Accelerant Insurance Europe SA	unlimited	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	MOD 21 Sp. z o.o.	3,381	Surety for a contract	Mayr-Melnhof Golz Gaishorn GmbH	31 Dec. 2026	Civil surety, the Guarantor charges a surety fee of 1% of the surety value
ERBUD S.A.	MOD 21 Sp. z o.o.	10,000	Surety for an insurance guarantee line	Hestia	unlimited period of time	Surety on a promissory note, the Guarantor charges a fee for the surety accounting for 1% of the value
Total:		394,589				

Surety extended to ERBUD S.A. – as of the publication date of the Financial Statements

Guarantor	Surety holder	Value of issue (PLN '000)	Subject	For whom	Surety expiry date	Type of surety and financial terms
ONDE S.A.	ERBUD S.A.	70,000	multi-purpose credit-guarantee line (LKW)	PKO BP S.A.	26 Sept. 2034	Civil surety, the Guarantor charges a surety fee of 1% of the value
ONDE S.A.	ERBUD S.A.	100,000	multi-purpose credit-guarantee line (LKW)	Alior Bank	28 Sept. 2032	Civil surety, the Guarantor charges a surety fee of 1% of the value

Liabilities under guarantees granted to third parties ('000 PLN) as of 31 December 2025

Company	Liability payment guarantee	Performance bond	Retention bond	Total contingent liabilities
Erbud S.A.				
31 Dec. 2025	86,282	216,248	252,853	555,383
31 Dec. 2024	100,926	212,121	252,671	565,718
ONDE S.A.				
31 Dec. 2025	55,919	139,157	171,181	366,257
31 Dec. 2024	51,618	122,241	161,136	334,995
MOD21 GmbH				
31 Dec. 2025	22,973	24,731	27,443	75,147
31 Dec. 2024	32,829	33,334	33,591	99,754
Mod21 Sp. z o.o.				
31 Dec. 2025	820	2,479	1,555	4,854
31 Dec. 2024	0	0	0	0
Erbud International Sp. z o.o.				
31 Dec. 2025	0	8,652	4,687	13,340
31 Dec. 2024	1,610	7,125	5,548	14,283
ERBUD Industry Centrum Sp. z o.o.				
31 Dec. 2025	0	10,412	758	11,170
31 Dec. 2024	368	14,377	1,084	15,829
Satchwell Sp. z o.o.				
31 Dec. 2025	0	0	393	393
31 Dec. 2024	0	0	721	721
CKTiS Sp. z o.o.				
31 Dec. 2025	0	466	2,992	3,458
31 Dec. 2024	0	1,438	842	2,280
IVT Weiner + Reimann GmbH				
31 Dec. 2025	3,349	0	0	3,349

31 Dec. 2024	2,304	0	2,537	4841
IVT Menzenbach GmbH				
31 Dec. 2025	42	0	0	42
31 Dec. 2024	43	0	0	43
IKR GmbH				
31 Dec. 2025	18,102	20,377	35,513	73,991
31 Dec. 2024	23,357	35,076	18,249	76,682
31 Dec. 2025	Total			1,107,382
31 Dec. 2024	Total			1,115,032

Contingent receivables under guarantees held

Item	As of 30 Dec. 2025 in '000 PLN	As of 30 Dec. 2024 in '000 PLN	Company
Performance bond, retention bond, payment guarantees	113,635	96,362	ERBUD S.A.
Performance bond, retention bond	69,997	61,184	ONDE S.A.
Performance bond, retention bond	24,523	25,988	MOD 21 GmbH
Performance bond, retention bond	0	0	MOD 21 Sp. z o.o.
Performance bond, retention bond	6,553	2,696	Erbud International Sp. z o.o.
Performance bond, retention bond	259	259	ERBUD Industry Centrum Sp. z o.o.
Performance bond, retention bond	0	0	Satchwell sp. z o.o.
Performance bond, retention bond	0	0	CKTiS Sp. z o.o.
Performance bond, retention bond	42	43	IVT Weiner + Reimann GmbH
Performance bond, retention bond	0	0	IVT Menzenbach GmbH

Performance bond, retention bond	0	0	IKR GmbH
Total:	215,009	186,273	

3.9. The Management Board's position on the 2025 performance forecasts

The Issuer's Management Board did not publish financial forecasts.

3.10. The Management Board's recommendation concerning the distribution of 2025 profit

As of the date of this report, the Company's Management Board has not yet taken a decision regarding a recommendation on the distribution of net profit for the 2025 financial year.

The Management Board's recommendation in this regard will be presented to the Supervisory Board and the Annual General Meeting at a later date.

In formulating its recommendation regarding the distribution of profit, the Management Board will take into account, in particular, the Company's financial position, its investment needs and the prospects for the further development of its business.

The final decision on the distribution of profit, including any dividend payment, rests with the Ordinary General Meeting of Shareholders.

4. FINANCIAL PERFORMANCE OF ERBUD S.A.

4.1. Drivers of financial performance in 2025

In 2025 ERBUD S.A. generated a net profit of PLN 40,102 thousand compared to a net profit of PLN 17,238 thousand in 2024 (up by 132.64%).

In 2025 major drivers of the Group's financial performance included:

- Positive margins on executed building contracts;
- A 43.45% improvement in the EBIT margin;
- High commitment of senior and lower-level managers to negotiations with contracting authorities/employers and various optimizations on construction sites.
- Results of initiatives under the slogan 'Zero waste on projects' – cost discipline
- Strengthening of controlling and internal audit;
- Dividends from subsidiaries amounting to PLN 30,747,000

In years to come, the Management Board of ERBUD S.A. estimates that the Company's financial position will be affected primarily by:

- Global geopolitical situation
- Inflation resurgence risk
- Economic situation in Poland and Europe
- Absorption of EU funds,
- Investment demand,
- Monetary policy

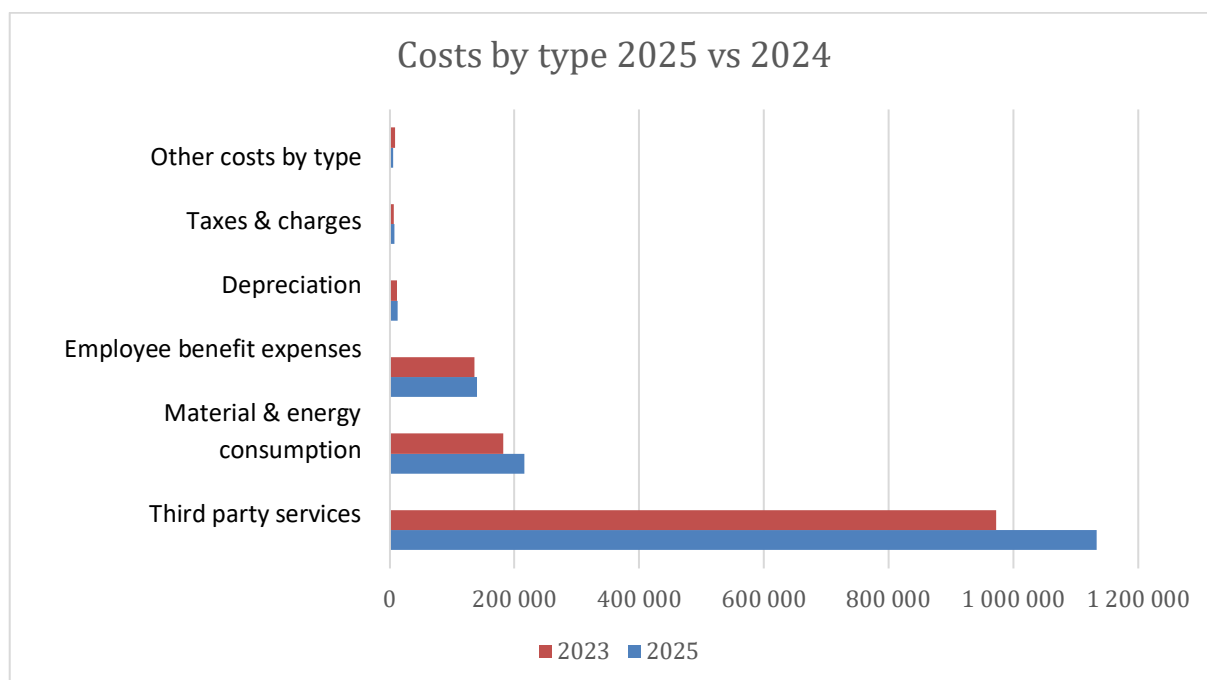
Profit and loss account of the ERBUD Group in analytical terms (in '000 PLN)

	2025	2024	Change in %
Revenues from sales of products, goods and services from continuing operations	1,505,101	1,437,972	4.67%
Operating expenses*	1,398,632	1,333,548	4.88%
Other operating profit/loss	9,427	683	(1280.23)
(Loss)/Reversal of the value of financial assets and contract valuation assets	(3,193)	(7,190)	55.59%
Financial activity gains/losses	32,638	14,510	124.93%
Gross profit /(loss) from continuing operations	48,476	25,551	(89.72%)
Income tax	8,374	8,313	(0.73%)
Net profit /(loss) of the continued business	40,102	17,238	(132.64%)

Main cost item of ERBUD S.A. (74.76% of total costs by type) were the costs of third party services, mainly the costs of work commissioned to subcontractors. In 2025, they totalled PLN 1,133,946 thousand in value terms and were up by 16.6 % compared to the previous year.

Moreover, a significant share in the Group's cost structure was held by:

- Materials and energy expenses - it was at the level of PLN 216,494 thousand against PLN 182,106 thousand in 2024. This accounted for 14.27% of total costs in 2025 and 13.82% in 2024. Up by 18.88% compared with 2024.
- Employee benefits in the amount of PLN 140,324 thousand. They accounted for 9.25% of total costs. In 2024, this relationship was as follows: (PLN 136,145 thous.) - 10.33% of total costs by type. In 2025, the costs of employee benefits were up by 3.07% compared to the previous year.



Item	For a 12-month period, ended on 31 Dec. 2025	For a 12-month period, ended on 31 Dec. 2024
Third party services	1,133,946	972,507
including third party services from subcontractors	945,080	779,385
Material and energy consumption	216,494	182,106
Employee benefit expenses	140,324	136,145
Amortization and depreciation	12,985	11,947
Taxes and charges	7,201	6,348
Other cost categories	5,817	8,905
Value of commodities and materials sold	166	-
Total costs by type	1,516,933	1,317,958
Change in contract pricing balances	(21,436)	102,466
Cost of sale (negative value)	(12,269)	(11,145)
General management costs (negative value)	(84,596)	(75,731)
Manufacturing costs of products sold	1,398,632	1,333,548

4.2. Statement of Financial Position

On 31 December 2025, the total assets of ERBUD S.A. amounted to PLN 1,103,800 thousand and were up by 6.59% compared to the 2024 year-end (PLN 1,035,523 thousand). The assets growth is primarily driven by an increase in fixed assets (up by 19.70%) as a result of the capital injection into the modular business through loans and a capital increase in MOD 21 GmbH. Current assets were down by 3.22% in 2025 compared with 2024, partly due to loans granted.

As of 31 December 2025, the Company's equity totalled PLN 367,459 thousand compared to PLN 347,400 thousand at the 2024 year-end (up by 5.77%). The increase in equity is primarily due to dividends received and a positive operating profit.

The year 2025, compared to 2024, saw a 170,97% rise in long-term liabilities up to the amount of PLN 105,157 from the level of PLN 38,807 thousand. This is the result of the reclassification of debt arising from the repayment of D-series bonds, which were classified as short-term at the end of 2024, and the issue of a new E-series bonds, which a maturity date in 2029.

4.3. Cash Flow Statement

In 2025, ERBUD S.A. recorded negative cash flows totalling PLN 35,103 thousand (negative cash flows of PLN 25,824 thousand in the previous year). In particular they consisted of:

- Positive operational cash flows of PLN 54,300,000, driven primarily by a gross profit of PLN 48,476,000
- Negative cash flows from investment activities in the amount of PLN 64,696 thousand (loans granted mainly to MOD 21 Sp. z o.o. MOD 21 GmbH)
- Negative cash flows from financial activities in the amount of PLN 24 710 thousand. (debt repayment, dividend)

As of 31 December 2025 the Company held cash and cash equivalents including on a separate VAT account totalling PLN 80,881 thousand compared to PLN 115,984 thousand as of 31 December 2024. Down by 30.27%.

4.4. Statement of Changes in Equity

As of 31 December 2025, the Company's equity totalled PLN 367,459 thousand compared to PLN 347,400 thousand at the 2024 year-end (up by 5.77%). The increase in equity is primarily due to dividends received and a positive operating profit.

4.5. Basic financial ratios of ERBUD S.A.

Item	2025	2024
Return of Equity (ROE) (in %)	10.91%	4.96%
Return on Assets (ROA) (in %)	3.63%	1.66%
EBIT margin (in %)	1.05%	0.77%
EBITDA margin (in %)	1.92%	1.60%
Sales profitability (in %)	7.07%	7.26%
Gross profitability (in %)	3.22%	1.78%
Net profitability (in %)	2.66%	1.20%

Rate of return on equity - net profit / equity balance

Rate of return on assets - net profit / assets balance

EBIT margin - operating profit / sales revenue

EBITDA margin – EBITDA = Operating profit + Amortization / Sales net revenue

Sales profitability – Profit on sales / Sales revenue

Gross profitability – Earnings before tax/ Sales revenue

Net profitability – Net earnings /sales revenue

Basic liquidity and debt ratios for ERBUD S.A.

Item	2025	2024
Current ratio	0.96	0.91
Quick ratio	0.96	0.91
Debt ratio (in %)	67%	66%
Debt-to-equity ratio	200%	198%

Current ratio - current assets / current liabilities

Current ratio – assets (less inventories) divided by current liabilities

Debt ratio = Liabilities and provisions for liabilities / Total assets

Debt-to-Equity ratio = Liabilities and provisions for liabilities / Equity

The rise in liquidity ratios is mostly due to the reclassification of bond debt from short-term to long-term category.

The achieved ratios are satisfactory, however, the Management Board will strive to improve the profitability and debt ratios.

5. RISK MANAGEMENT

Risk management is an integral part of the ERBUD Group's management system, carried out continuously at strategic and operational levels. These activities aim to identify risks at an early stage, assess their significance and take measures to reduce their likelihood and potential impact on the Group's operations, financial position and results.

The environment in which the ERBUD Group operates remains volatile and difficult to predict. The Group's risk profile is particularly influenced by macroeconomic, geopolitical, regulatory, market and operational factors. Between 2025 and early 2026, risks associated with on-going geopolitical uncertainty, volatility in contract execution costs, the liquidity and credit situation of some counterparties, and the growing importance of digital security and compliance requirements took on particular significance.

The Group manages risk in a systematic manner. The Management Board of ERBUD S.A. and key management personnel are responsible for setting the direction and priorities of this process. At operational level, the Audit and Internal Control division, the ESG and Compliance division and the controlling function, which is responsible for on-going technical, commercial and financial monitoring of project implementation, support this process. Operational diversification across segments and geographies also remains a key element of risk mitigation.

In the Management Board's assessment, the most significant risks in 2026 include, in particular: credit risk, liquidity risk, price and contract risk, operational risk associated with contract execution, and macroeconomic and geopolitical risk. The significance of cybersecurity risk and regulatory risks has also increased. Interest rate risk, however, is considered to be of relatively lower significance than in previous periods, whilst on-going monitoring of this area is maintained.

5.1. Financial Risk

In the course of its business activities, the ERBUD Group is exposed in particular to currency risk, interest rate risk, credit risk, liquidity risk and price risk. The policies for managing these risks are reviewed on an on-going basis and adapted to market conditions, the structure of the order book and the Group's financing profile.

5.1.1. Currency risk

Currency risk arises mainly from the execution of contracts denominated in foreign currencies, primarily in euros. The Management Board seeks to limit currency exposure by aligning the currency of revenue as closely as possible with the currency of costs associated with the execution of a given contract. In cases where natural matching is insufficient, the Group permits the use of hedging instruments, including forward contracts, and hedge accounting.

Given the structure of the business and the scale of currency exposure, this risk remains under control and is not currently among the most significant risks for the Group.

The Management Board's assessment of the impact of the risk on the Group's financial performance: low to medium.

Interest rate risk

Interest rate risk is primarily associated with the debt financing used by Group companies, such as loans and leases based on variable interest rates. Compared with previous years, this risk has become less significant, thanks to greater stability in the interest rate environment and the Group's financing structure.

The Group monitors its exposure to interest rate fluctuations and allows the use of appropriate hedging instruments should a significant risk arise.

The Management Board assesses the impact of this risk on the Group's financial performance as medium to high.

5.1.2. Credit risk

Credit risk relates primarily to trade receivables, construction deposits and other exposures to counterparties. The Group applies principles for assessing the financial reliability of counterparties prior to entering into a contract and analyses the cash flow profile for individual contracts. In the event of increased payment risk, appropriate safeguards are applied and the terms of the contracts are adjusted to the level of risk.

In the Management Board's assessment, credit risk remains one of the most significant risks for the Group, resulting from the caution of financing institutions, liquidity pressures faced by some market entities, and uncertainty regarding the economic situation in selected market segments.

The Management Board's assessment of the impact of the risk on the Group's financial performance: high.

5.1.3. Liquidity risk

The risk of illiquidity remains one of the Group's key financial risks. This is linked to the specific nature of the construction and industrial sectors, including the need to finance working capital and the temporary pre-financing of works in progress, as well as delays in acceptance and payment.

To mitigate this risk, the Group maintains an adequate level of cash and access to credit facilities, as well as implementing an on-going system of liquidity planning and reporting. The structure of asset financing is tailored to the nature of the assets, utilising equity, leasing, and long-term financing where appropriate.

The Management Board has assessed the impact of this risk on the Group's financial performance: high.

5.1.4. Price risk

Price risk is primarily linked to fluctuations in the prices of construction materials, energy, fuel and subcontracted services. Given that sales prices are fixed in many contracts, rising project costs may have a negative impact on project profitability.

The Group monitors the prices of key materials and services on an on-going basis and takes current market conditions into account in the tendering process. In the case of contracts with a longer time horizon, the Management Board exercises increased caution when making cost assumptions.

The Management Board's assessment of the impact of the risk on the Group's financial performance: high.

5.2. Operational risk

The ERBUD Group's operations are subject to a number of risks that are typical of the construction and industrial sectors. These include the risk of underestimating contract costs, additional works not being recognised, delays in project delivery, issues relating to subcontractor supplies and services, liability under warranties and guarantees, and the availability and retention of qualified personnel.

According to the Management Board, contractual risk is currently particularly significant. This is understood as the risk of incorrect tender calculations, a mismatch between contractual terms and actual implementation conditions, and the limited ability to pass on cost increases to the Employer in full.

To mitigate operational risks, the Group monitors on-going projects continuously, develops its project control function, and applies procedures to assess clients and projects before submitting tenders.

The Management Board has assessed the impact of operational risks on the Group's financial performance: high.

5.3. Macroeconomic and geopolitical risks

The Group operates in an environment of heightened macroeconomic and geopolitical uncertainty. The main risk factors include the effects of the war in Ukraine and tensions in the Middle East, as well as volatility in energy and transport prices and potential supply chain disruptions. These factors may also impact clients' investment decisions and the cost of contract execution.

While the impact of the war in Ukraine on business operations is currently less severe than immediately after the conflict began, it could still lead to increased labour, material and service costs, and affect the availability of human resources. Geopolitical tensions affecting the energy and raw materials markets continue to be an additional source of uncertainty.

The Group considers these factors in its tendering, contract management and business planning processes. This is achieved primarily through business diversification, a selective approach to new contracts, and on-going monitoring of changes in the market environment.

The Management Board has assessed the impact of macroeconomic and geopolitical risks on the Group's financial performance as high.

5.4. Legal and regulatory risks

The ERBUD Group operates in an environment subject to frequent regulatory changes. This applies in particular to tax legislation, employment law, environmental protection, public procurement, compliance, disclosure obligations for public companies, and sustainability reporting requirements.

To mitigate this risk, the Group draws on the support of specialist external advisers and its internal legal and compliance functions, monitoring legislative changes and their potential impact on operations on an on-going basis.

The Management Board's assessment of the impact of legal and regulatory risk on the Group's financial performance: moderate.

5.5. Tax Risk

The Group's companies are exposed to tax risks arising from changes in legislation and tax authority practices, as well as the complexity of tax settlements across different jurisdictions. Transfer pricing in relation to intra-group transactions is also of significant importance.

To mitigate this risk, the Group works with specialist tax advisers, develops internal expertise and conducts periodic reviews and tax compliance audits.

The Management Board's assessment of the impact of tax risk on the Group's financial results is moderate.

5.6. Sustainable development risks

The ERBUD Group systematically identifies and monitors risks and opportunities relating to environmental, social and governance (ESG) issues. These risks are integrated into the management system and corporate governance framework, and a detailed description of them can be found in the sustainability section of the report.

Areas of particular focus currently include aligning the organisation with regulatory requirements, stakeholder expectations, and reporting standards relating to sustainability.

The Management Board has assessed the impact of sustainability-related risks on the Group's financial performance: moderate.

5.7. Cyberattack Risk

In recent years, the significance of cybersecurity risks has grown. This trend is linked to the increasing digitalisation of business processes, greater reliance on IT systems and more active cybercrime.

To mitigate this risk, the Group implements uniform IT security standards, develops organisational and technical safeguards, and maintains insurance cover for the consequences of cyber incidents.

ERBUD S.A. and the other companies in the Erbud Group will apply for ISO/IEC 27001 certification in 2026. This is an information security management system.

The standard helps organisations protect inter alia:

- company and customer data
- IT systems
- business documents and information
- access to information within the organisation

It protects against threats such as:

- cyberattacks
- data breaches
- ransomware
- unauthorised access to systems.

Key standard components

The ISO 27001 standard requires inter alia:

- information security risk analysis and management
- implementation of security policies
- control of access to systems
- securing IT infrastructure
- incident response plans
- audits and continuous improvement of the system.

The Management Board's assessment of the impact of cyberattack risk on the Group's financial performance: moderate.

5.8. Insurance

The ERBUD Group holds insurance cover for civil liability arising from its business activities, as well as for directors' and officers' liability, construction and installation risks, selected property risks and cyber risks. The scope of the cover is periodically reviewed and adapted to reflect changes in the Group's business structure and risk profile.

In the view of the Management Board, the current insurance programme constitutes a significant element of the system for mitigating the effects of materialised risks.

SYSTEM ZARZĄDZANIA RYZYKIEM W GRUPIE ERBUD



Key:

System zarządzanie ryzykiem w Grupie ERBUD	Risk management system at the ERBUD Group
Identyfikacja ryzyk	Risk identification

- Analiza zagrożeń - Ocena ryzyka	- Threat analysis - Risk assessment
Ocena i analiza ryzyka - Ocena wpływu - Prawdopodobieństwo	Risk assessment and analysis - Impact assessment - Probability
Zarządzanie ryzykiem	Risk management
Monitoring i kontrola - Nadzór i audyty - Ciągłe doskonalenie	Monitoring and control - Supervision and audits - Continuous improvement
Działania zapobiegawcze - Minimalizacja zagrożeń - Plany awaryjne	Preventive measures - Risk mitigation - Contingency plans
Bezpieczeństwo	Safety
Stabilność	Stability
Zarządzanie projektami	Project management

5.8.1. Insurance contracts

As of the 2024 financial statement date, all insurance contracts were extended.

Given the above the most important contracts are as follows:

Insurer	Valid from	Valid to	Subject of insurance	Value of insurance
Sopockie Towarzystwo Ubezpieczeniowe ERGO Hestia S.A.	1 Feb. 2024	31 Jan. 2025	Civil liability business insurance	PLN 100 million for one and all events
Sopockie Towarzystwo Ubezpieczeniowe ERGO Hestia S.A.	1 Feb. 2025	31 Jan. 2026	Civil liability business insurance	PLN 100 million for one and all events
Sopockie Towarzystwo Ubezpieczeniowe ERGO Hestia S.A.	1 Feb. 2024	31 Jan. 2025	Third party liability insurance of the designer	PLN 10 million for one and all events
Sopockie Towarzystwo Ubezpieczeniowe ERGO Hestia S.A.	1 Feb. 2025	31 Jan. 2026	Third party liability insurance of the designer	PLN 10 million for one and all events
Chubb European Group Limited Sp. z o.o. Polish Branch	22 Jun. 2024	21 Jun. 2025	D&O Insurance	PLN 40 million
Chubb European Group Limited Sp. z o.o. Polish Branch	22 Jun. 2025	21 Jun. 2026	D&O Insurance	PLN 40 million
Chubb European Group SE, European company, Polish Branch	1 Jul. 2024	30 Jun. 2025	Corporate Cyberattack Insurance – CYBER ERM	PLN 5 million
Sopockie Towarzystwo Ubezpieczeniowe ERGO Hestia S.A.	1 Jul. 2025	30 Jun. 2026	Corporate Cyberattack Insurance – CYBER ERM	PLN 7 million

Additionally, all companies of the ERBUD Group are civil liability insurance holders. On-going construction contracts are insured for all construction and erection risks (CAR/EAR). The Group insures its property and IT equipment.

In terms of insurance selection and optimization, the ERBUD Group works with a specialized insurance broker.

6. DISPUTES

Information about lawsuits pending before a court, an authority competent for arbitration proceedings or a public administration body, including information about:

In cases where the Issuer is the plaintiff (cases related to receivables) and in cases where the Issuer is the defendant (cases related to payables), the Issuer's position and that of its legal advisors prove that the proceedings will be resolved in the Issuer's favour.

Proceedings involving ERBUD S.A. as of the Report Date, concerning the Issuer's or its subsidiary's payables or receivables (including details of the case, the amount in dispute, the date of initiation of proceedings and the Issuer's stance).

6.1. Material proceedings to which the Issuer is the plaintiff

Defendant: BEST Deweloper Sp. z o.o.

Court: District Court in Szczecin

Date of filing the lawsuit: 6 February 2023.

Value of the dispute: PLN 5,171,896.17

The Plaintiff claims amounts due for work performed as part of the construction of multi-family apartment buildings in Chrzanowskiego Street in Szczecin. The amounts claimed in the lawsuit are covered by VAT invoices issued on the basis of inventory reports accepted and signed by the Defendant. They relate to works completed and accepted by the Defendant. The demand for a lawsuit includes the issuance of writ of payment and a request to secure claims. District Court ordered exchange of pleadings, without establishing the date for first hearing. Upon the amicable request of the Parties, the Court, by virtue of order of 15 July 2024, referred the Parties to mediation. During the mediation process, the parties reached a partial settlement under which Best Developer paid PLN 739,152 plus interest of PLN 219,943.30. An agreement was reached with the project contractor to sell the building materials to them for PLN 139,289.20. In view of the above, the value of the subject matter under dispute totals PLN 5,171,896.17. No date for the first hearing.

Defendant: Independent Public Clinical Hospital No. 2 of the Pomeranian Medical University in Szczecin

Court: District Court in Szczecin, 8th Commercial Division

Date of filing a lawsuit: 7 November 2022

Value of the dispute: PLN 14,435,306.59

ERBUD S.A. demands that the Independent Public Clinical Hospital No. 2 of the Pomeranian Medical University in Szczecin should amend the contract of June 2021 for the execution of the project called "Construction of the A2 building and its connector", as well as land development, as part of the conversion and extension of A building at the Independent Public Clinical Hospital No. 2 of the Pomeranian Medical University in Szczecin, with an increase in the contractor's remuneration of PLN 14,435,306.59 (gross amount including VAT) and adjudication of this amount. The Defendant filed a response to the lawsuit.

The first hearing was scheduled for 24 October 2024. However, the case was adjourned without a new date being set, and the court suspended the proceedings following the joint request of the parties involved. A meeting with the parties has been scheduled for 14 March 2025 to discuss the terms of the settlement.

The parties had not reached a consensus, so ERBUD S.A. asked for the suspended proceedings to be resumed. The District Court approved the motion. The parties have drawn up a trial schedule. The next hearing dates have been set for April and May 2026.

The date on which the Court of First Instance is expected to reach a conclusion on the dispute: 2029

The value of other litigations where ERBUD S.A. is the Plaintiff totals PLN 25,526,227.78.

6.2. Material proceedings to which the Issuer is the Defendant

Defendant: Platinum Resort Sp. z o.o.

Date of filing a lawsuit: 3 December 2018

Value of the dispute: PLN 16.301.236,97

Counterclaim

Defendant: ERBUD S.A.

Value of the dispute: 13.516.629,86

Date of filing a lawsuit: 27 April 2019

The Court of Appeal in Szczecin upheld Erbud's claim for payment, awarding PLN 9,144,725.89 from Platinum Resort together with statutory interest for delay. The court also dismissed all other claims. The court enforcement officer collected the total amount owed to Erbud under the Court of Appeal's judgment, concluding the enforcement proceedings.

Erbud S.A. lodged a cassation appeal with the Supreme Court, challenging the Court of Appeal's judgment concerning the sum of PLN 5,455,851.09. Platinum filed a response to the cassation appeal. The case was referred to the Supreme Court.

Plaintiff – Silesia Property sp. z o.o.

Date of filing a lawsuit: 23 December 2024

Value of the dispute: PLN 52.686.247,51

In a lawsuit filed on 23 December 2024, Silesia Property Sp. z o.o. demanded that Erbud S.A. pay PLN 52,686.247.51 as reimbursement for the costs of substitute performance of roof replacement works carried out by Erbud S.A. under warranty liability in connection with the agreement of 25 August 2010 for the design and construction of the Silesia City Centre shopping mall at ul. Chorzowska 107, Katowice.

On 25 February 2025 Erbud S.A. filed a response to the lawsuit requesting that the lawsuit be dismissed in its entirety. In the opinion of Erbud S.A., the Arbitration Court should not admit Silesia Property Sp. z o.o.'s

claims in full due to the absence of an effective arbitration clause, the nature of the claims (legal grounds) and the facts of the case, or finally, the limitation plea.

An adjudication panel of three arbitrators was constituted for the case. During the first phase of the arbitration proceedings, during which the Adjudication Panel was to decide whether it had jurisdiction to settle the dispute, the parties exchanged pleadings, after which a hearing was held. The first phase concluded with the Adjudication Panel delivering a ruling, determining the following:

- (1) dismiss Erbud's request for the Adjudication Panel to declare that it lacks jurisdiction to hear the case.
- (2) the remaining claims and motions of the parties will be decided at a later point in the proceedings.

Now that the motion to declare the Adjudication Panel's lack of jurisdiction has been dismissed, the substantive phase of the proceedings will commence. Silesia Property filed a response that reiterated their position. Deadlines have been set for the exchange of further pleadings. A preparatory organisational meeting for the hearing is scheduled for 1 December 2026. The arbitration hearing is set to take place from 7–11 December and 14–15 December 2026.

No settlement negotiations are currently taking place in this case.

Estimated date for settlement of the dispute in front of the Arbitration Court: 2027

The Legal Office believes that the Company's position is justified.

Plaintiff - the Wielkopolskie Province

Date of filing a lawsuit: 15 October 2024

Value of the dispute: PLN 7.700.000

By virtue of the lawsuit of 15 October 2024 the Wielkopolskie Province, with its seat at the Marshal's Office of the Wielkopolskie Province in Poznań, demands that ERBUD S.A. pay it the amount of PLN 7,700,000 along with statutory interest for delay calculated on the amount of PLN 5,790,000 for the period from 5 December 2023 until the date of payment, and PLN 1,980 000 from the day following the date of delivery of the statement of claim until the date of payment as a contractual penalty for the delay in removing defects in the ceilings found during the warranty period granted under the contract for the construction of an office building for the Marshal's Office and Regional Council of the Wielkopolskie Province located in Poznań at Al. Niepodległości 34.

On 4 December 2024 Erbud S.A. filed a response to the lawsuit requesting that the lawsuit be dismissed in its entirety. In the opinion of Erbud S.A., the nature of the claims asserted (legal grounds) and the factual circumstances of the case do not provide grounds for accepting the claims of the Wielkopolskie Province in their entirety.

Between March and May, there were three hearings at which witnesses were examined. At present, the Court has concluded the hearing of witness evidence. The District Court ordered that evidence be submitted in the form of an expert opinion.

The date on which the Court of First Instance is expected to reach a conclusion on the dispute: 2028

The Legal Office believes that the Company's position is justified.

Plaintiff - the Wielkopolskie Province

Date of filing a lawsuit: 11 December 2024

Value of the dispute: PLN 12.670.000

The Wielkopolskie Province with the registered office of the Office of the Marshal of the Wielkopolskie Province in Poznań requests that the Court authorise Erbud S.A. to carry out, at the expense of Erbud S.A., a repair project and replacement of the defective façade in the building which is the registered office of the Office in Poznań, located at Al. Niepodległości 34 in Poznań, on the K-0 storey, i.e. in the main lobby, as part of performance bond.

Erbud S.A. has filed a response to the lawsuit, in which it requests that the claim be dismissed in its entirety and contests it both in terms of amount and principle. In the opinion of Erbud S.A., the nature of the claims asserted (legal grounds) and the factual circumstances of the case do not provide grounds for accepting the claims of the Wielkopolskie Province in their entirety.

The first hearing in the case is yet to be scheduled.

The date on which the Court of First Instance is expected to reach a conclusion on the dispute: 2029

The Legal Office believes that the Company's position is justified.

Plaintiff - the Wielkopolskie Province

Date of filing a lawsuit: 29 March 2025.

Value of the dispute: PLN 8.653.812

The Wielkopolskie Province, whose Marshal's Office is based in Poznań, is demanding that Erbud S.A. be ordered to pay a portion of the contractual penalty amounting to PLN 8,653,811.55 charged for the alleged delay in rectifying the cracks and flooding in the underground car park facility under the driveway descent, which were caused by a lack of waterproofing at the driveway descent.

Erbud S.A. has filed a response to the lawsuit, in which it requests that the claim be dismissed in its entirety and contests it both in terms of amount and principle. In the opinion of Erbud S.A., the nature of the claims asserted (legal grounds) and the factual circumstances of the case do not provide grounds for accepting the claims of the Wielkopolskie Province in their entirety.

The first hearing in the case is yet to be scheduled.

The date on which the Court of First Instance is expected to reach a conclusion on the dispute: 2029

The Legal Office believes that the Company's position is justified.

Plaintiff – Puławy S.A. Nitrogen Fertilizer Plant

Value of the dispute: PLN 18.132.376

Case status: the court refused to issue an order for payment and referred the case for judicial review during trial. The claim includes the Plaintiff's contractual penalty for failing to complete the stage of works on time. This stage involved signing the Boiler Hand-Over Certificate. The defendants (along with Sefako) were obliged, as turnkey contractors, to perform all deliveries, civil works and services necessary for designing, constructing, commissioning and handing over the K2 Steam Boiler for operation and use. The Defendants filed a response to the lawsuit. The Management Board's position on the matter is that there is scope for an amicable resolution of the case. The outcome depends on the validity of the defendant's calculation of contractual penalties against ERBUD S.A. This will be confirmed or refuted by the expert opinion commissioned for the case, which will assess ERBUD S.A.'s timely performance of the aforementioned contract;

The date on which the Court of First Instance is expected to reach a conclusion on the dispute: 2027

Plaintiff: University Clinical Hospital No. 2 of the Pomeranian Medical University in Szczecin (formerly: Independent Public Clinical Hospital No. 2 of the Pomeranian Medical University in Szczecin

Date of filing a lawsuit: 18 September 2025

Value of the dispute: PLN 8.365.943,08

The University Clinical Hospital No. 2 of the Pomeranian Medical University in Szczecin is seeking an order requiring ERBUD S.A. to pay the sum of 8,365. 943.08 PLN as a contractual penalty for the late completion of the project entitled "Construction of Building "A2" together with a connecting passage and site development as part of the reconstruction and extension of Building "A" of the Independent Public Clinical Hospital No. 2 of the Pomeranian Medical University in Szczecin".

Erbud S.A. filed a statement of defence seeking dismissal of the claim in its entirety. The Company contested both the amount and the grounds of the claim. In particular, it argued that there had been no culpable delay in performing the contract and that the Employer had not suffered any loss.

The parties are currently engaged in mediation proceedings, seeking to amicably resolve all outstanding disputes between them.

Expected date of conclusion of the proceedings before the Court of First Instance (if the case is not settled): 2029

The Legal Office believes that the Company's position is justified.

Total value of other proceedings where ERBUD S.A. is the Defendant: PLN 16,310,810.00

7. ERBUD S.A. IN CAPITAL MARKET

7.1. ERBUD S.A.'s presence on the capital market

ERBUD S.A. is a public company listed on the regulated market operated by the Warsaw Stock Exchange. Its presence on the capital market is a key element of the Group's development strategy, providing access to a wide range of institutional and retail investors and promoting transparency in its operations.

In 2025, shares in ERBUD S.A. continued to be traded on the main market of the Warsaw Stock Exchange. The company maintained active communication with participants in the capital market, including investors, analysts, and financial institutions. This dialogue was conducted through the publication of periodic and current reports, participation in investor conferences, and meetings with investors, amongst other things.

ERBUD S.A. adheres to the corporate governance principles outlined in the document Best Practices of Companies Listed on the WSE, which aims to ensure transparency, protect shareholders' rights, and enable the effective functioning of the company's governing bodies.

7.2. Shareholding structure

ERBUD S.A.'s shareholding structure comprises both institutional and retail investors. A stable shareholder structure fosters a long-term approach to building the shareholders' value.

The typical shareholder structure of a company listed on the Warsaw Stock Exchange comprises:

- strategic shareholders
- institutional investors (investment and pension funds)
- retail investors
- shares in free float

7.3. ERBUD S.A. stock quotations in 2025

In 2025, ERBUD S.A.'s stock quotations was influenced by macroeconomic factors, the situation in the construction sector and general trends in the capital market.

The company's stock quotations was influenced in particular by:

- the situation in the European construction and industrial services sector
- the level of investment in infrastructure and energy
- expectations regarding monetary policy and the cost of finance
- the general state of the capital market.

The Company's Management Board monitors developments in the capital market and takes steps to raise the Company's profile among investors and market analysts.

7.4. Investor relations

ERBUD S.A. has an active investor relations policy to ensure transparent and reliable communication with the capital market.

The main communication tools are as follows:

- interim and current reports
- meetings with investors and analysts
- participation in investor conferences
- the Company also has a dedicated investor relations section on its website.

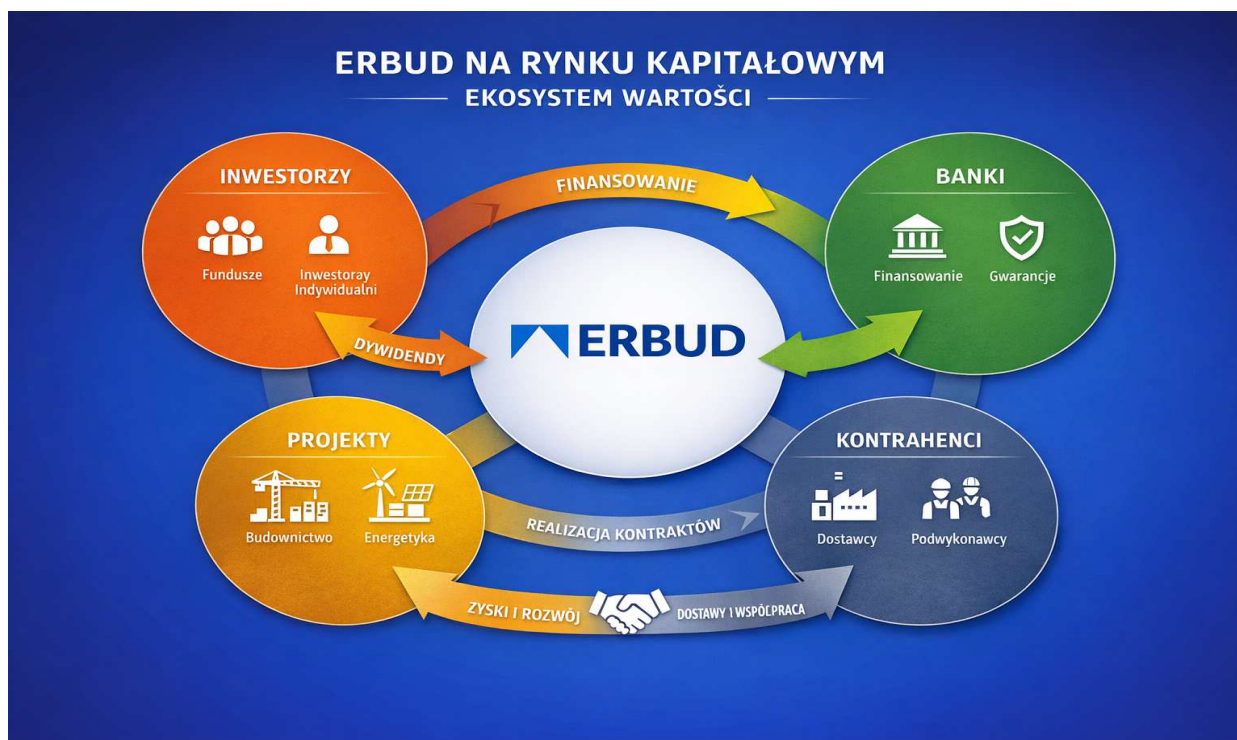
The Company strives to ensure equal access to information for all market participants, in accordance with applicable regulations and corporate governance principles.

7.5. Building shareholders' value

ERBUD S.A.'s strategy is to create long-term shareholders' value through:

- the steady growth of its operational activities
- the maintenance of a disciplined financial policy
- the diversification of its business segments and geographical reach
- transparent communication with the capital market

The Company's presence on the regulated market operated by the Warsaw Stock Exchange helps to increase the Group's visibility, improve access to financing and build credibility with business partners and financial institutions.



Key:

ERBUD na rynku kapitałowym Ekosystem wartości	ERBUD on the capital market Value ecosystem
Inwestorzy <ul style="list-style-type: none"> • Fundusze • Inwestorzy indywidualni 	Investors <ul style="list-style-type: none"> • Funds • Retail investors
Finansowanie	Financing
Banki: <ul style="list-style-type: none"> - Finansowanie - Gwarancje 	Banks: <ul style="list-style-type: none"> - Financing - Guarantees
ERBUD	ERBUD
Dywidendy	Dividends
Projekty: <ul style="list-style-type: none"> - budownictwo - energetyka 	Projects: <ul style="list-style-type: none"> - Construction - Energy
Realizacja kontraktów	Contract execution
Kontrahenci: <ul style="list-style-type: none"> - dostawcy - podwykonawcy 	Contractors: <ul style="list-style-type: none"> - Suppliers - Subcontractors
Zyski i rozwój Dostawy i współpraca	Profits and growth Supplies and cooperation

7.6. Dividend

In 2025, the Management Board recommended to the ERBUD S.A. General Meeting of Shareholders that a dividend be paid to the shareholders in the amount of PLN 20.042.124,48 (i.e. PLN 1.68 per share) for the accounting year 2024.

As of this Report Date, the Company's Management Board has not yet made a recommendation regarding the distribution of net profit for the 2025 financial year.

The Management Board will present its recommendation on this matter to the Supervisory Board and the Annual General Meeting at a later date.

When formulating its recommendation, the Management Board will consider the Company's financial position, investment requirements, and business development prospects.

The final decision on profit distribution, including any dividend payment, rests with the Ordinary General Meeting.

8. CORPORATE GOVERNANCE

8.1. Rules and Scope of Corporate Governance

The Issuer applies the rules of corporate governance provided in the "Best Practice of WSE Listed Companies 2021", which were adopted by virtue of the Resolution of the Supervisory Board of the Warsaw Stock Exchange S.A. on 29 March 2021.

The content of the "Best Practice of WSE Listed Companies 2021", as well as the content of the currently applicable Best Practice of ERBUD S.A. can be found on the Company's website at the following address: http://www.erbud.pl/dobre_praktyki.php.

