MATERIALITY

Sustainability Report 2025

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This report has been prepared in accordance with the simplified ESRS, and the individual ESRS disclosures are marked in blue in the margins.
The report is also aligned with the UNGC Communication on Progress; these disclosures are marked in orange. A detailed table listing the disclosures is provided in the "About this report" chapter.

EXECUTIVE SUMMARY 2025

ABOUT US

10 years
- ON THE MARKET

+18% YoY
- REVENUE

+73.5% YoY
- NET PROFIT

18 people
- ON EMPLOYMENT CONTRACTS

60% women
- ON THE MANAGEMENT BOARD AND IN THE MANAGEMENT TEAM

~58 h
- OF TRAINING PER PERSON

- MOST FREQUENTLY CHOSEN SERVICES

STRATEGY | ESG REPORT | MATERIALITY ASSESSMENT | ESG DATA MONITORING | ONGOING ADVISORY

CLIENTS

39
- CLIENTS

67 888 people
- TOTAL NUMBER OF CLIENTS' EMPLOYEES

PLN 81 bn
- CLIENTS' TOTAL REVENUE

-4%
- DECREASE IN CLIENTS' TOTAL GHG EMISSIONS

+5.5%
- INCREASE IN CLIENTS' REVENUE

LIKE-FOR-LIKE GROUP (YOY)

KNOWLEDGE

~3 k
- PARTICIPANTS IN CONFERENCES AND WEBINARS WITH SPEAKERS FROM MATERIALITY

4.64 / 5
- SATISFACTION WITH MATERIALITY ACADEMY COURSES AND TRAINING

10
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IMPACTS

6
- MATERIAL INDIRECT IMPACTS RELATED TO THE ADVISORY SERVICES PROVIDED: CLIMATE CHANGE, BIODIVERSITY, CIRCULAR ECONOMY, HUMAN AND WORKERS' RIGHTS

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Letter from the Management Board

Dear Clients, Employees, Partners and Friends,

This year we are celebrating MATERIALITY's 10th anniversary. To mark the occasion, we are placing in your hands our first sustainability report, in which we strive to give a fair picture of our current situation and of the events of the past year. The moment has come for us finally to put on the shoes we have been making for our clients for years: we are looking at our own business, and at the impact we have on our surroundings, through the magnifying glass of the ESRS. We hope that in this way we will bring our work closer to everyone interested.

We brought MATERIALITY to life in the autumn of 2016 as a concept combining our professional interests: sustainability and the capital market. Our goals at the time were far from business ones: we wanted to work together, to create for ourselves a place of interesting and comfortable work, to do something good for the world and do it well, and to have a say in how the profits we generated were shared. In the first years there were just the two of us, supporting the pioneers of non-financial reporting among Polish listed companies, co-creating the Non-Financial Information Standard, developing the foundations of our working methodologies and delivering our first projects. Our first employees joined us in 2019, and since then we have been creating a workplace not only for ourselves but also for others; for many of them we were their first employer. Over these 10 years, nearly 40 people have worked at MATERIALITY, 18 of whom are with us today.

Running the company is for us a constant search for balance between the needs of our clients, our employees, our surroundings and ourselves. We want to provide clients with high-quality advice at a reasonable price, and employees with safe and comfortable conditions for work and development; we want to enrich our surroundings with the effects of our activities, and to secure for ourselves the joy of life and inspiring challenges. The resource on which this work rests is intellectual capital: it is this capital, processed by our diverse team of consultants, that forms the basis of the services provided to clients. We also try to contribute to its growth throughout our environment by taking part in work on regulations and standards, publishing, and speaking at industry events.

Although this report complies with the ESRS, you will notice a certain departure from the template. We have distinguished two types of material impacts: direct, exerted directly by MATERIALITY, and indirect, exerted through our work for Polish and international companies many times our size. For consultancies, it is the indirect impacts that matter far more, and we believe it is high time they started to measure and disclose them. In this report you will find our first, still imperfect, approach to this task. We call ourselves sustainability pathfinders – we are guides on the paths of sustainability, and to reach the destination along a path, you first have to take the first steps on it.

