

TECHNICA NOVA BALTICA

People who create energy.

ESG POLICY

Last updated 01.09.2025

Our environmental, social and governance (ESG) responsibility is not just about standards – it is a way of thinking and acting. As a company operating in the offshore wind sector, we have a real impact on the decisions made by our partners and customers. We start with ourselves to bring about the change we want to see in the industry.

Our approach to ESG is a combination of daily mindfulness, transparency and a commitment to continuous improvement – while remaining appropriate to the scale of our operations and the nature of our cooperation.

1. Environmental aspects

Although as a service company we do not engage in manufacturing, generate waste or consume water on an industrial scale, we are aware that our choices also matter. Therefore:

- We treat the environment as a full stakeholder in our activities.
- We choose solutions that reduce emissions and resource consumption.
- We carefully plan our project involvement, especially in the context of protecting local marine ecosystems.
- We educate our colleagues and partners, promoting pro-environmental practices and a culture of responsibility.
- We take environmental aspects into account when assessing our relationships with partners and the projects we are involved in.

2. Social aspects

We build a collaborative environment based on respect, equality and safety. We do not employ people in the traditional model – we work with B2B experts or under civil law contracts, ensuring the quality and conditions of this cooperation.

Our approach includes:

- Ensuring safe working conditions and clear rules for reporting irregularities
- Respecting diversity and actively counteracting all forms of discrimination
- Enabling the development of technical, managerial and social skills
- Promoting equal treatment regardless of gender, age, nationality or cooperation model
- Supporting knowledge transfer and building high standards in the offshore wind industry.

3. Management aspects

Strong ethical foundations and transparency are the basis of our operations. We adhere to high standards of integrity, information security and responsibility towards our partners, associates and customers.

Our management practices include:

- A code of ethics that defines our values: integrity, respect, responsibility, professionalism and sustainable development
- Counteracting corruption, conflicts of interest and improper practices – also through a code of cooperation with suppliers
- Data protection and confidentiality of information in accordance with internal policy
- Accessible channels for reporting irregularities and protection of whistleblowers
- Cooperation with suppliers and subcontractors who share our values through clear ESG requirements in the value chain

4. Implementation and review

The ESG policy is approved by the Management Board and reviewed at least once a year.

ESG commitments are integrated into our daily practices, collaborations and decision-making processes.

We invite our partners and associates to share their opinions and ideas in the area of ESG and provide the following e-mail address for this purpose: contact@technica-nova.com

5. Communication and accessibility

The policy is publicly available on our website and is shared with all persons cooperating with TNB. We believe that transparency and clear statements are the foundation of trust and responsibility.

Our ESG Policy is not only a commitment, but also the foundation for building a competitive advantage in the rapidly growing offshore sector. We are convinced that environmental responsibility, investment in people and transparent management are the keys to long-term success.

We are committed to continuously improving our ESG strategy and implementing best practices so that our activities are synonymous with sustainable development, safety and innovation.