In accordance with the guidelines of the 2021 Code of Best Practice for WSE Listed Companies, the Company does not apply the following five (5) principles:

Principle	ERBUD S.A. comment
4. General meeting and relations with the shareholders	
4.1. The company should enable shareholders to participate in the general meeting by means of electronic communication (e-general meeting) if this is justified by the expectations of shareholders notified to the company, provided that it is able to provide the technical infrastructure necessary for holding such a general meeting.	The Company plans to comply with the indicated rule if the party convening the general meeting has decided on an option to participate in the general meeting by means of electronic communication. If shareholders participate in the general meeting using means of electronic communication, the Company plans to provide real-time two-way communication to the Company's shareholders who have registered for the general meeting;
4.3. The Company shall provide a publicly available real-time broadcast of the general meeting.	The Company does not plan to provide a publicly available real-time broadcast of the general meeting. In the Company's opinion, performing information obligations in relation to general meetings, i.e., in particular, publishing current reports and publishing other relevant information on the Company's website, will ensure that shareholders have full access to information concerning its general meetings.
4.4. Representatives of the media should be allowed to be present at General Meetings.	The Rule is not applied. In the Company's opinion, proper performance of information obligations related to general meetings, i.e. in particular publication of current reports and publishing other relevant

	information on the Company's website ensures that shareholders as well as other stakeholders have full access to information concerning general meetings.
4.8. Draft resolutions of the general meeting concerning issues included in the agenda of the general meeting should be submitted by shareholders no later than 3 days before the general meeting.	The Company does not apply the indicated rule. The Company is not in a position to assure that the Company's shareholders will always comply with the aforementioned rule and submit draft resolutions in compliance with the deadline provided for therein. In particular, the Company is not able to ensure that its shareholders will not exercise their rights under Article 401 § 5 of the Commercial Companies' Code to propose draft resolutions on the issues added to the agenda already during the Company's general meeting.
4.9.1. Where the subject matter of the general meeting is to be the appointment to the Management Board or the appointment of the Supervisory Board for a new term in office: 4.9.1. candidates for members of the board should be proposed within a timeframe allowing the shareholders present at the general meeting to make a decision with due discernment, but no later than 3 days before the general meeting; the candidates, together with a set of materials concerning them, should be immediately published on the company's website;	The Company does not apply the indicated rule. The Company is not in a position to ensure that the Company's shareholders comply with the aforementioned rule and propose candidates for the Supervisory Board members within the time limit provided for therein. In particular, the Company is not in a position to ensure that its shareholders do not exercise their right to propose candidates for Supervisory Board Members already during the Company's general meeting.

8.2. Control and risk management systems in the process of preparing financial statements

Separate financial statements are drawn up by qualified finance and accounting departments of ERBUD Group member companies with participation of ERBUD Shared Services Sp. z o.o. personnel, that provides book keeping services to all ERBUD Group member companies. Financial statements are audited by independent authorised auditors.

The consolidated financial statements of the ERBUD Group are prepared by trained and experienced employees of the ERBUD Group, particularly the services hired by Erbud Shared Services Sp. z o.o. Both separate and consolidated statements are subject to internal control carried out by the Company's Management Board, Audit and Internal Control Division (prior to and during audit), Audit Committee of the Supervisory Board (during the audit) and by statutory auditors appointed by the Supervisory Board.

The risk management with regard to valuation of assets and liabilities, including the valuation of projects in progress, and with respect to the provisions set up, is based on on-going monitoring of their value and adjustments in the interim and annual financial statements according to changes in the fair value of these assets.

The state of completion of projects is determined on the basis of the system "Evaluation of the effectiveness of projects performed as General Contractor" which is implemented directly on each project (construction site) and verified by the management of Branch Offices, Internal Audit Department and the Controlling Division personnel.

8.3. Shares and shareholders of ERBUD S.A.

As of 31 December 2025 and as of the Financial Statements date, the registered share capital totalled PLN 1,192,983.60 and was divided into 11,929,836 shares with a par value of PLN 0.10 per share.

In 2020 there were no changes in the share capital of the Company in 2025.

As of the date of financial statements i.e. 8 April 2026 compared to the date of publication of the 2024 Financial Statements (26 March 2025), the following changes occurred in the Issuer's shareholding structure:

- On 20 May 2025, the Company was notified by Albert Dürr, a member of ERBUD SA's Supervisory Board, that he had acquired 6,000 ERBUD SA shares.
- On 26 September 2025, the Company was notified again by Mr Dürr regarding his acquisition of an additional 4,000 ERBUD SA shares.
- On 21 December 2025, the company received another notification from Mr Dürr regarding the acquisition of a further 3,700 ERBUD SA shares.

The Company's share capital structure is as follows:

- 11,929,836 (eleven million nine hundred and twenty-nine thousand eight hundred and thirty-six) A-series ordinary, bearer shares, with a par value of PLN 0.10 (ten cents) each, designated with ISIN code PLERBUD00012.

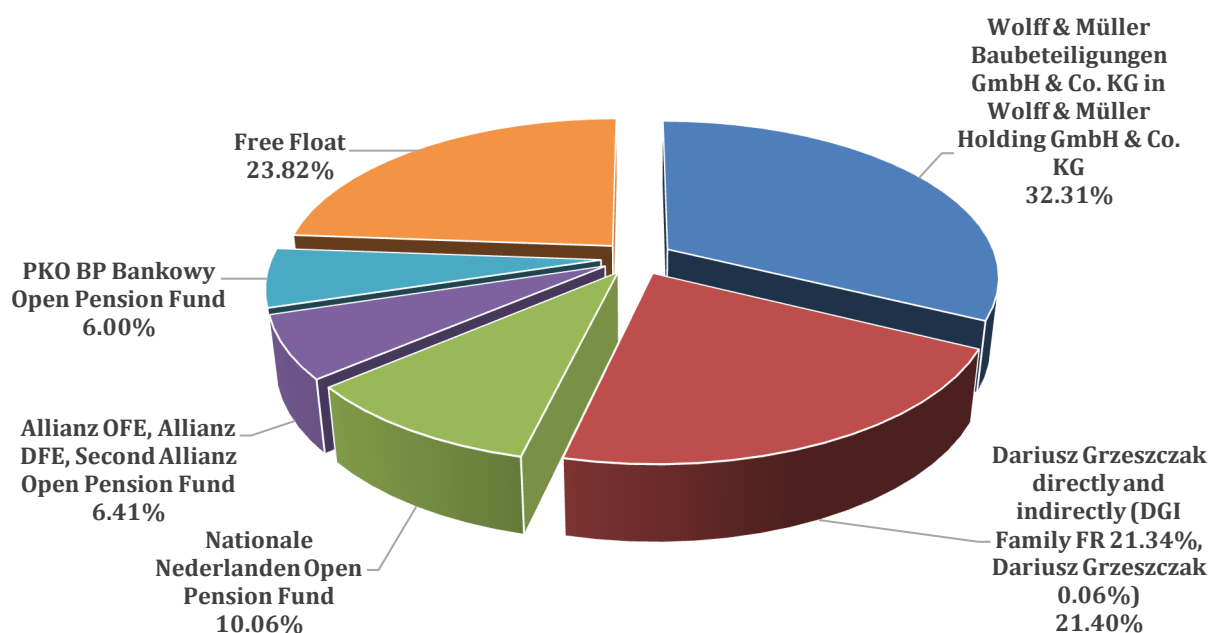
Series	No. of shares	Price in nominal terms (in PLN)	Value (in PLN)
A	11,929,836	0.10	1,192,983.60
Total:	11,929,836	0.10	1,192,983.60

ERBUD S.A. shares are ordinary bearer shares and are not preference shares. There are no special control rights attached to the Company's shares. The Articles of Association of ERBUD S.A. also does not impose any restrictions on the transfer of ownership of shares issued by the Company, on exercising voting rights, and does not include provisions under which the equity rights attached to securities are separated from the owning of securities. The Company is not aware of any restrictions on the exercise of voting rights by holders of a specified proportion or number of votes, or any time limitations on the exercise of voting rights.

As of 31 December 2025 and the date of 2025 Financial Statements, the list of shareholders holding, directly or indirectly through subsidiaries, at least 5% of the total votes at the General Meeting of Shareholders of ERBUD S.A. was as follows:

Name of shareholder	As of 8 Apr. 2025		As of 31 Dec. 2025		As of 6 Nov. 2025	
	No. of shares and votes at AGM	Share in equity and in the total number of votes at AGM	No. of shares and votes at AGM	Share in equity and in the total number of votes at AGM	No. of shares and votes at AGM	Share in equity and in the total number of votes at AGM
Wolff & Müller Baubeteiligungen GmbH & Co. KG including Wolff & Müller Holding GmbH & Co. KG	3,854,837	32.31%	3,854,837	32.31%	3,854,837	32.31%
Dariusz Grzeszczak holds directly and indirectly. (DGI Family Foundation - 2,546,006 shares, 21,34%; Dariusz Grzeszczak 7,454 shares, 0.06%)	2,553,460	21.40%	2,553,460	21.40%	2,553,460	21.40%
Nationale Nederlanden OFE	1,200,000	10.06%	1,200,000	10.06%	1,200,000	10.06%
Allianz OFE, Allianz DFE, Second Allianz OFE	764,935	6.41%	764,935	6.41%	764,935	6.41%
PKO BP OFE	715,279	6.00%	715,279	6.00%	715,279	6.00%
Other shareholders	2,841,325	23.82%	2,841,325	23.82%	2,841,325	23.82%
Total:	11,929,836	100.00%	11,929,836	100.00%	11,929,836	100.00%

Shareholding structure of ERBUD S.A. as of 31 December 2025 and as of this Report Date.



As of the Report Date, the Company did not have information about contracts, which could result in future changes in the percentage structure of shares held by the existing shareholders.

Share of managing and supervising persons in the Issuer's share capital	Capital ties 2024	As of 8 Apr. 2025		As of 31 Dec. 2025	
		No. of shares and votes at AGM	Share in equity and in the total number of votes at AGM	No. of shares and votes at AGM	Share in equity and in the total number of votes at AGM
Dariusz Grzeszczak * holds directly and indirectly. (DGI Family Foundation - 2,546,006 shares, 21,34%; Dariusz Grzeszczak 7,454 shares, 0.06%)	President of the Management Board	2,553,460	21.40%	2,553,460	21.40%
Albert Dürr**	A Supervisory Board Member	39,872	0.33%	39,872	0.33%
Roland Bosch	The Chairman of the Supervisory Board	10,000	0.08%	10,000	0.08%
Agnieszka Głowacka***	Vice-President of the Management Board	3,938	0.03%	3,938	0.03%
Jacek Leczkowski****	Vice-President of the Management Board	5,112	0.04%	5,112	0.04%

* Moreover Dariusz Grzeszczak holds 0.5% shareholding in ONDE SA (a subsidiary company of the Issuer).

** Mr Albert Dürr holds 85% shareholding in Wolff & Müller Holding GmbH & Co. KG, which holds: (i) 2,20% shareholding in Erbud S.A. directly (2.20% of the total number of votes) and (ii) indirectly, through a 100% subsidiary of Wolff & Müller Baubeteiligungen GmbH & Co. KG 30.12% of Erbud S.A. shares. (30.12% of the total number of votes). Additionally Mr Albert Dürr holds 85% shareholding of Dürr Holding GmbH, which holds 0.11% shareholding in Erbud S.A. (0.11% of the total number of votes). In total Mr Albert Dürr holds directly and indirectly 32.65% shareholding in Erbud S.A. (32.65% of the total number of votes).

***Ms Agnieszka Głowacka holds additionally 0.25% shareholding in ONDE S.A. (the Issuer's subsidiary company).

**** Mr Jacek Leczkowski holds additionally 6,48% shareholding in ONDE S.A. (the Issuer's subsidiary company).

8.4. Articles of Association and General Meeting of Shareholders

8.4.1. Amending the Articles of Shareholders

In 2025 the content of the Company's Articles of Association was amended.

On 27 May 2025, the Ordinary General Meeting of Shareholders of ERBUD S.A. made the following changes by virtue of Resolution No. 20/2025:

§ 11b, para 2, of the Company's Statutes shall have the following new wording: -----

"2. The tasks of the Audit Committee shall include in particular: -----

1)----- to monitor the financial and sustainability reporting processes;-----

2) to monitor the effectiveness of internal control, risk management systems and internal audit including in the areas of financial and sustainability reporting;-----

3) to monitor the performance of financial audit activities, particularly the audit of financial statements or the certification of sustainability reports by an audit firm; -----

4) to control and monitor the independence of the auditor and audit firm, particularly when the audit firm provides the Company with services other than auditing or certifying sustainability reports. -----

5) to report to the Company's Supervisory Board on the results of the financial statement audit or sustainability reporting certification, and to explain how this audit or certification contributes to the reliability of the Company's financial or sustainability reporting, as well as what was the Audit Committee's role in the audit or certification process; -----

6) to assess the independence of the auditor and to give consent to the provision of permitted non-audit services to the Company;

7)to develop a policy for selecting an audit firm to audit financial statements, as well as a policy for selecting an audit firm to certify sustainability reporting; -----

8)to develop a policy on the delivery of services by an audit firm, its affiliated entities and its network members, relating to the conduct of audits of financial statements or sustainability reporting certification, and the provision of permitted non-audit or non-certification services; -----

9) to determine the procedure for the audit firm appointment by the Company; -----

10) to make a recommendation to the Supervisory Board on the appointment of statutory auditors or audit firms in accordance with the policies developed by the Audit Committee following the selection procedure carried out in accordance with the provisions of the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Supervision; -----

11) to make recommendations to ensure the reliability of financial or sustainability reporting processes within the Company.-----

12) The Supervisory Board may also appoint other committees, including in particular the Appointment and Remuneration Committee. Detailed tasks and principles for the appointment and operation of various committees, including the Audit Committee, will be established by the Supervisory Board". -----

§ 18, para 3, of the Company's Statutes shall have the new wording, which reads as follows: -----

"3. The Supervisory Board appoints or replaces the audit firm authorized to: (i) to carry out an audit or review of financial statements, or (ii) to certify the sustainability reporting." -----

On 30 June 2025 the above amendments to the Articles of Association of ERBUD S.A. were registered by the 13th Commercial Division of the National Court Register at the District Court for the Capital City of Warsaw.

8.4.2. General Meeting of Shareholders

The General Meeting of Shareholders acts under the Company's Articles of Association, the Organisational By-Laws of the General Meeting of Shareholders and the Commercial Companies' Code.

General Meetings may be convened as ordinary (annual) or extraordinary ones. Ordinary General Meetings are convened by the Company's Management Board not later than 6 months after the end of each financial year. An Ordinary General Meeting is convened by the Management Board. The Supervisory Board may convene an Ordinary General Meeting if the Company's Management Board fails to convene it within the specified timeframe. An Extraordinary General Meeting is convened by the Management Board on its own initiative or upon a written request of the Supervisory Board or at the request of a shareholder or shareholders representing at least one twentieth of the share capital.

Only persons who are shareholders of the Company sixteen days before the date of the General Meeting (Record Date) are entitled to participate in the General Meeting. Shareholders may participate in the General Meeting and exercise their voting rights in person or by proxies. The power of attorney should be made in writing or in electronic form. Granting a power of attorney in electronic form does not require a secure electronic signature.

The General Meeting is convened by an announcement published on the Company's website and in a manner specified for the providing of current information in accordance with the Regulations on public offering and conditions governing the introduction of financial instruments to organized trading and on public companies.

The above mentioned announcement is made at least 26 days before the date of the General Meeting. Current Operational By-Laws of the General Meeting of Shareholders of ERBUD S.A. are posted on the Company's website www.erbud.pl. In addition, the Company's website contains information on the dividend policy and shareholding structure, as well as the archive of the general meetings of shareholders.

The Company draws up a list of persons entitled to participate in the General Meeting on the basis of information prepared and made available to the Company by the entity keeping the securities deposit (KDPW S.A.).

The Rules of the General Meeting regulates the course of the session, the election of the Chairman and the Returning Committee, the participation in the General Meeting of members of the Management Board and the Supervisory Board of the Company and the process of adopting resolutions.

Each shareholder is entitled to propose amendments and supplements to the draft resolutions included in the Agenda of the Meeting. Voting is done by means of a computerized system of casting and counting votes ensuring that number of votes cast corresponds to the number of shares held. A resolution on refraining from considering a matter placed on the agenda may only be taken if there are substantiated motives. Adopting such a resolution requires 75% of the votes of the General Meeting.

Minutes in the form of a notarial deed, are prepared from the course of the General Meeting, and then published on the Company's website.

According to the Articles of Association of the Company, the powers of the General Meeting include:

- 1) reviewing and approving the Management Board's Report on the Company Activities and the financial statements for the previous financial year,
- 2) the adoption of a resolution on profit distribution or loss coverage,
- 3) granting discharge to members of the Company's governing bodies in respect of the performance of their duties, adoption of the Supervisory Board Bylaws and determination of the rules of remunerating Supervisory Board members,
- 4) an increase or decrease of the Company's share capital
- 5) Rules for amending the Company's Articles of Association
- 6) the Company's merger with another commercial company,
- 7) dissolution and liquidation of the Company,
- 8) issuance of convertible bonds, bonds with pre-emptive right or subscription warrants,
- 9) the disposal or lease of the enterprise, or of an organized part thereof, and the establishment of a limited property rights.
- 10) examination of the issues raised by the Supervisory Board, the Management Board or by Company shareholders,
- 11) deciding on any other business that in accordance with provisions of the Commercial Companies' Code or the wording of the Articles of Association fall into the competence of the General Meeting.

Draft resolutions of the General Meeting of Shareholders submitted by the Management Board are previously submitted to the Supervisory Board for its opinion. Resolutions of the General Meeting are adopted by a simple majority of votes unless the provisions of the Commercial Companies Code or the Articles of Association provide otherwise.

In 2025, one (1) General Meeting of Shareholders of ERBUD S.A. was held i.e.

- Ordinary General Meeting of Shareholders (27 May 2025)

8.5. Activities of the Supervisory Board

8.5.1. Composition

From 1 January 2025 to 31 December 2025 and as of this Report Date the Supervisory Board of ERBUD S.A. was composed of:

- Roland Bosch - the Supervisory Board Chairman,
- Michał Otto - a Deputy Chairman of Supervisory Board
- Albert Dürr - a Supervisory Board Member
- Beata Jarosz - a Supervisory Board Member
- Janusz Reiter - a Supervisory Board Member
- Sylwia Hałas - Dej - a Supervisory Board Member
- Michał Wosik - a Supervisory Board Member
- Seweryn Kubicki - a Supervisory Board Member

As of 31 December 2025 and as of this Report Date, the dependent Members of the Supervisory Board of ERBUD SA are:

Mr Roland Bosch and Pan Albert Dürr (representing a shareholder of Wolff & Müller Baubeteiligungen GmbH & Co. KG and Wolff & Müller Holding GmbH & Co. KG) and Mr Michał Otto (has been sitting on the Supervisory Board of ERBUD SA since 31 May 2012).

The following Members of the Supervisory Board of ERBUD S.A. fulfil the independence criteria specified in the Act on Statutory Auditors: Ms Beata Jarosz, Ms Sylwia Hałas-Dej, Mr Janusz Reiter, Mr Michał Wosik, Mr Seweryn Kubicki

In addition, the following Members of the Supervisory Board of ERBUD S.A. have no actual and significant ties with a shareholder holding at least 5% of the total number of votes in ERBUD S.A.:

Ms Beata Jarosz, Ms Sylwia Hałas-Dej, Mr Michał Otto, Mr Janusz Reiter, Mr Michał Wosik, Mr Seweryn Kubicki

Two committees report to the Supervisory Board of ERBUD S.A.:

The Audit Committee, which for the period from 1 January 2025 to this Report Date was composed of:

- Beata Jarosz - the Chairperson of the Audit Committee (an independent Supervisory Board member, on the Audit Committee has been sitting since 16 May 2024),
- Michał Otto - a member of Audit Committee (an independent Supervisory Board member, on the Audit Committee has been sitting since 28 April 2016),
- Janusz Reiter - an Audit Committee member (an independent Supervisory Board member, in the Audit Committee has been sitting since 18 May 2018)
- Roland Bosch - a Member of the Audit Committee (dependent Member of the Supervisory Board, as a representative of the shareholder - Wolff & Müller Group, on the Audit Committee since 1 April 2022)
- Michał Wosik - a Member of the Audit Committee (an independent Supervisory Board member, in the Audit Committee has been sitting since 1 April 2022),

As of 31 December 2025 and as of this Report Date, the following members of the Audit Committee of the Supervisory Board of ERBUD S.A. meet the independence criteria pursuant to Article 129, para 3 of the Act on Statutory Auditors: Beata Jarosz, Janusz Reiter and Michał Wosik.

In addition, Mr Beata Jarosz and Mr Michał Wosik fulfil the requirements of the Act on Statutory Auditors concerning knowledge and skills in the field of accounting or auditing of financial statements.

Ms Beata Jarosz is a graduate of the Warsaw School of Economics (WSE) and a holder of Mini MBA degree in Management Studies at the University of Łódź.

A capital market expert with over 25 years of professional experience, former Vice-President of the Warsaw Stock Exchange. (2006-2014). Co-founder of the equity market covered by the alternative trading system NewConnect and the organised debt securities trading market Catalyst.

Previously, she worked at the Securities Commission (1991-2006). As director of the Market Oversight Department, she was responsible for monitoring stock market trading.

She passed the state exam for candidates for supervisory board members in state-owned companies. She also served as Chairman of the Supervisory Board of the Central Securities Depository S.A. and the Central Securities Depository CCP S.A.

From 2002 to 2010, she was a lecturer in capital market issues at, *inter alia*, the Faculty of Economic Sciences of the University of Warsaw.

The conditions of the Act on Statutory Auditors regarding the possession of knowledge and skills in the industry in which the Issuer operates are fulfilled by: Mr Roland Bosch and Mr Albert Dürer as shareholder representatives of WOLFF & MÜLLER, a German construction company founded in 1936 and headquartered in Stuttgart, which is one of the leading private construction companies in Germany, operating in three main areas: building services, building materials and raw materials and construction-related services.

Consequently the Issuer meets the requirements set forth in Art. 129, paragraphs 1, 3 and 5 of the Act on Statutory Auditors.

In 2025, the Audit Committee held 6 meetings convened by the Chairman of the Audit Committee (meetings were held at: 25 March 2025, 27 May 2025, 17 July 2025, 12 August 2025, 4 September 2025, 25 November 2025), in which other members of the Supervisory Board, as well as the heads of: Legal Division as well as Audit and Internal Control Department of ERBUD SA.

The meetings were held in accordance with the 2025 Audit Committee's Work Plan, which defined the dates of the meetings and the major items on the agenda, including meetings with the auditor.

The Committee's responsibilities were also performed through submission recommendations, conclusions, opinions and reports to the Supervisory Board, as well as on-going exchange of opinions. If necessary, the Audit Committee updated the agenda with Any Other Business (AOB).

On 12 March 2024, by virtue of Resolution No. 1/2024, the Audit Committee of ERBUD S.A. issued a recommendation to the Supervisory Board on the appointment of an auditor (PricewaterhouseCoopers Polska Sp. z o.o. Audyt sp.k.) to review the interim financial statements and audit the annual financial statements of the Company and the Company's Capital Group in 2024-2025.

By virtue of Resolution No. 12/2024 of 20 March 2024, the Supervisory Board of ERBUD S.A. agreed to renew the agreement with PricewaterhouseCoopers Polska Sp. z o.o. Audyt sp.k. on reviewing interim financial statements and auditing annual financial statements of the Company and the Company's Capital Group in 2024-2025, following the recommendation of the Audit Committee of ERBUD S.A.

On 27 May 2025, the Audit Committee of ERBUD S.A. adopted Resolution No. 7/2025 on the assessment of the auditor's independence and approval for the auditor to provide permitted non-audit services to the Company, i.e. review services of the Company's financial statements for H1 2025.

As 2025 was the final financial year covered by the agreement with PricewaterhouseCoopers Polska Spółka z ograniczoną odpowiedzialnością Audyt Sp. k. ("PwC"), the Audit Committee was tasked with undertaking activities related to the appointment of a new audit firm for the Company and the ERBUD Group for the 2026–2027 period.

The Audit Committee carefully reviewed the bids submitted by the audit firms. Taking into account the price criterion and the adopted scoring methodology, the Audit Committee approved the report on the audit firm selection procedure for the ERBUD S.A. Group for the 2026–2027 period, with the option to extend the cooperation for subsequent years, together with the Audit Committee's recommendation regarding the appointment of the statutory auditor. This was done on 17 July 2025, pursuant to Article 130(3)(2)(d) of the Act on Statutory Auditors and point II.6.e. of the Company's current policy and procedure for the appointment of an audit firm (updated on 25 March 2025), by Resolution No. 8/2025.

Subsequently, the Company's Audit Committee issued a recommendation to the Supervisory Board regarding the appointment of a statutory auditor by virtue of Resolution No. 9/2025 of 12 August 2025. This recommendation was based on objective, transparent and non-discriminatory criteria, in accordance with the adopted scoring system, and was made independently of any third-party influence.

Pursuant to the above recommendation, the Company's Supervisory Board, by virtue of Resolution No. 65/2025 of 4 September 2025, appointed **KPMG Audyt spółka z ograniczoną odpowiedzialnością spółka komandytowa**, with its registered office in Warsaw, as the audit firm to carry out:

- an audit of the annual separate and consolidated financial statements of the Company and the ERBUD S.A. Group;
- a review of the interim separate and consolidated financial statements of the Company and the ERBUD S.A. Group;
- certification of the ERBUD S.A. Group's sustainability reporting.

The audit firm has been appointed for the 2026–2027 period (i.e. for the financial years ending on 31 December 2026 and 31 December 2027 respectively), with the option to extend the engagement for subsequent years, subject to applicable legislation.

The Remuneration Committee, from 1 January 2025 to 31 December 2025 and as of the this Report Date, performed its activities with the following composition:

- Roland Bosch - the Remuneration Committee Chairman
- Michał Otto - a Remuneration Committee Member,
- Janusz Reiter - a Remuneration Committee Member,

During the period from 1 January 2025 to this Report Date, the Remuneration Committee did not adopt any resolutions.

8.5.2. Competencies

The competencies of the Supervisory Board include:

- 1) to approve the strategic long-term plans of the Company,
- 2) to approve annual schedules of works and expenditures of the Company and its Capital Group,
- 3) to approve the investment plans of the Company and its Capital Group,
- 4) to give consent to: acquisition, disposal and encumbering of real estate, perpetual usufruct, or share in real estate or perpetual usufruct,
- 5) to give to consent to setting up and dissolution of manufacturing plants and branch offices.
- 6) granting consent to the Company to issue guarantees, property sureties, issue bills of exchange and incur other off-balance sheet liabilities with a unit value exceeding EUR 2,000,000.00 (in words: two million euros) save for: (i) to extend guarantees issued upon the request of the Company by financial institutions in the regular course of business, (ii) guarantees, sureties of property, issuance of bills of exchange and assumption of other off-balance sheet commitments with a unit value exceeding EUR 2,000,000.00 (in words: two million euros) for the benefit of member entities of the capital group (save for item 11) below),
- 7) to give consent to equity investments exceeding the equivalent of EUR 100.000,00 (in words: one hundred thousand euros) except for capital investments, Treasury bills and Treasury bonds issued in Poland or in the countries where the Company runs its business activities,
- 8) to approve the acquisition, disposal, encumber shares or interest in other entities,
- 9) to determine the voting procedure for the Company representatives sitting on the bodies of subsidiaries and affiliated entities with reference to the following matters: appointment and dismissal of the members of the bodies of subsidiaries and affiliated entities, dissolution or liquidation of such subsidiaries and entities, change of the company profile, split or merger of subsidiaries or affiliated entities,
- 10) to grant consent to take all measures not related to the Company profile and extraordinary measures with the value exceeding the equivalent of EUR 200.000,00 (in words: one hundred thousand),
- 11) granting consent to enter into material transactions with related parties, pursuant to the provisions of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trade, and Public Companies of 29 July 2005,
- 12) to grant consent to the investments exceeding the equivalent of the value of EUR 200.000,00 (in words: one hundred thousand), unless such investments are included in the investment plan, approved by the Supervisory Board,
- 13) give consent to submit proposals and to enter into civil works contracts with the net value exceeding the equivalent of the amount of EUR 30.000.000,00 (in words: thirty million Euros), in case of joint proposals, the reliable measure is the net sum of the proposal rather than Company share in the proposal,
- 14) to give consent to dispose of the right or to take an obligation by the Company, within a single or higher number of legal transactions with the same entity, with the value exceeding the equivalent of EUR 5,000,000.00 (in words: five million Euros) during the financial year.
- 15) to grant permission to employ an employee with an annual remuneration exceeding the equivalent of 150,000.00 (in words: one hundred fifty thousand) Euro,
- 16) to grant consent to the appointment of the members of Company's Management Board to the management or supervisory boards of non-member companies from of the Company's capital group and in cases specified in Art. 380 § 1 of the Commercial Companies' Code,

- 17) Other matters reserved for the powers of the Supervisory Board by law, provisions of this Statute, forwarded upon the request of the Management Board or delegated by virtue of a resolution of the General Meeting.

The Audit Committee powers include:

- 1) ----- to monitor the financial and sustainability reporting processes;-----
- 2) to monitor the effectiveness of internal control, risk management systems and internal audit including in the areas of financial and sustainability reporting;-----
- 3) to monitor the performance of financial audit activities, particularly the audit of financial statements or the certification of sustainability reports by an audit firm; -----
- 4) to control and monitor the independence of the auditor and audit firm, particularly when the audit firm provides the Company with services other than auditing or certifying sustainability reports. -----
- 5) to report to the Company's Supervisory Board on the results of the financial statement audit or sustainability reporting certification, and to explain how this audit or certification contributes to the reliability of the Company's financial or sustainability reporting, as well as what was the Audit Committee's role in the audit or certification process; -----
- 6) to assess the independence of the auditor and to give consent to the provision of permitted non-audit services to the Company;
- 7) to develop a policy for selecting an audit firm to audit financial statements, as well as a policy for selecting an audit firm to certify sustainability reporting; -----
- 8) to develop a policy on the delivery of services by an audit firm, its affiliated entities and its network members, relating to the conduct of audits of financial statements or sustainability reporting certification, and the provision of permitted non-audit or non-certification services;
- 9) to determine the procedure for the audit firm appointment by the Company; -----

- 10) to make a recommendation to the Supervisory Board on the appointment of statutory auditors or audit firms in accordance with the policies developed by the Audit Committee following the selection procedure carried out in accordance with the provisions of the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Supervision; -----
- 11) to make recommendations that are aimed at ensuring the reliability of the financial or sustainability reporting processes within the company.---
- 12) The Supervisory Board may also appoint other committees, including in particular the Appointment and Remuneration Committee. Detailed tasks and principles for the appointment and operation of various committees, including the Audit Committee, will be established by the Supervisory Board". -----

The Audit Committee powers include::

- to plan remuneration policy for the Management Board members,
- to adjust the remuneration of Management Board members to long-term interests of the Company.

8.6. Entity authorized to audit the financial statements

The Company has a procedure in place for the appointment of the audit firm, a policy for the appointment of the audit firm to carry out the audit and a policy for delivery by the audit firm carrying out the audit, by entities related to the audit firm and by a member of the audit firm's network of permitted non-audit services. The main principles of the policy developed for the appointment of an audit firm to carry out statutory audit and the policy for the delivery of non-audit services by the audit firm carrying out the audit are in compliance with the rules related to: (i) maintaining the statutory auditor's independence, (ii) avoiding conflicts of interest, (iii) proper preparation of the documentation in the bidding process, (iv) a non-discriminatory audit firm appointment process during the bidding process, (v) a fair assessment of the experience of the audit firm and the audit team and the key statutory auditor, (vi) determining the appropriate remuneration of the audit firm for the services provided, (vii) ensuring appropriate rotation of audit firms. In 2021, ERBUD S.A. appointed an audit firm to carry out the audit on the basis of the adopted procedures related thereto. The appointment of the audit firm for the statutory audit for the accounting year 2021, which related to the renewal of the contract, was based on a resolution passed by the Audit Committee on 14 December 2020, which made a recommendation to the Supervisory Board regarding the appointment of the audit firm. The Audit Committee's Recommendation fulfilled the effective requirements i.e.: (i) indicated the audit firm that was a candidate for the appointment to act as auditor performing statutory audit, (ii) included a statement that the recommendation is free from third-party influence, and (iii) stated that ERBUD S.A. did not conclude agreements containing clauses referred to in Article 66.5a of the Accounting Act of 29 September 1994 (Journal of Laws of 2021, item 217). Subsequently on 7 January 2021, the Supervisory Board adopted a resolution on the renewal of the agreement with the audit firm PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyty Sp. k. for statutory audit services for the 2021 - 2023 period, i.e. for auditing the annual separate financial statements of ERBUD S.A. and the annual consolidated financial statements of the ERBUD Group, as well as reviewing the interim separate financial statements of ERBUD S.A. and the interim consolidated financial statements of the ERBUD Group.

On 12 March 2024, the Audit Committee **made a recommendation to the Supervisory Board on the appointment to the position of an auditor to review the interim financial statements and audit the annual financial statements of the Company and the Company Capital Group in 2024-2025.** In line with the recommendation, the Audit Committee proposed that the review of the Company's and the Company's Capital Group's interim financial statements, as well as the audit of their annual financial statements for the 2024–2025 period, be entrusted to the audit firm PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyty sp. k., with its registered office in Warsaw.

On 20 March 2024, the Supervisory Board adopted a resolution to extend the contract with PricewaterhouseCoopers Polska sp. z o.o. Audyty sp. k. for the years 2024–2025, based on the recommendation of the Audit Committee.

In addition, the Audit Committee, acting pursuant to Article 130, par. 1, subpar. 4 of the Act on Statutory Auditors, Audit Firms and Public Supervision (Journal of Laws of 2020, item 1415), adopted a resolution on the assessment of the auditor's independence and consent to the delivery by the auditor of permitted non-audit services in the Company, i.e., the services of the Company's financial statement review for H1 2019.

- Review services of the financial statements of ERBUD S.A. for H1 2025 and the consolidated financial statements of the ERBUD Group for H1 2025;
- sustainability reporting attestation services for 2024;

- evaluation services for the 2025 Report on the Remuneration of Company Governing Bodies;
- Services to prepare an audit report on the compliance of the 2025 financial statements in XBRL format with ESMA standards.

Remuneration of the entity authorised to audit financial statements (in '000 PLN)	2025	2024	2023	2022
Audit of the annual financial statements and consolidated financial statements	459	460	403	343
Review of the interim financial statements/consolidated financial statements	218	190	190	190
Other services (annual audit of financial statements of subsidiaries), review of bi-annual financial statements of ONDE SA, review of bi-annual consolidated financial statements of ONDE SA	825	780	669	614
Other services - attestation service concerning XBRL and report on remuneration of members of the Management Board and Supervisory Board (Erbud S.A. and ONDE S.A.)	156	150	138	133
Other services - attestation of other non-financial indicators (Erbud S.A. and ONDE S.A.)	455	460	169	160
TOTAL PLN	2118	2,040	1,567	PLN 1,440

8.7. Management Board Activities

8.7.1. Composition

The Management Board Members are appointed and dismissed by the Company's Supervisory Board. The Management Board Members have not been granted special rights, in particular the right to decide on the issue or redemption of shares.

On 1 January 2025, the Management Board of ERBUD S.A. was represented by:

- Dariusz Grzeszczak - the President of the Management Board
- Agnieszka Głowacka - Vice-President of the Management Board
- Jacek Leczkowski - Vice-President of the Management Board

On 26 November 2024, the Supervisory Board of ERBUD S.A. appointed Mr Tomasz Wojak to the Company's Management Board as of 2 January 2025 for a new joint three-year term. In connection with the appointment of Mr Tomasz Wojak as a member of the Management Board of the Company, the

commencement date of the new three-year common term of office of the members of the Management Board of the Company (as announced by the Company in Current Report no. 52/2024 dated 26 November 2024) has been changed so that the new joint term of office of the members of the Company's Management Board shall commence on 2 January 2025 and not on the day of the General Meeting of Shareholders of the Company approving the financial statements of the Company for the financial year ending on 31 December 2024, as reported by the Company in Current Report No. 22/2024 dated 16 May 2024.

From 2 January 2025 to 31 December 2025 and as of this Report Date the Management Board of ERBUD S.A. was composed of:

- Dariusz Grzeszczak - the President of the Management Board
- Agnieszka Głowacka - Vice-President of the Management Board
- Jacek Leczkowski - Vice-President of the Management Board
- Tomasz Wojak - a Management Board Member

8.7.2. Powers as of 30 March 2026

Scope of responsibilities of the Management Board as a governing body:

A Management Board Member	Responsibility
<p>Dariusz Grzeszczak – President of the Management Board</p>	<p><u>With regard to ERBUD Group</u></p> <ul style="list-style-type: none"> • Development of ERBUD Group strategy. • Supervision over the activities of the Division of Advisors to the Management Board on Strategy and Development. • Development and supervision over the activities of HR Division. • Supervision over the operations of the Marketing, Communication and PR Division • Supervision over the activities of the Management Board and Corporate Governance. • Supervision over the operations of the Equity Investment Department • Supervision over the activities of Process Management and Digitalisation Division

<p>Agnieszka Głowacka – Vice-President of the Management Board</p>	<p><u>With regard to ERBUD S.A.:</u></p> <p>a) Receiving of anonymous reports on the infringements of the law, procedures and ethical standards at ERBUD S.A.</p> <p><u>With regard to ERBUD Group</u></p> <ul style="list-style-type: none"> • Supervision over the activities of the Audit and Internal Control Division • Supervision over the activities of the Controlling Division. • Supervision over the operations of the Treasury Division. • Supervision over the operations of the ESG Division • Oversight of the MAR MAD information policy • Oversight over financial and non-financial reporting. • Oversight over the implementation of the financial policy of the ERBUD Group • Oversight over the activities of ERBUD Shared Services Sp. z o. o.
<p>Jacek Leczkowski – Vice-President of the Management Board</p>	<p><u>With regard to ERBUD S.A.:</u></p> <p>a) Oversight over the activities of the Production Division in Poland (building construction)</p> <p>b) Supervision over the operations of the Contracting Conditions Division</p> <p>c) Supervision over the Purchasing and Central Procurement Division</p> <p>d) Supervision over the operations of the Business Development Division</p> <p><u>With regard to ERBUD Group</u></p> <ul style="list-style-type: none"> • Supervision over the operations of HSE Division. • Supervision over the operations of the Legal Division. • Supervision over ONDE S.A. • Supervision over MOD21 Sp. z o.o. and MOD21 GmbH companies • Supervision over ERBUD International Sp. z o.o. • Supervision over JV WMER Matoc Sp. z o. o. • Supervision over JV PABC Sp. z o. o.
<p>Tomasz Wojak – a Management Board Member (has been sitting on the Company's Management Board since 2 January 2025)</p>	<p><u>With regard to ERBUD Group</u></p> <ul style="list-style-type: none"> • Supervision over ERBUD Group member companies in the industrial maintenance services area in Poland: ERBUD Industry Centrum sp. z o. o., Satchwell Polska Toruń Sp. z o. o., CKTiS Sp. z o. o. • Supervision over ERBUD Group member companies in the industrial maintenance services area in Germany: ERBUD Holding Deutschland GmbH, IVT Weiner + Reimann GmbH and IKR GmbH.

- Supervision over ERBUD Group member companies in the industrial maintenance services area in Poland: ERBUD Industry Centrum sp. z o. o., Satchwell Polska Toruń Sp. z o. o., CKTiS Sp. z o. o.

The responsibilities of the entire Management Board also include the roles of Compliance Officer and Data Protection Officer.

8.7.3. Management Board

Total amount of remuneration paid by ERBUD S.A. and its subsidiaries to the Management Board Members of ERBUD S.A. in 2025

Name and surname	Remuneration paid by the Issuer in 2025	Remuneration paid by the Issuer's subsidiaries in 2025	Total
Dariusz Grzeszczak	2,197,610	355,925	2,553,535
Agnieszka Głowacka	920,292	282,000	1,202,292
Jacek Leczkowski	1,322,292	354,000	1,676,292
Tomasz Wojak	842,292	0	842,292
TOTAL	5,282,486	991,925	6,274,411

Name and surname	Remuneration paid by the Issuer in 2024	Remuneration paid by the Issuer's subsidiaries in 2024	Total
Dariusz Grzeszczak	2,025,385	361,549	2,386,934
Agnieszka Głowacka	825,832	282,000	1,107,832
Jacek Leczkowski	3,111,714	354,000	3,465,714
TOTAL	5,962,931	997,549	6,960,480

With reference to Mr Dariusz Grzeszczak, the President of Management Board

If the Company terminates the Agreement with a notice period, where the reason justifying the termination is the removal of the Member from the Management Board of the Company, and the termination occurs before the end of the term of the Management Board of the Company, the Company shall be obliged to pay the compensation of Management Board Member in the amount equal to the product of the sum of the total monthly remuneration paid by the Issuer and its affiliated companies and the number of months remaining until the end of the term. The maximum number of months is 24.

During the effective term of this Contract as well as within one year after its termination, the Member of the Management Board shall be subject to a competition ban clause. The Company undertakes to pay to the Management Board member each month after his Contract termination, for the period corresponding to the duration of the Competition Ban Period, the amount of compensation equal to the equivalent of one-month joint compensation.

In the event that a Management Board member has violated his obligation to refrain from competitive activities during the effective term of the Competition Ban Clause or to keep the Company's secrets confidential, then such Management Board member shall pay to the Company a contractual penalty equivalent to double monthly salary.

With reference to Mr Jacek Leczkowski, a Management Board member

Each Party may terminate this Contract subject to giving a 12-month notice, with the effect at the end of calendar month. A Management Board member shall not be entitled to additional compensation in connection with his or her removal from the position of the Management Board member before the end of the term of office.

The obligation to refrain from competitive activities shall remain in effect for 12 months from the Contract termination date. During the period when the Management Board member refrains from competitive activity after termination of the Agreement, the Company undertakes to pay to the Member of the Management Board, each month after termination of the Contract, for the period corresponding to the effective term of competition ban- the amount of monthly compensation being the equivalent of 50% of monthly salary.

In the event that a Management Board member has violated his obligation to refrain from competitive activities during the effective term of the Competition Ban Clause or to keep the Company's secrets confidential, then such Management Board member shall pay the Company a contractual penalty equivalent to monthly salary.

With reference to Ms Agnieszka Głowacka, Vice-President of the Management Board

Each Party may terminate this Contract subject to giving a 12-month notice, with the effect at the end of calendar month. A Management Board member shall not be entitled to additional compensation in connection with his or her removal from the position of the Management Board member before the end of the term of office.

The obligation to refrain from competitive activities shall remain in effect for 12 months from the Contract termination date. During the period when the Management Board member refrains from competitive activity after termination of the Agreement, the Company undertakes to pay to the Member of the Management Board, each month after termination of the Contract, for the period corresponding to the effective term of competition ban- the amount of monthly compensation being the equivalent of 50% of monthly salary.

In the event that a Management Board member has violated his obligation to refrain from competitive activities during the effective term of the Competition Ban Clause or to keep the Company's secrets confidential, then such Management Board member shall pay the Company a contractual penalty equivalent to monthly salary.

With reference to Mr Tomasz Wojak, a Management Board Member

Each Party may terminate this Contract subject to giving a 12-month notice, with the effect at the end of calendar month. A Management Board member shall not be entitled to additional compensation in connection with his or her removal from the position of the Management Board member before the end of the term of office.

The obligation to refrain from competitive activities shall remain in effect for 12 months from the Contract termination date. During the period when the Management Board member refrains from competitive activity after termination of the Agreement, the Company undertakes to pay to the Member of the Management Board, each month after termination of the Contract, for the period corresponding to the effective term of competition ban- the amount of monthly compensation being the equivalent of 50% of monthly salary.

In the event that a Management Board member has violated his obligation to refrain from competitive activities during the effective term of the Competition Ban Clause or to keep the Company's secrets confidential, then such Management Board member shall pay the Company a contractual penalty equivalent to monthly salary.