The past year was a good one for us, though not free of difficulties. Our revenue grew by 18% and our net profit by 73.5%; at the same time, average annual employment increased from 16 to 19.5 FTEs, and our own emissions rose as our office grew. In the comparable group of our clients, total greenhouse gas emissions fell by 4% while revenue grew by 5.5%; the decrease concerned Scope 3, while Scope 1 and 2 emissions increased. We do not take credit for these results; we treat them as a starting point for monitoring the trajectory of our client portfolio in the coming years.

Companies' approach to sustainability is evolving dynamically and, we are convinced, in the right direction. There is less and less focus on reporting itself or on setting targets at the level of the whole organisation, and more and more attention to specific challenges: the environmental footprint of individual products and services, the needs of specific stakeholders, and the integration of impacts and dependencies into financial reporting. The impact materiality and financial materiality perspectives increasingly overlap.

Many challenges still lie ahead of us and our clients: growing geopolitical turbulence, the development of artificial intelligence, whose consequences no one can predict even a year ahead, and the deepening climate crisis, about which the immutable laws of physics leave no illusions, though at the same time they open up ways to halt it. We are concerned by the short-sightedness of most companies: only a minority have adopted ambitious transition strategies that will prepare them for the coming decade. In this chaos, we look for paths that we can follow as MATERIALITY and that we can point out to our clients to help them achieve their goals.

Over these 10 years we have been fortunate to meet many wonderful people along the way. We thank our team – everyone who has helped and continues to help create MATERIALITY and its values. We thank our clients for their trust, and our partners, including the Polish Association of Listed Companies (SEG), the Responsible Business Forum, UN Global Compact and the Forest Forever Foundation, for years of working together.

In publishing this report, we ask ourselves: are we truly delivering on our mission? Are we faithful to our values? Are our clients' businesses really transforming? Are we a good employer, and does our work have a broader meaning? Look for the answers with us on the pages that follow — and share your conclusions with us.

We invite you to read on.

Justyna Biernacka
PRESIDENT OF THE MANAGEMENT BOARD

Piotr Biernacki
MEMBER OF THE MANAGEMENT BOARD

ABOUT MATERIALITY

Governance

GOV-1 The MATERIALITY team is an interdisciplinary group of sustainability experts from a variety of backgrounds and professions – with education in fields including economics, finance, law, architecture, sociology, biology, chemistry, environmental protection and engineering. MATERIALITY's consultants combine their professional experience from the business, public administration and NGO sectors in pursuit of a shared goal: to support companies in their transition towards sustainable and regenerative operating models.

MATERIALITY's organisational structure

MATERIALITY's organisational structure consists of the Management Board, the expert team and the management office. The expert team comprises a three-person managerial staff and specialists who provide ongoing consultancy services and ESG data analysis. The management office includes the legal, administration, and communications and training departments.

Strategic decisions on the management of MATERIALITY, including the management of material sustainability-related impacts, risks and opportunities, and on the setting of ESG targets are taken by the Company's two-member Management Board. Since the Company was established, the Management Board of MATERIALITY has comprised: **Justyna Biernacka** (President of the Management Board) and **Piotr Biernacki** (Member of the Management Board), who act as Sustainability Managing Partners. They hold
G9 the same positions on the Management Board of MATERIALITY ACADEMY Sp. z o.o. Percentage of women on the Management Board: 50%. Share of Management Board members aged 30-50: 50%. Share of Management Board members aged over 50: 50%. No member of the Management Board represents employees or other workers. MATERIALITY does not have a Supervisory Board.

The management of MATERIALITY's operations, including with regard to material sustainability matters, is carried out by the Management Board and a three-member management team. Most key decisions on the Company's operations are taken at three types of meeting held on a weekly cycle: Management Board meetings, meetings of the Management Board and the management team, and meetings of the entire MATERIALITY
G1 team. The Management Board is responsible for carrying out regular reviews of the risks associated with the Company's business model, while all employees are involved in operational activities in line with their respective job responsibilities.