8.7.4. Supervisory Board

In 2025, the remuneration of the Supervisory Board paid by the Issuer was as follows:

Remuneration of the Supervisory Board members ('000 PLN)	2025	2024
Roland Bosch**	207.1	207.1
Albert Dürr**	134.0	134.0
Gabriel Główka***	0.0	54.2
Michał Otto*	264.0	259.5
Janusz Reiter	132.0	132.0
Michał Wosik	132.0	132.0
Beata Jarosz	132.0	132.0
Sylwia Hałas – Dej **	134.0	83.3
Seweryn Kubicki	132.0	74.8
TOTAL	1,267,020	1,208.9

*- including remuneration from ONDE for serving in the position of a Supervisory Board Member

** - including PPK

*** - Had been sitting on the Supervisory Board of ERBUD S.A. until 16 May 2024

Diversity Policy

The Company appreciates and respects diversity at the workplace based on age, gender, education, work experience, disability, health status, race, nationality, ethnicity, religion, creed, irreligion, political beliefs, union membership, psychosexual orientation, gender identity, family status, lifestyle and any other characteristic.

Diversity is considered to be an important aspect of personal capital management in the Company, providing opportunities for development based on various criteria and competencies and fostering the creation of a working environment in which each employee can fully exploit their potential, which translates into the success of the entire organisation.

In accordance with the principles of equal treatment and non-discrimination, the Company wishes to create a work environment where every employee feels respected, valued and fairly evaluated. The Company believes that diversity at the workplace is an added value, a company's potential and that when properly used, it will contribute to the development of its personal capital and the achievement of its business objectives. The Company has a diversity policy in place to promote and protect this aspect of personal capital management.

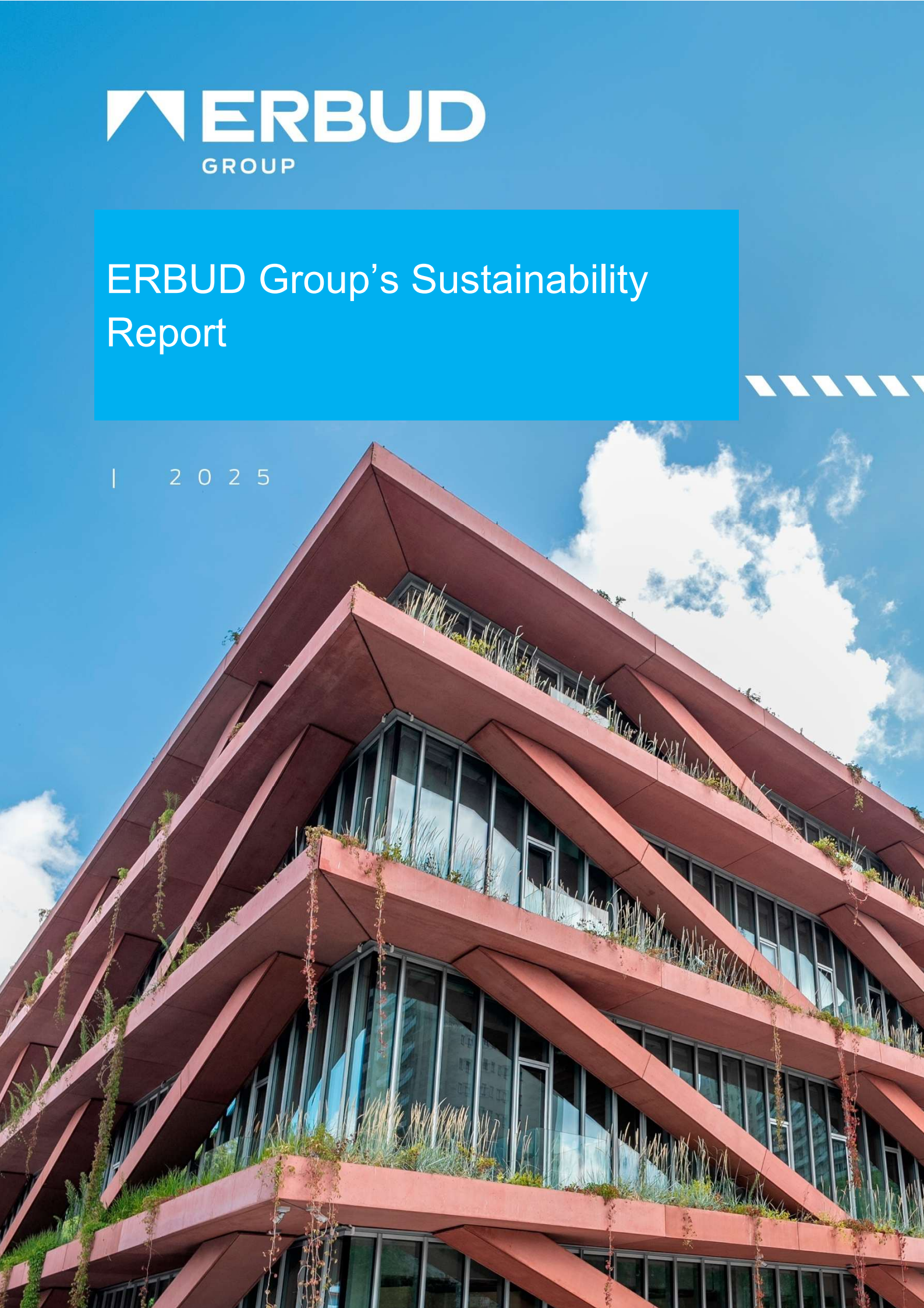
It is important to develop and improve the model of the diversity policy with regard to the Company's governing bodies, and in particular its executives. Although the Company has no direct influence on the choice of its office holders, its policy is conducive to building the widest possible pool of talents representing versatile and diverse qualities. In the Company's opinion, its governing bodies include people representing a rich and wide range of competences and qualifications, bringing together various attitudes and points of view. At this point in time, the Company has not achieved a gender balance in the composition of the organs, however, the composition of the organs is varied in terms of the other features mentioned above, i.e. educational background, age and professional experience.

The Company pursues a diversity policy, mainly through the ERBUD Group's absolute prohibition of unequal treatment in the workplace due to, among other things, gender, age, disability, scope and basis of employment and any other characteristics that may give rise to discriminatory behaviour. The Company has procedures in place to combat discriminatory behaviour, which ensure that those working for the ERBUD Group are treated equally as regards the establishment and termination of employment, conditions of employment, promotion and access to training to improve professional qualifications.



ERBUD Group's Sustainability Report

| 2025



Disclosure number	
ESRS 2 - General disclosure of information, including information provided under the ESRS thematic application requirements listed in ESRS 2, Appendix C	
BP-1 – General basis for preparation of sustainability statements	122
BP-2 – Disclosures in relation to specific circumstances	122
GOV-1, G1.GOV-1 – The role of the administrative, management and supervisory bodies	127
GOV-2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies	135
GOV-3, E1.GOV-3 – Integration of sustainability-related performance in incentive schemes	136
GOV-4 – Statement on due diligence	137
GOV-5 – Risk management and internal controls over sustainability reporting	138
SBM-1 – Strategy, business model and value chain	141
SBM-2, S1.SBM-2 – Interests and views of stakeholders	150
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	153
IRO-1, E1-E5.IRO-1, G1.IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	165
IRO-2 – Disclosure Requirements in ESRS covered by the undertaking’s sustainability statement	176
ESRS E1 – Climate change	
E1-1 – Transition plan for climate change mitigation	199
ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	153
E1-2 – Policies related to climate change mitigation and adaptation	199
E1-3 – Actions and resources in relation to climate change policies	200
E1-4 – Targets related to climate change mitigation and adaptation	202
E1-5 – Energy consumption and mix	203
E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	205
ESRS E3 – Water and marine resources	
E3-1 – Policies related to water and marine resources	214
E3-2 – Actions and resources related to water and marine resources	215
E3-3 – Targets related to water and marine resources	216
E3-4 – Water consumption	216
ESRS E5 – Resource use and circular economy	
E5-1 – Policies related to resource use and circular economy	218
E5-2 – Actions and resources related to resource use and circular economy	220

E5-3 – Targets related to resource use and circular economy	221
E5-4 – Resource inflows — Disclosure requirement	221
E5-5 – Resource outflows	222
ESRS S1 – Own workforce	
ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	225
S1-1 – Policies related to own workforce	228
S1-2 – Processes for engaging with own workers and workers’ representatives about impacts	231
S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	232
S1-4 – Taking actions related to material impacts on own workforce and application of approaches used to manage material risks and taking material advantages of own workforce and effectiveness of such actions	233
S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	236
S1-6 – Characteristics of the undertaking’s employees	238
S1-8 – Collective bargaining coverage and social dialogue	240
S1-9 - Diversity metrics	241
S1-14 – Health and safety metrics	242
S1-16 – Compensation metrics (pay gap and total compensation)	243
ESRS G1 – Business conduct	
G1-1 – Corporate culture and business conduct policies	244
G1-2 – Management of relationships with suppliers	246

ESRS 2 – General disclosures

BP-1 - General basis for preparation of sustainability statements

[(ESRS 2) 3] This statement on the ERBUD Group has been drawn up pursuant to Article 63x of the Accounting Act of 29 September 1994 (Journal of Laws 1994 No. 121, item 591) in compliance with the sustainability reporting standards set forth in Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards (European Sustainability Reporting Standards, ESRS) and has been subject to external attestation. Under the Act, the parent company of a large group is required to present (in a separate section of the capital group management report) the information necessary to understand the capital group's impact on sustainability issues. In adherence to the European Commission's delegated act of 11 July 2025, also known as the 'quick fix', the Group is exempt from the regulations due to employing more than 750 staff.

[(ESRS 2) 5 a)] The document has been drawn up on a consolidated basis and [(ESRS 2) 5(b)(i.)] the scope of data consolidation is the same as for the Consolidated Financial Statements for the accounting year ended 31 December 2025 and comprises the following companies:

- ERBUD S.A.
- ONDE S.A. Group
- MOD21 GmbH Group
- MOD21 Sp. z o.o.
- ERBUD International Sp. z o.o.
- ERBUD Industry Sp. z o.o.
- ERBUD Holding Deutschland GmbH Group
- JV WMER Matoc Poland Sp. z o.o.
- JV PABC Sp. z o.o.
- ERBUD Shared Services Sp. z o.o.

[(ESRS 2) 5 c)] The ERBUD Group Sustainability Statement 2025 covers the entire value chain of the ERBUD Group.

[(ESRS 2) 5(d)] In drawing up this document, the Group has not taken an opportunity to skip information related to intellectual property, know-how or performance in the innovation area. [(ESRS 2) 5 e)] The Group has not claimed the exemption laid down in Articles 19a(3) and 29a(3) of Directive 2013/34/EU. This report contains all the information

relating to expected events or matters under negotiation.

BP-2 - Disclosures in relation to specific circumstances

[(ESRS 2) 9] [(ESRS 2) 9 a)] While drawing up the Sustainability Statement, the ERBUD Group did not deviate from the definitions of short, medium and long-term time horizons set out in ESRS 1 by considering 1 year as the short-term time horizon, 5 years as the medium-term time horizon, and periods beyond 5 years as the long-term time horizon. As described in Section E1 of AR7b, different time horizons were used for the climate risk analysis. [(ESRS 2) 10] The value chain data published in the statement have not been estimated using indirect sources except for greenhouse gas emissions within Scope 3. Detailed information on the scope of the estimates and the sources used is provided in E1-6.

[(ESRS 2) 11 a)] Quantitative metrics and amounts that are subject to a high level of measurement uncertainty have not been identified.

[(ESRS 2), 13] The water abstraction and consumption methodology has been optimised – combining measurement data with operational information creates a more effective monitoring tool. The new methodology considers both meter readings and estimates based on data regarding on-going construction projects. Combining these sources provides a more accurate reflection of water consumption levels, even in situations where not all intake points are equipped with meters. Consequently, the estimated water consumption for 2024 has increased from 9,043.86 m³ to 15,374.68 m³, while the estimated water abstraction has increased from 40,779.77 m³ to 52,236.52 m³.

In preparing this report, the Group identified reporting errors in the previous period. These relate to the following indicators:

1. S1-8 Scope of collective bargaining and social dialogue.

The error identified comprises two elements:

- The reporting of incomplete data regarding the proportion of employees covered by collective agreements. For employees working in Germany in 2024, the number of employees is 444 instead of 202, and the proportion is 82% instead of 36%. This error was caused by an inaccuracy in the source data.
- Incorrect interpretation of the indicator: instead of reporting the percentage of employees represented by employee representatives in Germany (92% in 2024), the percentage of employees representing employees (6%) was reported. This error was of a methodological and interpretative nature.

Following the above corrections, the proportion of workforce covered by collective labour agreements in 2024 was adjusted from 25% to 34%..

1. E1-6 – E1-6: Gross and total greenhouse gas emissions for Scopes 1, 2 and 3

During the additional verification of 2024 data, errors were identified in the calculation of Scope 3 emissions relating to input data, unit conversions and the emission factor. The corrections covered in particular:

- category 1: Purchased goods and services, for which unit conversions of selected materials have been adjusted.
- category 3: Fuel and energy activities not included in Scope 1 or 2. The input data on electricity consumption has been corrected (this is a voluntary correction as the error is not material).

- category 12: End-of-life treatment of products sold. The emission factor used has been corrected.

Consequently, the emission values for the selected categories, along with their respective emission intensity factors, have been updated:

- In category 1 (purchased goods and services), the emissions figure was incorrectly stated as 304,134.72 tCO₂e. This has now been corrected to 270,435.81 tCO₂e, which is a difference of 33,698.91 tCO₂e.
- In category 3 (Activities related to fuels and energy not included in scope 1 or 2), the emissions value of 11,227.29 tCO₂e has been corrected to 3,071.74 tCO₂e, i.e. a reduction of 8,155.55 tCO₂e.
- In category 12 (Management of products sold after the end of their useful life), the emissions figure was incorrectly stated as 165,999.58 tCO₂e and has been corrected to 37,440.63 tCO₂e, i.e. by 128,558.95 tCO₂e.

Following the adjustments made, the emission intensity indicator (calculated using both location- and market-based methods) for 2024 has been revised from 0.17 to 0.11 tonnes of CO₂ equivalent per thousand PLN. Further information regarding changes in emissions can be found in Section E1-6.

Updating the historical data for 2024 ensures greater accuracy, comparability and reliability of the information presented.

[(ESRS 2) AR 15] The Group does not take into account any sustainability reporting provisions other than those set out in the ESRS and [(ESRS 2) AR 2] does not rely on European standards approved under the European Standardisation System (ISO/IEC or CEN/CENELEC standards).

[(ESRS 2) 17 a–e] The Group has identified a significant adverse impact in the sub-theme area of direct drivers of biodiversity loss, which is closely linked to climate change. The construction materials industry generates large quantities of greenhouse gases through its energy-intensive production processes, particularly when manufacturing cement and steel. High GHG emissions contribute to global warming, one of the key factors affecting biodiversity and ecosystems.

The main source of GHG emissions in the Group's value chain is the production of building materials, which requires very high temperatures achieved through the use of fossil fuels and leads to significant CO₂ emissions. However, emissions from our own operations, particularly from construction processes and the production of bituminous mix, account for only a small proportion of the Group's total carbon footprint.

The Group's strategy involves developing modular timber construction based on prefabrication to help reduce climate change impacts. By replacing high-carbon materials with timber, the emissions that would be produced when making those materials are eliminated. Using timber offers a significant opportunity to substantially reduce carbon dioxide emissions in buildings compared to traditional materials such as concrete and steel. As a construction material, timber can deliver climate benefits by:

- storage of biogenic carbon in wood products throughout their lifespan.
- replacing materials with a higher embodied carbon footprint, such as steel and concrete¹.

¹ <https://forest.eea.europa.eu/resources/research-corner/research-highlights/a-wooden-future-innovati>

Prefabricated timber modules offer a viable alternative to high-carbon materials commonly used in the construction sector, such as concrete, steel and fossil-fuel-based plastics. While they offer clear benefits compared to traditional materials and comparable performance parameters, the Group anticipates that this market will grow alongside increasing public awareness and stronger public policy support for low-carbon solutions.

The Group has not set any targets to reduce its impact on biodiversity by limiting the use of high-emission building materials. However, it is anticipated that the introduction of the Digital Product Passport (DPP) will enhance transparency throughout the life cycle of products placed on the market within the European Union by presenting their environmental and climate impact, including the carbon footprint of a given material. This solution will support the Group in implementing its adopted policy. In accordance with this policy, such data can be used to monitor and improve the environmental performance of building materials. Should an investor express interest, the Group's policy provides that materials with a reduced carbon footprint may be incorporated into the project under development; however, no such actions were recorded in 2025. As implementation of these measures depends on investor interest, no quantifiable metrics have been introduced. Other measures relating to climate change mitigation are described in Chapter E1..

In addition, the ERBUD Group's Biodiversity Policy, introduced in 2025, involves monitoring the impact on biodiversity and identifying opportunities to mitigate it. The Group plans to implement a hierarchy of mitigation measures gradually. These measures consist of:

- a) avoidance (e.g. locating the entire project away from biodiversity-sensitive areas, planning works to avoid animal habitats);
- b) minimisation (e.g. limiting the intensity and duration of impacts, paying particular attention to breeding seasons and other key phases of species' life cycles);
- c) restoration (e.g. planting native trees and plants, establishing flower meadows and green gardens to restore or enhance local ecosystems);
- d) compensation (e.g. restoration of degraded land or funding of ecosystem restoration programmes where previous mitigation measures do not fully offset the negative impact).

Where valuable natural habitats are present, the Group collaborates with an external environmental consultancy to monitor these habitats on an on-going basis and support their conservation. In accordance with the adopted policy, access roads, transport routes and construction site facilities are located away from seasonal animal migration routes and areas of heightened activity (e.g. for amphibians). In areas where amphibians and other small animals are particularly likely to enter the construction site, herpetological barriers or other appropriate safeguards are installed. If it is not possible to avoid impacting biodiversity, then measures to minimise the impact shall be determined or the feasibility of applying other mitigation measures shall be assessed in accordance with the mitigation hierarchy. Where impacts occur, measures shall be taken to restore plant and animal habitats to a state close to their original condition, where possible. This may include site restoration, planting native or endemic species, temporarily relocating animals from construction sites to safe locations and installing nesting boxes for birds and bats. During construction, care will be taken to protect the landscape and existing greenery. This will be achieved by avoiding the removal of vegetation unless absolutely necessary and by carrying out compensatory planting. The process of felling trees is subject to

constant supervision to eliminate the risk of damage to trees that are not intended for felling, and to ensure that these activities cause the least possible disruption to the natural habitats of birds and other animals. This policy is implemented in cooperation with the investor. It has been adopted by the Management Board and is monitored across all areas of the Group's operations.

During its double materiality analysis, the ERBUD Group identified employee-related issues in the value chain as material. The Group's strategy and business model involve implementing projects with complex, multi-tiered supply chains involving subcontractors and material suppliers.

The nature of construction work – working at height, using heavy machinery, and working in variable weather conditions – creates a potential risk of accidents.

Due to the Group's extensive value chain, it recognises a negative impact arising from the use of materials that may originate from regions in Asia where child and forced labour are prevalent.

The ERBUD Group has implemented policies designed to manage material impacts, risks and opportunities relating to people working within the value chain. These policies include the Code of Ethics, the Human Rights and Labour Rights Policy, the Supplier Code and the Integrated Management Systems. These regulations cover all employees in the value chain over whom the Group may exert significant influence.

In accordance with the IMS, the Group is committed to continuous improvement in health and safety management, striving to ensure a safe working environment for all its employees, as well as those of partner companies, and other individuals present on Group-controlled premises, including construction sites. All subcontractors providing services to the Group accept and carry out work in accordance with the IMS and its procedures.

In 2025, the ERBUD Group took measures to address significant impacts on people working within the value chain, manage significant risks, and capitalise on opportunities relating to employees within the value chain. These measures included:

- promoting the use of the dialogue platform as a channel for raising and resolving questions, concerns and doubts.
- using standard contractual clauses with contractors and requiring confirmation of familiarity with, and compliance with, the Human Rights and Labour Rights Policy, the Code of Ethics and the Supplier Code.
- ensuring that subcontractors have access to health and safety training, and that their employees participate in activities that promote safety in the construction sector,
- engaging in dialogue with subcontractor employees working on the Group's projects regarding working conditions, equal treatment, equal opportunities, and other employment-related rights.
- engaging in dialogue with subcontractors regarding the working conditions of their employees, equal treatment, equal opportunities, and other employment-related rights.

In the ERBUD Group's ESG Strategy, the Group has set out its objectives relating to employees across the entire value chain and in all locations where it operates, with a view to 2029.

In accordance with the provisions, the Group has implemented the Supplier Code across all its companies and plans to assess 100% of key suppliers, subcontractors and partners against social and environmental criteria. The Group also plans to verify 70% of these against criteria relating to working conditions for employees in the value chain. The Group's health and safety target is to eliminate all serious and fatal accidents on construction sites involving subcontractor staff. All of the actions planned under these targets for 2025 have been completed.

GOV-1 – The role of the administrative, management and supervisory bodies

[(G1) 5a] The ERBUD Group is managed by the governing bodies of the Parent Company, ERBUD S.A. The Group's Management Board is appointed for a three-year term of office and, pursuant to the Articles of Association, may comprise between three and five members. The Management Board is collectively responsible for the operation of the Parent Company and the Group, and its members personally exercise supervision over the various areas of the organisation's operations. The grounds for the activities of the Management Board are the Company's Articles of Association and the Operational Bye-laws adopted by the Management Board.

The Group's Supervisory Board is appointed by the General Meeting of Shareholders for a joint three-year term of office. The Supervisory Board's powers comprise the appointment and dismissal of the Management Board members and the approval of the organisation's strategic and investment plans. The activities of the Supervisory Board are supported by:

- The Audit Committee, whose responsibilities comprise, *inter alia*, overseeing the ERBUD Group's financial reporting and auditing activities, monitoring internal control systems and monitoring the effectiveness of risk management systems.
- The Remuneration Committee, which deals, *inter alia*, with the remunerations of ERBUD Management Board members

[(G1) 5 b)] Description of the expertise of the members of Management and Supervisory Boards with regard to business conduct:

First and last name	Title	Professional experience
Dariusz Grzeszczak	Founder and President of ERBUD S.A. Management Board	A member of the ERBUD S.A. Management Board since 1993. In 1993-1995 he was the Vice-President of the Association of Polish Service Companies (VdPD) in Germany. A member of the Polish Business Roundtable (PRB) since 2011. Since 2012, associate member of the Management Board of the Polish-German Chamber of Industry and Commerce (AHK).

Agnieszka Głowacka	Vice-President of ERBUD S.A. Management Board	Since 1995 she has headed the Finance and Controlling Department of a manufacturing company in Toruń, and at the same time she has been teaching Managerial Accounting at the School of Banking. Since 1998 she has been working for ERBUD Group. She is responsible for the development of the financial policy and cooperation with financial institutions. She coordinates and supervises the ERBUD Group finances.
Jacek Leczkowski	Vice-President of ERBUD S.A. Management Board	Former President and owner of ONDE S.A., which became part of the ERBUD Group in 2008. He specialises in the development of RES and is also responsible for building construction in Poland.
Tomasz Wojak	A member of ERBUD S.A. Management Board	He has been a member of the Management Board of Konsalnet Group companies since 2000, and has experience in the Group's acquisitions, development and expansion. He is also Vice-President of the Federation of Polish Entrepreneurs and sits on the Provincial Social Dialogue Council.
Dr Roland Bosch	The Chairman of Supervisory Board	He holds a double degree in Physics and Business Administration. Has more than 20 years of experience in finance, strategy and production.
Michał Otto	The Deputy Chairman of Supervisory Board	An expert in corporate governance and sustainability risks. He has many years of professional experience in the management of companies and institutions such as ABN AMRO Securities (Poland) S.A., Bydgoski Bank Komunalny S.A., 'DML' Brokerage House, GresCo Sp. z o.o.. He is the President of the Management Board of Finco Group sp. z o.o. and Warszawski Fundusz Hipoteczny Sp. z o.o. (mortgage fund) and sits on the Supervisory Boards of the following companies: Finco Group sp. z o.o., Warszawski Fundusz Hipoteczny Sp. z o.o. and Warszawski Fundusz Hipoteczny Sp. z o.o.: Esaliens TFI S.A. (where he is also a member of the Audit Committee) and ONDE S.A. (where he is also Chairman of the Audit Committee).
Dr Albert Dürr	A Supervisory Board Member	He has been with the WOLFF & MÜLLER Group since 2005 and has served as the President of the Management Board of the WOLFF & MÜLLER Group companies since 2006.
Beata Jarosz	A Supervisory Board	A capital market expert with more than 25 years of professional

	Member	experience, former Vice President of the Warsaw Stock Exchange S.A. (2006-2014). Co-founder of the equity market under the alternative trading system NewConnect and the organised market for debt securities Catalyst. Founder and CEO of Future Collars, an innovative platform for learning programming and digital literacy.
Janusz Reiter	A Supervisory Board Member	Former Ambassador of the Republic of Poland to the Federal Republic of Germany (1990-95) and to the USA (2005-2007), founder of the Centre for International Relations, an independent think tank on foreign and security policy, Special Envoy for Climate Change from 2008-2011.
Michał Wosik	A Supervisory Board Member	During the first years of his career, he worked for Bank Pekao S.A. and BGK. From the financial sector, he moved to the Polcom Group where he was a member of the management board and CFO. He currently holds a management position in a private family foundation and acts as a business angel in the Polish start-up market.
Dr Sylwia Hałas-Dej	A Supervisory Board Member	He has been designing management development programmes for over 20 years. He is a member of the Supervisory Board of the International School of Management, President of the Leon Koźmiński Academy Development Foundation and a member of the team of the Association of MBAs, an international organisation that awards Master of Business Administration certificates to universities around the world.
Seweryn Kubicki	A Supervisory Board Member	Management of the finance and controlling departments of Polish owner companies, multinational companies and portfolio companies of private equity funds.

Composition, experience and competence of the management and supervisory bodies

The Management Board, the Supervisory Board of the Parent Company - ERBUD S.A., manages the ERBUD Group.

Composition of the administrative, management and supervisory bodies

	Year	Management Board	Supervisory Board
[(ESRS 2) 21 d)] Age bracket 30-50	2024	0	4 (50%)
	2025	0	4 (50%)
Age bracket >51	2024	3 (100%)	4 (50%)
	2025	4 (100%)	4 (50%)
[(ESRS2) 21d] Women	2024	1 (33%)	2 (25%)
	2025	1 (25%)	2 (25%)
Men	2024	2 (66%)	6 (75%)
	2025	3 (75%)	6 (75%)
[(ESRS 2) 21 a)] Total	2024	3	8
	2025	4	8
[(ESRS 2) 21b] Representatives of workers and other persons performing work	2024	0	0
	2025	0	0
[(ESRS 2) 21 a] Executive members	2024	3 (100%)	Not applicable
	2025		
[(ESRS 2) 21 e)] Independent members	2024	Not applicable	5 (63%)
	2025	Not applicable	5 (63%)

ERBUD Group Management Board

[(ESRS 2) 21] [(ESRS 2) 21 c)] ERBUD Group Management Board:

- Dariusz Grzeszczak - President of the Management Board of ERBUD S.A., a graduate of the Gdańsk University of Technology at the faculty of Mechanical Engineering. In 1990, together with his father, Erik Jan Grzeszczak, Dariusz Grzeszczak founded ERBUD. He has been a member of the ERBUD Management Board since 1993. In 1993-1995 he served as vice-president of VdPD - the Association of Polish Service Companies in Germany. Since 2011 he has been a member of the Polish Business Roundtable (PRB). From 2012 to 2018, an associate member of the Management Board of the Polish-German Chamber of Industry and Commerce (AHK).
- Agnieszka Głowacka - Vice-President of the Management Board of ERBUD S.A., graduated from the Faculty of Economics and Management at the Nicolas Copernicus University in Toruń, majoring in finance. Since 1995 she headed the Finance and Controlling Department of a manufacturing company in Toruń, and at the same time she was teaching Management Accounting at the Higher School of Banking. Agnieszka Głowacka has been working for ERBUD Group since 1998. Her responsibilities include coordinating and supervising the ERBUD Group's finances. Agnieszka Głowacka is also a member of the Supervisory Board of ONDE S.A. and the Management Board of ERBUD's Eryk Grzeszczak "Common Challenges" Foundation. Since December

2024, she has been in charge of the ESG Division and is responsible for sustainable development in the Group.

- Jacek Leczkowski - Vice-President of the Management Board of ERBUD S.A., a graduate of the Faculty of Civil Engineering, Architecture and Environmental Engineering at the Poznan University of Technology. Former President and owner of ONDE S.A. (formerly PBDI S.A.), which became part of the ERBUD Group after the merger of Rembet Plus s.c. and PRD S.A. in 2010. At present, Jacek Leczkowski is a shareholder of ONDE S.A. (6.48%) and the Chairman of the Supervisory Board of ONDE S.A. Jacek Leczkowski is responsible for the development of ONDE, in ERBUD S.A. he is also responsible for the area of building construction and the area of modular construction in Poland.
- Tomasz Wojak is a member of the Management Board of ERBUD S.A. and holds an MBA from the Fryderyk Skarbek University of Commerce and International Finance in Warsaw. He was associated with the Konsalnet Group for over 25 years, working for private shareholders, an investment fund and a French owner. During this time, he held various roles related to the group's acquisitions, development and expansion, as well as acquiring and building relationships with key clients. Since 2000, he has served on the management boards of Konsalnet Group companies. Between 2018 and 2024, he served as Chairman of the Management Board of Seris Konsalnet Holding SA. He is also Vice-President of the Federation of Polish Entrepreneurs and a Member of the Provincial Social Dialogue Council. He was awarded the Bronze Cross of Merit by the President of the Republic of Poland in recognition of his work in promoting the professional integration of people with disabilities. Within the ERBUD Group, he oversees the Group's companies in the industrial services sector in Poland: ERBUD Industry Centrum Sp. z o.o., Satchwell Polska Toruń Sp. z o.o., CKTiS Sp. z o.o., as well as supervision of ERBUD Group companies in the industrial services sector in Germany: ERBUD Holding Deutschland GmbH, IVT Weiner + Reimann GmbH, and IKR GmbH. He is also responsible for the roles of Compliance Officer and Data Protection Officer.

[(ESRS 2) 22] The Management Board responsibilities include:

- the operational management of the Group's activities,
- representing the Group externally,
- creating and implementing development strategy,
- overseeing finance,
- risk management,
- looking after the interests of shareholders,
- making deciding about investments and acquisitions.

Supervisory Board

[(ESRS 2) 21] 31 December 2025, the Supervisory Board of the ERBUD Group operated in the following composition:

- Dr. Roland Bosch - Chairman of the Supervisory Board. A dependent member, sitting on the Management Board of ERBUD S.A.'s shareholder, which is Wolff & Müller Holding GmbH & Co. KG. A representative of stakeholder.
- Dr. Albert Dürr - A Supervisory Board Member, a dependent member sitting on the management boards of the companies of the Wolff & Müller Group - a shareholder of ERBUD S.A.. A beneficial owner and stakeholder representative.

- Michał Otto - A Supervisory Board Member (dependent)
- Beata Jarosz - A Supervisory Board Member (independent)
- Janusz Reiter - A Supervisory Board Member (independent)
- Michał Wosik - A Supervisory Board Member (independent). A representative of a stakeholder, which is Nationale-Nederlanden Open Pension Fund.
- Dr Sylwia Hałas-Dej – A Supervisory Board (independent)
- Seweryn Kubicki – A Supervisory Board Member (independent). A representative of PKO BP Open Pension Fund

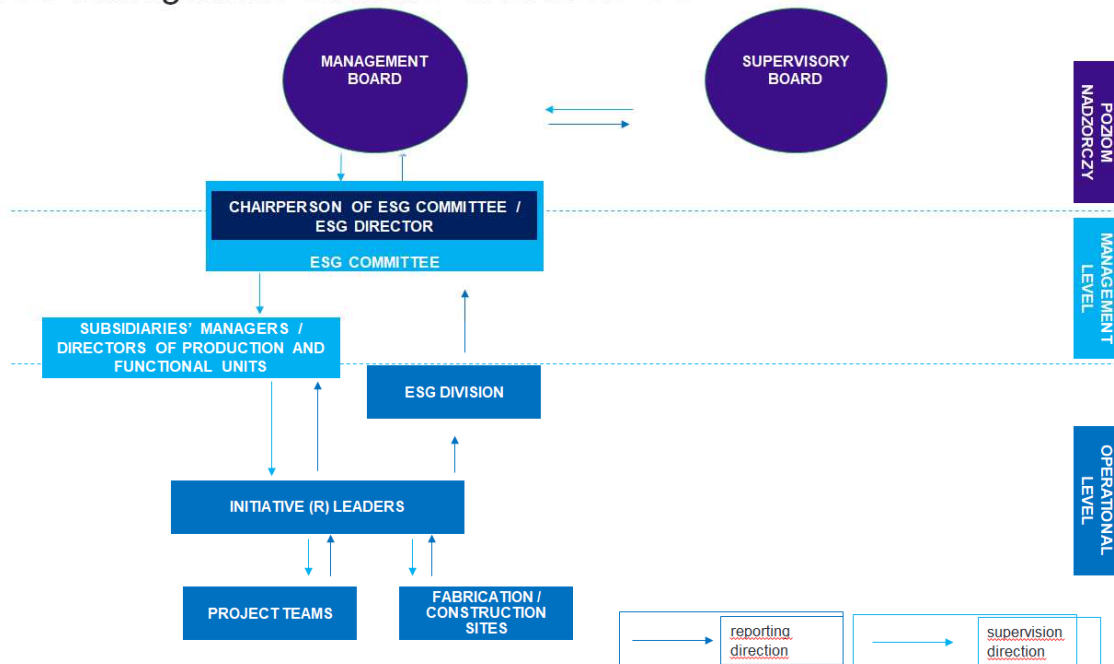
[(ESRS 2) 22] The key competences of the Supervisory Board include:

- Appointment and dismissal of the Management Board members,
- Approval of the Company strategic plans,
- Approval of the employment of an employee with an annual salary in excess of EUR 150,000,
- Approval of investment plans,
- Consent for ERBUD to issue guarantees, property warranties, issue bills of exchange and incur other off-balance sheet liabilities with a unit value in excess of EUR 2 million.

Oversight of impacts, risks and opportunities

[(ESRS 2) 22 c) ii.] [(ESRS 2) 22 d)] ESG management structure at ERBUD Group:

ESG Management Structure at ERBUD CG



Sustainability management in the ERBUD Group includes, *inter alia*, activities related to the results of the dual materiality analysis, including exploiting opportunities, managing risks and minimising negative and maximising positive impacts of the organisation.

[(ESRS 2) 22 d)] In 2024, the Management Board participated in a strategy workshop and directly oversaw the setting of ESG targets set forth in the ESG Strategy adopted at the end of 2024. In 2025, the ESG Strategy was updated (in conjunction with a review of the double materiality analysis, including the ERBUD Group's material impacts, risks and opportunities). The process of monitoring the implementation of strategic objectives took place regularly in 2025 – the ESG Director submitted quarterly reports on the implementation of the ESG Strategy to the Management Board.

[(ESRS 2) 22 a)] Supervision over impacts, risks and opportunities related to sustainable development is exercised by the Group's management and supervisory bodies, i.e. the Management Board and the Supervisory Board. Direct operational supervision of sustainable development issues has been entrusted to the ESG Committee. The Group's structure also includes functions responsible for environmental, social and corporate governance matters, including teams responsible for environmental reporting, health and safety, compliance and HR. The ESG Director is responsible for the day-to-day coordination of ESG processes and reports on their progress to the Management Board.

[(ESRS 2) 22 c) iii)] The ESG Committee plays a key role in the operational management of sustainability issues within the Group. It is responsible for the development and co-ordination of implementation of the sustainability strategy and works with the Process Management and Digitalisation, Treasury, Controlling, Strategy and Development

functions. The Committee is chaired by the Head of ESG and is made up of managers from key areas of the organisation, including heads of departments involved in the implementation of the sustainability strategy.

The ESG Committee's main tasks include:

- Supervision over ESG strategy

The ESG Committee is responsible for developing, implementing and monitoring the Group's sustainability strategy. This includes setting priorities in the areas of environmental protection, social responsibility and corporate governance. The Committee works with the Management Board to set ESG targets and indicators that are aligned with stakeholder interests and legal requirements.

- Compliance with CSRD requirements

The ESG Committee oversees the collection of data and the preparation of reports that meet the requirements of the CSRD Directive and other documents arising from the rapidly evolving regulatory landscape, linked, inter alia, to the Omnibus Package. The ESG Committee ensures that reports are fully transparent and consistent with regulatory requirements.

- Co-ordination of ESG risk management.

The ESG Committee identifies and manages risks associated with sustainability issues. This includes assessing environmental risks, social risks and corporate governance risks. Each year, it oversees the process of reviewing and updating the list of significant impacts, risks and opportunities.

- Monitoring and reporting of ESG performance.

One of the ESG Committee's main tasks is to regularly monitor the Group's progress towards its sustainability goals. The committee assesses key performance indicators (KPIs) and reports to the Management Board and stakeholders on ESG performance.

- Communication with stakeholders

The ESG Committee acts as a key intermediary for communication between the company and its stakeholders on sustainability issues. This includes transparency with shareholders, business partners, employees and local communities.

[(ESRS 2) 22 b)] The governing bodies are responsible for matters relating to impacts, risks and opportunities, as set out in the Group's internal policies and the ESG Strategy. These documents assign responsibility for tasks relating to the identification, assessment, monitoring and management of sustainability issues and define the powers of individual members of the Management Board and senior management. Senior management plays a key role in corporate governance processes relating to the monitoring and management of impacts, risks and opportunities. On the Management Board, Deputy Chair of the Management Board Agnieszka Głowacka is responsible for sustainability. All Management Board members monitor activities in specific ESG areas through the business operations under their supervision.

The Management Board's main tasks relating to sustainability include:

- setting the direction of ESG activities and identifying priorities in this area in line with strategic ESG objectives.
- overseeing the implementation of strategic ESG objectives and their integration into the company's overall strategy.
- evaluating the effectiveness and alignment with the strategy of the actions undertaken.
- approving changes and solutions proposed by the ESG Committee and periodic reports on ESG management.
- engaging key stakeholders.
- approving and authorising the publication of sustainability statements.

In 2025, the Management Board members were involved in a number of sustainability issues, including a review of the double materiality analysis and the ESG Strategy.

[(ESRS 2) 22 c) i.]

The coordination of ESG activities is the responsibility of a senior manager, the ESG Director, who operates under the on-going supervision of the Management Board. ESG-related matters are reported to the relevant Management Board members during regular meetings with the management team responsible for specific areas of sustainable development within the Group, e.g. health and safety, employee matters, environmental issues and compliance. Where necessary, direct discussions or meetings are held between the Management Board and the relevant management team member. The reporting structures provide for the regular presentation of information to the Management Board on the progress of ESG objectives, the results of risk analyses, and key events. In addition, the Group operates control systems and procedures relating to ESG data, materiality assessments, information verification and internal audits. These systems and procedures are integrated with other internal functions to ensure a consistent approach and effective management.

(ESRS 2, 22d) The administrative, management and supervisory bodies, as well as senior management, oversee the process of setting targets relating to material impacts, risks and opportunities, and monitor their implementation. These targets align with the Group's strategy, as well as with the performance appraisal and executive remuneration schemes. Progress is monitored through regular risk and opportunity reviews, ESG performance analysis, periodic reporting and assessments of the effectiveness of implemented policies and control mechanisms. This ensures a systematic and transparent approach to managing ESG aspects, with progress towards achieving the objectives continuously assessed by the relevant bodies.

[ESRS 2, 23a, b] The administrative, management and supervisory bodies ensure access to relevant skills and expertise in sustainable development. They do this by combining the expertise already present within the Group's structures with the ability to draw on external resources. These bodies possess direct knowledge of sustainability, based on the professional experience of their members. They supplement this knowledge by seeking the advice of internal and external experts. Access to specialist expertise is also provided by dedicated functions and teams, such as the ESG Committee, the Compliance Function and the Health, Safety and Environment Division. These support the bodies in assessing information and making decisions. In 2025, the Management and Supervisory Boards updated their knowledge of regulatory changes, including the Omnibus Package and the 'quick fix', as well as their implications for

the ERBUD Group. The administrative, management and supervisory bodies also assess whether their existing competencies meet the Group's current and future needs. Where competency gaps are identified, steps are taken to address them through training, collaboration with experts, or the addition of appropriate functions to the organisational structure. This approach ensures that knowledge is properly linked to real impacts, risks and opportunities and enables informed and responsible decision-making regarding sustainable development.

GOV-2 - Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

[(ESRS 2) 26 a)] Issues related to significant impacts, risks and opportunities, as well as the performance and effectiveness of ERBUD Group policies and activities, are reported to the members of the Management Board responsible for the respective area at least twice a year during regular management meetings and, if necessary, during direct discussions or meetings with the Management Board. Where appropriate, the Management Board informs the Supervisory Board about sustainability issues. The coordinating unit for informing the Management Board on ESG issues is the ESG Committee, and the person responsible on behalf of the Management Board is Agnieszka Głowacka, Vice-President. In addition, all Management Board members monitor activity in the various ESG areas through the business activities that report to them. In 2025, the Management Board approved the ERBUD Group's Double Materiality Analysis process, which identified the organisation's impacts, risks and opportunities in adherence to the ESRS standard. It was also involved in the ESG Strategy process, including the revision of strategic objectives and monitoring the associated strategic initiatives. The ERBUD Group undertakes activities related to the implementation of the due diligence process in its operations and in the value chain. The results of the revision of Double Materiality Analysis (DMA) process have provided a better understanding of the areas exposed to risks arising from, and directly affecting, the ERBUD Group's activities. Some of the identified risks are already managed by existing policies and procedures in the Group. The Management Board is aware of and supports the implementation of the various due diligence components. In 2025, the Group's focus was on implementing due diligence processes throughout the value chain. [(ESRS 2) 26 b)] The results of the Double Materiality Analysis (DMA) were used by the Group to update the Sustainability Strategy developed in 2024. The document verified the objectives, actions and indicators by which the progress of implementation will be monitored. The Sustainable Development Strategy is an integral part of the ERBUD Group's business strategy and the Management Board is responsible for its implementation. [(ESRS 2) 26 c)] In 2025, the Group reviewed its double materiality analysis, examining the material impacts, risks, and opportunities involved.

The identified impacts, risks and opportunities were addressed by the ERBUD Group Management Board in the area of social (including health and safety) and corporate governance, resulting in the following selected actions:

- implementation of a procedure for the management and use of personal references,
- adoption of the Regulations on the subsidisation of PIIB membership fees,
- adoption of the Rules of Procedure of the Remuneration Committee of ERBUD S.A.,
- adoption of the Procurement Procedure for indirect purchases at ERBUD S.A.,
- adoption of the Procurement Policy at ERBUD S.A.,
- amendment of the Rules of Procedure of the ESG Committee,
- adoption of the Employee Appraisal Procedure,
- annual analysis of the state of occupational health and safety (including: accident analysis, analysis of accident statistics),
- support for the Group's cyclical occupational health and safety promotional events (the "Safe Construction Site" competition or Safety Week),
- review of the double materiality assessment.

- updating the ESG Strategy;
- monitoring the outcomes of investigations;
- oversight and support for anti-corruption training;
- adoption of the procedure for conducting anti-corruption training;
- adoption of the Biodiversity Policy, Circular Economy Policy, Water Management Policy and Pollution Prevention Policy.

[(ESRS 2) AR 6] The ERBUD Group has assigned detailed roles and responsibilities for specific activities supporting the implementation of the ESG strategy goals in each of its pillars. Persons or units responsible for the implementation of strategic actions, supervisors and consultants, as well as persons or units to whom progress in the implementation of measures should be reported, have been identified.

GOV-3 – Integration of sustainability-related performance in incentive schemes

[(ESRS 2) 29] In 2025, the ERBUD Group did not have incentive systems and remuneration policies linked to sustainability issues for members of the administrative, management and supervisory bodies.

GOV-4 – Statement on due diligence

Due diligence components

Core elements of the due diligence process	Points in the Sustainability Statement
a) Integrating due diligence into corporate governance, strategy and business model	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model E1-2 Policies related to climate change mitigation and adaptation E3-1 Policies related to water and marine resources E5-1 Policies related to resource use and circular economy S1-1 Policies related to own workforce G1-1 Corporate culture and business conduct policies ESRS 2 BP-2 Disclosures in relation to specific circumstances
b) Engagement with affected stakeholders at all key stages of the due diligence process	SBM-2 Interests and views of stakeholders S1-2 Processes for engaging with own workers and

	workers' representatives about impacts
c) Identification and assessment of negative impacts	<p>IRO 1 – Description of the processes to identify and assess material impacts, risks and opportunities</p> <p>S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns</p>
d) Taking measures to mitigate negative impacts	<p>E1-3 Actions and resources in relation to climate change policies</p> <p>E3-2 Actions and resources related to water and marine resources</p> <p>E5-2 Actions and resources related to resource use and circular economy</p> <p>S1-4 Taking actions related to material impacts on own workforce and application of approaches used to manage material risks and taking material advantages of own workforce and effectiveness of such actions</p>
e) Monitoring the effectiveness of these efforts and passing relevant information to this extent	<p>Metrics and targets (E1)</p> <p>Metrics and targets (E3)</p> <p>Metrics and targets (E5)</p> <p>Metrics and targets (S1)</p> <p>Metrics and targets (G1)</p> <p>ESRS 2 BP-2 Disclosures in relation to specific circumstances</p>

GOV-5 - Risk management and internal controls over sustainability reporting

[(ESRS 2) 36 a)] The risk management and control system related to the ERBUD Group's sustainability reporting is defined in the ERBUD S.A. Sustainability Reporting Procedure. The scope of the system includes all functional units involved in the sustainability reporting process. The preparation of the Sustainability Report is coordinated by the ESG Committee within the structure of ERBUD S.A. for the entire capital group, which is regulated by the ESG Committee Regulations.

The procedure assigns responsibility for the reporting process to key units in the ERBUD Group.

Unit	Responsibilities and process components for reporting
Management and Supervisory Bodies	<ul style="list-style-type: none"> ● overseeing the sustainability reporting process; ● approval of sustainability reporting; ● selection and appointment of the auditor.
ESG Director	<ul style="list-style-type: none"> ● coordination of the sustainability reporting process; ● coordinating the process of identifying sustainability impacts, risks and opportunities; ● monitoring the implementation of sustainability activities and progress of the ESG strategy.
Director of Accounting Division	<ul style="list-style-type: none"> ● ensuring the quality and consistency of financial data in sustainability reporting; ● overseeing the collection and verification of financial data.
Top management resources	<ul style="list-style-type: none"> ● monitoring operational risks and opportunities associated with construction activities from a sustainability perspective; ● ensuring operational compliance with sustainability policies.
Director of HR Division	<ul style="list-style-type: none"> ● responsibility for human resources data; ● monitoring and reporting on risks related to labour rights and working conditions; ● collecting data from specific areas according to agreed standards.
Director of OH&S Division	<ul style="list-style-type: none"> ● ensuring compliance with legal and internal occupations health and safety requirements; ● monitoring and reporting on occupational health and safety risks; ● collecting data from specific areas according to agreed standards.
Manager of Environmental Department	<ul style="list-style-type: none"> ● ensuring compliance with legal and internal Environmental Protection requirements; ● monitoring and reporting on environmental risks; ● collecting data from specific areas according to established standards.
Director of Legal Division	<ul style="list-style-type: none"> ● ensuring compliance with legal and other requirements; ● monitoring and reporting on legal and ethical compliance risks; ● collecting data from specific areas according to agreed standards.

Director of Management Board Office and Corporate Governance	<ul style="list-style-type: none"> ensuring compliance with legal and other corporate governance requirements.
Internal auditor	<ul style="list-style-type: none"> conducting internal audits in the sustainability reporting process; analysing sustainability risks and opportunities; training on improving the sustainability reporting process.

[(ESRS 2) 36 b)] The procedure also defines the ERBUD Group's approach to assessing risks in sustainability reporting.

This assessment is carried out during meetings of the Sustainability Team. Risks are assessed in terms of:

- probability - individual risks are given a score from 1 to 5, where 1 means 'very unlikely' and 5 means 'almost certain',
- impact - individual risks are given a score from 1 to 5, where 1 means 'very low impact' and 5 means 'catastrophic impact'.

The assigned risk ratings allow the Group to create a risk matrix and final categorisation of risks as low, acceptable or high.

[(ESRS 2) 36(c)] List of identified sustainability reporting risks and actions to mitigate them:

Risks	Mitigating actions
<ul style="list-style-type: none"> Lack of completeness and integrity of data Low data quality Lack of data integrity and comparability Incorrect data estimation Errors in the adopted methodology Complexity of supply chain data Untimeliness of information provision and release Evolving regulations 	<ul style="list-style-type: none"> Data control Data automation Internal audit and external verification Training and involvement of staff in data collection and processing Use of internal control systems (regular review of data and approval by appropriate management levels) Periodic data verification e.g. on a quarterly or bi-annual basis Data analysis from the perspective of significant deviations (sudden increase or sudden decrease) 4-eye check of data (data entry person and verifier) Pre-testing by auditor on three quarters' worth of data to confirm methodology Continuous improvement of data collection processes

The control of ESG-related data is carried out within the Group. The initial control is performed by the functional unit heads or their designees. They are responsible for initiating internal and external audits to verify data compliance.

[(ESRS 2) 36(d)] The Group integrates the results of the risk assessment and internal controls related to the sustainability reporting process into the relevant internal functions and processes through regular monitoring and identification of corrective and preventive actions to mitigate risks and enhance opportunities by the designated

persons responsible for the area. [(ESRS 2) 36(e)] In accordance with the procedure, each significant step in the sustainability reporting process is regularly reported to the management, supervisory and administrative bodies.

SBM-1 - Strategy, business model and value chain

[(ESRS 2) 40] [(ESRS 2) 40 e, g] The ERBUD Group's sustainability targets are incorporated into the ESG strategy, which is integrated with the business strategy, which was revised and updated by the Group in 2025. The strategy is based on five pillars. Priorities with time-bound targets have been assigned to each of them. The targets are linked to specific actions. The ESG strategy is implemented in a consistent manner across all business segments (within which the ERBUD Group's key services and products are realised), customer categories and significant markets and locations of the Group's operations. The actions implemented on the basis of the strategy relate to all business areas of the organisation. Not all of the objectives set forth in the strategy have been operationalized.

PILLAR	PRIORITY	TARGET BY 2029
# We build exercising climate and environmental care	Climate	Development and adoption of ERBUD Group's transition plan for climate change mitigation
		Preparation of a climate change adaptation action plan
		Reduction of carbon footprint by 30% within Scope 1 (per revenue)
		Reduction of carbon footprint by 40% within Scope 2 (per revenue)
		Reduction of carbon footprint within Scope 3 (per revenue)
		* The quantitative target will be set in 2026
		Energy efficiency improvement * on own investments (investments affected by ERBUD Group) and own facilities ²
		*Baseline will be defined for 2025, on the basis of which the target will be defined in 2026
	Own investments (investments affected by the Group) and own facilities equipped with own electricity connections supplied with 100% electricity from RES	
Water	Assessment of opportunities and selection of rainwater utilisation methods	
	Use of rainwater within a quantitatively defined range (if the option of using rainwater has been identified)	

² Own facilities - MOD21 plant, bitumen plants in Toruń and Koszalin, facilities in Toruń, Łódź, Biała and Guben.

	Pollution and waste	Full elimination of incidents leading to leaks of substances of very high concern and potentially hazardous substances among subcontractors carrying out work on in-house projects (i.e. projects over which the ERBUD Group has influence).
		Min. 70% of own waste (excluding soil, land surface and hazardous waste) generated on site ready for reuse, recycling and other recovery processes
	Biodiversity	100% of own investments (influenced by ERBUD Group) do not do serious damage to biodiversity according to taxonomic criteria
	Cross-sectional target	Implementation of ERBUD Group policies addressing significant impacts related to climate, water, pollution and waste, as well as biodiversity
# We build exercising care for our partners, suppliers and subcontractors	Relations with suppliers and subcontractors	Maintenance of 0 lawsuits in relation to delays in uncontested payments
		Implementation of the Suppliers' Code of Conduct in all ERBUD Group member companies
		100% of key suppliers, subcontractors and partners analysed against the social criteria defined by the ERBUD Group (excluding criteria defined by the ERBUD CG on working conditions for value chain workers) and environmental criteria
	Working conditions	0 serious and fatal accidents on construction sites (subcontractors)
		70% of the key suppliers, sub-contractors and partners have been verified against the criteria set by the ERBUD CG regarding the working conditions of the value chain workers.
#We exercise care for our workforce	Safety	0 serious and fatal accidents on construction sites (own workforce)
		Min. 80% of workers handling personal data trained in data protection
	Wellbeing and development	At least 90% of all ERBUD Group workers have no more than 10 outstanding leave days
		At least 90% of all ERBUD Group workers have no more than 10 outstanding leave days Increase in training hours per worker by 20% against 2024

		70% of women and 70% of men subject to career reviews (excluding line personnel)
	Diversity and inclusion	Reduce the wage gap by 10% against 2023
		Min. 95% of middle and senior management trained in discrimination prevention
	Dialogue with workers	Personnel survey response rate of 51%
		Min. 4 meetings per year (min. 1 meeting per quarter) between the employer's representative and employee representatives or employees regarding consultations on improving the working environment (including issues of working conditions, engagement, HR regulations)
#We build exercising care for the community	Relations with local communities	100% of own investments (investments influenced by ERBUD Group) included in the procedure for relations with communities
#We act ethically, in compliance with our values	Corporate culture	Extension of the incentive system (incentive system) to include sustainability issues
		Worker commitment rate up by 10% against 2023
		Min. 80% of workers trained on the Code of Ethics
	Ethics and counteracting corruption	Upholding 100% of irregularity notifications processed in accordance with established procedure
		Upholding 0 convictions and fines for breaches of anti-corruption and anti-bribery legislation

[(ESRS 2) 40 a) i.] [(ESRS 2) 40 e, f)] The Group operates a diversified business model, providing renewable energy contracting, building services, timber modular construction and technical services to the domestic and international markets.

The diversified offering is the result of the Group's on-going growth programme. Its activities, which are linked to the sustainable development targets (the Group's efforts in the areas of reducing greenhouse gas emissions, minimising environmental impact and supporting the circular economy), provide the Group with business security, value growth and sustainable performance improvement. The Group consistently implements its strategy by providing services within four (4) business areas:

1. RES - development for RES facilities; EPC for wind and solar farms; EPC for road construction, construction of energy storage facilities; generation and sale of energy from renewable sources;
2. Building and industrial construction projects - EPC for buildings; EPC for hospitals and special facilities; EPC for manufacturing, energy, logistics and military facilities; construction scope for large-scale industrial and energy projects,
3. Modular facilities - fabrication of timber and steel modules; EPC of prefabricated facilities,
4. Industrial maintenance services - 24/7 technical service of installations; upgrades, scheduled repairs, assemblies; steel structures; prefabrication of pipelines for industry , chemical and energy sectors.

In 2025, there were no changes to the range of products and services offered. This was due to the expansion of MOD21's product range to include the manufacture of steel modules and the development of battery energy storage system (BESS) projects within the ONDE Group.

[(ESRS 2) 40 a) ii.] [(ESRS 2) 40 f)] The ERBUD Group operates in four countries - Poland, Germany, Lithuania and Belgium, with the majority of its activities taking place in Poland. ERBUD's main customer categories, which include both private and public investors, represent the following industries:

- Conventional energy sector
- Renewable energy sector
- The construction sector in the area of development activities
- Chemical and petrochemical sector
- Woodworking sector
- Healthcare sector
- Trade and distribution sector
- Food sector

From a sustainability perspective, key customers include investors interested in low-emission solutions and the public sector, which invests according to climate goals and sustainable development.

(ESRS 2, 40 f) The Group regularly reviews its significant products and services, key markets and customer groups in relation to its sustainability objectives. In the building construction sector, operations are analysed to identify opportunities to reduce environmental impact by using energy-efficient design solutions and materials with a lower carbon footprint, as well as technologies that improve the energy efficiency of buildings. This assessment also considers the increasing expectations of institutional and private clients regarding sustainable construction and regulatory requirements related to climate neutrality in the construction sector. In the field of wind and solar power farm construction (including for its own use), the Group analyses how its offerings directly support the achievement of climate goals and the energy transition of clients and markets. Products and services related to renewable energy sources are strategically important for reducing greenhouse gas emissions. Their development responds to growing demand from energy investors and local authorities seeking to increase the proportion of renewable energy in the energy mix. In the modular construction sector, operations are assessed based on the use of renewable materials and techniques that reduce the carbon footprint during construction and throughout a building's entire life cycle. These products support sustainable development goals by using wood as a renewable raw material, reducing waste through prefabrication and shortening construction lead times, which is important for customers seeking efficient, low-carbon construction solutions. With regard to services for industry and the energy sector, the Group evaluates its activities in terms of supporting energy efficiency, infrastructure reliability, and minimising production downtime. By enabling better energy management, reducing waste and extending the lifespan of installations, maintenance services have a direct impact on raising the environmental standards of industrial clients. This segment also meets market demand for the modernisation of infrastructure in line with sustainable development and energy security principles. All the aforementioned areas of activity are evaluated in terms of their alignment with and contribution to the entity's sustainability goals. Together, they address the growing market and customer demand for solutions that reduce emissions, promote the efficient use of resources, and improve energy efficiency. This strengthens the Group's position in the context of environmental transformation and responsible business practices.

[(ESRS 2) 40 a) iii.] In 2025 the headcount in ERBUD Group was 2685 workers.

Geographical area	Headcount
Poland	2045
Germany	518
Belgium	120
Lithuania	2

[(ESRS 2) AR 14] [(ESRS 2) 40 b)] [(ESRS 2) 41] Breakdown of total revenues, according to the company's financial statements, by significant ESRS sectors for the ERBUD Group:

Sector	REVENUES
Construction – Construction and construction engineering.	PLN 3,258 million
	COSTS
	PLN 2,995 million

[(ESRS 2) 40 c, d)] The Group has no significant activities outside the ESRS Construction - Construction and civil engineering sector.

[(ESRS 2) AR 14] [(ESRS 2) 40 f)] [(ESRS 2) 42]

CG ERBUD BUSINESS MODEL

CUSTOMER SECTORS	TYPE OF CUSTOMER	4 SEGMENTS OF ERBUD CG	ERBUD CG BUSINESS UNITS	PRODUCTS
Conventional power generation sector	Developers, industrial investors, public investors, private investors, public-private investors, military investors, subcontracting	CONSTRUCTION Building, industrial, and road construction	ERBUD S.A. ONDE S.A. (drogi) IDE Projekt Sp. z o.o. Erbud International Sp. z o.o.	<ul style="list-style-type: none"> Construction services for large-scale industrial and energy projects (shell construction, modernization, renovation, repair, demolition), facility maintenance EPC for buildings EPC for hospitals and special-purpose facilities EPC for manufacturing, energy, and logistics facilities EPC for road construction
Renewable energy sector Development activities sector	RES system developers	RES	Onde S.A. Onde GmbH IDE Projekt Sp. z o.o.	<ul style="list-style-type: none"> Development of RES facilities EPC for wind and solar farms
Chemical and petrochemical sector Timber sector	Developers, public investors, local authorities and private investors (German market)	CONSTRUCTION Modular timber	MOD21 Sp. z o.o. MOD21 GmbH	<ul style="list-style-type: none"> Manufacture of timber modules EPC for prefabricated timber structures
Health care sector Retail and distribution sector Military sector	Industrial companies, public investors, subcontracting	MAINTENANCE & EPC industry	IVT Weiner + Reimann GmbH IKR GmbH ERBUD S.A. Erbud Industry Centrum Sp. z o.o. CKTIS Sp. z o.o. Satchwell Polska Toruń Sp. z o.o.	<ul style="list-style-type: none"> 24/7 plant technical maintenance modernizations, scheduled refurbishment, assembly operations Steel structures Prefabrication of pipelines for the chemical and power industries EPC project subcontracting Turnkey projects

[(ESRS 2) AR 14] In its operations, the ERBUD Group uses material resources (construction equipment, production facilities), human resources (engineers – supervisors) and immaterial resources, i.e. many years of experience in implementing complex construction, production, maintenance and RES projects.

The ERBUD Group builds stable relations with its business partners (customers and suppliers), investors, especially through long-term partnerships and suppliers of construction materials (such as concrete, steel, wood, prefabricated elements) and subcontracting services.

The Group identifies potential health and safety impacts, while risks are linked to sudden weather events that could affect the work schedule and disrupt supply chains. The growing importance of sustainable construction, with an emphasis on low-carbon solutions and the on-going energy transition in Poland, brings for the Group potential opportunities such as the ability to meet investors' requirements for technological adaptation to climate change. Due to the specific nature of its operations, ERBUD Group does not have a distribution network.

(ESRS 2, 42a) The Group’s business model is based on the effective use and continuous development of its resources. These resources include tangible and technological assets, as well as human capital, specialist knowledge, stakeholder relationships, and organisational capital. The Group strives to accumulate and develop these assets continuously through investment in employee skills and management systems. These assets are protected through compliance systems, policies, procedures and corporate governance mechanisms. This approach enables operational stability to

be maintained, risks to be mitigated, and the ability to respond to changing market and regulatory conditions to be enhanced. (ESRS 2, 42b) The Group focuses on delivering value to customers, investors and other stakeholders in the short and long term. The Group strives to deliver benefits such as high-quality services, operational reliability, innovation, and responsible environmental and social practices. For investors, key priorities include stable financial performance, effective risk management and transparent reporting. The Group creates value for business partners and employees by generating jobs, developing skills, fostering long-term cooperation and operating in accordance with ethical principles and responsible business practices.

Benefits for the customers:

- The Group develops timber modular fabrication technology as a more sustainable alternative to conventional construction,
- The Group improves the energy efficiency of its buildings by carrying out thermal energy efficiency improvement projects,
- The Group upgrades district heating networks and heat substations,
- The Group carries out investment projects harmonised with current legal requirements for energy efficiency and environmental standards, minimising the costs associated with future modifications,
- The Group facilitates access to renewable energy sources through the construction of wind and photovoltaic farms.

Benefits for investors:

- The Group enables investment in a company that meets high standards of social and environmental responsibility.
- The Group enables investment in long-term projects that generate recurring income in the future.

Benefits for other stakeholders:

- The Group works with local communities on issues such as propagation of safety and organises educational activities for children and young people.

[(ESRS 2) 42 c] The ERBUD Group's value chain encompasses all the activities, resources and relationships used to provide construction services. Its structure reflects the Group's business model, describing its role as a main contractor and provider of industrial services.

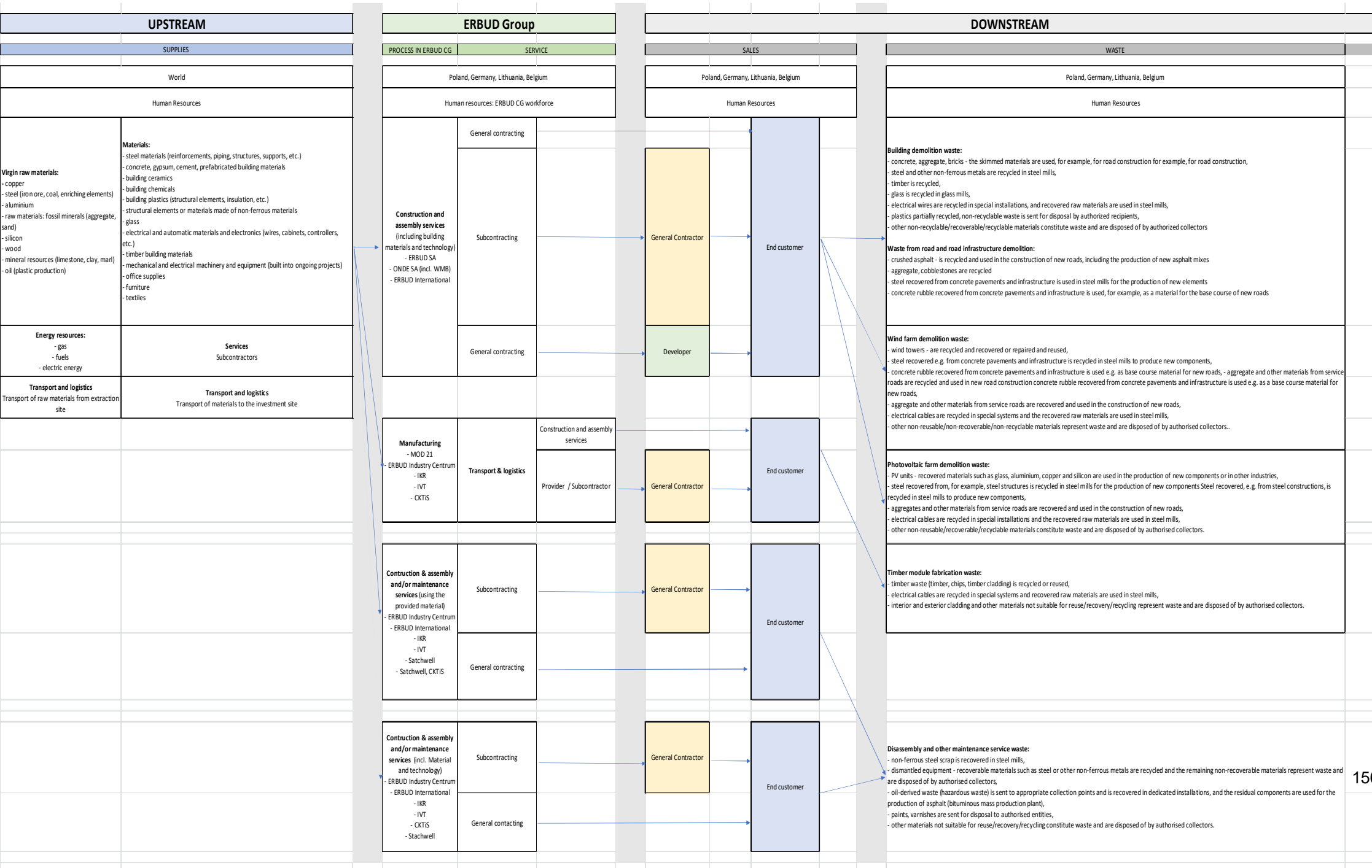
The upstream part of the value chain comprises entities and activities that supply the ERBUD Group with key resources. Notably, these include suppliers of raw and building materials (e.g. steel, concrete, precast elements, aggregates, glass, plastics and timber components), technical components (e.g. HVAC systems, automation, cabling and specialist systems), energy and fuel, and subcontractors providing specialised construction and installation services. Transport companies responsible for the logistics of materials and equipment also constitute an important group of upstream stakeholders. These activities are carried out in the following markets: Poland, Germany, Lithuania

and Belgium. They involve major manufacturers of building materials, as well as smaller, specialised local firms. Maintaining strong relationships with these firms is crucial to ensuring the continuity and quality of project delivery.

In-house operations form the core of the value chain. As part of these activities, the Group carries out construction projects for buildings and infrastructure, as well as providing construction and installation services (either independently or with subcontractors). The Group also produces prefabricated elements and modular solutions, and provides maintenance and operational services after construction is complete. These operational activities are carried out by entities belonging to the Group. The Group occupies a pivotal position in the value chain within this segment, where the majority of added value is generated by leveraging the expertise of its employees and subcontractors.

The downstream segment of the value chain encompasses the Group's service recipients, as well as the processes related to the use, transfer and management of waste generated during project implementation. Key entities in this segment include public and private investors, property developers, corporate clients and main contractors, all of whom ERBUD provides services to as a subcontractor. Another important element of the downstream process is the management of waste generated during construction and demolition, including concrete, steel, aggregates, glass, plastics, timber and technical installation components. This waste is recovered, recycled, reused or transferred to specialist entities for disposal in accordance with regulations.

The entire value chain, including key suppliers, subcontractors, logistics partners, developers, main contractors and end customers, is directly or indirectly linked to the ERBUD Group's operations. It also influences the Group's ability to implement its strategy, manage ESG risks and create value in the short, medium and long term.



SBM-2 - Interests and views of stakeholders

[(ESRS 2) 45 a) i.] The key stakeholder groups of the ERBUD Group include:

- own workforce,
- Management and Supervisory Boards,
- workforce of subcontractors and suppliers (workers in the supply chain),
- local communities affected by projects
- customers and investors (public and private),
- public administration and regulatory bodies,
- industry organisations and institutional environment.
- social and environmental organisations.

[(ESRS 2) 45 a) ii.] The Group maintains on-going cooperation with its own staff, as well as with subcontractors, suppliers, local communities around its projects and the relevant authorities. This cooperation covers issues relating to occupational safety, environmental impact and social and human rights.

[(ESRS 2) 45 a) iii.] Stakeholder engagement is achieved through:

- consultations and information sessions regarding construction projects.
- social dialogue with employee organisations and representatives.
- occupational health and safety audits, surveys and interviews with subcontractors.
- channels for reporting comments and complaints.
- cooperation with the authorities regarding permits, safety and environmental protection;
- supplier assessments.

[ESRS 2, 45(a)(iv)] The aim of engagement is to minimise negative environmental and social impacts, improve workplace safety, ensure sustainable standards throughout the supply chain, involve stakeholders in decision-making and risk identification, and carry out due diligence. The outcomes of stakeholder dialogue inform strategic and operational decisions, including investment planning, health and safety risk management, supplier reviews, adjustments to environmental processes and the design of measures to mitigate environmental impacts. The conclusions from the dialogue are also considered in the double materiality analysis and the Group's ESG priorities.

As part of its due diligence processes and materiality assessment, the Group has identified and analysed the expectations, views and interests of key stakeholders that directly impact its strategy and business model. This analysis covered the Group's own employees, employees in the value chain, subcontractors and suppliers, investors, and local communities.

Employees and workers throughout the value chain have a range of interests, including occupational safety, working hours, fair and equal pay, work-life balance, access to development opportunities and dialogue. The analysis's findings influence strategies in areas such as occupational health and safety, training systems, and resource planning.

Local communities expect on-going projects to cause minimal disruption – particularly with regard to noise, dust, traffic disruption, environmental impact, and transparent communication about planned activities. These expectations influence the preparation and execution of investments, including work schedules, methods of securing construction sites and the selection of technologies that have a lower impact on the surrounding area.

Suppliers and subcontractors expect certain standards to be met with regard to working conditions, including health and safety, and the prompt payment of invoices. To address these issues, the Group is developing a supplier qualification and selection system, as well as implementing due diligence processes throughout the value chain.

Customers and investors, both public and private, are increasingly demanding reductions in greenhouse gas emissions. These expectations influence the Group's strategic direction, including its investment in modular construction and renewable energy sources.

The comments and requirements of other stakeholders, including regulators and public authorities, primarily concern compliance with environmental, climate and social regulations. These factors influence the Group's decision-making processes and the direction of management system optimisation. The results of the analysis of stakeholders' interests and opinions are incorporated into the Group's strategy, operational processes, and ESG priority setting. They also influence the identification of key materiality topics in accordance with IRO-1 disclosure requirements.

[ESRS 2, 45(c)(i)–(iii)] The outcomes of dialogue and engagement with key stakeholders inform the formulation of the Group's strategy, sustainability priorities and operational decisions. The business model and the development of initiatives in environmental, social and governance areas are influenced by feedback from employees, subcontractors, suppliers and investors. The views of employees and their representatives on working conditions, including safety, equal treatment and development, are considered when designing organisational processes and allocating resources. These findings also lead to the expansion of training activities, improvements to working conditions, and the strengthening of the safety culture. Feedback from subcontractors and suppliers helps us to update our collaboration standards and expand the social and environmental criteria in our supplier qualification process. It also helps us to improve health and safety requirements and shape our procurement policy, including that relating to the responsible sourcing of materials. The expectations of local communities neighbouring projects relating to dust and noise reduction are considered in work planning, technology selection, construction site organisation and the implementation of measures to minimise impact on the surrounding area. The Group's strategic directions reflect the expectations of investors and regulators regarding emissions reduction, material circularity and the development of renewable energy, for example through renewable energy installations, improving the energy efficiency of buildings and developing the low-carbon construction segment.

The outcomes of stakeholder engagement and dialogue are an integral part of the Group's decision-making process, informing decisions at both the strategic and operational levels, including project planning, risk assessment, value chain management, and improving ESG practices.

(ESRS 2, 45d) The Group's administrative, management and supervisory bodies are regularly informed of the views, interests and expectations of key stakeholders regarding the Group's sustainability-related impacts. This information is communicated through regular management reports, ESG reviews, and reports on stakeholder engagement processes, including submission and complaint outcomes. The Management Board receives summaries of the main issues raised by stakeholders, along with recommendations for corrective or developmental actions. The Supervisory Board is informed of the main risks and impacts related to sustainable development. Information from stakeholder engagement processes is incorporated into annual strategy reviews and materiality assessments. This ensures that stakeholders' views are systematically considered in the oversight of the Group's operations, business model and planned development directions.

S1.SBM-2 Interests and views of stakeholders

[S1, 12] The Group's own workforce is a key stakeholder group whose interests, needs and rights directly impact the Group's strategy and business model. Due to the nature of construction and manufacturing activities involving high-risk conditions, mobility, overtime and variable work arrangements, the Group must prioritise safety and decent working conditions. Employees' interests, including the right to a safe working environment, work-life balance, equal treatment, and access to training and development, influence organisational decisions regarding project planning, schedules, occupational health and safety risk management, and the implementation of specialist training. Employee feedback, gathered through social dialogue and via employee representatives, informs the design of organisational changes, the improvement of working conditions, and the definition of HR policies. Some employees covered by collective agreements benefit from additional protection and a means of influencing the Group's decisions. The Group's organisational culture is shaped by human rights, particularly the right to work free from discrimination, equal treatment and respect for diversity, and is based on clearly defined values. The Group runs initiatives to promote gender balance and support women's access to management positions. These initiatives include developing training systems and development programmes, as well as measures to improve workplace safety. Consequently, the interests and rights of employees influence both the Group's current operational practices and its long-term strategy, which focuses on enhancing safety, developing skills and improving working conditions and internal dialogue.

S2.SBM-2 Interests and views of stakeholders

[S2.9] Workers in the value chain, particularly those employed by subcontractors and building material suppliers, constitute a key stakeholder group over which the Group exerts significant influence. Due to the high occupational risk, tight work schedules and significant involvement of external parties that characterise the construction sector, working conditions, human rights, work-life balance and the safety of workers in the value chain influence the Group's operations and business decisions. The Group's strategy incorporates the interests and needs of workers, including their right to safe working conditions and freedom from forced and child labour. This is achieved through the introduction of supplier qualification and assessment systems, the application of social criteria in procurement decisions, and health and safety requirements for subcontractors. The views of workers in the value chain, as well as their safety needs, influence project planning processes and the organisation of work on construction sites. The Group addresses these issues by minimising accident risks and improving working standards. Human rights in the value chain also influence the Group's procurement strategy. Consequently, the Group is developing its strategy and business model to enhance safety, improve working conditions throughout the value chain and incorporate social criteria into decision-making processes. The Group is strengthening standards for cooperation with subcontractors and developing tools to support the implementation of due diligence processes within the value chain.

S3.SBM-2 Interests and views of stakeholders

[S3.7] The Group's operations may negatively impact communities in the immediate vicinity of its projects. The Group's strategy and business model are influenced by the views, needs and rights of these communities, as well as by the need to take environmental considerations into account and to mitigate the impact of its work on the quality of life in the locations where projects are carried out. To respect human rights in relation to local communities, the Group takes measures to minimise disruption, such as reducing noise and dust emissions, minimising traffic disruption, and mitigating the impact of works on green spaces and biodiversity. Prior to commencing an investment, the developer conducts public consultations and incorporates residents' opinions and legal requirements regarding environmental protection into decisions concerning work schedules, construction technologies and site safety measures. The Group operates in accordance with applicable environmental and building regulations, maintaining transparent communication and providing residents living near its developments with channels for submitting comments and complaints, which it monitors on an on-going basis.

The Group's long-term strategy reflects its commitment to the community by focusing on developing projects that support the energy transition. These projects include renewable energy installations and solutions to improve the energy efficiency of buildings. Another project is the development of modular construction, which reduces construction time and minimises disruption to the local environment.

These measures are designed to limit negative impacts on communities and generate positive outcomes, such as improved air quality, reduced resource consumption, and increased resilience to climate change.

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

[ESRS 2, 48(a)] Following a materiality analysis and subsequent review, the Group identified several material impacts, risks, and opportunities associated with its operations in the construction sector. The most significant of these are concentrated in the key elements of the business model, such as the execution of construction projects, subcontractor management, material procurement, and equipment and construction site facility operation.

The Group primarily has a significant impact in environmental and social areas, including through:

- energy consumption and greenhouse gas emissions (Scopes 1–3) resulting from fuel and energy use, the purchase of materials, and the operation of construction machinery and transport. These impacts are mainly concentrated during the project implementation phase in relation to subcontractors.
- the generation of construction waste;
- water consumption in the value chain associated with the production of construction materials.
- working conditions that may endanger the safety of our own employees and workers in the value chain and contribute to an imbalance between work and private life;
- offering employees opportunities for development through training and dialogue.

The most significant risks stem from the physical impacts of climate change, particularly extreme weather events such as hurricanes, heavy rainfall and flooding. These events can damage construction sites and renewable energy installations, causing delays and financial losses. Transition risks associated with stricter climate requirements necessitate decarbonisation and the use of low-carbon materials, as well as the adaptation of construction processes. However, this carries the risk of a limited supply of such materials and rising prices. Cost risks resulting from sudden increases in energy and material prices have also been identified, as well as social risks such as high levels of health and safety hazards, limited labour availability and rising wage costs. The most significant opportunities relate to developing services for the construction of renewable energy installations, including those intended for personal use, as well as developing prefabricated modular construction methods, which increase material efficiency and reduce the carbon footprint of projects.

[(ESRS 2) 48 c) i.] The Group's identified significant impacts on the environment stem from greenhouse gas emissions resulting from construction processes, the production of cement, steel and fuels, and the operations of bituminous mix plants, as well as from high consumption of energy, water and raw materials throughout the construction sector's value chain. These impacts contribute to climate change and biodiversity loss. Significant social impacts include, inter alia, high levels of occupational health and safety risks, overtime work, mobility that undermines work-life balance, gender imbalance in the sector, and social risks in supply chains, such as the potential occurrence of forced labour or child labour in the countries of origin of raw materials. Positive impacts include supporting adaptation to climate change through the construction of RES systems, thermal retrofits, the development of climate-resilient construction, and the production of timber modules, which reduce the consumption of non-renewable raw materials and support the circular economy. [(ESRS 2) 48 c) ii.] These revenues stem directly from a business model centred on executing

construction projects, producing materials, operating in the renewable energy sector, and collaborating with a wide range of partners. The Group's strategy involves playing an active role in the energy transition by developing low-carbon technologies, improving energy and material efficiency, and strengthening social and environmental standards in relations with suppliers. Activities related to the production of timber modules and the Group's own investments in renewable energy directly reinforce positive environmental impacts. The Group generates significant direct impacts through the implementation of construction projects, the production of bituminous mix, energy and raw material consumption, and manufacturing activities. It also generates significant indirect impacts through business relationships within the value chain. External impacts relate particularly to suppliers of building materials and renewable energy components, which are sectors characterised by high greenhouse gas (GHG) emissions, high water consumption, and an increased risk of human rights violations in regions where raw materials are sourced (e.g. child and forced labour in some Asian countries). At the same time, the Group supports emissions reduction, the circular economy and the energy transition across the entire value chain through renewable energy projects, thermal refurbishments and the production of modular buildings. The Group has reviewed material impacts, risks and opportunities, determining that disaggregation of information by country, location or asset class is unnecessary. Detailed information on this subject is provided in sub-section IRO-1, 'Description of the process for identifying and assessing material impacts, risks and opportunities'. The identified impacts, risks and opportunities are material to the Group's business model, strategy and value chain. High GHG emissions resulting from construction processes, energy-intensive production and the carbon footprint of materials necessitate the gradual decarbonisation of operations and the implementation of low-carbon solutions. These factors influence strategic decisions relating to improvements in energy efficiency, selection of materials, optimisation of production processes and development of new business areas, particularly renewable energy installations and modular construction. Increased resource efficiency, the development of a circular economy and the use of renewable and recyclable materials are necessary to reduce energy, water and raw material consumption throughout the value chain, as well as waste generation. The Group is responding to this by developing modular prefabrication based on certified timber, increasing its use of asphalt and construction waste, and investing in renewable energy installations to reduce costs and its environmental footprint. Social factors, such as overtime, challenging working conditions, health and safety risks, and a lack of gender diversity in the industry, influence the human resources management strategy. This requires measures to be strengthened in areas such as safety, skills development, social dialogue, work-life balance, and inclusion programmes. Risks in the value chain, including the potential for forced labour or child labour in the countries of origin of raw materials, are driving the further development of the supplier qualification system and the strengthening of social and environmental criteria in procurement processes. In the future, the Group expects renewable energy solutions, low-carbon technologies, and circular materials to grow in importance, which will shape investment directions and the diversification of the service portfolio. Planned activities include the further development of renewable energy installations, increasing the energy efficiency of processes, expanding modular operations, and implementing programs to reduce material consumption.

The Group is also adapting its business model by strengthening environmental and social risk management, updating subcontractor standards, developing sustainable construction technologies, and incorporating ESG factors into decision-making processes, including bidding, project planning, procurement, and risk management. These changes are intended to counteract negative impacts, minimise regulatory and operational risks, and capitalise on opportunities related to climate change and the circular economy.

Results of financial materiality analysis

Topic	Subtopic	[(ESRS 2) 48 a] Place of occurrence	Time perspective	[(ESRS 2) 53 c i.] Description of risk / opportunity and connection with impact
Climate change	Adapting to climate change	Own operations, downstream	max. 5 years, above 5 years	Risks not related to impact Physical risks, particularly those of a sudden nature—such as strong winds, storms, heavy rainfall leading to flooding, and episodes of extreme temperatures—can have significant financial consequences, particularly for generation assets. Climate change may also cause disruptions to on-going construction projects, which may increasingly affect work schedules, cause delays and require the implementation of new management solutions.
Climate change	Climate change mitigation	Own operations, upstream, downstream	max. 5 years, above 5 years	Risks associated with impact Transition risks, particularly those linked to stricter climate regulations, may result in costs relating to the implementation of technologies for low-carbon building materials. These costs may relate to staff training, as well as the purchase of machinery and equipment. Disruptions may also arise in supply chains for low-carbon materials.
Climate change	Climate change mitigation	Own operations, downstream	max. 5 years, above 5 years	Opportunity associated with impact The growth of the renewable energy services segment responds to current market trends and European Union regulations aimed at replacing fossil fuels with clean energy.
Climate change	Energy	Own operations, upstream, downstream	1 year, max. 5 years, above 5 years	Risk associated with impact Sudden increases in energy prices may result in higher costs for the Group's construction and manufacturing operations.
Resource consumption and the circular economy	Inputs, including resource consumption	Own operations, upstream	1 year, max. 5 years, above 5 years	Risks associated with impact The Group is exposed to sudden changes in construction material prices when executing long-term contracts. In particular, transition risk associated with the tightening of climate regulations (CBAM) may lead to market changes in the form of increased demand for steel and cement produced in the European Union. This may result in supply chain disruptions and increased material procurement costs for construction sites. The Group also recognises transition risks that could result in costs arising from technological adjustments relating to materials that meet circular economy requirements, as well as machinery, equipment and staff training. This risk also applies to renewable energy components containing rare earth metals, which may cause delays to investment implementation.
Resource consumption and the circular economy	Inputs, including resource consumption	Own operations, upstream	max. 5 years, above 5 years	Opportunities associated with impact The Group anticipates growth in modular construction due to its reliance on renewable materials and enhanced material efficiency through prefabrication.
Own human resources	Working conditions	Own operations	1 year, max. 5 years, above 5 years	Risk associated with impact The construction sector is characterised by a high level of occupational risk, which may result in higher insurance and compensation costs, reputational damage, and delays to project completion.

Own human resources	Equal treatment and equal opportunities for everybody	Own operations	1 year, max. 5 years, above 5 years	Risk associated with impact Closing the pay gap poses a risk of increased wage costs.
Workers in the value chain	Working conditions	Upstream	1 year, max. 5 years, above 5 years	Risks associated with impact Difficult working conditions on construction sites, including increased mobility and irregular working hours, as well as the potential outflow of workers to projects related to the reconstruction of Ukraine, may result in limited labour availability and increased costs for subcontractors.
Workers in the value chain	Working conditions	Upstream	1 year, max. 5 years, above 5 years	Risks associated with impact In the construction sector, there is a risk of serious workplace accidents, which may result in compensation costs, reputational damage and delays in project delivery.