Sustainability expertise and experience of the Management Board

Justyna Biernacka

SUSTAINABILITY MANAGING PARTNER

Justyna Biernacka has worked professionally in sustainability since 2011. She is a licensed architect, accredited as a LEED AP BD+C (U.S. Green Building Council) and a Certified Passive House Designer (Passivhaus Institut Darmstadt). As an expert, she has taken part in the work of advisory bodies of the City of Warsaw, including the Warsaw Climate Adaptation Round Table (2016/2017) and the Warsaw Climate Assembly (2020). She is a co-author of the Warsaw Green Building Standard (2024) and of the Responsible Building Renovation Assessment System (2025). She co-created the Non-Financial Information Standard (SIN). She is a member of the EU Taxonomy Working Group operating within the Sustainable Finance Platform at the Ministry of Development and Technology (since 2023). She is the author of academic publications on the circular transition.

Piotr Biernacki

SUSTAINABILITY MANAGING PARTNER

Piotr Biernacki has been working on the development strategies of listed companies for over 20 years and specialises in sustainability and sustainable finance. As a member of the Sustainability Reporting TEG at EFRAG, he develops the ESRS. He initiated and co-authored the Non-Financial Information Standard. As Chair of the SEG Sustainability Committee and a member of the Securities and Markets Stakeholder Group and of the CWG SSP at ESMA, he helps to shape capital market regulation and supports issuers in meeting their requirements. He also advised ESMA on the drafting of the Taxonomy Article 8 delegated act.

GOV-3

CORE ELEMENTS OF DUE DILIGENCE	PARAGRAPHS IN THE SUSTAINABILITY STATEMENT
EMBEDDING DUE DILIGENCE IN GOVERNANCE, STRATEGY AND BUSINESS MODEL	SBM-1, E5-1, S1-1, G1-1
ENGAGING WITH AFFECTED STAKEHOLDERS IN ALL KEY STEPS OF THE DUE DILIGENCE	SBM-2, S1-2, G1-2
IDENTIFYING AND ASSESSING ADVERSE IMPACTS	SBM-3, IRO-1, IRO-2
TAKING ACTIONS TO ADDRESS THOSE ADVERSE IMPACTS	E1-5, E4-3, E5-2, S1-3, S1-12, S1-14, S2-3, S3-3, S4-3, G1-2
TRACKING THE EFFECTIVENESS OF THESE EFFORTS AND COMMUNICATING	E1-7, E1-8, M-1, E5-5, S1-8, S1-9, S1-10, S1-16, M-2, G1-6

GOV-4
G1

Internal controls over sustainability reporting at MATERIALITY operate on several levels. Designated consultants are responsible for preparing the content of the report, the administration department is responsible for collecting quantitative data, and a designated data analyst is responsible for consolidating the data and calculating the metrics. The content of the report is then verified by the management team and by the Management Board, which approves the statement for publication.

Strategy, business model and market

SBM-1 MATERIALITY is an independent Polish sustainability consultancy. For 10 years, the Company has been supporting large and medium-sized Polish and international companies in their transition towards sustainability by providing advisory services, delivering sustainability education and creating tools that support ESG reporting.

MATERIALITY's mission is to transform business towards a sustainable future, so that companies operate and grow within limits that are safe for people and for the planet's ecosystems. This transition is a path that no one has yet travelled in full, which is why the role of MATERIALITY's experts is to identify future risks and opportunities and to chart new paths that clients can follow.

The Company offers a range of advisory services in four main areas: G13

01

Assessments

Double materiality assessment, scenario-based analysis of the resilience of the business model and strategy in relation to climate change, analysis of climate-related risks and opportunities, human rights impact assessment, circularity potential analysis, gap analysis with recommendations, regulatory compliance.

02

Data

Collection and consolidation of ESG data for reporting in accordance with the ESRS and the SFDR, calculation of greenhouse gas emissions across all three scopes, calculation of EU Taxonomy eligibility and alignment, development of company-specific indicators.

03

Reporting

Preparation of sustainability reports in accordance with international standards, including: ESRS, IFRS S1 & S2, GRI, SIN, IFC, SASB, and VS. Guiding clients through the entire process of preparing content and data for the report and providing support during the audit process.

04

Management

Development of sustainability strategies, implementation of due diligence processes, drafting of policies, codes and procedures, development of risk management systems, certification in ESG ratings (including CDP and EcoVadis), preparation of transition and decarbonisation plans, development of biodiversity strategies.