Results of financial materiality analysis

Topic	Subtopic	[(ESRS 2) 48 a] Description	[(ESRS 2) 48 a] Place of occurrence	Type	Kind	[(ESRS 2) 48 c iii.] Time perspective	[ESRS 2 48 c i] Scale	[ESRS 2 48 c i] Scope	[(ESRS 2) 48 c i.] Irreversibility
Climate change	Adapting to climate change	The Group helps businesses adapt to changing climatic conditions by providing a range of services, including the construction of renewable energy installations, the development of climate-resilient buildings, and the thermal retrofitting of buildings and facilities such as district heating substations.	Own operations, downstream	Positive	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	3 - Medium	Not applicable
Climate change	Climate change mitigation	The construction sector is one of the sectors with the highest emissions. GHG emissions originate not only from construction processes, but primarily from materials and raw materials sourced from industries with a large carbon footprint, including fuel production, cement production and steelmaking. Within the Group, plants producing bituminous mix are an additional source of greenhouse gas emissions.	Own operations, upstream, downstream	Negative	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	5 - Global	4 - Very hard to reverse or long-term
Climate change	Climate change mitigation	We contribute to the energy transition by providing solutions for the construction of renewable energy installations.	Own operations, downstream	Positive	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	3 - Medium	Not applicable
Climate change	Energy	Taking the entire value chain into account, the construction sector is one of the most energy-intensive sectors of the economy. The Group consumes large amounts of energy in its construction processes and manufacturing operations.	Own operations, upstream, downstream	Negative	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	4 - Wide	4 - Very hard to reverse or long-term
Water and marine resources	Water	The construction sector is characterised by relatively high water consumption, particularly during the production of materials such as cement.	Own operations, upstream	Negative	Actual	All (1 year, max. 5 years, above 5 years)	3 - Medium	3 - Medium	4 - Very hard to reverse or long-term
Biodiversity and ecosystems	Direct drivers of biodiversity loss	High greenhouse gas (GHG) emissions in the construction sector contribute to climate change, which leads to a loss of biodiversity.	Own operations, upstream, downstream	Negative	Actual	All (1 year, max. 5 years, above 5 years)	3 - Medium	3 - Medium	4 - Very hard to reverse or long-term
Resource consumption and the circular economy	Inputs, including resource consumption	The Group uses large quantities of raw materials for its operations, particularly for construction activities and the production of bituminous mix. Rare earth elements are also used in renewable energy technologies.	Own operations, upstream	Negative	Actual	All (1 year, max. 5 years, above 5 years)	3 - Medium	4 - Wide	4 - Very hard to reverse or long-term

Resource consumption and the circular economy	Inputs, including resource consumption	Manufacturing modular timber structures helps reduce the consumption of non-renewable resources. The primary material used in modular construction is certified timber.	Own operations, upstream	Positive	Actual	max. 5 years, above 5 years	3 - Medium	4 - Wide	Not applicable
Resource consumption and the circular economy	Outputs connected with products and services	These structures are consistent with the principles of the circular economy thanks to their demountability, potential for extension and repurposing, ease of repair and suitability for recycling at the end of their life cycle. The prefabrication system enhances the efficiency of this construction method.	Own operations, downstream	Positive	Actual	max. 5 years, above 5 years	4 - High	3 - Medium	Not applicable
Resource consumption and the circular economy	Waste	The construction sector generates a lot of waste throughout its entire value chain.	Own operations, upstream, downstream	Negative	Actual	All (1 year, max. 5 years, above 5 years)	3 - Medium	4 - Wide	3 - Hard to reverse or mid-term
Own human resources	Working conditions	The Group's employees often work overtime. Such working hours are typical of the construction sector, where schedules and working conditions often require a high level of flexibility and commitment.	Own operations	Negative	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	4 - Wide	2 – Reversible when using appropriate resources (time and cost)
Own human resources	Working conditions	The Group engages in dialogue with its employees, either directly or through their representatives (in particular, trade unions), on matters requiring employee involvement.	Own operations	Positive	Actual	All (1 year, max. 5 years, above 5 years)	3 - Medium	4 - Wide	Not applicable
Own human resources	Working conditions	Some employees within the Group are covered by a collective agreement, including 23% of employees in Poland and 36% of employees in Germany.	Own operations	Positive	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	3 - Medium	Not applicable
Own human resources	Working conditions	The nature of the work negatively impacts work-life balance due to increased employee mobility and the need for frequent business travel.	Own operations	Negative	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	3 - Medium	3 - Hard to reverse or mid-term
Own human resources	Working conditions	Working in the construction and manufacturing sectors involves significant risks, arising from both the nature of the tasks performed and environmental conditions.	Own operations	Negative	Potential	All (1 year, max. 5 years, above 5 years)	4 - High	3 - Medium	4 - Very hard to reverse or long-term
Own human resources	Equal treatment and equal opportunities for everybody	Construction remains a male-dominated sector, which leads to imbalances in access to management positions and pay.	Own operations	Negative	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	3 - Medium	3 - Hard to reverse or mid-term
Own human resources	Equal treatment and equal opportunities for everybody	The Group actively supports the professional development of its employees by regularly organising training courses and programmes to enhance their skills.	Own operations	Positive	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	4 - Wide	Not applicable

Workers in the value chain	Working conditions	The construction industry is classified as a high-risk sector, particularly in terms of serious accidents at work.	Upstream	Negative	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	3 - Medium	4 - Very hard to reverse or long-term
Workers in the value chain	Other work related rights	The raw materials used to produce construction materials may come from regions of Asia where child labour is still a significant social issue.	Upstream	Negative	Potential	All (1 year, max. 5 years, above 5 years)	4 - High	2 – Point-based	4 - Very hard to reverse or long-term
Workers in the value chain	Other work related rights	The raw materials used to produce construction materials may originate from regions in Asia where forced labour is commonplace.	Upstream	Negative	Potential	All (1 year, max. 5 years, above 5 years)	4 - High	2 – Point-based	4 - Very hard to reverse or long-term
Business conduct	Corporate culture	The Group promotes a consistent corporate culture based on clearly defined values, integrating sustainability considerations into its internal governance.	Own operations	Positive	Actual	All (1 year, max. 5 years, above 5 years)	4 - High	4 - Wide	Not applicable
Business conduct	Supplier relationship management, including payment practices	The Group's Procurement Policy enables the consistent management of relationships with business partners and ensures the fair and transparent treatment of contractors. The Group also has a continuously developed supplier qualification and assessment system that takes environmental and social criteria into account..	Own operations	Positive	Actual	All (1 year, max. 5 years, above 5 years)	3 - Medium	4 - Wide	Not applicable

All impacts relate to the geographical areas of Poland, Germany, Lithuania and Belgium. These apply equally to all of the Group's plants, and the Group has not identified any that are specific to a particular plant. Due to the nature of its operations, the ERBUD Group does not have a distribution network.

During the reporting period under review, the Group did not record any current financial effects arising from significant risks or opportunities related to sustainable development that would affect its financial position, performance or cash flows. As at the date of this report, the Group has not identified any significant risks or opportunities that would result in a material adjustment to the carrying amounts of assets or liabilities in the next annual reporting period. All identified risks and opportunities are of a strategic and long-term nature. At this stage, they do not have an impact requiring adjustments or disclosures in the financial statements.

[ESRS 2, 48(e)] The Group has analysed the anticipated financial impact of significant risks and opportunities in the short, medium and long time perspectives. As at the date of this report, the Group does not consider the risks and opportunities to have a material impact on its financial position, financial performance or cash flows in any of these time horizons. In the short term (up to one year), no significant changes in financial performance or cash flows relating to sustainability risks or opportunities are anticipated. Planned capital investments and current operating expenses are being implemented in accordance with the budget and no additional financial adjustments are required due to ESG risks. In the medium time perspective (up to 5 years), the strategy for managing risks and opportunities involves consolidating processes related to sustainable development further and implementing planned initiatives in line with the Group's ESG Strategy. This includes analysing the potential for using low-carbon materials and improving energy efficiency further. These measures have been factored into existing investment plans, which do not envisage any significant financial commitments beyond the currently approved budget. In the long time perspective (more than 5 years), the Group expects to continue implementing the ESG Strategy. This includes improving operational efficiency, innovating in construction processes and adapting offerings and services to meet the needs of an evolving market. These planned changes are strategic and are not expected to result in significant adjustments to asset or liability carrying amounts relative to the current financial position. The Group continues to implement approved capital projects. [ESRS 2, 48(e)(ii)]

The strategy for financing ESG investments and projects is based on internal cash flows, and the Group does not plan to incur any significant new financial liabilities in connection with the implementation of its ESG Strategy. Based on current knowledge and strategic plans, the Group assesses that the material risks and opportunities associated with ESG do not have a foreseeable, significant impact on its financial position, financial performance or cash flows in the short, medium or long time perspective.

In 2025, the ERBUD Group assessed the resilience of its business model and strategy in terms of its ability to counteract significant impacts and risks, and to capitalise on significant opportunities. This was in accordance with ESRS 2, E1 18, E1 19, E1 AR 6 and E1 AR 7 b). This assessment was based on the outcomes of the double materiality process, which examined the Group's operations within the construction sector, including building

construction, civil engineering, road construction, renewable energy installations, bituminous mix production, and prefabricated timber modules. The resilience assessment employed a time horizon consistent with that adopted in the double materiality process. The assessment took into account negative impacts, opportunities and risks, including those arising from the value chain. It also took into account identified environmental and social risks. It also took into account the results of the climate risk analysis, which was updated in 2025 to include both physical and transition risks based on relevant scenarios: high GHG emissions (IPCC 8.5) and deep decarbonisation (1.5°C in accordance with the Paris Agreement).

The climate risk analysis carried out identified four key assets and associated operations that may be affected by sudden physical risks, in particular: strong winds, storms, heavy rainfall leading to flooding, and episodes of extreme temperatures, which could result in material financial and operational consequences. These assets include: MOD21 Sp. z o.o. (production plant in Ostaszewo), the Lewań Wielki photovoltaic farm (32 MW), WMB Toruń and WMB Koszalin (bitumen mixing plants). Financial materiality was determined on the basis of a quantitative analysis and taking into account selected quantitative data. The Group, recognising these climate risks, is already implementing mitigation measures in its operations, relating, amongst other things, to the organisation of work on construction sites and work schedules that take potential downtime into account, and also utilises insurance. During the analysis of transition risks and opportunities, it was determined that the Group could enhance its competitiveness by capitalising on growth opportunities in the renewable energy sector. Regulatory transition events linked to climate policy, as well as technological transition events relating to the implementation of new building materials, were also identified. It was also noted that the Group is continuously developing its operational capabilities to meet changes in the construction sector, and is already making sustainable investments in line with the EU Taxonomy criteria. The Group manages the identified transition risks and opportunities, thereby ensuring the stability of its construction projects.

The resilience assessment covered all key areas of the Group's operations, with no material physical or transition risks overlooked. The assessment provided no grounds for concluding that the Group's business model and development strategy lack resilience. However, given the considerable uncertainty of the macroeconomic environment and the significant impact of future EU climate policies on these analyses, the resilience analysis must be continuously updated to reflect the latest regulatory developments and trends in the construction sector.

[E1, AR7a,c] Transition risks stem from the rapid implementation of climate regulations, which could lead to sudden price increases for building materials and supply chain disruptions. Macroeconomic analyses suggest that regulatory changes could lead to price hikes, particularly for construction and renewable energy installation materials, including rare earth metals. Conversely, introducing construction materials with a reduced carbon footprint could significantly impact not only the materials market, but also technological developments. Currently, no clear trends are observed in the building materials market in this regard; however, such changes may occur following the introduction of further climate regulations. The Group has adopted different medium-term (10 years) and long-term (30 years) horizons for analysing physical risks, given that assets and infrastructure have longer life cycles.

As the Group is making use of the transitional provision in this regard, it has not estimated the expected financial impact. However, the Group's climate change mitigation measures, particularly its activities in renewable energy development, have been taken into account in the climate risk scenarios.

[E1, AR 8(a) and (b)] The climate scenarios adopted in the resilience analysis are hypothetical constructs and do not constitute forecasts. Therefore, their impact on the Group's operations is uncertain. The Group's strategy considers key opportunities in climate change mitigation and the circular economy, based on the development of renewable energy sources and construction using renewable materials, as seen in modular timber construction. The Group is able to adapt its strategy and business model in response to the risks associated with climate change in the medium and long term, viewing this as a natural stage of development. The Group monitors changes in climate policy and their potential future impact on materials, and will incorporate materials with a reduced carbon footprint into projects where there is investor interest. These changes may require staff to undergo retraining, which the Group regards as a natural part of its development. Furthermore, the Group already has the capacity to implement solutions that enable construction in accordance with sustainability criteria, as defined by the technical eligibility criteria set out in the EU Taxonomy. The Group enters into agreements, including framework agreements, with suppliers primarily from the European Union. These agreements ensure on-going cooperation regarding the supply of key materials and minimise the risk of supply chain disruption. The Group also monitors technological trends in the construction materials and technologies market, as well as in machinery and vehicles, including materials with a reduced carbon footprint. The Group has not identified any changes in risk regarding access to financing. It has not identified any assets at risk of obsolescence that would require decommissioning, nor any assets at risk of physical damage that could be mitigated by upgrades.

[(ESRS 2, 48 g)] The Group carried out the double materiality analysis process for the first time in 2024, while the review and update took place in 2025. The review did not introduce any significant changes to the process or the assessment methodology. It was confirmed that the existing set of topics remains relevant and that no new material topics have been identified. The review confirmed the stability of the Group's material impacts, risks and opportunities, while ensuring that assessments and descriptions were aligned with the latest guidelines, market practices and the outcomes of stakeholder dialogue.

[(ESRS 2) 48 h)] The ERBUD Group has not identified any material impacts, risks and opportunities in its analysis that are not covered by the disclosure requirements of the ESRS and would require additional self-disclosure specific to its own operations.

IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities

(ESRS 2) 51] ERBUD Group's impacts, risks and operational opportunities of the ERBUD Group including value chain were identified and assessed through the dual materiality analysis process. The analysis was performed in 2024 in accordance with the ESRS standards and additional EFRAG publications and was updated in 2025.

[(ESRS 2) 53(a)] During the process of identifying impacts, risks and opportunities (hereinafter also referred to as IRO), including its updates and contextual information, was analysed in particular:

- the Group's operations, its products and services, the locations where it operates, and its strategy,
- the nature of its business relationships and key areas of the value chain,
- changes in the legal and regulatory environment,
- reports on the construction industry and the production of building materials,
- industry benchmarks,
- key stakeholders.

When identifying and updating the IRO, the Group referred to the list of topics in ESRS 1 and AR 16. Each topic was analysed individually. Additionally, the Group considered whether there were any specific topics that:

- should be taken into account in the analysis. As part of the process, the risk management system (EMAS and environmental management) and the due diligence system were reviewed in order to identify material risks. The due diligence processes implemented within the Group also support the materiality analysis process

This enables not only the identification and assessment of potential threats related to negative impacts, but also the implementation of effective solutions and corrective actions.

The process was implemented and updated with the involvement of internal business functions and experts from the ESG, Health and Safety, and Environmental departments, as well as the Human Resources, Legal and Compliance, and Procurement departments. Other individuals with knowledge and experience of the Group's operations across all segments and its value chain were also involved. As part of this update, the Group also renewed its dialogue with stakeholders. Their involvement was intended to help identify and assess material issues. To understand the Group's impact on its stakeholders, key stakeholders were re-engaged, including:

- internal stakeholders, including employees and representatives of Group member companies;
- external stakeholders, including contractors and subcontractor employees.

As part of the update, the Group re-evaluated the topics identified in 2024, bearing in mind any new circumstances that could impact their evaluation. When preparing a benchmark based on the 2024 interim

reports, the Group took industry disclosures into account. The GRI Construction and Real Estate Sector Standard (GRI sector-specific disclosures for Construction and Real Estate) was also reviewed during the update. Each topic was discussed in detail again, and its assessment was reviewed in the context of its materiality. No new topics or topics specific to the Group were identified.

During the assessment of material IROs relating to sustainability issues, the Group applied criteria to assess the materiality of impact and financial materiality. To this end, the Group used an assessment methodology that incorporated the ESRS-required criteria and thresholds for evaluating material topics. The assessment is based on the severity of the impact, and in the case of potential impacts, on their likelihood of occurrence. The criteria for actual negative impacts are scale, scope, and irreversibility. In the case of potential negative impacts, their likelihood of occurrence was assessed. However, in the case of human rights violations, severity cannot be outweighed by likelihood. For actual positive impacts, criteria relating to scale and scope were applied. For potential positive impacts, the likelihood of their occurrence was also assessed. All impacts were assessed across three time horizons — short, medium and long term — as defined in the ESRS.

When assessing the potential impacts, a 5-point rating scale was used, with a materiality threshold above 3. When using the 5-point rating scale to assess the likelihood of potential impacts, a probability factor was assigned to the percentage value reflecting the likelihood. This factor maintains comparability between the two groups, i.e. potential and actual impacts. This change is clarifying and standardising, and does not constitute a significant change to the methodology used for the double materiality analysis process.

The analysis assessed both revenue-related and revenue-unrelated risks and opportunities. The Group identified significant risks and opportunities relating to revenue and other factors, particularly exposure to climate-related risks and transition risks associated with the business's transition to a low-carbon economy (ESRS 2, 53 c i). To assess financial materiality, a scale of financial impact (from 1 to 5) was introduced, with gross profit for 2024 serving as the reference point. The final financial materiality assessment is also influenced by probability, measured on a scale from 1 to 5. The materiality threshold, which is an assessment of financial impact and probability, has been set above 3. Risks and opportunities related to the Group's sustainable development were assessed based on their financial impact and likelihood of occurrence in the short, medium and long term.

Given the well-established scientific consensus on the severity of environmental impacts, particularly with regard to GHG emissions, there was no need to conduct a detailed analysis of their scale, scope, and irreversibility. In other cases, the Group conducted an in-depth analysis of the associated impacts, risks and opportunities, applying established assessment criteria. The Group relied on internal data and external information, including databases and other publicly available sources, as well as judgement based on knowledge and experience, to obtain a reliable assessment for each IRO analysed individually. Internal involvement from the entity's business functions and employees, as well as external involvement from advisors during the update process, helped the Group to assess and ensure the completeness and integrity of the process.

At the Management Board meeting, the updated process and the results of the double materiality analysis were discussed and approved. The Audit Committee was presented with the methodology and results of the double materiality analysis and raised no objections to either. Priorities in the area of IRO management stem from the Group’s strategy and adopted policies, and relate particularly to the development of renewable energy and modular timber construction based on prefabrication. The priorities also cover safety in relation to work carried out as part of the Group’s own operations and that performed by subcontractors' employees, as well as supporting their development and ensuring equal treatment.

[ESRS 2, 53(b)(iii)] As part of the assessment process, the Group considered consultations with key stakeholders, including employees, customers and subcontractors. These stakeholders are described in subsection SBM-2 – Interests and Views of Stakeholders. The Group's on-going collaboration with external advisors enabled it to leverage best practices and ensure compliance with applicable regulations and EFRAG guidelines.

The criteria used in the double materiality assessment are described below in this subsection:

ESRS 2 53 b) iv., c) ii. Meetings and workshops organised as part of the double materiality analysis and its updates were attended by members of management with expertise in all aspects of human rights, the environment, corporate governance, and the sustainability risks and opportunities associated with the Group’s own operations and value chain. These meetings were attended by members of the Management Board and representatives of the Group’s key business units, including the management bodies of subsidiaries.

[(ESRS 2) 53 a] Key milestones of the Double Materiality Analysis (DMA) workshop, including methods and assumptions used	
Impact materiality	[(ESRS 2) 53 c] Financial materiality
[(ESRS 2) 53 b) ii] [(ESRS 2) 53 b) iv] Analysis of the impact criteria, determination how to calculate and distribute impacts across the value chain by: <ul style="list-style-type: none"> ● positive/negative impact ● actual/potential impact 	Identification of risks and opportunities taking into account the entire value chain and the dependence on natural, human and social resources.
Discuss the parameters for identifying impact volumes by: <ul style="list-style-type: none"> ● scale ● scope ● nature (reversible/irreversible for negative impacts) ● probability (for potential impacts) 	[(ESRS 2) 53 c) ii] [(ESRS 2) 53 c) iii] Assessment of financial risks including: <ul style="list-style-type: none"> ● potential size ● probability of occurrence ● time horizon

<p>Discussion of all topics listed in the ESRS thematic standards and other potentially relevant topics with their scopes and definitions.</p>	
<p>Assigning ratings that identified potentially relevant topics from an impact materiality perspective according to the adopted rating criteria.</p>	

[(ESRS 2) 53 a)] A 5-point scoring range for each parameter was used to assess materiality from an impact perspective:

- scale of impact, where 1 means minimal and 5 means absolute,
- scope of impact, where 1 means limited and 5 means global
- irreversible nature, where 1 means relatively easy to reverse and 5 means irreversible,
- probability, where 1 means unlikely (almost never) and 5 guaranteed.

The time horizon of the risk/opportunity in question was also taken into account in the analysis:

- short-term – below 1 year,
- mid-term - 1 to 5 years,
- long-term - more than 5 years.

In total, each topic could be awarded up to 20 points in the case of an assessment based on negative potential impact, up to 15 points in the case of an assessment based on negative actual or positive potential impact, or up to 10 points in the case of an assessment based on positive actual impact. Setting the materiality threshold at a score of 3, representing approximately 60% of the maximum, strikes a balance between excessive rigour and an overly lenient approach. This ensures that significant issues are considered, while eliminating those that are immaterial. Setting the materiality threshold in this way confirms that the analysed issues must have a significant impact and should therefore be considered material. The impact assessment used a gross approach, meaning it concerns the impact associated with the organisation’s activities prior to the application of mitigation measures. A 5-point scale was used to assess materiality from a financial perspective for each parameter:

- Potential size, where 1 means superficial and 5 means catastrophic,
- Probability of occurrence, where 1 means unlikely and 5 guaranteed.

A total of 10 points could be awarded for each issue assessed, with a maximum score of 5. The materiality threshold was set at a score above three, representing approximately 60% of the maximum score. Issues above this value are assumed to have a significant financial impact, while those below are assumed to have an insignificant impact. The impact assessment used a gross approach, meaning it concerns the risk associated with the organisation’s activities prior to the application of mitigating measures. The group established its own scale and cut-off point (materiality threshold). Once the ratings had been assigned, a qualitative assessment was carried out to confirm that the ratings assigned to material topics were appropriate. [ESRS 2, 53(c)(iii)] The

Group does not formally prioritise sustainability risks over other types of risk. However, as previously mentioned, health and safety risks are a priority for the Group.

In 2025, during dedicated workshops, participants analysed the links between the identified impacts and dependencies, and the risks and opportunities that may arise from them.

[ESRS 2, 53(b)(iii)] Consultations were carried out in 2024 and 2025. The stakeholder dialogue covered topics that, in light of the ESRS and the Group's assessment, should be subject to consultation. The survey contained 21 questions that allowed stakeholders to assess the ERBUD Group's positive or negative impact on each material topic and rate it according to a materiality impact scale. The content of the surveys was discussed and approved by members of the ESG Committee on an on-going basis. Of the 226 stakeholders who responded to the 2024 survey, the largest groups were employees (99 responses), management (65 responses), and suppliers of materials and services (21 responses). Stakeholder feedback was taken into account when identifying topics and assessing their materiality.

In 2025, a series of consultations and surveys were conducted, focusing particularly on social issues such as working conditions and the origin of raw materials. The aim was to identify potential impacts linked to risks present in the country of origin and production.

Several interviews were also held with key suppliers of the Group in 2025 regarding standards for cooperation with the ERBUD Group. These were conducted by an external consultant and contributed to the implementation of the due diligence process within the ERBUD Group's value chain.

The questions and interviews focused on the following issues in particular:

- identifying the country of origin of key raw materials and supplies;
- the risks arising from the value chain that could result, for instance, in delivery delays.
- working conditions and terms of employment, including the types of employment used, reported violations through grievance mechanisms, overtime work and health and safety violations. Questions in this area were put to both subcontractors and their employees.
- standards of cooperation with suppliers;
- issues described in ESRS S1 concerning working conditions, equal treatment and equal opportunities;
- standards of cooperation with subcontractors.

[ESRS 2, 53(d)] The double materiality analysis process was carried out with the involvement of senior Group management, including members of certain subsidiaries' management boards and Erbud S.A.'s Management Board. The process was approved by individuals in managerial and executive positions, including the Parent Company's Management Board and the ESG Committee. The process of identifying, assessing and managing ESG issues is integrated into the entity's management system. Impact, risk and opportunity management is decentralised and carried out by the respective area owners. Additionally, the ESG Committee and the ESG department oversee the management of impacts, risks and opportunities relating to sustainability issues. The

area owners monitor identified impacts, risks and opportunities based on performance indicators such as greenhouse gas emissions, energy and water consumption, material usage, the use of certified renewable materials (e.g. FSC-certified timber), waste management and recovery indicators, accident rates, the number of training sessions and human rights violations, staff turnover rates and selected remuneration indicators. The above areas are analysed in particular by the following departments: Health, Safety and Environment; HR; Payroll; Procurement; and units carrying out investments or construction works. The management of environmental impacts and risks is conducted within the framework of the implemented EMAS environmental management system. The Compliance Department manages impacts and risks in the area of corporate governance based on established procedures, while impacts and risks related to employee matters are managed through the Group's policies and regulations.

The ERBUD Group used the following input parameters to identify impacts, risks and opportunities: data on greenhouse gas emissions, energy and water consumption, material consumption, waste recovery, data on employee matters and subcontractor staff, as well as data on subcontractors and other contractors. The Group obtained this data from its own record-keeping systems, including EMAS, HR, payroll, and health and safety systems. It also obtained data from complaints mechanisms, surveys, and other internal sources. Regarding information on the value chain, the Group used a contractor verification mechanism and a complaints system, as well as surveys and publicly available databases and industry reports, particularly relating to the value chain, including the extraction of raw materials and the production of building materials. When mapping the value chain, the Group ensured that it included key raw materials and supplies. In the upstream segment, the Group analysed the origin of key ordered materials and raw materials, including steel, cement and timber, as well as rare earth minerals contained in renewable energy installations such as silicon. The transportation of these materials was also taken into account. Furthermore, the Group analysed subcontractors, particularly with regard to labour rights. In the downstream segment, the investor is the key link for the Group. As the Group operates on a B2B model, the investor is the end recipient of the Group's services and products and is responsible for their subsequent management and life cycle, over which the Group has limited influence.

[(ESRS 2, 53h)] The double materiality analysis was first conducted in 2024 and reviewed the following year. Updating the analysis did not introduce any significant changes to the process or the assessment methodology. No new topics were identified. However, the assessment of the significance of a small number of impacts, risks and opportunities changed due to new circumstances, including in particular:

- the results of the dialogue conducted with a wide range of stakeholders.
- the results of industry benchmarking;
- key changes, e.g. regulatory changes, in areas relevant to the Group's operations.
- EFRAG guidelines, communicated via FAQs and as part of the 'Omnibus' package of amendments (e.g. regarding the grossing-up of a risk assessment, i.e. assessing the risk without taking mitigating measures into account, or assessing impacts in order to address regulatory requirements).

Other minor changes were made to clarify the wording relating to impact, risk and opportunity, as well as the aggregation of homogeneous IROs. These changes aim to make the descriptions clearer and more concise for users.

The dual materiality assessment will be reviewed at least once a year.

IRO-1 – Description of the process to identify and assess material climate-related impacts, risks and opportunities

[(E1) 20 a-c] [(E1) 21] [(E1) AR 9 a, b] [(E1) AR 13] The ERBUD Group has carried out a process to identify and assess climate-related impacts, risks and opportunities. It reviewed its activities in the construction sector, including building construction, civil engineering, road construction and activities related to renewable energy installations, as well as the production of bituminous mix and prefabricated timber modules. The Group analysed its own operations and the value chain, taking into account the actual and potential impacts, risks, and opportunities relating to Scope 1, 2, and 3 emissions. The greatest negative climate impacts are associated with the production phase of the building materials used in the Group's operations. The production of building materials (including cement production and steelmaking) generates significant greenhouse gas (GHG) emissions because this sector is one of the most energy-intensive in the economy. The Group also analysed its strategy and identified the positive impact of climate change mitigation resulting from its support for the energy transition, achieved by providing solutions for the construction of renewable energy installations. It also examined its activities in the area of climate change adaptation. These activities involve helping businesses to adapt to changing climatic conditions by offering comprehensive services for installing renewable energy sources, developing climate-resilient construction methods and carrying out the thermal modernisation of buildings and facilities such as district heating substations.

The Group carried out a physical risk analysis, identifying four key assets for which sudden physical risks, such as strong winds, storms, heavy rainfall leading to flooding and waterlogging, and extreme temperatures, could have significant financial implications. These assets include:

- MOD21 Sp. z o.o. (production plant in Ostaszewo),
- Lewańd Wielki photovoltaic farm (32 MW),
- WMB Toruń (bituminous mix plant),
- WMB Koszalin (bituminous mix plant).

The Group has conducted an analysis of the risks and opportunities associated with climate regulations, technological changes, market changes and reputational risks.

A significant opportunity has been identified that could affect the Group's revenue from constructing renewable energy sources. The Group anticipates that demand for such solutions will continue to grow in future. However, significant risks have also been identified that could affect revenues:

- Tighter climate regulations may lead to an increase in material prices. This could result in higher project costs and supply chain disruptions, particularly in the case of long-term contracts.

- Increased demand for new technologies, such as prefabrication and low-carbon materials like biocomposites and natural insulation, as well as materials such as bio-concrete and bioplastics, may incur costs associated with purchasing new machinery and vehicles, require investment in equipment and training, and cause supply chain disruptions.

[E1, AR 11(a–d)] The Group has assessed whether its key assets and business activities are exposed to climate-related risks. In the Group’s assessment, the locations of suppliers of on-going construction material supplies, due to their diversification and relatively easy substitutability, do not expose the Group’s operations and were therefore not subject to a climate risk assessment. A physical risk analysis was conducted for each category of key operations and associated assets based on the IPCC 8.5 scenario, identifying the climate risks that may affect them. Taking into account the financial impact and likelihood of occurrence, the materiality of the risks was assessed and it was determined that they may persist throughout the entire period covered by the analysis. The methodological approach was designed to ensure:

- an approach based on assets and geolocation, taking into account hazard data for a given location,
- a distinction between acute and chronic risks,
- the introduction of three time horizons, with the short-term horizon set at 1 year, the medium-term horizon at 10 years, and the 30-year horizon as the long-term horizon. These horizons are more appropriate for the valuation of assets and the conduct of the Group’s business,

The transition risk analysis includes an assessment of the impact of regulatory, technological, market and reputational changes resulting from the transition to a low-carbon economy (E1 AR 12, E1 AR 13). For this analysis, we developed scenarios assuming emissions reductions consistent with the Paris Agreement's 1.5°C targets. These scenarios reflect the current direction of climate policies, regulatory pressures, and the pace of technological transformation within the economy. The time horizons adopted were in line with those used in the double materiality process. The transition risk analysis incorporated risks arising from the company’s own operations as well as from the value chain within the scenarios concerning possible changes, in particular regulatory, technological and market changes. The Group has identified the potential consequences of stricter climate policies, as well as the need to adapt technologies to a low-carbon economy and potential changes regarding low-carbon materials. As part of this analysis, a qualitative assessment was carried out for each scenario, taking into account the impact on revenue and cost increases relating to quantitative variables. The assessment considered the likelihood and scale of transition events, which were deemed likely to occur throughout the analysed period. The Group has not identified any material assets or operations for which transitions have not been considered.

[(E1) AR 15] The results of the risk analysis align with the climate-related assumptions outlined in Note 4.5.4 of the ERBUD Group’s consolidated financial statements.

IRO-1 – Description of the process to identify and assess significant impacts, risks and opportunities associated with pollution

[(E2) 11] [(E2) AR 9] [(E2) 13] A dual materiality analysis has shown that pollution-related IROs are not material to the ERBUD Group. To identify potential or actual impacts, risks and opportunities relating to pollution, the Group reviewed its construction sector operations, including building construction, civil engineering, road construction and activities related to renewable energy installations, as well as the production of bituminous mix and prefabricated timber modules. As operations in the construction sector are conducted in a similar manner and under similar environmental conditions in every country, it was not necessary to review the specific locations where the Group and its subcontractors carry out these activities. The Group also analysed the wider value chain and assessed the negative impacts associated with the extraction phase and production of construction materials used in its operations, based on publicly available reports. The Group consults with affected communities on an on-going basis. Information boards are placed at its sites to provide contact details, including those of the site manager. Local communities can submit reports via the contact box. As a result, no significant issues were identified. The Group did not consult further with the community down the value chain. Regarding its production activities, the Group analysed records of exceeded standards for substances listed in Annex II of Regulation (EC) No 166/2006 of the European Parliament and of the Council ('Regulation on the European Pollutant Release and Transfer Register', or 'E-PRTR Regulation'). The Group also analysed its products and key materials used on construction sites for the presence of hazardous substances and substances of very high concern. This analysis did not identify any significant issues.

IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities relating to water and marine resources

[(E3) 8 a, b] [(E3) AR 15] Water and marine resources were identified as an issue during the double materiality analysis process. To identify the associated impacts, risks and opportunities, the Group reviewed its construction sector activities, including building construction, civil engineering, road construction and renewable energy installation activities, as well as bituminous mix and prefabricated timber module production. As operations in the construction sector are conducted in a similar manner and under similar environmental conditions in every country, it was not necessary to review the specific locations where the Group and its subcontractors carry out these activities. Regardless of location, the Group's operations and those of its subcontractors do not involve significant water consumption; water is mainly used for concrete curing. However, water consumption is a significant issue within the value chain, particularly in the construction materials sector, primarily in cement production. This is based on publicly available information, as the Group has no information on the matter. In 2025, the ERBUD Group did not use goods related to marine resources that are important for maintaining the good environmental status of marine waters and conserving marine resources. The entity consults with affected communities on an on-going basis by placing information boards at its sites, where contact details are provided, and via the ERBUD Group's dedicated dialogue platform: www.dialog.erbud.pl. The contact inbox receives reports from local communities. As a result, no additional material issues were identified. The Group did not consult with communities further down the value chain.

IRO-1 – A description of the process to identify and assess material impacts, risks and opportunities related to biodiversity and ecosystems

[E4 17a) The ERBUD Group has assessed the actual and potential impacts on biodiversity and ecosystems within its own operations and across its upstream and downstream value chain. This assessment was conducted in accordance with the principles and criteria set out for the double materiality process. With regard to its own operations, the Group has many years of experience in implementing projects that take biodiversity into account as specified in administrative decisions. (E4) 17b) The Group's activities do not rely on ecosystem services. Every planned investment is analysed by the Group in terms of its impact on biodiversity and ecosystems. Due to the unique characteristics of the construction industry, the Group's projects are based on environmental permits. These permits require the Group to implement the specified measures aimed at minimising any potential negative impact on biodiversity. All of the timber purchased by the Group for the production of prefabricated timber modules is 100% FSC-certified [(E4) 17 c, d] . The materiality analysis from a financial perspective identified only negative impacts; no risks or opportunities relating to biodiversity and ecosystems were identified, including transition, physical, or systemic risks and opportunities.

[(E4) 17 e)] [(E4) 17 e) ii., iii.] The ERBUD Group primarily carries out projects on the basis of documentation provided by investors. Consultations with the local community take place during the stage at which the project documentation is approved. The Group has not consulted with the community along the value chain. According to publicly available reports from international organisations, GHG emissions and the extraction and production of materials may negatively impact biodiversity and ecosystems. However, the exact locations of these activities have not been specified. The Group did not consult with communities further down the value chain. [(E4) 19 a)] The ERBUD Group does not have any permanent facilities, such as company headquarters, branch offices or plants, located in or near biodiversity-sensitive areas. Some of the construction projects carried out by the Group in 2025 were implemented near areas sensitive in terms of biodiversity (e.g. a Natura 2000 site or a national park buffer zone). [(E4) 19 b)] None of these projects had a significant adverse impact on these areas, nor was there a need to implement measures to mitigate biodiversity loss. The Group takes all necessary measures to mitigate potential adverse impacts in accordance with the environmental decisions obtained by the investor.

IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities connected with resource use and circular economy

[E5 11a) The ERBUD Group identified and assessed the material impacts, risks, and opportunities associated with resource use and the circular economy as part of the double materiality analysis process. The Group reviewed its own operations and the value chain at both the upstream and downstream levels. This included activities in the construction sector, such as building construction, civil engineering and road construction, as well as activities related to renewable energy installations and the production of bituminous mix and prefabricated timber modules. However, the greatest consumption of raw materials in the value chain occurs in the production of building materials and components for renewable energy systems. As operations in the

construction sector consume natural resources and impact the circular economy regardless of location, it was not necessary to review the specific locations where the Group and its subcontractors operate.

During the analysis, the Group utilised information reported, inter alia, as part of the BDO, as well as quantitative and qualitative data on resources. [(E5) AR 7] The Group considered that resource inflows and outflows, including waste management, are significant issues relating to all on-going investments and the operations of stationary units, such as bituminous mix plants and the MOD21 production facility. In the course of the analysis, the Group took into account the raw materials and materials used by the Group and those purchased or used in on-going projects, including rare earth elements. The Group concluded that the highest concentration of material use occurs during the construction phase. The Group considered the significant environmental and social impacts and risks associated with the consumption of natural resources and waste generation, as well as the opportunities presented by the transition to a circular economy. The Group displays information boards at its sites providing contact details. Reports from local communities can be submitted via the contact box. As a result, no additional material issues were identified. The Group did not consult communities further down the value chain.

IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities connected with business conduct

[G1] In order to identify potential or actual impacts, risks and opportunities relating to business conduct issues, the Group reviewed its operations in the construction sector. This included building construction, civil engineering, road construction and activities related to renewable energy installations, as well as the production of bituminous mix and prefabricated timber modules. Consistent business conduct principles apply regardless of the location of operations; therefore, the double materiality analysis was conducted jointly for all operations and locations. The Group considers it essential that the impacts, risks and opportunities associated with business conduct stem from the implementation of integrated policies and consistent practices throughout the Group, regardless of location or business activity. All companies within the Group operate on a B2B model and are governed by the same principles and practices regarding business conduct, and the transaction structure is uniform. Business conduct management is consistent across the entire Group, with minor differences arising from national legislation. The Group applies the same criteria when assessing business conduct, including in relation to the activities of its suppliers.

IRO-2 – Disclosure Requirements in ESRS covered by the undertaking’s sustainability statement.

[ESRS 2 59] The information to be disclosed regarding impacts, risks and opportunities was determined by identifying material sustainability issues (i.e. issues that are material from an impact or financial perspective, or both, in accordance with the dual materiality approach). Details of the thresholds set are provided in IRO 1, in accordance with the recommendations contained in ESRS 1, Section 3.2.

The table below outlines the relationship between material information that requires disclosure and the impacts, risks and opportunities identified by the ERBUD Group as material.

[ESRS 2, 56] A list of the disclosure requirements that were met when preparing the sustainability statement, following the materiality assessment, can be found at the beginning of the sustainability report.

List of data bullet points contained in cross-section and thematic standards under other EU legislation ³	Legal act	Page
ESRS 2 GOV-1 Board's gender diversity, paragraph 21 (d)	SFDR, BRR	127
ESRS 2 GOV-1 Percentage of board members who are independent, paragraph 21 (e)	BRR	127
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	SFDR	137
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities, paragraph 40 (d) (i)	SFDR, CRR, BRR	Not applicable
ESRS 2 SBM-1 Involvement in activities related to chemical production, paragraph 40 (d) (ii)	SFDR, BRR	Not applicable
ESRS 2 SBM-1 Involvement in activities related to controversial weapons, paragraph 40 (d) (iii)	SFDR, BRR	Not applicable
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco, paragraph 40 (d) (iv)	BRR	Not applicable
ESRS E1-1 Transition plan to reach climate neutrality by 2050, paragraph 14	Regulation (EU) 2021-1119 Article 2 (1)	199
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks, paragraph 16 (g)	CRR, BRR	Not applicable
ESRS E1-4 GHG emission reduction targets, paragraph 34	SFDR, CRR, BRR	202
ESRS E1-5 Energy consumption from fossil sources disaggregated (only high climate impact sectors), paragraph 38	SFDR	Not applicable
ESRS E1-5 Energy consumption and mix, paragraph 37	SFDR	203
ESRS E1- Energy intensity associated with activities in high climate impact sector, paragraphs 40–43	SFDR	203
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions, paragraph 44	SFDR, CRR, BRR	205
ESRS E1-6 Gross GHG emissions intensity, paragraph 53–55	SFDR, CRR, BRR	205
ESRS E1-7 GHG removals and carbon credits, paragraph 56	Regulation (EU) 2021-1119 Article 2 (1)	Not applicable
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66	BRR	Not applicable
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic	CRR	The entity benefits from

³ The table does not include the requirements of standards for which the Group has opted for an exemption.

physical risk, paragraph 66 (a)		the exemption
ESRS E1-9 Location of significant assets at material physical risk, paragraph 66 (c)	CRR	The entity benefits from the exemption
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes, paragraph 67 (c)	CRR	The entity benefits from the exemption
ESRS E1-9 Degree of exposure of the portfolio to climate related opportunities, paragraph 69	BRR	Not applicable
ESRS E2-4 Amount of each pollutant listed in Annex II of the EPRT Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	SFDR	Insignificant
ESRS E3-1 Water and marine resources paragraph 9	SFDR	214
ESRS E3-1 Dedicated policy, paragraph 13	SFDR	214
ESRS E3-1 Sustainable oceans and seas, paragraph 14	SFDR	Not applicable
ESRS E3-4 Total water recycled and reused, paragraph 28 (c)	SFDR	Insignificant
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations, paragraph 29	SFDR	Insignificant
ESRS 2 SBM-3-E4 paragraph 16 (a) paragraph (i)	SFDR	The entity benefits from the exemption
ESRS 2 SBM-3-E4 paragraph 16 (b)	SFDR	The entity benefits from the exemption
ESRS 2 SBM-3-E4 paragraph 16 (c)	SFDR	The entity benefits from the exemption
ESRS E4-2 Sustainable land /agriculture practices or policies, paragraph 24 (b)	SFDR	The entity benefits from the exemption
ESRS E4-2 Sustainable oceans / seas practices or policies, paragraph 24 (c)	SFDR	The entity benefits from the exemption
ESRS E4-2 Policies to address deforestation, paragraph 24 (d)	SFDR	The entity benefits from the exemption
ESRS E5-5 Non-recycled waste, paragraph 37 (d)	SFDR	222
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	SFDR	222
ESRS 2 SBM-3-S1 Risk of incidents of forced labour, paragraph 14 (f)	SFDR	Insignificant
ESRS 2 SBM-3-S1 Risk of incidents of child labour, paragraph 14 (g)	SFDR	Insignificant
ESRS S1-1 Human rights policy commitments, paragraph 20	SFDR	228

ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 21	BRR	228
ESRS S1-1 Processes and measures for preventing trafficking in human beings, paragraph 22	SFDR	228
ESRS S1-1 Workplace accident prevention policy or management system, paragraph 23	SFDR	228
ESRS S1-3 Grievance/complaints handling mechanisms, paragraph 32 (c)	SFDR	232
ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88 (b) and (c)	SFDR, BRR	242
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness, paragraph 88 (e)	SFDR	242
ESRS S1-16 Unadjusted gender pay gap and weighted average gender pay gap, paragraph 97 (a)	SFDR, BRR	243
ESRS S1-16 Excessive CEO pay ratio, paragraph 97 (b)	SFDR	243
ESRS S1-17 Incidents of discrimination, paragraph 103 (a)	SFDR	Insignificant
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD, paragraph 104 (a)	SFDR, BRR	Insignificant
ESRS 2 SBM-3-S2 Significant risk of child labour or forced labour in the value chain, paragraph 11 (b)	SFDR	The entity benefits from the exemption
ESRS S2-1 Human rights policy commitments, paragraph 17	SFDR	The entity benefits from the exemption
ESRS S2-1 Policies related to value chain workers paragraph 18	SFDR	The entity benefits from the exemption
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines, paragraph 19	SFDR, BRR	The entity benefits from the exemption
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 19	BRR	The entity benefits from the exemption
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	SFDR	The entity benefits from the exemption
ESRS S3-1 Human policy commitments, paragraph 16	SFDR	Insignificant
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines, paragraph 17	SFDR, BRR	Insignificant
ESRS S3-4 Human rights issues and incidents, paragraph 36	SFDR	Insignificant
ESRS S4-1 Policies related to consumers and end-users, paragraph 16	SFDR	Insignificant
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and	SFDR, BRR	Insignificant

OECD guidelines, paragraph 17		
ESRS S4-4 Human rights issues and incidents, paragraph 35	SFDR	Insignificant
ESRS G1-1 United Nations Convention against Corruption, paragraph 10 (b)	SFDR	244
ESRS G1-1 Protection of whistleblowers, paragraph 10 (d)	SFDR	244
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, paragraph 24 (a)	SFDR, BRR	Insignificant
ESRS G1-4 Standards of anticorruption and anti- bribery, paragraph 24 (b)	SFDR	Insignificant

SFDR - Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on disclosure of information related to sustainable development in the financial services sector (Regulation on disclosure of information related to sustainable development in the financial services sector) (OJ L 317, 9.12.2019, p. 1).

CRR - Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms, amending Regulation (EU) No 648/2012 (Capital Requirements Regulation, 'CRR') (OJ L 176, 27.6.2013, p. 1).

BRR - Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices to be used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing a framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 (European Climate Law) (OJ L 243, 9.7.2021, p. 1).

Taxonomy

In accordance with Article 8 of Regulation (EU) 2020/852 (Taxonomy), the following provides information on the extent and degree to which the ERBUD Group's activities qualify as environmentally sustainable (in line with the taxonomy).

The legal grounds for the indicator calculation and the data presentation are as follows:

- Regulation (EU) 2020/852,
- Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021. (Delegated Act specifying technical eligibility criteria), updated by Commission Delegated Regulation (EU) 2023/2485 of 27 June 2023,
- Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 (Delegated Act to Article 8 of the Taxonomy),
- Commission Delegated Regulation (EU) 2022/1214 of 9 March 2022 (concerning nuclear and natural gas activities),
- Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023, supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council and amending Commission Delegated Regulation (EU) 2021/2178.

The key performance indicators have been prepared in accordance with the requirements of Delegated Regulation (EU) 2021/2178, based on the best available knowledge and exercised due diligence. Taking into account the amendments to the EU Taxonomy delegated regulations introduced by the regulation published on 8 January 2026 (Commission Delegated Regulation (EU) 2026/73), the ERBUD Group has decided, pursuant to Article 4 thereof, to apply the rules in force until its publication without applying the introduced changes.

The assessment of business activity compliance with the Taxonomy within the framework of the KPIs was carried out on the basis of the technical criteria set out in the following Delegated Acts: (EU) 2021/2139, (EU) 2022/1214, (EU) 2023/2485 and (EU) 2023/2486.

This statement relates to the ERBUD Group's activities for the period from 1 January to 31 December 2025.

Minimum guarantees

The ERBUD Group complies with the Minimum Safeguards as set out in Article 18 of Regulation (EU) 2020/852. The assessment of compliance with the Minimum Safeguards was carried out on the basis of the recommendations contained in the Final Report on the Minimum Safeguards, prepared by the Sustainable Finance Platform (October 2022). This document indicates that non-compliance with the Minimum Safeguards occurs when at least one of two conditions within the four action areas is met:

- Human rights
- Corruption
- Taxation

- Fair competition

Human rights

The ERBUD Group implements a comprehensive due diligence process in the field of human rights and labour rights, in accordance with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, as confirmed by the provisions set out in documents such as: the Human Rights and Labour Rights Policy, the Code of Ethics, Diversity Management Policy, and the Regulations and Procedure for Reporting Violations. The Human Rights and Labour Rights Policy clearly states that it forms an integral part of due diligence, encompassing the identification of potential and actual risks of violations, the prevention of adverse impacts, and the implementation of remedial measures. This process is complemented by an operational whistleblowing system, available to employees and external stakeholders, ensuring confidentiality, multiple reporting channels and a clear procedural framework.

During the reporting period, no incidents or indications of improper implementation of the due diligence process were identified, nor were any cases of human rights or labour rights violations recorded. The Group remained fully open to cooperation with stakeholders; there were no refusals to cooperate or reports to the OECD National Contact Point concerning ERBUD's activities that would be considered inconsistent with the OECD Guidelines. Furthermore, the Business and Human Rights Resource Centre (BHRRRC) did not raise any allegations against the Group to which ERBUD failed to respond within the prescribed three-month period. The Group regularly monitors the effectiveness of the measures implemented by assessing compliance with policies and analysing reports submitted via the whistleblowing system. Information on human rights is disclosed, inter alia, in sustainability reports and through the publication of policies on the website. During the period in question, there were no convictions of the organisation or its representatives for breaches of labour rights.

Corruption

The ERBUD Group has a consistent and formalised anti-corruption due diligence process, which is underpinned by the Anti-Corruption Policy and supplemented by the provisions of the Code of Ethics, the Regulations and the Whistleblowing Procedure. The Anti-Corruption Policy adopts a zero-tolerance approach to corruption and obliges employees to identify risks in areas particularly vulnerable to abuse, such as tenders, supplier selection, contact with public authorities, and procurement processes. The document specifies a list of prohibited practices, ranging from bribery to tender manipulation, and sets out preventive measures. These include regulations on gifts and hospitality, as well as a requirement to report any attempts at corruption. The Group also operates a whistleblowing system accessible to external stakeholders, based on multiple confidential communication channels, which enables the analysis of reports, verification of their validity and the implementation of follow-up actions. The effectiveness of the policy is monitored through on-going supervision by managers of organisational units regarding compliance with the rules and the analysis of reports received via the whistleblowing system. Information on anti-corruption measures is disclosed in ESG reports and through the publication of relevant policies on the Group's website. In 2025, there were no cases of the ERBUD

Group or its senior management – including the management of subsidiaries – being convicted of corruption, which indicates that the adopted standards and procedures for preventing misconduct are functioning correctly.

Taxes

The ERBUD Group has a structured and transparent tax management policy in place. Due diligence considerations are an integral part of this policy and of corporate governance. In accordance with the Statement on the Tax Strategy in Place, the company has implemented a formal tax risk management system comprising a tax strategy and a set of detailed operational procedures. These include MDR, WHT and JPK_VAT mechanisms, procedures for verifying contractors on the 'white list', and processes for assessing the tax implications of new and non-standard transactions, as well as a loan policy. Through on-going analyses carried out by ERBUD Shared Services (CUW) and with the support of external advisers, the Group identifies actual and potential tax risks, enabling it to respond quickly to legislative changes and minimise the likelihood of irregularities occurring. The Group's whistleblowing system, as described in the Whistleblowing Policy and Procedure, also supports compliance. This system allows potential breaches to be reported by stakeholders outside the organisation. The effectiveness of tax processes is monitored through regular assessments of operating procedures, analysis of tax events and oversight of adapting systems to new obligations, such as KSeF or JPK_CIT. Information on the Group's approach to taxation is disclosed publicly in sustainability reports and through the publication of the tax strategy. During the reporting period, neither the ERBUD Group nor its subsidiaries were found to have breached tax law.

Fair competition

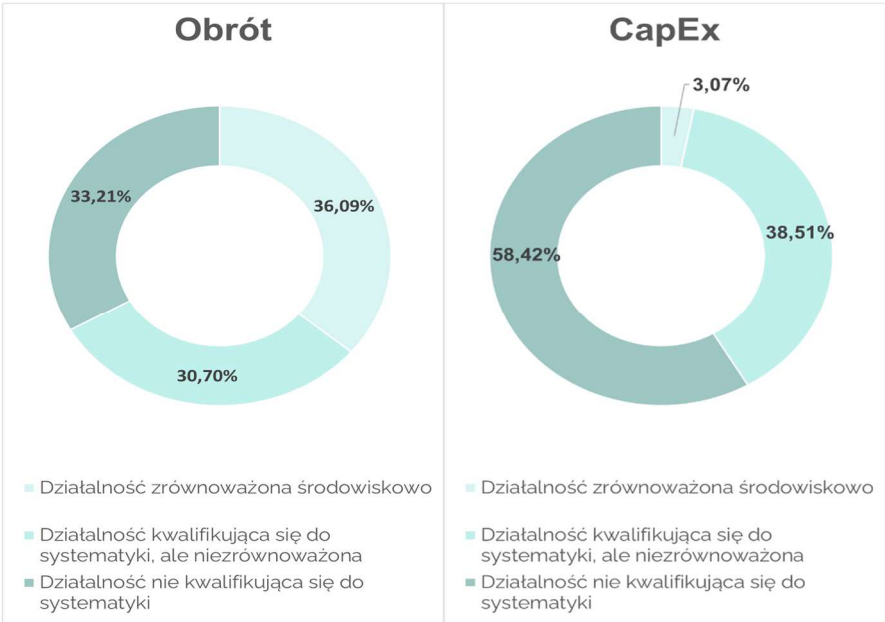
The ERBUD Group's approach to the principles of fair competition is preventive and systematic in nature, as reflected in the regulations set out in the Code of Ethics, the Supplier Code of Conduct and the Procurement Policy. These documents set out the obligation to comply with competition law and to apply fair practices in commercial relations, excluding actions such as price fixing, unauthorised market sharing, exerting pressure on business partners or other practices that violate antitrust rules. At the same time, the Supplier Code of Conduct extends these expectations to the entire supply chain, obliging cooperating entities to conduct their business in a manner consistent with competition law and enabling ERBUD to undertake control measures, including audits and termination of cooperation, where there is a suspicion of violations. The identification of risks related to fair competition is supported by the provisions of the Code of Ethics concerning conflicts of interest and the prohibition on undertaking actions that could restrict market freedom. The 'four-eyes' principle and the requirement for transparent documentation of procurement procedures, as set out in the Procurement Policy, are operational mechanisms that provide an additional safeguard and reduce the likelihood of unfair tendering practices. The Group also uses a formal whistleblowing system based on multiple confidential channels, as defined in the Whistleblowing Regulations and Procedure. This system enables employees and external stakeholders to report suspected breaches of competition rules, and guarantees that reports are analysed and acted upon. Monitoring compliance with fair competition principles is carried out through compliance

oversight and the assessment of procurement processes, as well as the ability to verify suppliers' practices. Information on competition rules is disclosed in sustainability reports and publicly available policies. In 2025, there were no court judgements or administrative decisions confirming a breach of competition law by the ERBUD Group or its senior management, including that of its subsidiaries.

In addition, the 'do no significant harm' principle referred to in Article 2(17) of Regulation (EU) 2019/2088 must be observed in accordance with the provision. To this end, the Group conducts an analysis of the pay gap to monitor it and develop the most effective solutions in this area. The Group has also implemented a diversity policy and is gradually increasing the representation of the under-represented gender on the supervisory board. These measures aim to achieve the diversity targets set out in national legislation implementing Directive (EU) 2022/2381, which aims to improve gender balance among directors of listed companies.

Summary of taxonomic indicators

Following an analysis of projects, services and investment plans, it has been established that the ERBUD Group carries out activities that are eligible under the EU Taxonomy, as well as activities that meet the technical eligibility criteria and can be classified as sustainable. The percentage breakdown of key performance indicators (KPIs) is presented below:



Polish (original)	English (translation)
Obrót	Turnover
CapEx	CapEx
Działalność zrównoważona środowiskowo	Environmentally sustainable activities
Działalność kwalifikująca się do systematyki, ale niezrównoważona	Activities that fall within the classification but are not sustainable
Działalność nie kwalifikująca się do systematyki	Activities that do not fall within the classification

A summary of the ERBUD Group's analysis of taxonomic KPIs indicates that in 2025:

- Activities compliant with the EU Taxonomy accounted for:
 - 36.09% of turnover,
 - 3.07% of capital expenditure (Capex),
- Activities that were eligible but did not meet the requirements for full compliance accounted for:
 - 30.70% of turnover,
 - 38.51% of capital expenditure,
- Activities not eligible for the taxonomy accounted for:
 - 33.21% of turnover,
 - 58.42% of capital expenditure.

With regard to 2025, the Group has opted to report the operating expense KPI with a zero numerator, as these expenses are immaterial within the Group's business model. This is in accordance with the provisions of Commission Delegated Regulation (EU) 2021/2178.

The table below summarises the amounts for each KPI.

	Turnover (PLN M)	Capex (PLN M)	Opex (PLN M)
Value of the KPI denominator in 2025	3 258.22	87.22	69.65
Sustainable activities (compliant with the classification system)	1 175.83	2.68	-
Unsustainable activities (eligible for the classification system but non-compliant)	1 000.20	33.59	-
Activities not eligible for the classification system	1 082.18	50.96	-

The ERBUD Group also analyses taxonomy KPIs in terms of their share of the individual business segments. The table below shows the revenue generated from EU Taxonomy-compliant activities and those that are eligible for the taxonomy. This enables the ERBUD Group to assess the progress of its individual operational areas in transitioning to a sustainable business model.

Business segment	Compliant operations (PLN M)	%	Eligible operations (PLN M)	%
RES	691.29	59%	0.00	0%
Building construction—domestic and foreign countries	289.28	25%	939.02	94%
Maintenance services—domestic	0.00	0%	10.41	1%
Modules	146.87	12%	0.12	0%
Hydroengineering	0.00	0%	10.05	1%
Road engineering	48.38	4%	40.61	4%
	1 175.83	100%	1 000.20	100%

The ERBUD Group's revenue that is compliant with the EU Taxonomy is primarily concentrated in the renewable energy and domestic and international construction segments. Total revenue compliant with the EU Taxonomy amounted to PLN 1,175.83 million, while revenue qualifying for the EU Taxonomy reached PLN 1,000.20 million.

The RES segment accounted for the largest share of EU Taxonomy-compliant revenue, generating PLN 691.29 million — representing 59% of the total. This revenue stems from activities relating to the production of electricity from renewable energy sources. The second most significant segment is building volume, both domestic and international, accounting for 25% of revenue compliant with the EU Taxonomy (PLN 289.28 million).

The building construction segment dominates the revenue eligible under the EU Taxonomy, generating PLN 939.02 million — 94% of this category. This mainly comprises activities related to the construction of new buildings, renovation of existing structures and improving energy efficiency.

The remaining segments — modules, civil engineering, domestic services, and hydrotechnology — account for only a small proportion of taxonomy-compliant revenue. The module segment generates 13% of revenue that complies with the EU Taxonomy, while the service and hydrotechnology segments show only minor revenue that is eligible. The engineering and road construction segments have both compliant and eligible revenue, but this is relatively insignificant on a Group-wide scale.

KPI Turnover

Accounting principles

The sales figures included in the denominator of the performance indicator are taken from the ERBUD Group Consolidated Financial Statements as at 31 December 2014. The Group has applied the same accounting policies for the Taxonomy reporting as for the ERBUD Group Consolidated Financial Statements. There were no changes in accounting policies in 2024.

These statements have been prepared in accordance with International Financial Reporting Standards (IFRS) as endorsed by the European Union. This income is shown in the consolidated statement of income and other comprehensive income under the heading "Revenue from the sales of goods and services" (in Note 4.1 to the ERBUD Group Consolidated Financial Statements).

Information on the assessment of compliance with Regulation (EU) 2020/852

The different revenue categories of the ERBUD Group were analysed for taxonomy eligibility. This process included an analysis of the activities eligible for taxonomy eligibility as defined in EU Regulation 2021/2139 and EU Regulation 2022/1214. Based on the analysis, ten activities eligible for taxonomy eligibility were identified:

Code	Name of activity
CE 3.4	Maintenance of roads and motorways
CCM 4.1	Photovoltaic electricity generation
CCM 4.3	Wind power generation
CCM 4.15	District heating/cooling
CCM 6.13	Infrastructure for personal mobility, bicycle logistics
CCM 6.16	Infrastructure supporting road and public transport
CCM 7.1.	Construction of new buildings
CCM 7.2.	Renovation of existing buildings
CCM 7.3.	Installation, maintenance and repair of energy efficiency equipment
CCM 7.6	Installation, maintenance and repair of renewable energy technology systems

Each of the activities identified was analysed against the technical criteria set out in Regulation (EU) 2021/2139, Regulation (EU) 2023/2485 and Regulation (EU) 2023/2486. The analysis was carried out by the project team, and the requirements of each technical criterion were consulted and confirmed by knowledgeable persons within the organisation, allowing for a reliable assessment of the fulfilment of the criteria. Prior to the analysis, a questionnaire containing the technical eligibility criteria set out in the relevant Delegated Acts was completed for each project.

Each construction site has been assessed against the technical criteria of making a significant contribution to the assigned environmental objective (climate change mitigation; transition to a circular economy) and not causing serious damage to the other environmental objectives identified in the taxonomy.

Due to the specific nature of the ERBUD Group's activities, the analysis was carried out in relation to individual projects carried out by the Group. As a result of the analysis, it was determined that:

- for 5 activities (4.1, 4.3, 6.13, 7.3 and 7.6), all revenue has been classified as taxonomy-aligned.
- within two activities (7.1 and 7.2), only some of the revenue meets the taxonomy compliance criteria and has therefore been classified as taxonomy-aligned. The remainder of the revenue from these activities has been classified as eligible but not taxonomy-aligned.
- under the remaining activities (3.4, 4.15 and 6.16), all revenue has been classified as eligible but not taxonomy-aligned.

The taxonomy aligned activities comprise:

- solar and wind power generation
- construction of new buildings, including residential and industrial buildings, public buildings, shopping centres, office buildings, healthcare facilities, etc.
- development of infrastructure related to personal mobility (e.g. cycle paths).

- renovation of existing buildings to accommodate new functions.
- installation, maintenance and repair of energy efficiency equipment and renewable energy systems.

Eligible activities include projects involving:

- support for distribution in heating/cooling systems.
- infrastructure and facilities for the transshipment of goods in intermodal transport, including terminal infrastructure and load-bearing structures for loading, unloading and transshipment.
- maintenance of roads and motorways.

To avoid double counting, individual revenue amounts were assigned to one activity. Once assigned to an activity, they were not included in further analyses.

Contribution to multiple goals

Not applicable. No revenues linked to activities contributing to more than one environmental goal were identified.

Disaggregation of key performance indicators

Not applicable.

Contextual information

The total revenues shown in the numerator of the performance indicator is derived from contracts with customers. Neither the numerator of the key performance indicator nor the qualifying activities include amounts related to activities performed for the Group's own consumption.

Financial year 2025	2025			Material contribution criteria						Criteria concerning DNSH principle									
Business activity (1)	Code(s) (2)	Turnover (3)	A part of turnover, Year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum guarantees (17)	Share of taxonomy aligned activities (A.1) or eligible for taxonomy (A.2) Turnover, 2023 (18)	Support activities category (19)	Transition-related activities category (20)
		PLN M	%	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T/N	T/N	T/N	T/N	T/N	T/N	T/N	&	E	T
A. ACTIVITIES ELIGIBLE FOR TAXONOMY																			
A.1 Type of environmentally sustainable activities (taxonomy aligned)																			
Photovoltaic power generation	CCM 4.1	419.19	12.87%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	6.80%		
Wind power generation	CCM 4.3	271.78	8.34%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	13.80%		
Infrastructure supporting personal mobility, bicycle logistics	CCM 6.13	48.38	1.48%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	2.20%	E	
Construction of new buildings	CCM 7.1	325.82	10.00%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	4.50%		
Renovation of existing buildings	CCM 7.2	0.44	0.01%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	0.30%		T
Installation, maintenance and repair of energy-efficiency equipment	CCM 7.3	109.89	3.37%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	1.70%	E	
Installing, maintaining and repairing renewable energy systems	CCM 7.6	0.32	0.01%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	0.10%	E	
Turnover related to environmentally sustainable activities (taxonomy aligned) (A.1)			1,175.83	36.09%	36.09%	-	-	-	-	-	-	-	-	-	-	-	29.40%		
Including support activities			158.60	4.87%	4.87%	-	-	-	-	T	T	T	T	T	T	T			
Including transition-related activities			0.01%	0.01%						T	T	T	T	T	T	T			
A.2 Activities that qualify for taxonomy but are environmentally unsustainable (activities not taxonomy aligned)																			
		PLN M	%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL								%		

Maintenance of roads and motorways	CE 3.4	40.61	1.25%	N/EL	N/EL	N/EL	N/EL	EL	N/EL		2,00%
Distribution in district heating/cooling systems	CCM 4.15	10.41	0.32%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0,30%
Infrastructure supporting personal mobility, bicycle logistics	CCM 6.13	0.00	0.00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0,10%
Infrastructure supporting low-emission road transport and public transport	CCM 6.15	0.00	0.00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0,10%
Construction of new buildings	CCM 6.16	10.05	0.31%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		-
Renovation of existing buildings	CCM 7.1	939.08	28.82%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		31,80%
Maintenance of roads and motorways	CCM 7.2	0.05	0.00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0,40%
Turnover related to activities eligible for taxonomy, but not sustainable environmentally (not taxonomy aligned activities) (A.2)		1,000.20	30.70%	29.45%	-	-	-	1.25%	-		34,70%
A. Turnover related to activities eligible for taxonomy (A.1+A.2)		2 176.03	66.79%	65.54%	-	-	-	1.25%	-		64,10%
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY											
Turnover from activities not eligible for taxonomy		1,082.18	33.21%								
TOTAL		3,258.22	100%								

	A portion of turnover / Total turnover	
	Taxonomy aligned by targets	Taxonomy aligned by targets
CCM	36.09%	29.45%
CCA	-	-
WTR	-	-
CE	-	1.25%
PPC	-	-
BIO	-	-

KPI Capex

Accounting principles

The capital expenditure figures included in the denominator of the key performance indicator are taken from the Group's Consolidated Financial Statements as at 31 December 2025 drawn up in accordance with International Financial Reporting Standards (IFRS), as endorsed by the European Union and shown in Note 6.1 Tangible Fixed Assets under the heading Purchase. The Capex KPI denominator comprises costs accounted for on the grounds of:

- IAS 16 Tangible Fixed Assets, paragraph 73 (e) (i) and (iii);
- IAS 38 Intangible Assets, paragraph 118 (e) (i);
- IAS 40 Investment Property, paragraph 76 (a) and (b) (in the case of the fair value model);
- IAS 40 Investment Property, paragraph 79 (d) (i) and (ii) (in the case of the cost model based on purchase price or production costs);
- IAS 41 Agriculture, paragraph 50 (b) and (e);
- IFRS 16 Leases, paragraph 53 (h).

Information on the assessment of compliance with Regulation (EU) 2020/852

The various categories of ERBUD Group investments have been analysed in accordance with the provisions of EU Regulation 2021/2178, Annex I, point 1.1.2.2, to determine whether they meet one of the following conditions:

- a. are concerned with assets or processes related to a taxonomy aligned business activities;
- b. are part of a plan to expand a systematically compliant business activity or to enable a systematically eligible business activity to comply with the systematics ('capital expenditure plan') under the conditions set out in the second paragraph of this paragraph 1.1.2.2;
- c. relate to the purchase of products of a taxonomy aligned business activity and individual measures that enable the targeted activity to become low carbon or enable it to reduce greenhouse gas emissions, in particular the activities listed in paragraphs 7.3 to 7.6 of Annex I to the Climate Delegated Act, as well as other business activities listed in the delegated acts adopted pursuant to Article 10(3) and (6) of the Climate Delegated Act, 6 of Annex I of the Climate Delegated Act and other economic activities listed in the delegated acts adopted pursuant to Article 10(3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) or Article 15(2) of Regulation (EU) 2020/852, provided that those measures are implemented and triggered within 18 months.

Based on the analysis carried out, capital expenditures were identified that are linked to a single taxonomy aligned activity and thus meets criterion a) hereinabove:

Code	Name of activity
CCM 4.1	Electricity generation using photovoltaic technology

The analyses also identified capital expenditure associated with two activities that were classified as eligible but not taxonomy aligned:

Code	Name of activity
CCM 6.5	Transport by motorbikes, passenger cars and light commercial vehicles
CCM 7.7	Construction of new buildings

The ERBUD Group does not have a capital expenditure plan, as referred to in Section 1.1.2. of Annex I to EU Regulation 2021/2178, therefore no capital expenditure meeting the criteria set forth in letter b) hereinabove has been identified.

In order to avoid double counting, in the case of capital expenditures related to more than one activity, the expenditures have been allocated proportionally to the revenue from that activity.

Contribution to multiple targets

Not applicable. No capital expenditure has been identified that relates to activities contributing to the achievement of more than one environmental objective.

Disaggregation of key performance indicators (KPIs)

The Key Performance Indicator has not been disaggregated.

Contextual information

The capital expenditure shown in the numerator of the Key Performance Indicator is linked to the business activities carried out by the ERBUD Group.

Financial Year 2024	2024			Material Contribution Criteria						DNSH Principle Criteria									
Business activity (1)	Code(s) (2)	Capital expenditures, Capex (3)	A part of turnover, Year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum guarantees (17)	Share of taxonomy aligned activity (A.1) or eligible for taxonomy (A.2) Capex, 12023 (18)	Support activities category (19)	Transition-related activities category (20)
		PLN M	%	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T/N	T/N	T/N	T/N	T/N	T/N	T/N	%	E	T
A. ACTIVITY ELIGIBLE FOR TAXONOMY																			
A.1 Types of activity environmentally sustainable (taxonomy aligned)																			
Electricity generation using photovoltaic technology	CCM 4.1	2.68	3.07%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	-		
Installation, maintenance and repair of renewable energy systems	CCM 7.6	0.00	0.00	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	0.01%		
Capex on environmentally sustainable activity (taxonomy aligned) (A.1)		2.68	3.07%	3.07%	-	-	-	-	-	-	-	-	-	-	-	-	-		
Including support activities		-																	
Including transition-related activities		-																	
A.2 Activities that qualify for taxonomy but are environmentally unsustainable (activities not taxonomy aligned)																			
		PLN M	%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL								%		
Photovoltaic power generation	CCM 4.1	0	0.00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								37.9%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	10.30	11.81%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.3%		
The purchase of a property and the registration of ownership of that property	CCM 7.7	23.28	26.69%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-		
Capex on activity eligible for taxonomy, but not environmentally sustainable (not taxonomy aligned activity) (A.2)		33.59	38.51%	38.51%	-	-	-	-	-								8.3%		
A. Capex on activity eligible for taxonomy (A.1+A.2)		36.26	41.58%	41.58%	-	-	-	-	-								38.3%		
B. ACTIVITY NOT ELIGIBLE FOR TAXONOMY																			
Capex on activity not eligible for taxonomy		50.96	58.42%																
TOTAL		87.22	100%																

	A portion of CAPEX / Total CAPEX	
	Taxonomy aligned by targets	Taxonomy aligned by targets
CCM	3.07%	38.51%
CCA	%	%
WTR	%	%
CE	%	%
PPC	%	%
BIO	%	%

KPI Opex

Accounting Principles

The operating expenditure figures included in the denominator of the key performance indicator are a component of the ERBUD Group's Consolidated Financial Statements as at 31 December 2025.

These statements have been prepared in accordance with International Financial Reporting Standards (IFRS) as endorsed by the European Union. Operating expenses are shown in the Consolidated Statement of Profit and Loss and Other Comprehensive Income under the headings:

- Cost of goods and services sold,
- Costs of sales,
- G&A costs.

Pursuant to Annex 1 of Regulation (EU) 2021/2178, for the calculation of the Opex KPI, the following expenses were taken into account:

- research and development efforts,
- building renovation activities,
- short-term leases,
- maintenance and repairs,
- any other direct expenses related to the on-going maintenance of tangible assets - either by the company or by third parties (outsourcing) - necessary to ensure their continuous and efficient operation, provided they could be fully allocated to the Opex denominator.

The various categories of operating expenses of the ERBUD Group, as shown in the denominator of the key performance indicator, were analysed in order to determine whether they met the criteria set forth in Regulation (EU) 2021/2178. The analysis aimed at determination whether the expenses met one or more of the following conditions:

- a. relate to assets or processes related to the taxonomy aligned business activity, including training and other human resources adaptation needs and direct non-capitalised costs that represent research and development efforts
- b. are part of a plan to expand a taxonomy aligned business activity or to enable a business activity eligible for taxonomy to adapt to taxonomy ('capital expenditure plan') under the conditions set forth in the second intend of this paragraph 1.1.2.2;
- c. are concerned with the purchase of products from a taxonomy aligned business activity and individual measures that enable the targeted activity to become low carbon or reduce its greenhouse gas emissions, in particular the activities listed in paragraphs 7.3 to 7. 6 of Annex I of the Climate Delegated Act and other business activities listed in the delegated acts adopted pursuant to Article

10(3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) or Article 15(2) of Regulation (EU) 2020/852, provided that those measures are implemented and triggered within 18 months.

OPEX expenses were determined based on data from the financial and accounting systems. A review of cost categories was carried out to this end, and the expenses eligible for classification were identified based on this review of accounts.

In accordance with Article 8 of the EU Taxonomy Regulation, the ERBUD Group was exempt from reporting the key performance indicator relating to OPEX due to the immateriality of operating costs in its business model.

In the financial year ending 31 December 2025, the Opex KPI denominator, as defined by the Taxonomy, amounted to PLN 69,650,515, while the Group's total operating costs were PLN 3,225,218,432. Therefore, Opex accounted for approximately 2.16% of the Group's total operating costs, confirming its immaterial nature.

The operating expenses included within Opex mainly related to short-term leasing and maintaining assets in operational condition. These expenses did not constitute a significant element of the Group's cost structure or environmental impact.

Financial Year 2025	2025			Material Contribution Criteria						DNSH Principle Criteria											
Business activity (1)	Code(s) (2)	Operating expenses (3)	Percentage of operating expenses year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)			Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum guarantees (17)	Share of taxonomy aligned activity (A.1) or eligible for taxonomy (A.2) Opex, 2023 (18)	Support activities category (19)	Transition-related activities category (20)
		PLN	%	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL			T; N; N/EL	T; N; N/EL	T/N	T/N	T/N	T/N	T/N	T/N	T/N	%	E	T
A. ACTIVITY ELIGIBLE FOR TAXONOMY																					
A.1 Environmentally sustainable activities (taxonomy aligned)																					
Opex on environmentally sustainable activity (taxonomy aligned) (A.1)		0	0.00%	0.00%	-	-	-			-	-	-	-	-	-	-	-	-	29.2%		
Including support activities		0																			
Including transition-related activities		0																			
A.2 Activities eligible for taxonomy but not environmentally sustainable (activities not taxonomy aligned)																					
		PLN	%	TEL; N/EL	TEL; N/EL	TEL; N/EL	TEL; N/EL	TEL; N/EL	TEL; N/EL	TEL; N/EL								%			
Opex on activity eligible for taxonomy, but not environmentally sustainable (not taxonomy aligned activity) (A.2)		0	0,00%	-	-	-	-	-	-	-								33.4%			
A. Opex on activity eligible for taxonomy (A.1+A.2)		0	0,00%	-	-	-	-	-	-	-								62.6%			
B. ACTIVITY NOT ELIGIBLE FOR TAXONOMY																					
Opex on activity not eligible for taxonomy		69 650 515	100%																		
TOTAL		69 650 515	100%																		

Nuclear energy and natural gas activities

The ERBUD Group does not carry out, finance or have exposure to the activities referred to in Sections 4.26 - 4.31 of Annexes I and II to Commission Delegated Regulation (EU) 2021/2139, as shown in the tables attached below.

Nuclear energy activities		
1	The undertaking conducts research, development, demonstration and deployment of innovative electricity generation facilities that produce energy through nuclear processes with minimal waste from the fuel cycle, and either finances these activities or has an exposure to them.	NO
2	The undertaking undertakes the construction and safe operation of new nuclear facilities for the generation of electricity or process heat, including for district heating systems or industrial processes such as hydrogen production, as well as their safety-related modernisation, using the best available technologies; it finances these activities or has exposure to them.	NO
3	The undertaking carries out the safe operation of existing nuclear facilities generating electricity or process heat, including for district heating systems or industrial processes such as hydrogen production from nuclear energy, as well as their modernisation with regard to safety, finances such activities or has exposure to them.	NO
Natural gas activities		
4	The undertaking runs the construction or operation of installations for the generation of electricity using gaseous fossil fuels, finances such activities, or has exposure to them.	NO
5	The undertaking is involved in the construction, modernisation and operation of combined heat and power (CHP) plants using gaseous fossil fuels, finances such activities or has exposure to them.	NO
6	The undertaking is engaged in the construction, modernisation and operation of heat generation installations producing heat/cooling using gaseous fossil fuels, finances such activities or has exposure to them.	NO

ESRS E1 – Climate change

E1-1 – Transition plan for climate change mitigation

[(E1) 16 b)] As of the end of 2025, the ERBUD Group did not have a transition plan for mitigating climate change due to the lack of available, sector-specific decarbonisation pathways. The planned start of work on preparing this plan has been postponed to 2027. However, preliminary emission reduction targets have been set in line with the Climate Policy and the ESG Strategy. These targets cover increasing the share of renewable energy and improving energy efficiency (Scope 1 and 2), modernising the vehicle fleet and machinery (Scope 1), and promoting sustainable procurement and prioritising materials with a lower carbon footprint within the supply chain (Scope 3), as well as reducing emissions from logistics and construction waste management processes.

E1-2 – Policies related to climate change mitigation and adaptation

The ERBUD Group's Climate Policy for 2023–2050 is a framework document setting out the Group's approach to mitigating climate change and adapting to its impacts. It establishes general objectives and principles, including reducing greenhouse gas emissions, improving energy efficiency, utilising renewable energy sources and managing climate risks throughout the value chain.

The Climate Policy addresses the material impacts, risks and opportunities identified through the double materiality analysis process. It covers the negative impact of the construction industry on climate change mitigation resulting from the use of materials and raw materials, as well as construction processes, including energy and fuel consumption. The policy also considers the expectations of stakeholders. However, not all of the objectives set out in the document have been operationalized to the same extent. Implementation of the policy's objectives is monitored by the relevant business area owners. The policy has been approved by the Management Board of ERBUD S.A., and its implementation is overseen by the President of the Management Board of ERBUD S.A.

(ESRS 2, 65b) The Climate Policy covers all ERBUD Group activities, including its own operations and the entire upstream and downstream value chain. The policy applies to all activities, geographical areas and stakeholder groups over which the Group has an influence.

(E1) 25a) The policy sets out measures to mitigate climate change, such as gradually reducing greenhouse gas emissions throughout the value chain and in its own operations, increasing the share of renewable energy sources, improving construction technologies, modernising the vehicle fleet and using materials with high thermal insulation properties to reduce energy demand throughout the life cycle of buildings.

[ESRS 2, 65(b)] [E1, 25(b)] The policy also covers measures relating to climate change adaptation, taking into account the management of physical risks such as heat waves, heavy rainfall and storms, which could interfere with investment implementation and supply chain operations. As part of its adaptation measures, the Group implements technical standards and technologies to ensure the resilience of buildings and improve water management, where possible. Furthermore, work organisation is adapted to rising temperatures, and resource consumption is monitored and optimised.

In accordance with the Climate Policy provisions regarding energy efficiency, the Group aims to reduce energy consumption in construction processes.

At the same time, the Group plans to gradually integrate renewable energy sources into its facilities and investments, and to develop its own projects that support the energy transition.

(E1)25(e) The policy involves assessing suppliers based on the carbon footprint of their products and the technologies they use, and selecting low-carbon solutions, including transport solutions. The Group prefers to purchase products for which the supplier has carried out a Life Cycle Assessment (LCA) and had the results independently assessed by a third party. The supplier should also provide an Environmental Product Declaration (EPD). The Group has a Code of

Conduct for Suppliers in place, setting out principles of cooperation, obligations regarding emissions reduction and carbon footprint monitoring, and the use of more efficient technological solutions.

The Climate Policy includes educational initiatives that provide employees with access to expert resources, as well as supporting initiatives aimed at achieving climate goals.

The ERBUD Group has considered stakeholders' expectations and incorporated them into the policy. When developing the Climate Policy, the increasingly stringent approach of regulators and the potential requirements of contractors and customers were considered; however, no direct reference was made to specific standards or initiatives.

The Climate Policy is publicly available on the ERBUD Group's website (www.erbud.pl/polityki). Stakeholders can familiarise themselves with its principles in the Group's sustainability reports, while suppliers and business partners receive guidelines in line with the policy as part of the Supplier Code of Conduct.

E1-3 – Actions and resources in relation to climate change policies

[(E1) 26] [(E1) 29 a-c] [(ESRS 2) 68 a-c] In 2025, the ERBUD Group implemented measures to support decarbonisation and reduce greenhouse gas emissions in line with its adopted Climate Policy. These measures are on-going and will continue in the coming years.

The ERBUD Group's climate-related activities in 2025 focused on reducing direct and indirect energy-related emissions (Scopes 1 and 2), limiting other indirect emissions in the value chain (Scope 3), and developing tools for monitoring and managing energy efficiency. Regarding renewable energy investments, expenditure in Lewań Wielki amounted to PLN 2,676,832 in 2025. Expenditure on energy storage amounted to PLN 1,920. PLN 5,367,555 was allocated for the purchase of hybrid cars. No specific capital expenditure (Capex) or operating costs were specified for the other activities, as these were carried out as part of day-to-day operations.

The Group's actions were not based on defined decarbonisation levers. These levers will be identified once the transition plan has been adopted. No reduction measures that took natural resources into account were applied either. Regarding Scope 1 and 2 emissions, the priority was to increase the proportion of energy from renewable sources and improve energy efficiency. To this end, guarantees of origin for electricity were purchased (a market-based approach for Scope 2). Plans are also in place to gradually implement an electricity storage system to support energy supply on construction sites and optimise its use. In terms of site facilities, solutions are being implemented to improve energy efficiency, including heating using heat pumps. The roll-out of electronic energy consumption monitoring systems on new construction sites is continuing, enabling real-time monitoring and the identification of optimisation measures. At the same time, a plan to improve energy efficiency remains under development. The Group is also analysing the possibilities for the gradual modernisation of its fleet towards low-emission technologies, including alternative power sources; when purchasing vehicles for the fleet, their emissions are taken into account as one of the criteria in the procurement process.

With regard to Scope 3 emissions, the ERBUD Group's main focus within the value chain is on reducing the environmental impact of materials, raw materials and logistics processes. Measures are being implemented to improve the product verification and selection process, including analysing the selection of materials with a lower carbon footprint, such as concrete and steel. At the same time, the Group is continuously analysing supply logistics with the aim of reducing the number of journeys and streamlining transport, which could help reduce emissions associated with transporting construction materials. As part of the transformation of procurement processes, a virtual warehouse system is also being implemented to improve material management efficiency. As the general contractor, the Group assesses projects for opportunities to optimise the design documentation provided by the customer. This includes reducing material consumption and the carbon footprint by selecting less material-intensive structural solutions and thermal insulation with a lower carbon footprint, as well as implementing design solutions that reduce material consumption. The Group also takes measures to support emissions reduction through the use of recycled materials as part of the implementation of circular economy principles. These principles aim to minimise construction waste and increase the use of recycled materials. The Group also redesigns project documentation for renovation and modernisation works to reduce material consumption and minimise waste.

The ERBUD Group supports the energy transition by providing solutions that enable the generation of energy from renewable sources.

Due to the preliminary nature of some of the planned actions, which will be subject to further review as part of the transition plan, the Group does not disclose information at this stage regarding the significant capital or operating expenditure required to implement the actions undertaken or planned.

(E1)29b) The baseline year is 2024 and will be used as a reference point for comparative analyses in 2025 and for developing the transition plan.

These measures have not yet been quantified in terms of the actual and expected reductions in greenhouse gas emissions. According to the current ESG Strategy, emissions are planned to be gradually reduced by the end of 2029. These measures are being implemented as part of on-going operational activities. However, the Group has not specified the operating expenses and capital expenditure required to achieve these objectives. The Group is able to carry out these tasks based on current operating costs.

The ERBUD Group has not identified any significant adverse impacts requiring remedial action for affected parties. At the same time, the Group takes into account preventive initiatives aimed at limiting the potential environmental and social impact of construction processes.

(ESRS 2, 68e) 2024 is the base year and will serve as a benchmark for comparative analyses conducted in 2025. In 2025, monitoring was developed and data quality improved, particularly for Scope 3, to enable a reliable assessment of the effectiveness of measures, and to clarify reduction pathways and the implementation schedule in the transition plan.

E1-4 – Targets related to climate change mitigation and adaptation

The ERBUD Group has set greenhouse gas emission reduction targets in order to manage material climate-related impacts, risks and opportunities. The adopted ESG Strategy introduces targets to increase the use of renewable energy, improve energy efficiency, and implement climate change adaptation measures.

[E1, AR30] The ERBUD Group analysed various climate scenarios, including the 1.5°C warming limit scenario to assess transition risks, and the IPCC's high-emission 8.5 scenario to assess physical risks. The targets currently in place include reducing emissions from operational activities. During the target period, no emission scenarios consistent with limiting global warming to 1.5°C were available for all scopes. Therefore, no baseline value has been calculated for scopes 1, 2 and 3 against which to compare the Group's own greenhouse gas emission reduction targets. These values will be determined once the transition plan has been finalised.

In accordance with the ESG Strategy, which set out two targets for reducing greenhouse gas (GHG) emissions, the Group is committed to reducing emissions in Scopes 1 and 2. These targets cover all greenhouse gases and relate to emission intensity in relation to revenue. They have not been subject to change:

- by 2030 (i.e. by the end of 2029; reporting/assessment in 2030): a 30% reduction in direct emissions (Scope 1) (relative to revenue) compared to 2020,
- by 2030 (i.e. by the end of 2029; reporting/assessment in 2030): a 40% reduction in indirect energy emissions (Scope 2) (relative to revenue) compared to 2020, using a market-based approach.

The Group has not yet adopted a transition plan, so it has not yet been able to identify decarbonisation levers for its climate mitigation efforts. As a result, it has not yet been able to quantify the contribution of these efforts to achieving greenhouse gas emission reduction targets for Scopes 1, 2, and 3. No plans or targets have been developed for the implementation of new technologies.

These targets have been set based on internal analyses and the Group's realistic potential for reducing emissions. They have not been externally verified. These targets will be reviewed as part of the transition plan, which includes a change in reference to the base year of 2024. The reduction targets were set based on internal assessments that took into account the current operational situation and business development. Key economic trends were considered in this process, particularly those relating to changes in the national energy mix. Technologies that could realistically contribute to reducing emissions were also analysed, ranging from energy efficiency solutions to zero-emission technologies.

[E1, AR 23] The transition plan will specify the absolute emission figures for the target year and the interim target years, as well as the decarbonisation levers.

[(ESRS 2) 81 b)] [(ESRS 2) 79 d)] Progress towards emission reduction targets is monitored as part of on-going operations. The reduction target for Scope 3 will be determined as part of the transition plan's development.

[(E1) AR 25 a-d] As the baseline year adopted in this report is 2024, it will serve as the starting point for future comparative analyses and the development of the transition plan.

[(E1) 34 d)] [(E1) 34 e)] The emission reduction targets have been developed in accordance with the best available methodologies. [(E1) AR 26] [(E1) AR 27] [(E1) AR 28] [(E1) AR 29] The reference emission reduction target for the ERBUD Group under the 1.5°C scenario will be set out in the transition plan.

While the ERBUD Group has not yet developed the decarbonisation levers necessary for these actions, which are key to achieving the targets set out in the transition plan, it is implementing reduction targets within the previously discussed areas.

E1-5 – Energy consumption and mix

The table sets out the characteristics of energy consumption and the energy mix in 2025.

#	ERBUD Energy consumption and mix	2024
1	Consumption of fuel made from coal and coal products (MWh)	4,363
2	Consumption of fuel made from crude oil and petroleum products (MWh)	30,710
3	Consumption of fuel made from natural gas (MWh)	9,052
4	Consumption of fuel made from other fossil sources (MWh)	0
5	Consumption of purchased or supplied electricity, heat, steam and chill from fossil fuel sources (MWh)	7,557
6	Total fossil energy consumption (MWh) (calculated as the sum of lines 1-5)	51,682
	Share of fossil sources in total energy consumption (%)	94
7	Nuclear energy consumption (MWh)	38
	Share of nuclear energy consumption in total energy consumption (%)	0.1
8	Consumption of fuel in the category of renewables including biomass (also includes industrial and municipal bio-waste, biogas, renewable hydrogen, etc.) (MWh)	0
9	Consumption of purchased or sourced electricity, heat, steam and chill from renewable energy sources (MWh)	3,004

	(MWh)	
10	Consumption of renewable energy generated on one's own without fuel consumption (MWh)	85
11	Total consumption of renewable and low carbon energy (MWh) (calculated as the sum of lines 8-10)	3,088
	Share of renewable sources in total energy consumption (%)	6
	Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	54,808

[(E1) 40]

Energy intensity per net revenue	2024	2025	% 2025 / 2024
Total energy consumption of activities in sectors with significant climate impact on net revenues generated by activities in the sectors with significant climate impact [MWh/PLN thousand]	0.018	0.016	-12%
Net revenues generated by activities in the sectors with significant climate impact used for calculation of energy intensity [PLN M]	2 980	3 258	9%
Net revenues (other)	Not applicable	Not applicable	Not applicable
Total net revenues [PLN M] (financial statements)	2 980	3 258	9%

In 2025, the ERBUD Group's total energy consumption in climate-impacting sectors amounted to 52,493 MWh. Net revenue from these activities stood at PLN 3,258 million, resulting in an energy intensity of 0.016 MWh per PLN 1,000. These figures were not validated by an external body.

In 2025, the ERBUD Group did not generate any net revenue from activities unrelated to sectors with a significant climate impact.

The total net revenue reported by the ERBUD Group in its 2025 financial statements amounted to PLN 3,258 million, all of which derived from activities conducted in sectors with a significant impact on the climate.

(E1) 42] ERBUD Group, as a company operating in the construction sector (NACE F - Construction), identifies its activities as a sector with a significant impact on the climate.

(E1) 43] The denominator for the calculation of the energy intensity is the amount of the ERBUD Group's net turnover from activities in the construction sector (NACE F - Construction) according to the line "Turnover from sales of goods and services" in the annual accounts.

E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Total greenhouse gas emissions by Scope 1 and 2 emissions and significant Scope 3 emissions are presented in the table below.

	Retrospective			Milestones and target years		
	Baseline year 2024 [tCO ₂ e] ⁴	2025 [tCO ₂ e]	% 2025 / 2024	2030	2050	Annual target in % / baseline year
Scope 1 GHG emissions 1						
Scope 1 greenhouse gas emissions, gross (t of carbon dioxide equivalent)	10,932	10,856	-1%	30% against 2020 (per revenues) (possible change in the consecutive year due to the planned development of a transition plan)	Target was not set	Data not available
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	The ERBUD Group does not account for greenhouse gas emissions from installations covered by regulated emissions trading schemes (ETS), including the EU ETS, or non-EU schemes, as it does not own or operate installations subject to these regulations.					
Scope 2 GHG emissions						
Scope 2 greenhouse gas emissions, gross by location-based method (t of carbon dioxide equivalent)	5 016	5 727	14%	Target was not set	Target was not set	Data not available

⁴ The data takes into account adjustments under categories 1, 3 and 12 of Scope 3. It also serves as comparative data for the period up to 2025.