MATERIALITY ACADEMY

An important aspect of MATERIALITY's activities is the **education** of companies – the Company strives to provide clients with the latest knowledge, strengthen their ESG skills and make them self-reliant on the path to sustainability. In addition, MATERIALITY conducts sustainability education in the form of training, online courses, in-person workshops and educational newsletters through MATERIALITY ACADEMY Sp. z o.o. As part of this initiative, MATERIALITY also provides a database of questions and answers on the ESRS at: www.esrs.pl.

MATERIALITY TOOLS

MATERIALITY implements innovative solutions and technologies in order to make it easier for clients to develop their business in a sustainable way. To this end, the MATERIALITY TOOLS brand was created, offering tools that facilitate ESG reporting and management. Together with its technology partner Netwise, the Company has developed the **PowerESRS** application, which makes it possible to report independently in accordance with the ESRS within the Microsoft environment. The PowerESRS tool supports companies throughout the entire reporting process: from data collection, through analysis and the drafting of narrative content, to the preparation of the final statements while maintaining an audit trail.

MATERIALITY does not merely follow existing methodologies – above all, it develops them itself. Its in-house methodologies, developed by the R&D team, are aligned with the latest versions of the reporting standards and have proven themselves in dozens of projects each year. Where needed, MATERIALITY's experts create bespoke, pioneering solutions tailored to the individual needs of clients. Thanks to this approach, MATERIALITY's clients have repeatedly achieved their objectives as the first in Poland or in the world.

With MATERIALITY's support, the following were delivered:

WORLD FIRSTS

- **Report prepared in accordance with the ESRS,**
- **Disclosure on alignment with the EU Taxonomy for environmentally sustainable activities,**
- **Disclosure of the Glass Ceiling Ratio metric.**

POLAND FIRSTS

- **Disclosure of a company's complete material flows,**
- **Assessment of a company's impact on space.**