Scope 2 greenhouse gas emissions, gross by market-based method	3 519	4 879	39%	40% against 2020 (per revenues) (possible change in the consecutive year due to the planned development of a transition plan)	Target was not set	Data not available
Scope 3 Significant GHG emissions						
1. Purchased goods and services	270 436*	338 822	25%	Target was not set	Target was not set	Target was not set
2. Investment goods	3 740	1 778	-52%	Target was not set	Target was not set	Not applicable
3. Fuel and energy- related activities (not included within Scope 1 or 2)	3 072*	3 464	13%	Target was not set	Target was not set	Not applicable
4. Upstream transportation and distribution	1 790	5 493	207%	Target was not set	Target was not set	Not applicable
5. Waste generated in operations	580	636	10%	Target was not set	Target was not set	Not applicable
6. Business travels	153	189	23%	Target was not set	Target was not set	Not applicable
7. Employee commuting	2 868	3 906	36%	Target was not set	Target was not set	Not applicable
8. Upstream leased assets	None	None	Not applicable	Not applicable	Not applicable	Not applicable
9. Downstream transportation	75	142	90%	Target was not set	Target was not set	Not applicable
10. End-of-life treatment of sold products	No possibility of capturing emissions	No possibility of capturing emissions	Not applicable	Not applicable	Not applicable	Not applicable
11. Use of products sold	No possibility of capturing emissions	No possibility of capturing emissions	Not applicable	Not applicable	Not applicable	Not applicable

12. End-of-life treatment of sold products	37 441*	30 385	-19%	Target was not set	Target was not set	Not applicable
13. Downstream leased assets	None	None	Not applicable	Not applicable	Not applicable	Not applicable
14. Franchises	None	None	Not applicable	Not applicable	Not applicable	Not applicable
15. Investments	None	None	Not applicable	Not applicable	Not applicable	Not applicable
Total Gross indirect (Scope 3) GHG emissions	320 155*	384 815	20%	Target was not set	Target was not set	Not applicable
Total greenhouse gas emissions						
Total GHG emissions (location-based)	336 103*	401 398	19%	Target was not set	Target was not set	Not applicable
Total GHG emissions (market-based)	334 606*	400 550	20%	Target was not set	Target was not set	Not applicable

**The figures for the baseline year 2024 have been revised following the identification of methodological errors in selected Scope 3 emission categories. The originally reported figures were as follows: Category 1 – 304,135 tCO₂e, Category 3 – 11,227 tCO₂e, category 12 – 166,000 tCO₂e, total Scope 3 indirect emissions – 490,568 tCO₂e, total greenhouse gas emissions (location-based method) – 506,517 tCO₂e and total greenhouse gas emissions (market-based method) – 505,020 tCO₂e. The reason for the adjustment was the updating of data, the correction of calculation errors and methodological assumptions in selected Scope 3 emission categories, which also affected the level of total greenhouse gas emissions.*

In 2025, the Group recorded an increase in total greenhouse gas emissions compared with the 2024 baseline, with increases of +19% and +20% on a location- and market-based basis, respectively. This change was primarily driven by an increase in Scope 3 emissions resulting from changes in the procurement structure and larger-scale projects. The 'Purchased goods and services' category had the greatest impact, with emissions rising by 25%, linked to the specific

nature of projects carried out for customers. A significant increase was also recorded in the 'Upper-level transport and distribution' category (+207%), primarily due to an increased number of PV module (ONDE) shipments and longer transport routes. An increase in emissions was also observed in categories related to energy, employee commuting, business travel, and lower-level transport. This was a consequence of the expansion of operational activities. At the same time, a decrease in emissions was recorded in the 'Investment goods' (-52%) and 'Processing of end-of-life products' (-19%) categories, mainly due to changes in purchase and sales structures. Direct emissions under Scope 1 remained similar, with a slight 1% decline, while Scope 2 emissions increased due to the energy source mix. Reduction targets based on decarbonisation levers for all scopes will be defined as part of the transition plan work. Carbon footprint calculations and analyses were carried out in accordance with the 2004 version of the GHG Protocol Corporate Standard and the ESRS E1 standard.

The GHG emissions inventory covers all member companies of the consolidated group. Due to immateriality, ERBUD Construction Sp. z o.o. has been excluded from the consolidated financial statements. A similar approach was applied when determining the organisational boundaries for carbon footprint calculations (there was no consumption resulting from the absence of operational activities). There are no associates, joint ventures, unconsolidated subsidiaries (investing entities) or joint arrangements not implemented through ERBUD S.A.

In adherence to the GHG Protocol Corporate Standard and ESRS E1, an operational control approach is applied, taking into account the entities and activities over which the Group exercises operational control and can implement operational and environmental policies. The scope of entities is reviewed annually, including in the event of organisational changes, acquisitions, disposals or reorganisations. The organisation's carbon footprint calculations are expressed in tonnes of carbon dioxide equivalent (tCO₂e).

The year 2024 has been selected as the base year for carbon footprint calculations, as improvements have been made to the methodology used in previous years, and consistency and comparability of data across subsequent reporting periods is ensured.

Scope 1 Gross greenhouse gas emissions

[(E1) 44(a)] Calculations of Scope 1 greenhouse gas emissions (emissions from fuel combustion in stationary and mobile sources, as well as from welding processes and the use of refrigerants) were based on quantitative data on fuels and gases consumed and emission factors from the DEFRA 2025 database.

The calculation of Scope 1 greenhouse gas emissions includes the seven gases included in the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆), nitrogen trifluoride (NF₃).

Due to the use of biofuel blends in petrol and diesel, biogenic emissions, which are reported as out-of-scope, have also been included in the calculations. The total value of biogenic emissions associated with fuel consumption was 473 tCO₂e in 2025 (compared to 456 tCO₂e in 2024).

When fuel is combusted, an aqueous urea solution (AdBlue) is used, resulting in carbon dioxide (CO₂) emissions due to the catalytic decomposition of urea in the SCR (Selective Catalytic Reduction) system. While AdBlue reduces nitrogen oxide emissions, the chemical reaction that occurs simultaneously releases CO₂, and this has been taken into account in the calculations.

The estimated GHG emissions from welding processes were based on the quantities of shielding and fuel gases used, as well as the application of appropriate emission factors. This took into account the gases' chemical composition and the reactions that occur during welding.

Scope 2 Gross greenhouse gas emissions

[(E1) 44(b)] According to the GHG Protocol guidelines for Scope 2, Scope 2 greenhouse gas emissions resulting from the consumption of purchased electricity and heat are calculated using two methods:

- the location-based method uses national average emission factors for a given country, such as the National Centre for Emissions Management (KOBiZE) for Poland and AIB 2024 Production Mix for Germany.
- market-based method: taking into account the emission factors of suppliers of purchased energy and market instruments (guarantees of origin), which confirm that a specific amount of electricity was generated from renewable sources. Where emissions data for individual suppliers was unavailable, a residual mix was adopted in accordance with data from the AIB (Association of Issuing Bodies).

Both methods are applied in parallel and the results are reported in accordance with the requirements of the GHG Protocol and ESRS E1.

Missing data has been supplemented with averaged estimates.

The indicators used only cover carbon dioxide (CO₂), which is the only gas included in the Scope 2 emissions calculations.

The proportion of Scope 2 emissions covered by contractual instruments, such as guarantees of origin, was 45% in 2025 (compared to 43% in 2024), reflecting the organisation's use of renewable energy in its energy balance.

Biogenic CO₂ emissions from the combustion or biodegradation of biomass (outside Scope 2) were not calculated in 2025 due to the unavailability of relevant indicators.

Scope 3 Gross GHG emissions

The ERBUD Group calculates its greenhouse gas (GHG) emissions under Scope 3 in accordance with the requirements of the Greenhouse Gas Protocol (GHG Protocol) – Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) and Technical Guidance for Calculating Scope 3 Emissions (version 1.0, 2013).

Scope 3 emissions calculations cover nine (9) categories, including:

12. Purchased goods and services
13. Investment goods
14. Fuel and energy-related activities (not included in 1 or 2)

15. Upstream transportation and distribution
16. Waste generated during the operation
17. Business travels
18. Employee commuting
19. Downstream transport

- End-of-life treatment of sold products

An assessment of the materiality of greenhouse gas emissions for individual subsidiaries was carried out. As part of this assessment, emission levels were estimated and the materiality of individual Scope 3 emission categories was confirmed. The following sections set out the higher- and lower-level material categories.

The baseline year for the calculations is 2024, which was also the first year in which Scope 3 emissions calculations were performed. The share of Scope 3 emissions calculated on the basis of primary data in 2025 was 0% (0% in 2024). The calculations are based on emission factors from databases and estimation models.

Greenhouse gas emission calculations are based on global warming potential (GWP) values over a 100-year time horizon, as set forth in the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC).

Under Scenario 3, it is assumed that greenhouse gas emission calculations take into account the seven gases covered by the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). However, due to the use of aggregated emission factors, it was not possible to determine these gases' contribution to the carbon dioxide equivalent value.

Upstream emissions

The calculation of the emissivity of purchased goods and services (category 1 of scope 3) includes materials purchased for operations, subcontracted services related to construction work and other services classified as operating costs.

An average data method (GHG Protocol) was used to estimate the emissivity of purchased materials. Embedded materials were assumed to be equivalent to purchased materials. The cradle-to-gate emission factors (A1-A3, GWP Fossil, Life Cycle Assessment (LCA)) of the building materials were downloaded from the ÖKOBAUDAT database (edition 2024-I published on 2 October 2024), maintained by the Bundesministerium für Wohnen, Stadtentwicklung und Bauwesen (German Federal Ministry of Housing, Urban Development and Construction), according to EN 15804+A2 standard, developed on the grounds of the GaBi database.

The emissions resulting from construction-related services were calculated based on data regarding subcontractors' activities, including material and fuel consumption, transport operations carried out and waste generated during the provision of these services. This data was sourced from ERBUD's internal data collection system. In addition to calculations based on data expressed in physical units, emissions from other subcontractor activities were estimated using cost data from ERBUD Industry Centrum Sp. z o.o., MOD21 Sp. z o.o., CKTiS, and Satchwell Polska Toruń Sp. z o.o.

Emission factors for materials were obtained from the ÖKOBAUDAT database, and emission factors for fuels, transport, and waste were obtained from the DEFRA 2025 database. Where the spend-based method was applied, the Exiobase 3.8.2 database was used.

Emissions factors for materials used by subcontractors were obtained from the ÖKOBAUDAT database. For fuels, transport and waste, however, emissions factors from the DEFRA 2025 database were used. Where the spend-based method was applied, the Exiobase 3.8.2 database was used.

Emissions resulting from operating expenditure (Opex) not included in the above categories were calculated based on the Group's cost accounts for the reporting year and expenditure-based emission factors from the Exiobase 3.8.2 database.

For all calculations based on the Exiobase database, currency conversion was applied using the weighted average exchange rate for 2016 published by the National Bank of Poland (NBP) and adjusted for inflation.

In addition to the methodology for estimating gross emissions described above, the biogenic emissions associated with the purchased materials were estimated separately. For wood-based materials used in the production of MOD21, the effect of temporarily storing biogenic carbon within the material was considered. Consequently, the net emissions balance in Scope 3, Category 1 was -33,180 tCO₂e (-58,617 tCO₂e in 2024). This result reflects the methodological approach adopted for accounting for biogenic carbon and should not be interpreted as a permanent reduction in emissions throughout the product lifecycle.

Emissions resulting from the purchase of capital goods (Scope 3, Category 2) were calculated based on capital expenditure (Capex) not included in other categories. These calculations were performed using the consolidated statement of fixed assets and emission factors based on expenditure from the Exiobase 3.8.2 database.

Scope 3, Category 3 emissions associated with fuel and energy-related activities (not included in Scope 1 or 2) were estimated using the average-data method (GHG Protocol) based on data on electricity, heat and cooling consumption, as well as fuels burned in stationary and mobile sources. Well-to-tank (WTT) emission factors from the DEFRA 2025 database were used for fuels such as petrol, diesel, heating oil and natural gas. For electricity, heat and cooling, WTT emission factors were used alongside transmission and distribution loss factors.

Emissions from upstream transport and distribution (Scope 3, Category 4) include the transportation of materials and products (for which ERBUD incurred the costs). These calculations were based on quantities of materials purchased and distances between construction sites and suppliers, using DEFRA 2025 emission factors.

Due to the nature of the organisation's activities, where transport costs are usually included in the cost of purchased materials, and the lack of transport-related information, the calculations cover activities for which information was available, or which were considered important, and where estimation procedures could be carried out.

Significant materials such as concrete and reinforcing steel were identified among the materials. These are the two largest cost categories related to materials, as well as the two most significant groups of purchased materials in terms of mass. Due to its operations in the renewable energy market, ONDE S.A. also included cables and photovoltaic

panels, as well as bituminous mass and aggregates. This category also includes emissions associated with transporting finished timber modules (MOD21).

Where no transport information was available, the average calculated distance between construction sites and suppliers was used: 5.64 km for concrete and 145.4 km for reinforcing steel (based on the materials used at individual construction sites and supplier data). Average values were also assumed for the load capacity of each transport: 24 tonnes (10 m³) for concrete and 30 tonnes for reinforcing steel.

Emissions associated with waste management from our own operations (category 5 of Scope 3) were calculated using the average data method (GHG Protocol), based on data from the BDO database on products, packaging, and waste management, as well as surveys and information on waste treatment methods and emission factors from the DEFRA 2025 database. Emissions associated with waste transport were also taken into account. Data on distances travelled were determined based on the locations of construction sites, plants, and disposal sites.

The emissions from business travel (Scope 3, Category 6) were estimated using the spend-based method (GHG Protocol). Emission factors from the Exiobase 3.8.2 database were employed.

The emissions associated with employees' commutes to work (Scope 3, Category 7) were estimated in two stages using the distance-based method (GHG Protocol). These stages are as follows:

- based on an employee survey to collect primary data.
- based on extrapolating the results to account for 100% of the Group's employees.

Validated primary data was collected from 1,006 employees, accounting for 35% of the 2024 workforce. This data comprised information on average commuting distance, mode of transport, fuel type and number of working days per week. In 2025, this data was extrapolated to cover the entire workforce.

The calculations used emissions factors for individual modes of transport from the DEFRA 2025 database. Where no such information was available, 46 working weeks and a 5-day working week were assumed for the purposes of the calculations.

Downstream emissions

For Scope 3, Category 9 (Downstream Transportation), the emissions relate to the transportation of produced bitumen within ONDE S.A.'s operations.

Transport-related emissions have been calculated using the distance-based method (GHG Protocol), based on the Company's own data on the volume of bitumen sold by each plant and the payload per transport.

In the absence of information on the distance of individual shipments, a conservative assumption was made that they travel the maximum distance possible for technological reasons between the bitumen plant and the construction site, i.e. 100 km.

Emissions related to the end-of-life management of sold products (Category 12 of Scope 3) have been estimated using a waste-type-specific methodology (GHG Protocol). For this purpose, data was collected on the amount of materials

incorporated. Emission factors C1-C4 corresponding to the end-of-life phase of building materials from the German ÖKOBAUDAT database were used.

Where relevant factors were not available, emissions were extrapolated. The available data accounted on average for 83% for ERBUD S.A., ERBUD International sp. z o.o. and ONDE S.A..

[(E1) 53] Greenhouse gas emission intensity

Greenhouse gas emissions intensity per net revenue (based on total net revenue as defined in Note 4.3 to the Consolidated Financial Statements)	2024	2025	% 2025 / 2024**
Total greenhouse gas emissions (using the location-based method) per net revenue [t CO ₂ equivalent/PLN thousand]	0.11*	0.12	9.2%
Total greenhouse gas emissions (using the market-based method) per net revenue [t CO ₂ equivalent/PLN thousand]	0.11*	0.12	9.5%

* The values following emission adjustments in categories 1, 3 and 12 of Scope 3 are as follows: 0.17 tCO₂e per thousand PLN using the location-based method and 0.17 tCO₂e per thousand PLN using the market-based method.

** The percentage change is due to the fact that the calculations include more decimal places than the figures shown in the table.

ESRS E3 – Water and marine resources

E3-1 – Policies related to water and marine resources

[(ESRS 2) 65 a-f] [(E3) 9] [(E3) 11] [(E3) 12 a) i.] [(E3) 13]

The construction sector significantly impacts water resource use at all stages of the life cycle. In 2025, the ERBUD Group adopted a Water Management Policy with the aim of optimising water abstraction and consumption across all areas of its operations, while promoting solutions that support efficient water management. This policy is supported by environmental management systems that comply with ISO 14001, as well as the EMAS system used by key Group companies. The policy's implementation is monitored within the relevant business units, and the results of this monitoring inform improvements to operations. The policy was adopted by a resolution of the Management Board. The document relates to water use, and each area of the Group's operations is required to monitor water abstraction and consumption, as well as assessing opportunities to reduce consumption. Based on this monitoring, detailed programmes may be introduced within the Group to optimise water abstraction and consumption, including setting targets and improvement measures. The policy does not relate to water treatment.

No stakeholder consultations were carried out prior to the adoption of the policy. While the policy itself is not publicly available, any interested party may request access to it, particularly with regard to procurement and tendering processes.

The greatest pressure on water resources occurs at the higher end of the value chain, primarily during the production of materials, where water is used as both a process input and a cooling agent. While the adopted policy applies to the company's own operations, it may indirectly affect the higher end of the value chain. In accordance with the policy, materials with a lower water footprint are incorporated into on-going projects where the investor is interested. In such cases, the necessary information confirming environmental parameters and the water footprint is obtained from suppliers, taking into account reliable declarations and environmental documents.

Implementing the project marks a further stage characterised by increased water demand. The introduced policy requires the Group to systematically monitor its water consumption, paying particular attention to construction sites. Water consumption is monitored at every stage of construction projects to ensure its rational, economical and documented use. The policy applies to business activities carried out in the immediate vicinity of watercourses, requiring work to be carried out under special supervision and with additional safeguards to minimise the risk of water pollution and damage to aquatic ecosystems.

The greatest impact on water resources occurs during the operational phase of buildings, which lasts for decades. This means that this phase accounts for the majority of a building's total water footprint. For this reason, optimisation measures to improve water efficiency, such as installing low-flow fittings and smart consumption management systems, are crucial for reducing pressure on water resources. To this end, the Group collaborates with developers to integrate water management systems with smart building technologies (BMS – Building Management Systems), which

enable real-time monitoring and data analysis, as well as a rapid response to anomalies. The adopted policy applies to the Group's own operations, but it may also affect lower levels of the value chain indirectly. Where investors are interested and turnkey investments are carried out, water-saving fittings are used. In accordance with the policy, the Group presents investors with the business and environmental benefits resulting from the use of such solutions, as well as their impact on compliance with the EU Taxonomy. The Taxonomy aims to reduce water consumption by promoting resource efficiency through technical solutions, including the installation of water-saving fittings.

In 2025, the Group reported on its operations in areas exposed to water-related risks, including regions experiencing significant water scarcity. In accordance with the 2025 policy, if water scarcity risks arise in connection with the Group's operations, appropriate corrective and preventive measures are implemented. These include reducing water abstraction, using alternative water sources, and adjusting work schedules.

E3-2 – Actions and resources related to water and marine resources

[(E3) 15] [(E3) 17 (ESRS 2) 68 a-c] [(E3) 18 a, b] [(E3) 19]

The Group's efforts to reduce pressure on water resources were carried out across three areas. Firstly, it monitored water usage and plumbing systems across all key areas of its operations. Secondly, it installed high-efficiency plumbing systems in facilities developed by the Group, ensuring water savings and compliance with current technical standards. Thirdly, the Group promoted solutions conducive to efficient water management and implemented BIM technologies and fittings to reduce water consumption where the investor was interested. The measures implemented were in line with the policy objectives. In 2025, the Group did not identify any potential for using rainwater in its own facilities and projects. The activities carried out in 2025 are discussed in detail below. The key activities identified are permanent and will be repeated in subsequent years.

[(E3) 18 b] The Group's monitoring activities included:

- monitoring water consumption and usage across all key areas of operation, particularly on construction sites, to ensure rational and efficient use at every stage of construction projects;
- checking the integrity of water systems and supply equipment to prevent leaks and minimise wastage.

When designing and installing the systems, the Group took care to ensure they were highly efficient and promoted water savings in the buildings under construction. Plumbing and hydraulic systems are installed in accordance with the latest technical standards and best market practices.

Furthermore, thanks particularly to collaboration with developers keen to implement optimisation solutions, selected projects have successfully incorporated features that will benefit future users, enabling effective monitoring and water saving through:

- integrating water management systems with smart building technologies (BMS – Building Management System), enabling, *inter alia*, real-time monitoring, data analysis and a rapid response to anomalies,
- installing water-saving fittings.

[(E3) 17 (ESRS 2) 69 a)] In 2025, the Group had not identified any current or future financial resources earmarked for activities relating to water resources. [(E3) 17 (ESRS 2) 68 d)] The Group also did not take any action to provide

remedial measures for those affected by actual significant impacts related to water resources, as there were no such cases.

E3-3 – Targets related to water and marine resources

[(E3) 20] The Water Management Policy, adopted in 2025, did not set any targets for reducing water abstraction or consumption. No other criteria were adopted to monitor the implementation of the policy, but this area will be reviewed. In line with the ESG Strategy, a feasibility study was conducted in 2025 to assess the potential for using rainwater at the company's own facilities and in on-going projects. However, the review's results did not confirm the technical or operational conditions necessary to implement such a solution.

E3-4 – Water consumption

[(E3) 26] [(E3) 28 a, b, e] [(ESRS 2) 77 a-c] [(E3) AR 32]

	2024	2024 (translated data)*	2025
Total water consumption [m ³]	9, 043.86	15,374.68	22,643.54
Water abstraction [m ³]	40,779.77	52,236.52	60,768.72
Total water consumption [m ³] in areas at risk of water-related issues, including areas with significant water scarcity	9,043.86	15,374.68	11,416.78

* The methodology for water abstraction and consumption has been optimised. Further details are provided in BP-2.

The Group neither stores nor recycles or reuses water. As the nature of its operations does not involve intensive use of water resources, the water intensity indicator has not been deemed material for the Group. Water is mainly used for concrete curing and for reducing dust at construction sites where necessary. These ancillary processes have a relatively low water consumption rate and a minor impact on local water resources. Importantly, the water used in these processes evaporates and naturally returns to the ecosystem cycle, so is not permanently consumed. Consequently, the water consumption ratio does not reflect the Group's key impacts or dependencies, and is not considered material.

The data is derived from meter readings taken from meters located on the Group's own premises and installed at its own development projects, over which the ERBUD Group has control. The data reflects the Group's actual water consumption in 2025. This data is recorded in the Group's IT system. In addition, invoices and other billing documents relating to water intake and discharge are checked. The measurement has not been validated by an external party. The calculation of water intake and consumption was partly based on estimated data. These estimates were prepared using data from comparable projects carried out in 2023–2024. To obtain the most accurate estimate possible, several types of project were identified, and actual historical data was collected for each one. Next, where water usage varied across the different project phases, average intake and discharge values were established for each phase. Then, averages specific to the project phases carried out in 2025 were applied. These averages were calculated using

variables such as the number of man-hours, and in selected phases, concrete consumption. Additionally, a correction factor was applied to account for differences in water evaporation rates across the project phases. This resulted in values that were as close as possible to the actual water intake and consumption figures. Due to a change in methodology, the 2024 data has been adjusted accordingly.

ESRS E5 – Circular economy

E5-1 – Policies related to resource use and circular economy

[(E5) 13] [(E5) 15 a, b] [(E5) AR 9 a, b] [(ESRS2) 65 a-c]

The construction sector consumes large amounts of non-renewable resources. The circular economy plays a key role in transitioning to a model that reduces the extraction of new raw materials from primary sources and minimises negative environmental impact.

The Group's strategy involves developing modular timber construction based on prefabrication, which adheres to the principles of the circular economy with regard to durability, reparability and recyclability. Prefabrication also generates less construction waste. Using timber as an alternative to non-renewable raw materials reduces the consumption of natural resources and eliminates emissions that would be produced when materials based on non-renewable raw materials are manufactured. Using timber offers significant potential to substantially reduce the extraction of raw materials and minimise negative environmental impacts, including carbon dioxide emissions.

In 2025, the Group adopted an environmental policy focusing on the circular economy. This policy aims to identify and gradually implement circular economy solutions in all the Group's key operational areas. Each area covered by the policy analyses the potential for developing a circular economy within the ERBUD Group, with a particular focus on closing material loops and implementing circular solutions. This can be achieved by optimising resource use and maximising waste recovery, as well as by supporting and implementing circular solutions through the integration of eco-design principles and active cooperation with investors.

In the Group's view, future actions taken on the basis of the implemented policy may contribute to increased economic efficiency by reducing operating and investment costs, resulting from better utilisation and more effective management of resources. The circular economy policy contributes to building the Group's long-term value by strengthening the trust of investors, business partners and local communities.

Based on the adopted policy, the ERBUD Group aims to optimise material consumption and minimise waste generation by considering and utilising, inter alia, solutions related to:

- creating digital records of construction processes that enable precise material requirement determination – Building Information Modelling (BIM).
- applying material management principles to optimise the flow and efficient use of building materials.
- implementing a procurement system that is tailored to the current needs of the project and operates in accordance with the just-in-time principle.
- utilising surplus materials within other projects carried out by the Group and reallocating them via dedicated tools.
- verifying and, where technologically feasible, replacing hazardous substances and substances of very high concern,
- incorporating RAP (Reclaimed Asphalt Pavement) into the bituminous mix production process,

- carrying out demolition work in a manner that maximises material recovery,
- applying for the investor's or the relevant administrative authorities' consent to reuse materials,
- introducing selective waste collection as part of every construction project and production activity in order to manage waste in accordance with the waste management hierarchy, with a preference for reuse, recycling or other material recovery,
- giving preference to cooperation with waste treatment service providers, thereby reducing the amount of waste sent to landfill

The policy aims to implement circular economy solutions by integrating eco-design principles into our operations. To this end, the policy provides for the consideration and use of solutions related, inter alia, to:

- the use of timber certified as sustainably sourced (e.g. FSC-certified) in the construction of modular timber buildings.
- carrying out measures aimed at reducing primary energy demand when providing thermal modernisation services for buildings.
- incorporating solutions for functional adaptability into the design of timber modules (e.g. the ability to easily change the use of space and dismantle them),
- implementing circular economy solutions through collaboration with B2B clients. For example, recycled materials or materials with a reduced carbon footprint can be incorporated into the project if the investor is interested.
- carrying out investments in accordance with the EU Taxonomy criteria, if the investor is interested.
- using materials and components that are the most durable and environmentally friendly, while taking into account the economic viability of our own investments.

Waste management within the Group is carried out in accordance with the waste hierarchy set out in Directive 2008/98/EC on waste and in the relevant national legislation, including the Waste Act, taking into account the 5R approach. The hierarchy of preferences includes waste prevention, preparation for reuse, recycling, other recovery methods (e.g. energy recovery), and disposal (e.g. landfill).

The policy was adopted by the Management Board, and its implementation is monitored within the business units responsible for the areas of activity covered by its scope. The results of this monitoring serve to improve and develop the circular economy within the ERBUD Group. No consultations with stakeholders were conducted prior to the adoption of the policy. The policy is not published on the website, but any interested party may inspect it; this applies in particular to procurement and other tendering processes.

E5-2 – Actions and resources related to resource use and circular economy

c-f] [(E5) 19 (ESRS 2) 68 a, b]

To mitigate negative impacts and capitalise on the opportunities presented by prefabricated modular timber construction, the Group has implemented circular economy initiatives. The measures, the results of which have been quantified or described in qualitative terms, are listed below. These measures are in line with the Group's environmental policy on the circular economy.

In the field of modular construction, solutions were incorporated into the design of timber modules to enhance durability and functional adaptability. For example, spaces can be easily repurposed and structures dismantled. Modular timber buildings are constructed using renewable raw materials – 100% of the structural timber purchased is FSC-certified.

In its construction activities, the Group applied principles of efficient materials management and waste management. To this end, BIM (Building Information Modelling) technology was utilised, enabling the precise determination of material requirements. On construction sites, materials management principles were applied with a focus on optimising material flows and the efficient use of building materials. Furthermore, the procurement system was adapted to the current needs of the projects, on just-in-time basis. Construction and demolition waste was subject to selective collection, and its management was carried out in accordance with the waste hierarchy – with a preference for reuse, recycling or other material recovery. Furthermore, the Group applied technical eligibility criteria derived from the EU Taxonomy. Information on these activities can be found in the chapter on the EU Taxonomy.

RAP (Reclaimed Asphalt Pavement) was used in the production of bituminous mix, resulting in a share of approximately 12% of recycled materials in the total weight of the bituminous mix produced; in 2024, this figure was at the level of 7.6%. In terms of waste management, 29,284.3 tonnes of waste were recycled, enabling the recovery of valuable raw materials.

In addition, the Group undertook measures aimed at extending the life cycle of assets, machinery and equipment. These measures included, in particular, systematic repairs and upgrades, regular technical inspections and maintenance, as well as ensuring proper operation and protection against premature wear or deterioration of performance.

In line with the ESG Strategy adopted in 2024, the Group developed a database of waste recipients, taking into account these companies' capacity to carry out recycling or other waste recovery processes. This ensures that waste not eligible for recovery is transferred exclusively to recipients holding the appropriate permits to manage such materials. Based on this strategy, the Group intends to increase waste recovery from road infrastructure renovation and construction projects in the coming years, with a view to using it in the construction and renovation of roads, for example.

[(E5) 19 (ESRS 2) 69 a-c] The Group did not allocate any additional capital or operating expenditure for the implementation of these activities. Instead, these activities were carried out as part of the day-to-day business operations of the individual operating segments.

E5-3 – Targets related to resource use and circular economy

[(E5) 21] [(E5) 21] [(E5) 23 (ESRS 2) 80 a-c] [(E5) 24 a-d] [(ESRS 2) 81 b)] [(ESRS 2) 81 b) i.]

The 2024 ESG Strategy introduced a voluntary circular economy target for waste management. In accordance with the adopted ESG Strategy, the Group's waste target is to achieve a level of 70% of the Group's own waste⁵ generated on construction sites ready for reuse, recycling and other recovery processes by 2029. This target corresponds to levels 2, 3 and 4 of the waste management hierarchy: preparation for reuse, recycling and other recovery processes. In defining the waste management target, the Group took into account the increasing requirements of national legislation and the EU Taxonomy, which introduces technical eligibility criteria based on scientific evidence.

Furthermore, in the Group's view, the target relating to the management of construction waste is consistent with the requirements set by investors in tender processes.

This year, the Group established a baseline for the target relating to on-going building, modular, road and renewable energy construction projects. This baseline is set at 66%, based on an analysis of quantitative data for 2024.

In 2025, the Group introduced a circular economy policy that did not set specific targets, but which assumes that individual business areas will analyse the potential for developing a circular economy within the ERBUD Group. This analysis will focus particularly on closing material loops and implementing circular solutions. Should new opportunities be identified, the Group will consider setting further targets.

E5-4 – Resource inflows

[[E5) 30] The key resources introduced and utilised by the ERBUD Group in the course of its operations, taking the value chain into account, include:

- electrical materials, including photovoltaic cells.
- steel components, including structural and
- reinforcement materials.
- concrete and precast reinforced concrete elements.
- masonry materials;
- aggregates;
- timber and wood-based materials;

⁵ Excluding soil, earth and hazardous waste.

- water used in the production of building materials.
- construction machinery and equipment (e.g. excavators, loaders, rollers and tower cranes).

The Group does not use rare-earth elements and critical raw materials in its construction activities. These raw materials may be present in the finished products or components used by the Group, e.g. copper and aluminium in electrical cables and installations, and rare-earth elements, such as neodymium, in renewable energy technologies.

[(E5) 31 a)] The total estimated mass of products and technical and biological materials used by the ERBUD Group in 2025 was 1,182,381.55 tonnes.

[(E5) 31 b] [(E5) 31 c] [(E5) 31 b)] As in previous years, the Group does not report a figure for biological materials. The proportion of biological materials in the total mass of technical and biological materials is immaterial, given their very low proportion in the total mass of materials used.

[(E5) 31 c)] Similarly, the Group has assessed the indicator for reused or recycled components, products and secondary materials used in the manufacture of products and the provision of services as immaterial, due to their low share of the total mass of technical and biological materials.

Total quantity of products as well as technical and biological materials [t]	
2024	2025
1,379,026.4	1,182,381.55

The data used in the calculations represent the quantities of materials purchased by the companies of the ERBUD⁵ Group, sourced directly from construction sites and purchase documents. The data were also used in the calculation of indirect emissions (Scope 3). The measurement has not been verified by an external body.

E5-5 – Resource outflows

[(E5) 35] The Group’s key products are designed and manufactured in accordance with the principles of the circular economy. These products include prefabricated modular timber structures, which are produced by the Group’s subsidiary, MOD21. These modules are suitable for a wide range of applications, and the resulting buildings span residential, commercial, and public-sector construction. Modular construction offers performance parameters comparable to those of traditional construction methods. Advanced 3D technologies ensure that all components are manufactured with the requisite precision to guarantee durability and reparability. This type of construction allows for dismantling, repurposing and extension, thus responding to investors’ future needs. The prefabrication process generates less construction waste. Furthermore, it reduces emissions from construction sites by shortening construction times, reducing the number of transport journeys, and cutting on-site energy consumption. The Group’s prefabricated timber modules offer a viable alternative to traditional solutions. The growth of this market segment

depends on the actions of the EU regulator and customer interest in projects that significantly reduce the use of non-renewable, high-carbon building materials.

[(E5) 36a)] The expected service life of the module has been set at 50 years in accordance with the European standard PN-EN 1990:2004, which outlines the principles of the safety, serviceability and durability of structures, as specified in the technical specifications.

[(E5) 36b)] The modules can be repaired. Since their launch, MOD21 has carried out minor maintenance work resulting from normal wear and tear, confirming the durability and robustness of these structures.

[(E5) 36c)] The module structures are made of wood and are recyclable. Given that the modules are made of wood, the Group assumes that they can be almost entirely recycled at the end of their life cycle. The Group has not carried out detailed calculations in this regard; this assessment is based on the properties of the raw material used to manufacture the modules (wood).

[(E5) 37a)] The total amount of waste generated was 19,877.6 tonnes in 2024 and 39,066.05 tonnes in 2025.

[(E5) 37 b)]

Type of waste	Year	Ready for reuse [t]	Recycling [t]	Other recovery processes [t]	Total [t]
Hazardous waste	2024	0	3,7	53.7	57.5
	2025	0	0,6	7.0	7.6
Non-hazardous waste	2024	0	9 476.1	4 306.7	13 782.8
	2025	36,5	29 283.6	3 288.8	32 609.0
Total	2024	0	9 479.8	4 360.4	13 840.3
	2025	36,5	29 284.3	3 295.9	32 616.6

[(E5) 37 c)]

Type of waste	Year	Combustion [t]	Storage [t]	Other disposal processes [t]	Total [t]
Hazardous waste	2024	0.7 ⁶	43.6	0	44.3
	2025	0.03	9.94	0	9.97
Non-hazardous waste	2024	26.7	5 966.2	0	5 992.9
	2025	26.4	6 413.1	0	6 439.5
Total	2024	27.4	6 009.9	0	6 037.3
	2025	26.4	6 423.0	0	6 449.4

[(E5) 37 d)] The total amount of non-recycled waste was 10,398 tonnes in 2024 and 9,781.8 tonnes in 2025. The percentage of non-recycled waste was 52.31% in 2024 and 25.04% in 2025.

[(E5) 40] The data used in the calculations were sourced directly from public administration systems (including BDO) and waste collectors. Where applicable, the Group assumes that, in the absence of information on the method of waste management, the waste was landfilled. This measurement has not been validated by an external party.

[(E5) 38 a)] The key waste flows generated by the Group comprise waste from the construction, renovation and demolition of buildings and road infrastructure (including soil and earth). [(E5) 38 b)] [(E5) 40] The composition of waste is linked to the raw materials and materials used, which include: concrete, wood, plastics, including critical raw materials, in particular aluminium and copper, as well as rare earth metals used in photovoltaic technology. In addition, the Group also generates demolition waste – including concrete, steel, as well as soil and earth from excavations. The amount of waste generated by the Group in a given year depends on the specific nature of the projects undertaken and the contracts entered into; consequently, there may be periodic fluctuations in volume.

⁶ ERBUD S.A., ONDE S.A., ERBUD International Sp. z o.o., ERBUD Industry Centrum sp. z o.o., MOD21 sp. z o.o., IKR GmbH.

ESRS S1 – Own human resources

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

(S1) 13a) The actual and potential impacts of the ERBUD Group on its own human resources, as identified during the double materiality analysis and confirmed during the subsequent review, stem directly from the Group's adopted strategy and the specific nature of its business model. This model involves executing construction and engineering projects in various locations within strictly defined timeframes and under conditions of heightened operational risk.

Work in the construction sector is characterised by hazardous tasks, variable environmental conditions, employee mobility, frequent business trips and periodic increases in overtime. These factors have actual and potential impacts on human resources, including in the areas of health and safety, terms and conditions of employment, work-life balance, and equal treatment and opportunities. Some of these impacts are specific to the construction industry, as confirmed by a comparative analysis of competitors.

The Group considers these factors when developing its HR strategy and internal policies, particularly with regard to health and safety, remuneration, social dialogue, and skills development.

[(S1) 13 b)] The actual and potential impacts identified on the Group's workforce translate into significant risks and opportunities that directly affect the ERBUD Group's business model, its functioning, resilience and long-term effectiveness. The heightened risk of health and safety issues is inherent in the construction industry. If this risk materialises, it could lead to accidents at work, staff absenteeism, delays in project delivery, financial losses, and a negative impact on the Group's reputation.

At the same time, initiatives aimed at reducing the pay gap and ensuring equal treatment strengthen the Group's position as an employer and promote employment stability amid shortages of skilled labour. However, they also affect the structure of wage costs, meaning they must be considered in long-term financial planning and project implementation. Developing employees' skills through training and development programmes is a significant opportunity for the Group's business model, as it strengthens the company's operational capabilities and the quality of its contracts, as well as its long-term competitive advantage.

Social dialogue and collective labour agreements are important for managing risks and capitalising on opportunities. The Group's high level of unionisation fosters stable labour relations, reduces the risk of conflict, and strengthens employee engagement. This is consistent with the long-term strategy of stable growth. Identified risks and opportunities are managed as part of the Group's strategic processes, through improvements to health and safety standards, monitoring of working conditions, work-life balance support measures, equality initiatives and systematic skills development.

The risks and opportunities relating to the Group's own employees, as determined by the double materiality analysis, are detailed in ESRS 2 SBM-3.

[(S1) 14] The Group's workforce is the group of persons over whom the Group exercises significant influence. All of these persons are included within the scope of disclosure in accordance with ESRS 2.

[S1.14a] The ERBUD Group's diversified employment structure stems from its varied portfolio of services and involvement in numerous business areas. Almost half of the workforce consists of operational staff from service companies, while the dominant group in the general contracting sector is technical staff responsible for construction supervision and the management of complex projects. In total, around 75% of the Group's workforce comprises technical and operational staff.

Approximately 5% of the total workforce are non-employees who are classified as part of the Group's own workforce. They perform business support functions, including accounting and programming, as well as roles related to the implementation of construction projects. The Group's primary form of employment is an employment contract, although it also utilises other forms of cooperation in certain cases.

[(S1) 14 b)] As a result of the double materiality analysis, the Group identified significant negative impacts relating to its own workforce. Most of these impacts are systemic and stem from the specific characteristics of the construction industry and the Group's business model.

The key negative impacts include:

- overtime work resulting from tight deadlines and the fluctuating nature of project delivery.
- a gender imbalance in the construction sector, linked to male dominance and potential inequalities in pay and promotion.
- health and safety risks for workers are an inherent part of working in the construction environment.
- a negative impact on work-life balance resulting from worker mobility and frequent business trips.

[S1 14(c)] The Group recognises the significant positive impact of its activities relating to dialogue with employees, the application of collective agreements, and the promotion of skills development on its own workforce.

The Group engages in dialogue with employees, both directly and through their representatives (in particular, trade unions) on matters requiring employee involvement. These activities have a positive impact on employee relations and ensure that employees' views are considered on matters relating to working conditions. This positive impact extends to employees in all countries in which the Group operates.

The application of collective agreements positively impacts the groups of employees covered by them by regulating working conditions and terms of employment in a manner agreed with employee representatives. However, the scope of this impact is regional and stems from local legal conditions and the level of unionisation.

The Group actively supports its workforce's professional development by regularly organising training courses and skills-enhancement programmes. These initiatives positively impact employees' skill development and readiness to perform tasks within the Group's operations. This positive impact extends to all permanent staff, regardless of their location.

[S1 14 d)] The significant risks and opportunities arising from the ERBUD Group's reliance on its own workforce are presented in the 'Financial Materiality Results' table included in disclosure SBM-3 of Chapter 2 of the ESRS.

(S1) 14 e)) The ERBUD Group's HR policy is based on its own workforce. Operating across multiple business segments, including areas subject to green transition processes, enables the Group to manage skills flexibly and retrain staff in response to changes in the services it provides.

Internal recruitment, which takes place both within individual companies and across Group companies, helps to retain organisational knowledge, reduce reliance on the external labour market, and support long-term employment stability.

[(S1) 15] The Group has identified categories of employees who, due to the nature of their duties, environmental conditions and organisational factors, may be particularly vulnerable to adverse effects. These groups primarily comprise construction and frontline workers, who carry out work in high-risk conditions associated with an increased likelihood of accidents and injuries, as well as exposure to changing weather and environmental conditions. Their level of exposure is determined by analysing accident rates, health and safety risk reviews, workplace audits and employee reports.

Employees who are seconded to projects are particularly vulnerable. Frequent changes of workplace and high mobility can lead to an imbalance between work and private life, as well as increased fatigue, stress and psychosocial strain. Information on this issue is obtained from operational data on secondments, satisfaction surveys and on-going contact with HR representatives.

Another significant group consists of employees working overtime, for whom an excessive workload and extended working hours may increase the risk of health problems, errors, and health and safety incidents. The Group monitors this exposure by analysing working hours and project workloads, and by engaging in dialogue with project management.

In addition, the Group has identified that members of under-represented groups are at greater risk. This is particularly the case for women working in the construction industry, who may face unequal treatment, limited access to promotion, and pay gaps. This information is derived from analyses of the employment structure, pay monitoring, and periodic interviews and consultations conducted by the HR division.

[(S1) 16] As a result of the materiality assessment, the Group has identified risks relating to specific groups of employees that could affect the entity. In particular, occupational safety risks most significantly affect construction and frontline workers, potentially leading to accidents, sick leave, project delays, additional operating costs, and reputational damage.

Risks associated with unequal treatment, including the pay gap, disproportionately affect women and under-represented groups, particularly in technical, construction and managerial roles. If these risks materialise, they could lead to legal and reputational issues, as well as making it difficult to attract and retain talent.