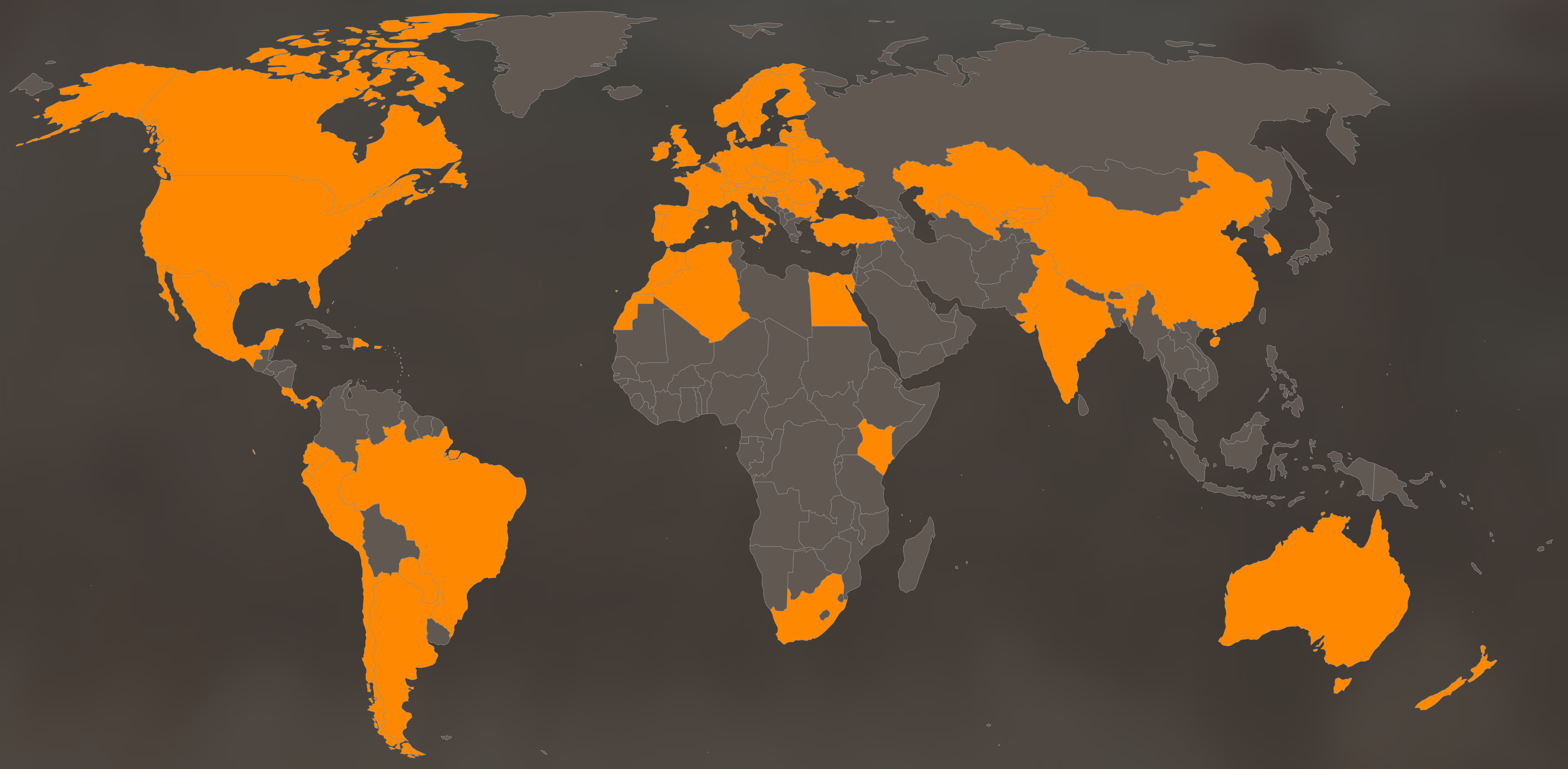
Market situation

Factors shaping the situation on the sustainability consultancy market in 2025 and the outlook for the coming years:

- **The Omnibus I deregulation and simplification package, announced by the European Commission and proceeding through the legislative process.** The changes led to the abolition of the sustainability reporting obligation for more than 90% of the companies that had been subject to the earlier version of the CSRD. Amid many months of regulatory uncertainty, many companies did not start, or suspended already commenced, preparations for drawing up their first reports. Almost all MATERIALITY clients affected by the deregulatory changes decided to continue their work and to report on a voluntary basis, regardless of the outcome of the legislative process. Over the medium term (2026 and subsequent years), we anticipate, on the one hand, lower demand for services related to the implementation of mandatory reporting and, on the other, greater scope for voluntary reporting by large companies outside the obligation, which can be carried out with the greater flexibility offered by the revised ESRS.
- **Simplification of the ESRS.** From March to November 2025, EFRAG carried out a process of revising and simplifying the ESRS, which were ultimately issued by the European Commission on 3 July 2026. The change in the standards did not significantly affect the market situation in 2025, but it will increase demand for education and advisory services in the coming years. Companies already reporting on a mandatory basis will gradually start to apply the simplified standards, which will also be the dominant basis for voluntary sustainability reports in the future.
- **Financial institutions' demand for sustainability data and information from companies, sustained in 2025 and expected to grow in the coming year.** The reporting requirements of banks, investment firms and insurers have not been reduced, and in January 2026 the "Guidelines on the management of environmental, social and governance (ESG) risks", issued in 2025 by the European Banking Authority, came into force. We expect financial institutions' demand for data from companies to continue in the coming years. It will be particularly pronounced in the case of listed companies, companies with Private Equity and Venture Capital investors, and companies using sustainable debt financing. In our opinion, the reform of the SFDR launched in November 2025 will not significantly affect the information needs of financial market participants.
- **Implementation of sustainability reporting obligations in many jurisdictions outside the European Union.** In 2025, many countries were in the process of adopting legislation requiring companies to report in accordance with IFRS S1/S2 or analogous national standards. This will increase demand for sustainability reporting advisory services, but the beneficiaries will primarily be consultancies from the countries introducing the obligations and large international consulting firms.
- **Changes to numerous sets of standards and guidelines.** A number of standard-setting institutions and organisations carried out, or announced, processes of amendment, updating and change in 2025. This includes, among other things, the announced changes to the GHG Protocol standards on Scope 2, work towards the interoperability of the GHG emission calculation standards of the GHG Protocol and ISO, the revision of the B Lab standards, the development of sector standards and the revision of the GRI topic standards. In our opinion, none of these initiatives had a material impact on the market situation in 2025, but they herald greater demand for advisory and educational services in the coming years.
- **The growing importance of the environmental and social footprint at product and service level.** In 2025, we observed a gradual, consistent increase in companies' interest in services delivered at the level of individual products and services, such as product carbon footprint calculation, LCA and EPD, and planning the decarbonisation or greater circularity of individual products. This stems from the requirements imposed on manufacturers by large business partners which, in implementing their climate transition plans, are gradually shifting their attention from Scope 1 and 2 greenhouse gas emissions to Scope 3. We expect this trend to continue in the coming years.