S1-1 – Policies related to own workforce

[(S1) 18] The ERBUD Group's key policies regarding the significant impacts, risks and opportunities associated with its workforce are as follows⁷:

Regulated area	Regulation	[(S1) 19 (ESRS 2) 65 a)] Key content	[(S1) 19 (ESRS 2) 65 b)] Scope of regulation	[(S1) 19 (ESRS 2) 65 c)] Responsible for implementation
Working time	Labour Regulations Code of Ethics Human and Employment Rights Policy	The rules governing working hours, working time arrangements and overtime are set out in the Labour Regulations, in accordance with applicable legislation and industry standards. These regulations ensure that employees are entitled to rest periods, breaks and compensation for overtime work. These provisions are consistent with the provisions of the Code of Ethics and the Human and Employment Rights Policy.	Working time regulations are adopted in each Group company	Management Boards of individual companies
Social dialogue	Rules of Procedure for the Election of Employee Representatives Corporate Collective Labour Agreement Human and Employment Rights Policy	These Regulations outline the process for selecting employee representatives and define their responsibilities when participating in discussions with the ERBUD Group on matters important to employees. The ERBUD Group aims to build lasting and positive relationships with its employees, engaging in social dialogue based on mutual respect, understanding, and transparency. In accordance with the Human and Employment Rights Policy, the Group is open to dialogue on matters important to employees, while respecting their rights and freedom of association.	Regulations governing social dialogue are in place in every member company of the Group.	Management Boards of individual companies
Collective bargaining including the percentage of workforce covered by collective agreements	Human and Employment Rights Policy Corporate Labour Collective Agreement Documents governing collective agreements in German companies	The ERBUD Group respects the right of employees to form or join (or not to join) trade unions or other organisations, and to engage in collective bargaining without fear of reprisal, intimidation or unfavourable treatment, in accordance with the provisions of the Human and Employment Rights Policy. Collective bargaining within the ERBUD Group is conducted in accordance with applicable company-level collective agreements, and with collective wage agreements in the case of German companies. Depending on the country in which they operate and the applicable regulations, these agreements are in place at selected Group companies.	Collective bargaining regulations are adopted in every member company of the Group	Management Boards of individual companies
Work-life balance	Remuneration Policy	The remuneration regulations allow for the payment of allowances when work is carried out away from the employee's place of residence, particularly in connection with business trips. These provisions are intended to provide partial compensation for the burdens arising from	Every company in which secondment takes place must adopt the Remuneration Regulations, which set out allowances	Management Boards of individual companies

⁷ [(S1) 24 c)] The ERBUD Group has not made any specific commitments to the social inclusion of particularly vulnerable groups within its workforce.

		employee mobility, including organisational and social inconveniences associated with working in other locations.	relating to secondment.	
Occupational health and safety	[(S1) 23] Integrated Management System Policy	The Integrated Management System Policy outlines the framework for occupational health and safety management within the ERBUD Group. It is aimed at ensuring safe working practices and the continuous improvement of health and safety standards. This policy applies to Group employees and to any other individuals carrying out work or present at Group premises, particularly construction sites.	Each company has adopted the policies of the Integrated Management System. Companies that do not have their own certified systems follow the policy adopted by ERBUD S.A. The occupational health and safety management system covers all member companies of the Group.	Management Boards of individual companies
Gender equality and equal pay for work of equal value	Remuneration Policy Remuneration Committee Regulations [(S1) 24 a, b] Diversity Management Policy Code of Ethics	The ERBUD Group's principles of equal treatment and non-discrimination in employment are set forth in the Diversity Management Policy and the Code of Ethics. These documents prohibit discrimination on the basis of gender and other grounds covered by law. The Remuneration Regulations set out the principles of employee remuneration, while the Remuneration Committee Regulations define the Committee's tasks regarding the analysis of remuneration levels and pay decisions in relation to internal and external benchmarks.	The Remuneration Regulations and the Diversity Management Policy apply to the Polish member companies of the Group, whilst the Remuneration Committee Regulations apply to ERBUD S.A.	Director of HR Division
Training and skills development	Procedure for professional development Procedure for conducting staff appraisals Regulations on the subsidisation of membership fees for the Polish Chamber of Civil Engineers	The rules governing the professional development of employees within the ERBUD Group are set out in the Professional Development Procedure, which regulates employees' participation in training and development activities. The process of identifying development needs and planning development activities is supported by the Employee Appraisal Procedure. In addition, the Regulations on the Subsidisation of Membership Fees for the Polish Chamber of Civil Engineers set out the rules for supporting the professional development of employees holding industry-specific qualifications.	The procedure for professional development applies to most of the Group's Polish companies, whilst the procedure for conducting employee appraisals applies to ERBUD S.A.	Director of HR Division

[S1, ESRS 2, 65a] The implementation of policies is subject to on-going monitoring through a whistleblowing system, periodic compliance reviews, and reporting to the Management Board. Documents are periodically reviewed and updated in the event of regulatory or organisational changes.

Some of the policies and procedures adopted by ERBUD Group companies refer to third-party standards or initiatives to which the Group has voluntarily committed, particularly ISO standards and the EMAS scheme. These regulations are developed and applied in accordance with applicable laws, including the Labour Code and building regulations. Selected policies of the ERBUD Group companies were consulted with employee representatives during their development. This applies in particular to the Labour Regulations, regulations concerning human and employee rights, training procedures, and the Remuneration Committee Regulations.

[S1, ESRS 2, 65f] Policies relating to significant impacts, risks and opportunities concerning employees are made available to Group company employees via internal computer networks, electronic communications and internal communication materials. Prominently displayed regulations are available for viewing at construction sites and in the offices of Group member companies. Key policies are also available on the ERBUD website. Policies on equal treatment and anti-discrimination are implemented within the Group through dedicated procedures covering preventive measures, training, and reviews of HR processes to mitigate the risk of bias. Recruitment and employee assessment processes are based on professional competency and skill criteria. There are also formal channels in place for reporting breaches, enabling anonymous reporting of cases of discrimination and the initiation of investigative and remedial actions.

[(S1) 20 a-c] [(S1) 21] The ERBUD Group's general approach to respecting human rights, including labour rights, is set out in the Human Rights and Labour Rights Policy. The provisions of this policy are consistent with the provisions of the Labour Code, the UN Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the UN Global Compact Principles. The Group works with its own workforce, including through existing whistleblowing channels, and undertakes to take appropriate remedial action, with legal support, should human rights violations arising from its activities be identified. [(S1) 22] The Group's Human and Employment Rights Policy directly addresses the issues of human trafficking, forced labour and child labour.

S1-2 - Processes for engaging with own workers and workers' representatives about impacts

[(S1) 25] [(S1) 27] [(S1) 27 b)] Employee feedback is a key source of information used by the Group in managing actual and potential impacts on its workforce. The Group obtains this information through, amongst other things, regular engagement surveys, anonymous feedback channels, consultations with employee representatives and thematic surveys. The information gathered is analysed by the relevant organisational units, in particular the HR Division and the Occupational Health and Safety Division, and may lead to the implementation of corrective measures or improvements in areas such as occupational safety, terms of employment, working hours, work-life balance, pay equity and HR processes.

[S1.27a) Cooperation with employees takes place directly and through their representatives at various stages of management processes. During the planning and review of employee policies, consultations are held with representatives and information meetings are organised. During the monitoring stage, reports received through existing channels of dialogue are analysed. During the implementation of corrective or improvement measures, the Group organises working meetings with employees and maintains an on-going dialogue with them through regular internal communication and meetings.

[[S1) 27] In addition, the Group conducts a periodic Employee Opinion Survey every three years to help identify employees' expectations and needs regarding the working environment and conditions. The next survey is planned for 2026.

[(S1) 27 e)] The effectiveness of cooperation with employees is assessed by analysing the results of engagement surveys and metrics relating to feedback received through dialogue channels. This is supplemented by considering the level of employee participation in consultations and the quality of solutions developed jointly. The Group monitors whether actions taken in response to employee feedback lead to improvements in working conditions or HR processes. The outcomes of dialogue with employee representatives and the agreements reached are reported to management and taken into account in operational and strategic HR decision-making. Cooperation with employees has taken on a particular dimension in the area of safety within the ERBUD Group, where a range of health and safety initiatives aimed at all employees are initiated, led by the annual Safety Week. Additional activities are generated through the health and safety app and newsletters. The Group also holds quarterly Occupational Health and Safety Committee meetings, which provide a forum for dialogue between employees and the employer regarding workplace safety. Group employees participate in occupational risk assessments.

[(S1) 27 d)] In the case of German companies, most regulations concerning the rights of in-house staff are governed by inter-company agreements. (S1) 27(c)) The Head of the HR Division, who holds the highest managerial position in the area of human capital management, is responsible for ensuring cooperation with employees and incorporating its outcomes into the Group's approach. This role coordinates consultation activities, analyses feedback and presents results to senior management, ensuring the employees' perspective is incorporated into human resources decision-making processes.

S1-3 - Processes to remediate negative impacts and channels for own workers to raise concerns

[S1, 32(a)] The Group adopts a consistent approach to implementing corrective measures where it has been identified as having caused or contributed to a significant adverse impact on its own employees. In such cases, an investigation is initiated comprising an analysis of the incident's causes, an assessment of its scale, and the implementation of corrective and preventive actions. The effectiveness of these measures is evaluated through monitoring corrective action implementation, analysing incident recurrence, reviewing reports received via reporting channels and consulting with employees and their representatives. These activities are used to improve processes and policies with the aim of reducing the risk of negative impacts recurring.

[(S1) 32 b)] The Group provides employees with a variety of channels through which they can raise concerns, questions, suggestions and complaints relating to working conditions and their impact on well-being. These include raising matters with line managers and the HR department, as well as a dedicated dialogue platform for reporting concerns, questions and doubts relating to the Group's operations.

However, in the case of reports concerning breaches of the law in a work-related context, the Group applies a separate mechanism, as set out in the document 'Regulations and Procedure for Reporting Breaches', which is administered by the Compliance Officer. These channels operate in parallel, ensuring that employees can choose the appropriate reporting method depending on the nature of the matter.

[S1, 32(c)] The Group has formal mechanisms in place for receiving, recording and investigating reports relating to employees and legal violations. These reports are analysed in accordance with applicable internal procedures to ensure confidentiality, impartiality, and the protection of whistleblowers against retaliation. Access to information that could lead to the identification of the whistleblower is restricted to authorised individuals, and the manner in which the case is handled is adapted to the nature of the report.

[(S1) 32(d)] The Group promotes reporting channels consistently in internal communications, providing information on how to use them during onboarding and at periodic training sessions. Instructions are published on the intranet and in internal communication materials. Information on how the dialogue platform operates and the rules for reporting breaches is made available to all employees, regardless of their position or form of employment, in a manner that ensures equal access.

[(S1) 32 e)] The Group systematically analyses reports received through the available channels, taking into account, inter alia, the categories of issues, response times, and the effectiveness of follow-up actions. The effectiveness of the channels is assessed based on reviews of the number and type of reports, the recurrence of issues and feedback obtained through dialogue with employee representatives. Findings from the monitoring process are used to improve reporting mechanisms, enhancing their accessibility and usability.

[(S1) 33] The Group also assesses whether employees are aware of the reporting channels available to them, and whether they trust these channels to effectively and securely resolve reported issues. This assessment is carried out through consultations with employee representatives and an analysis of the effectiveness of actions taken in response

to reports. In 2025, the Group conducted a survey of employee representatives which confirmed the effectiveness of the dialogue and trust in the mechanisms in place.

The Regulations and Procedure for Reporting Breaches, a document implemented pursuant to the Whistleblower Protection Act, set out the protection of persons reporting breaches of the law, including protection against retaliation and confidentiality rules. In accordance with ESRS G1-1, the Group also discloses detailed information on mechanisms for reporting irregularities and the protection of whistleblowers.

S1-4 - Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

[(S1) 35] [(S1) 37] The Group manages significant factors affecting its workforce through initiatives in areas critical to working conditions and employee development: health and safety, working hours, work-life balance, dialogue, skills development and pay equity. The identification and assessment of impacts, risks and opportunities is based, amongst other things, on a cyclical review of the double materiality assessment, occupational health and safety analyses, opinion and engagement surveys, dialogue with employee representatives, and a review of reports from various channels. The effectiveness of these measures is monitored through a set of indicators and data sources, including accident rates and near-miss incidents, staff turnover, opinion survey results, training delivery, pay gap analysis, data on working hours and holiday take-up, and records of reports. The findings from the monitoring are used to adjust activities and improve HR and occupational health and safety practices.

[(S1) 37 (ESRS 2) 68 a, c-e] [(S1) 38 a-d] [(S1) 40 a, b]

The actions relating to significant impacts, risks and opportunities, taken in 2025 and planned for the future (up to 2029), are defined within the Group at the level of each significant human resources topic. These actions apply to all Group employees in Poland, Germany, Belgium and Lithuania.

Working hours and work-life balance

Due to the specific nature of project delivery and the variable conditions under which work is carried out, overtime occurs periodically within the Group. The Group mitigates the risk of an excessive workload by recording and monitoring working hours, as well as implementing organisational measures at team and project level. The rules governing the accounting of overtime, breaks and rest periods are based on applicable labour law regulations and company policies. With regard to work-life balance, the Group considers the impact of mobility and business travel, providing compensation through mechanisms set out in remuneration regulations, while also monitoring the extent of business travel and the feedback reported by employees. The effectiveness of this approach is assessed on the basis of various factors, including data on working hours and holiday take-up, staff turnover, and the results of opinion surveys.

Employee dialogue

The Group engages in dialogue with employees both directly and through their representatives, through information sessions and consultations on working conditions, HR initiatives and occupational health and safety. This mechanism serves to identify issues of importance to employees and to incorporate their perspectives into corrective actions and improvements. Examples include regular meetings with the Management Board (“ERBUD 100%”) and quarterly consultations with employee representatives regarding the working environment. The effectiveness of the dialogue is assessed, amongst other things, through attendance and the results of opinion surveys, as well as an analysis of the topics raised and conclusions drawn from the consultations. Negotiations and collective agreements.

Some employees are covered by collective agreements, which influence how employment conditions are established and how dialogue is conducted within these parts of the Group. The Group considers these factors in its relations with employee representatives and in processes relating to working conditions. The effectiveness of this approach is assessed by monitoring the progress of dialogue with employee representatives and the issues addressed through consultation and agreement.

Occupational health and safety

Due to the particular characteristics of the construction and manufacturing sectors, the Group recognises significant risks to the health and safety of its employees. These risks are systematically managed through prevention, education and continuous operational supervision. Occupational health and safety specialists and coordinators play a pivotal role in this process, taking direct responsibility for safety and environmental issues on construction sites. They monitor working conditions, assess risks and initiate corrective actions. The Group conducts regular occupational and task-specific risk assessments, provides induction, periodic and specialist training, and ensures that employees are provided with the appropriate personal protective equipment. In parallel, a safety culture is being developed based on reporting near-miss incidents, analysing incidents and learning from experience. IT tools are also employed for health and safety management, enabling real-time monitoring of safety conditions on projects. The effectiveness of these measures is assessed through various factors, including accident rates, near-miss incident analysis, audit and inspection results, and the level of employee engagement in health and safety initiatives.

Training and skills development

The Group supports skills development by offering a range of training courses and development programmes that are tailored to the diverse needs of its companies and roles. Development activities are planned based on reviews of development needs, business requirements and regulatory changes, and employees have access to a catalogue of training courses. From a risk and opportunity perspective, these measures mitigate the risk of skills gaps and support the exploitation of opportunities arising from technological, organisational, and regulatory changes. Effectiveness is assessed through participation in training, implementation of development activities within HR processes (e.g. appraisals and career reviews), and engagement indicators.

Gender equality and equal pay for work of equal value

The Group combats inequality by using consistent, competence-based criteria for recruitment, appraisal and promotion. It also monitors the structure of its workforce and remuneration. Measures aimed at reducing the pay gap

are incorporated into HR analyses and the planning of corrective actions. The effectiveness of this approach is assessed, inter alia, through analysis of the pay gap and indicators of women's representation in selected job categories.

Implementing measures to manage significant impacts, risks and opportunities relating to the company's own employees does not require significant operating or capital expenditure.

[(S1) 39] The Group employs a structured process to identify appropriate measures in response to actual and potential negative impacts on its own workforce. This process involves analysing data from the on-going collaboration between HR Business Partners and employees, consulting with internal stakeholders, and reviewing applicable regulations and market best practices. This process is an integral part of the human resources management system and is carried out on a cyclical basis, in particular as part of HR and occupational health and safety planning and the review of the ESG Strategy.

[S1, 43] The Group allocates the necessary human, organisational and financial resources to manage the significant impacts, risks and opportunities relating to its workforce. The HR and Health and Safety Divisions, operational managers, compliance functions and internal communications are particularly involved in implementing these measures. The allocation of resources covers on-going operational expenditure relating, inter alia, to salaries, employee benefits, training, occupational safety, and tools that support HR and OHS management. The level of commitment is reviewed and adjusted according to the scale of the identified impacts and risks.

[S1, 41] The Group systematically reviews its operational and management practices to ensure that they do not cause or contribute to any significant adverse impacts on its workforce. This applies in particular to work organisation, project planning, time management and customer relations. The Group strives to ensure that the pursuit of business objectives, cost optimisation, and contractual requirements do not compromise occupational safety, employee well-being, work-life balance, or equal treatment.

[S1, AR37] When making decisions to terminate business relationships, particularly those relating to projects, contracts or operational activities that affect employment structures, workloads or employment conditions, the Group considers the impact on its own employees. Any such decisions are preceded by an analysis of the potential impact on employees, including an assessment of the risk of job cuts, relocation of staff and changes to job responsibilities.

[S1, AR 43] In light of the transition towards a low-carbon, climate-neutral economy, the Group is assessing the potential impact of this process on its employees. This process may entail technological and regulatory changes, as well as a shift in demand for particular skills. The Group is monitoring these changes and taking measures to ensure employment stability. These measures include providing opportunities for employees to develop their skills and redeploying them to roles that match their qualifications. At the time of preparing this report, the Group has not identified any risk of significant job cuts resulting from these processes.

S1-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

[(S1) 46 (ESRS 2) 80(c)] The ERBUD Group's objectives relating to the management of significant impacts, risks and opportunities concerning its own workforce cover all Group employees, including those of foreign subsidiaries. These objectives are set out in the Group's ESG Strategy, which was drawn up in 2024 and revised in 2025.

[(S1) 46 (ESRS 2) 80 h)] [(S1) 47 a)] Internal stakeholders, including employee representatives from ERBUD Group companies, were involved in developing and revising these objectives. This included strategic workshops and reviewing the double materiality analysis, allowing the employees' perspective to be considered when defining priorities and courses of action.

[(S1) 47 b) (ESRS 2) 80 j)] The Group monitors the achievement of its HR objectives through a set of key performance indicators (KPIs) linked to its established policies and procedures. Results are tracked at regular intervals (at least annually) based on data from HR and payroll systems, internal HR reports, and the results of employee surveys and appraisals. In particular, monitoring covers indicators relating to employment structure, staff turnover, absenteeism, health and safety at work, access to training and equal treatment. The results of the monitoring are reported to senior management and form part of periodic reviews of the implementation of the ESG Strategy.

[(S1) 47 c)] Based on an analysis of the results achieved, the entity draws conclusions regarding the effectiveness of the measures taken and the appropriateness of the objectives set. Monitoring results enables the identification of areas where progress has been made, as well as areas requiring further improvement or a change in approach.

The findings are used for various purposes, including updating or refining HR objectives, modifying procedures and operational activities, planning additional development or corrective initiatives, and improving human resources management processes.

[(S1) 45] [(S1) 46 (ESRS 2) 80 a, b, d, e)] The Group's objectives regarding its own workforce by 2029 are:

Working hours and work-life balance

The Group aims to ensure that, by 2029, at least 90% of employees have no more than 10 days of outstanding leave. The baseline year is 2024, when the average number of outstanding leave days per employee was 13. This objective is supported by existing internal regulations, particularly the Staff Regulations, the Human and Employee Rights Policy, and the ERBUD Group Code of Ethics. Additionally, in accordance with the Remuneration Regulations, employees on secondment are entitled to travel and separation allowances to compensate for increased mobility.

Social dialogue and collective bargaining

The Group plans to continue organising, on an on-going basis, at least four meetings a year (once a quarter) between the employer's representative and employee representatives and/or employees. These meetings are intended to facilitate consultations on improving the working environment and terms of employment. The achievement of this objective is supported, inter alia, by the Regulations on the Election of Employee Representatives, the Human and Employment Rights Policy, Corporate Collective Labour Agreements and the provisions of the Trade Unions Act.

Occupational Health and Safety

The ERBUD Group prioritises occupational health and safety at work. As set out in its current ESG Strategy, the Group's ambition is to maintain a zero rate of fatal and serious accidents on construction sites, in line with the 2023 baseline. The Health and Safety Management Procedure, which forms part of the Integrated Management System, is the key regulation supporting the achievement of this objective.

Pay equality and the pay gap

By 2029, the Group plans to reduce the pay gap by 10% compared to 2023, when the unadjusted pay gap stood at 20%. The achievement of this objective is supported by, amongst other things, the Remuneration Committee Regulations (at ERBUD S.A.), the Remuneration Regulations, the Diversity Policy, and provisions on equal treatment and the prohibition of discrimination on the grounds of gender. As part of these efforts, an analysis of remuneration is carried out in relation to internal and external medians and the history of remuneration for specific roles.

[(S1: 46; ESRS 2: 80 f)] The Group adopts a structured and data-driven approach to setting sustainability targets. This process considers both internal strategic priorities and the regulatory, market, and socio-environmental context. The process begins with a materiality assessment to identify the most significant impacts, risks and opportunities for the Group and its stakeholders.

Targets are then defined using the most appropriate quantitative and qualitative methods for the nature of the issue and the availability of data. Methods used include analysis of historical data, benchmarking against industry standards and best practices, reviewing HR and health and safety indicators, and consulting key internal stakeholders. Data used to set targets is sourced from internal HR, health and safety, and financial systems, as well as available external sources.

Where appropriate, the Group also considers external scenarios, including those related to economic transformation and regulatory changes. When setting targets, the Group considers the broader context of sustainable development, including working conditions in the construction and manufacturing sectors, local market conditions, the availability of skilled workers, employment structures, investment process dynamics, and how the nature of the business affects the health, safety, and well-being of employees. Each target is assigned a timeframe and progress indicators, and targets are monitored regularly and reviewed periodically to ensure they remain relevant and up to date in light of changing conditions.

[(S1) 46 (ESRS 2) 80 c, j] Progress and results in meeting the objectives are monitored quarterly and reported to the Management Board as part of the implementation of the ERBUD Group's ESG Strategy. The Group is progressively achieving its set objectives, and none of them are at risk of not being achieved.

S1-6 - Characteristics of the undertaking's employees

		Sex	Total headcount	Total headcount
			31 Dec. 2024	31 Dec. 2025
Poland	Number of employees (total number)	Male	1573	1529
		Female	513	516
		Total workforce	2086	2045
	Number of temp staff (total number)	Male	289	258
		Female	108	92
		Total workforce	397	350
	Number of permanent employees (total number)	Male	1284	1271
		Female	405	424
		Total workforce	1689	1695
	Number of full-time employees (total number)	Male	1550	1512
		Female	493	493
		Total workforce	2043	2005
	Number of part-time employees (total number)	Male	23	17
		Female	20	23
		Total workforce	43	40
Germany	Number of employees (total number)	Male	477	462
		Female	62	56
		Total workforce	539	518
	Number of temp staff (total number)	Male	50	44
		Female	3	1
		Total workforce	53	45
	Number of permanent employees (total number)	Male	427	418
		Female	59	55
		Total workforce	486	473
	Number of full-time employees (total number)	Male	466	450
		Female	49	46
		Total workforce	515	496
	Number of part-time employees (total number)	Male	11	12
		Female	13	9
		Total workforce	24	21
Belgium	Number of employees (total number)	Male	133	119
		Female	0	1
		Total workforce	133	120
	Number of temp staff (total number)	Male	121	106
		Female	0	1
		Total workforce	121	107
	Number of permanent employees (total number)	Male	12	13
		Female	0	0

		Total workforce	12	13	
	Number of full-time employees (total number)	Male	133	119	
		Female	0	1	
		Total workforce	133	120	
	Number of part-time employees (total number)	Male	0	0	
		Female	0	0	
		Total workforce	0	0	
Lithuania	Number of employees (total number)	Male	2	2	
		Female	0	0	
		Total workforce	2	2	
	Number of temp staff (total number)	Male	2	0	
		Female	0	0	
		Total workforce	2	0	
	Number of permanent employees (total number)	Male	0	2	
		Female	0	0	
		Total workforce	0	2	
	Number of full-time employees (total number)	Male	2	2	
		Female	0	0	
		Total workforce	2	2	
	Number of part-time employees (total number)	Male	0	0	
		Female	0	0	
		Total workforce	0	0	
			Total	2760	2685

[(S1) 50 d)] The figures shown represent the number of people as of 31 December 2025.

[(S1) 50 c)] The total number of employees who left the ERBUD Group during the reporting period was 592, and the staff turnover rate⁸ was 22%. In 2024, these figures stood at 585 and 21% respectively.

[(S1) 50 f)] The number of employees is consistent with the total headcount in the Group as presented in Section 6.13, 'Employment Structure', of the ERBUD Group's Consolidated Financial Statements.

⁸ The turnover rate was calculated as the ratio of the number of employees who left the organisation between 1 January 2025 and 31 December 2025 to the total headcount as of 31 December 2025.

S1-8 - Collective bargaining coverage and social dialogue

[(S1) 63 a)] The percentage of workforce represented by employee representatives in the ERBUD Group is as follows⁹:

The percentage of workforce represented by employee representatives		
Country	2024 (translated data)	2025
Poland	97%	97%
Germany	92% ¹⁰	92%
Belgium	100%	100%
Lithuania	100%	100%

Depending on the companies' internal regulations, the employee side may be represented by various bodies. For companies: ERBUD S.A., ERBUD International Sp. , MOD21 Sp. z o.o., ONDE S.A. and ERBUD Shared Services Sp. z o.o., the social side is represented by Employee Representatives elected in accordance with a procedure established by the employer in line with the Labour Code. For ERBUD Industry Centrum, the employee side is represented by representatives of three trade unions. IVT and IKR have a Works Council in place, which is the statutory representation of their employees. Companies with fewer than 50 employees, such as Satchwell, IDE Projekt, MOD21 GmbH, ONDE GmbH and ERBUD Holding Deutschland, had not appointed any employee representatives by 2025. All consultations regarding working conditions and pay were conducted without employee representation.

[(S1) 60 a)] The percentage of employees covered by collective labour agreements stood was 32%¹¹ in 2025 and 34%¹² in 2024 respectively.

[(S1) AR 70] [(S1) 60 b)]

Percentage of employees covered by collective labour agreements in the EEA		
Country	2024 (translated data)	2025
Poland	23%	21%
Germany	82% ¹³	82%

ERBUD Industry Centrum operates under a Corporate Collective Labour Agreement registered with the Regional Labour Office, which applies to all the Company's employees. Most employees of IVT, IKR and MOD21 GmbH are covered by sector-wide, multi-company collective labour agreements, known as collective bargaining agreements, which set out the terms and conditions of employment and pay for these employees. The number of employees covered by collective bargaining agreements has been included in the indicator. [(S1) 60 c)] The ERBUD Group does not employ staff outside the EEA. [(S1) 63 b)] The ERBUD Group has not entered into any agreements with employees

⁹ The percentage of workforce represented by employee representatives was calculated as the ratio of the workforce represented by employee representatives as of 31 December 2025 to the total workforce in the country as of 31 December 2025.

¹⁰ Data has been translated. Details of the change are set forth in ESRS 2 14.

¹¹ The percentage of employees covered by collective labour agreements was calculated as the ratio of the workforce covered by collective labour agreements as of 31 December 2025 to the total workforce as of 31 December 2025.

¹² Data has been translated. Details of the change are set forth in ESRS 2 14.

¹³ As above.

regarding representation by a European Works Council, a Works Council of a European Company or a Works Council of a European Cooperative Society.

S1-9 - Diversity metrics

[(S1) 66 a)] The number and percentage of individuals in senior management, broken down by gender ¹⁴

Sex	2024	2025
Male	118	120
	81%	81%
Female	27	28
	19%	19%

Senior management was defined as comprising the governing bodies and the one and two levels below them.

[(S1) 66 b)] Workforce age breakdown¹⁵

Age	2024	2025
below 30 years of age	17%	17%
30-50 years of age	49%	50%
Above 50 years of age	34%	33%

¹⁴ As of 31 December 2025

¹⁵ As of 31 December 2025

S1-14 - Health and safety metrics

		2024	2025
(S1) 88 a)	Number of persons who are the organisation's own workforce covered by the organisation's occupational health and safety management system based on legal requirements or recognised standards or guidelines.	100%	100%
(S1) 88 b)	Number of work-related fatalities among the undertaking's own workforce.	0	0
	Number of fatalities due to work-related accidents and occupational diseases among other employees working on the site.	0	0
(S1) 88 c)	Number of reportable accidents at work among the undertaking's own workforce.	40	41
	Rate of reportable work-related accidents.	6.27	6.52
(S1) 88 d)	Number of work-related ill-health cases reportable (subject to legal restrictions on data collection).	1	0
(S1) 88 e)	Number of days lost due to work-related injuries and fatalities due to work-related accidents, due to work-related ill-health and fatalities due to ill-health.	1213	1904
(S1) 90	Number of the company's own employees covered by a health and safety management system developed on the basis of legal requirements or recognised standards or guidelines, and which has been subject to internal or external audit or certification	88%	88%
(S1) AR 81	If the occupational health and safety management system has been audited or certified, provide information on the standards or norms on which such audits or certifications are based.	ISO 45001:2018 (ERBUD S.A., ERBUD Industry Centrum, CKTiS, ONDE, MOD 21, IVT) Sicherheits Certificat Contractoren - SCC-VAZ 2021 (IKR) BRAK (ERBUD International, ERBUD Shared Serviced, Satchwell, Ide Projekt, MOD 21 GmbH, ONDE GmbH, ERBUD Holding Deutschland)	

Data is shown in number of people as of 31 December 2025.

The frequency rate was calculated according to the formula: number of accidents at work x 1,000,000 / number of man-hours worked. For the calculation of the number of man-hours of employees, a summary of employment by month was taken. Employees were divided into 3 groups: supervisory, office administration and labourers. For the calculation of man-hours, a conversion factor was applied for each month: supervision - 184 hours, office administration - 168 hours, labour positions - 184 hours.

S1-16 - Compensation metrics (pay gap and total compensation)

		2024	2025
(S1) 97 a)	The gender pay gap, defined as the difference in the average level of pay between female and male workers, expressed as a percentage of the average level of pay of male workers	17%	16%
(S1) 97 b)	Ratio of the annual total compensation of the top earner to the median annual total compensation of all employees (excluding that top earner)	28	19

The pay gap was calculated using the following formula:

$$\frac{\text{Average level of gross hourly pay of male workers} - \text{average level of gross hourly pay of female workers}}{\text{Average gross hourly rate of male workers}} \times 100$$

In calculating the average hourly rate level, the base salary from the contract as of 31 December 2025, including fixed allowances and relocation allowances paid in 2025, has been taken into account and averaged to monthly amounts. Part-time workers (non-FTEs) have been pro-rated to full-time workers in terms of basic salary including fixed allowances. Compensation amounts in EURO were converted into PLN at the exchange rate prevailing at 31 December 2025. The hourly rate has been calculated on the grounds of a standard of 168 hours per month.

The annual total compensation factor was calculated based on the following formula:

$$\frac{\text{Annual total compensation of the undertaking's top earner}}{\text{Median annual total employee compensation (excluding the top earner)}}$$

The calculation of the total compensation factor took into account the basic pay under the contract as of 31 December 2024 including allowances multiplied by 12 months and the moving allowances paid in 2025. Part-time positions (non-FTEs) have been pro-rated to full-time workers in terms of basic salary including fixed allowances. Compensation amounts in EURO were converted into PLN according to the exchange rate prevailing at 31 December 2025. The hourly rate has been converted into monthly wages based on a multiplier of 168 hrs./month;

ESRS G1 – Business conduct

The ERBUD Group's corporate governance framework is the foundation for its responsible and stable operation. Within this framework, principles of management, decision-making and stakeholder relations are established. The Group maintains transparent structures and clearly defined roles and responsibilities, viewing these as key factors in building value and trust within the organisation.

G1-1 - Corporate culture and business conduct policies

[(G1) 9] The ERBUD Group's corporate culture is developed based on clearly defined values, ethical principles, and standards of conduct that apply throughout the organisation. These standards are reinforced by internal policies and procedures, particularly the Code of Ethics, the Supplier Code of Conduct and the Procurement Policy. The Group has also implemented an Integrated Management System to support consistent management by establishing a framework for planning, implementing, monitoring and improving activities. This enables ESG aspects to be systematically incorporated into decision-making, operational and control processes.

The Code of Ethics is the cornerstone of the Group's corporate culture. It sets out the expected attitudes and behaviours, as well as the consequences of breaching ethical standards. The Code covers respect for human and employees' rights, workplace relations, diversity, sponsorship, fair competition, relations with business partners, and environmental protection and safety, among other things. This document supplements existing legal regulations and establishes standards of conduct for all employees and associates, regardless of their role or position within the Group. These principles apply to all individuals employed by the Group under an employment contract, those working under civil law contracts, employees in the value chain and all business partners, including suppliers and subcontractors, at all Group locations.

The Code of Ethics is made available to stakeholders on the Group's websites. [(G1) 10 g)] Employees are required to familiarise themselves with it, and the ethical principles are presented to every person joining the Group as part of the onboarding process. Business partners are informed of the applicable standards through relevant clauses in contracts obliging them to comply with these standards. The Management Board of the Parent Company is responsible for the implementation of the Code within the Group.

The Code of Conduct for Suppliers is a set of principles which the Group expects all suppliers, contractors and business partners to adhere to, and applies to suppliers of goods and services, as well as their employees and associates, during their cooperation with entities of the ERBUD Capital Group under concluded contracts.

ERBUD strives to achieve the highest standards of business conduct and holds itself to the most rigorous standards. The Group adheres to the OECD Guidelines on Due Diligence for Responsible Business Conduct, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. We apply and comply with the International Labour Organisation's standards, the United Nations Convention against Corruption, and international trade sanctions and embargoes. This includes sanctions resulting from a resolution adopted under Chapter VII of the United

Nations Charter by the Security Council, as well as sanctions imposed by the European Union and domestic legislation implementing these provisions. We also comply with the provisions of regulations designed to eliminate conflicts of interest.

The Supplier Code of Conduct is made available to stakeholders on the Group's websites. The Management Board of the Parent Company is responsible for implementing the Code throughout the Group.

A strong corporate culture is developed and reinforced through communication and training initiatives, and by integrating ethical principles and organisational values into management and operational processes. The Group strives to create a working environment based on mutual respect, responsibility, transparency, and dialogue. This ensures that concerns and irregularities can be reported safely.

The functioning of the corporate culture is monitored continuously through analysis of compliance with applicable regulations, review of the effectiveness of policies and procedures, and analysis of reports and incidents. These activities' findings are used to improve the management system and further strengthen the corporate culture.

[(G1) 10 g)] The Group implements an internal training policy on business conduct, which is aimed at promoting the principles of ethics, integrity, legal compliance, and responsible decision-making. The scope and level of detail of the training are tailored to the role, level of responsibility, and ethical risk associated with a given position. General training is aimed at all employees, while in-depth training is intended for management staff and individuals in decision-making roles, or those exposed to an increased risk in the area of ethics and compliance. Training is delivered as part of the onboarding process and in the form of periodic refresher courses. The Compliance Officer oversees the implementation of regulations, the handling of reports, and the coordination of training.

[(G1) 10 a)] The Group has mechanisms in place to identify, report and investigate concerns relating to conduct that is inconsistent with the law, the Code of Ethics or other internal regulations. These reports can be submitted via dedicated channels by internal stakeholders, particularly employees and associates, as well as by external stakeholders, including business partners and suppliers. Reports are received and analysed in accordance with applicable procedures. Following an initial assessment of the report by the Compliance Officer, an investigation committee is appointed, which may seek the assistance of external experts if necessary. After analysing the gathered information, the committee may take appropriate measures, including corrective actions, against the persons covered by the report. Whistleblowers are protected from reprisals and cannot be penalised as a result of their report. The Compliance Officer provides the governing bodies of group companies with information on significant reports and investigative actions.

[(G1) 10 c)] In accordance with the applicable national legislation transposing Directive (EU) 2019/1937, the Group has implemented measures to protect whistleblowers and ensure the secure reporting of breaches. Internal reporting channels allow reports to be made confidentially while protecting the identity of the whistleblower. Employees are informed of the reporting rules, their rights, and the available safeguards. The Group provides training to raise awareness of how the whistleblowing system operates, and those handling

reports possess the necessary competencies. The Group implements measures to protect whistleblowers against all forms of retaliation. This includes ensuring the confidentiality of data provided in reports of irregularities, establishing and enforcing a ban on retaliatory actions against whistleblowers, and restricting access to the information contained in reports to those who need it. These principles are set out in the Rules and Procedures for Reporting Breaches, which also specify the procedure to be followed in the event of suspected retaliation.

[(G1) 10 e)] The Group has procedures in place to enable the swift, independent and objective investigation of incidents relating to business conduct, including cases of corruption and bribery. These investigations are carried out by designated individuals or organisational units while maintaining confidentiality, protecting personal data, and respecting the rights of those involved. In justified cases, the involvement of independent external entities is permitted.

The Code of Ethics and the Anti-Corruption Policy set out anti-corruption principles, taking into account international anti-corruption standards, including the United Nations Convention against Corruption.

[(G1) 10 h)] The Group analysed roles and positions in terms of their exposure to the risk of corruption. Decision-making positions in the sales, costing and tendering departments, the Central Purchasing and Central Procurement Division, the management boards of subsidiaries and senior management, as well as those holding the positions of Project Manager and Site Manager, were identified as being most at risk.

G1-2 Management of relationships with suppliers

[(G1) 12] [(ESRS 2) 68 a-c] In 2025, the ERBUD Group began a multi-year transformation of its procurement processes, affecting all of its companies. This transformation aims to standardise and streamline procurement processes, increase transparency in relations with suppliers and strengthen risk management within the supply chain, including sustainable development risks.

The transformation of procurement processes has been planned as a multi-stage process tailored to the organisational structure and level of maturity of individual companies. The initial stages focused on structuring indirect and direct procurement in relation to strategic material and service categories within companies operating on the Polish market. Subsequent stages will gradually expand the scope of the transformation to include more materials and services, such as subcontracting, as well as digitalising and integrating procurement processes for companies operating in Germany. These measures aim to further harmonise procurement and management standards across the Group.

A key element of the transformation is raising awareness of procurement across the Group by systematically collecting data, conducting internal and market analyses, and adapting procurement strategies according to organisational maturity and available resources. Indirect procurement, which was previously managed in a decentralised manner at construction sites and support units, has undergone particular changes. The new approach involves formalising processes and centralising responsibility for procurement standards.

As part of the transformation, a Procurement Policy has been implemented, serving as the primary document governing procurement operations within the Group. The document sets out the objectives, mission and vision of the procurement function, describes the procurement process, the roles and responsibilities of those involved, and the principles and values aligned with the Group's corporate values. The Policy is supplemented by procurement procedures for indirect and direct purchases, as well as procurement strategies developed for key categories of materials and services. The Management Board of the Parent Company and the Group's Procurement Director are responsible for the implementation of the Policy within the Group.

Indirect procurement has been divided into categories based on their cross-functional nature, cost significance, and concentration of expertise within the organisation. A Procurement Owner has been appointed for each of these categories, and is responsible for establishing procurement standards, controlling expenditure, and managing supplier relationships. Direct procurement in categories that are key to the group has been centralised, and the Procurement Division coordinates the procurement processes within these categories.

The Group is also taking steps to increase the transparency and visibility of the procurement function. This includes centralising key categories and formalising rules for cooperation with suppliers. This approach enables the consistent management of relationships with business partners and the mitigation of risks in the value chain, while ensuring the fair and transparent treatment of suppliers and subcontractors.

Electricity is a distinct strategic procurement category. The Group independently manages its own procurement processes, negotiating contract terms and implementing strategies based on various pricing models. These include combinations of fixed and variable prices, as well as adjustments to tariffs in response to changing regulations. At the same time, the Group is implementing measures to reduce electricity demand, with the aim of stabilising costs and mitigating operational and financial risks. This is described in more detail in the energy management section of the report (E1-5).

Environmental and social criteria are also considered in procurement processes. As part of its procurement transformation, the Group has implemented measures to optimise its vehicle fleet, thereby supporting the achievement of greenhouse gas emission reduction targets and mitigating environmental impact within the supply chain. The ERBUD Group has a policy in place to prevent late payments to suppliers, particularly micro, small and medium-sized enterprises, as it recognises that the timely settlement of liabilities is a key element of responsible business relations and supply chain stability. This policy is based on the principles of fairly treating business partners, being transparent about cooperation terms, and complying with applicable national and EU legislation.

Late payments are prevented by standardising contractual terms, setting clear payment deadlines, monitoring payment obligations continuously, and collaborating between the procurement and finance departments. Particular attention is paid to SME suppliers, for whom timely payments are crucial for financial liquidity and business continuity.

The Group also identifies and eliminates potential causes of delays by streamlining document circulation processes and maintaining on-going communication with suppliers. These measures support the development of long-term, stable and transparent relationships with business partners.

[(G1) 15 a)] The ERBUD Group manages its relationships with suppliers by considering supply chain risks and their potential impact on achieving the Group's sustainability goals. This approach is based on building long-term, transparent relationships with business partners, and gradually strengthening requirements regarding ethical, social, and environmental standards. The Group recognises that working with partners who do not meet expected sustainability standards can result in negative consequences, including the termination of business relationships, supply chain disruption and limited access to financing.

As part of its risk management strategy, the Group is enhancing transparency in its relationships with suppliers to better understand their impact on ESG issues within the value chain. These measures include applying social and environmental criteria to the selection and management of suppliers, analysing information obtained during procurement procedures and verifying compliance with the Group's policies and procedures. The organisational and procedural solutions in place enable areas of heightened risk in relations with suppliers to be identified and appropriate measures to be taken to mitigate such risks. This includes clarifying the terms of cooperation or agreeing on corrective actions, all the while maintaining operational continuity and stability in cooperation with key partners.

[(G1) 15 b)] The Group takes social and environmental criteria into account in its supplier selection and collaboration processes. These criteria include compliance with applicable laws, respect for human and labour rights, adherence to health and safety standards, application of environmental protection standards and compliance with the Group's ethical principles. ESG criteria are integrated into procurement decisions within the framework of applicable procedures and Integrated Management Systems, ensuring consistent application across the organisation.

[(ESRS 2) 80 a-f, h, j] [(ERSR 2) 68 a-c] The ERBUD Group aims to assess 100% of its key suppliers, subcontractors and business partners against the social and environmental criteria established by the Group by 2029, in accordance with the provisions of the Supplier Code of Conduct. The baseline year is 2023, when no such assessments had been conducted. The Group set this target in order to exercise due diligence in the supply chain with regard to the requirements of the CSDDD Directive and the results of a materiality assessment, in which stakeholders presented their views and expectations. The target was set with the involvement of experts from the ERBUD Group who work with suppliers, subcontractors and business partners as part of their day-to-day duties. In 2025, the Group continued to develop sustainability requirements comprising social and environmental criteria in order to assess its suppliers in subsequent years according to these criteria.

Progress in meeting the targets is monitored quarterly and the results are presented to the Management Board in the form of reports on the implementation of the ERBUD Group's ESG Strategy. The Group is steadily achieving its targets, and none of them are at risk of not being achieved.

MANAGEMENT BOARD STATEMENTS

True and fair view of the report

To the best of the knowledge of the Management Board of ERBUD S.A., the financial information for 2025 and the comparable reporting period, as included in the Annual Consolidated and Separate Financial Statements of the ERBUD Capital Group, and in the Management Board's Report on the Operations of the ERBUD Capital Group (comprising the Report on the Operations of ERBUD S.A.), have been drawn up in accordance with applicable accounting principles. This information gives a true and fair view of the financial position of ERBUD S.A. and the ERBUD Capital Group, as well as their financial performance.

The Report on the Operations of the ERBUD Group, including the Report on the Operations of ERBUD S.A., gives an true and fair view of ERBUD S.A.'s and the ERBUD Group's development, achievements, financial position and principal threats and risks.

The ERBUD Group's Sustainability Report forms a separate section of the ERBUD S.A. Group's annual report.

Signatures of all Management Board members:

Dariusz Grzeszczak

President of the Management Board

Agnieszka Głowacka

Vice-President of the Management Board

Jacek Leczkowski

Vice-President of the Management Board

Tomasz Wojak

A Management Board Member

Warsaw, 30 March 2026