Key facts about MATERIALITY's activities

LOCATION OF THE OPERATIONS OF MATERIALITY'S CLIENTS



39 *+2.6%*

NUMBER OF CLIENTS

19.5 *+21.9%*

AVERAGE ANNUAL EMPLOYMENT (FTES)

PLN 5.2 m *+18%*

REVENUE

49.65 $MgCO_2e$ *+10.8%*

GHG EMISSIONS IN SCOPES 1, 2 (MARKET-BASED) AND 3

58.31 *+10.36%*

NUMBER OF TRAINING HOURS PER PERSON

PLN 704.4 k *+73.5%*

NET PROFIT

0.48 Mg *+38.05%*

TOTAL WASTE GENERATED

Data for 2025 + comparison with 2024

MATERIALITY works with most of its clients on a long-term basis: contracts are concluded for 2-3 years, in some cases for one year, and in most cases they are renewed for a further period. Some clients, however, opt for project-based cooperation (contracts for the duration of a project lasting from a few weeks to a few months). The Company has been working with some clients for almost 10 years.

The cooperation model developed by MATERIALITY produces the best results over the medium and long term. Sustainable transition is a process which takes time to tailor to a given organisation and then to implement. At MATERIALITY, we also make sure that each client is served by a stable team: this applies above all to the people in managerial and specialist positions and to the person responsible for data analytics. Depending on needs, this core consulting team is periodically joined by other MATERIALITY experts who specialise in specific areas (such as due diligence, biodiversity or the circular economy).

MATERIALITY's clients 2025–2026

+ CLIENTS WHOSE NAMES HAVE NOT BEEN DISCLOSED

acciona
Amica for living
APATOR
AUTOPARTNER
Benefit Systems
Buglo
Warta cementownia
Colian
DELKO
ECHO Investment
empik
eneris
FULCRUM GAMES
GRUPA KAPITAŁOWA IMMOBILE
Konimpex
LUG
mirbud
MODIVO PLATFORM
Mostostal Warszawa
mtp GRUPA
NEUCA
newag GROUP
OPEC GRUDZIĄDZ
Pelion
Polenergia
polpharma
SELENA GLOBAL EXPERIENCE
STALEXPORT Autostrady
TRUVANT

LIST OF INDUSTRIES:

- Apparel, Accessories & Footwear
- Appliance Manufacturing
- Auto Parts
- Biotechnology & Pharmaceuticals
- Building Products & Furnishings
- Chemicals
- Construction Materials
- E-Commerce
- Electric Utilities & Power Generators
- Electrical & Electronic Equipment
- Electronic Manufacturing Services & Original Design Manufacturing
- Engineering & Construction Services
- Food Retailers & Distributors
- Health Care Delivery
- Health Care Distributors
- Household & Personal Products
- Internet Media & Services
- Leisure Facilities
- Media & Entertainment
- Multiline and Specialty Retailers & Distributors
- Processed Foods
- Pulp & Paper Products
- Rail Transportation
- Real Estate
- Road Transportation
- Waste Management

Partnerships and memberships

MATERIALITY seeks to ensure that companies' sustainability activities are well structured and that their ESG statements are comparable. The Company therefore engages in the work of the institutions that set reporting standards, both through MATERIALITY's membership of those organisations and through the personal membership of individual experts from its team. Through its ongoing and direct cooperation with business, the Company has insight into how companies are transitioning towards sustainability, what challenges they face and what support they need. MATERIALITY not only listens to their needs but also puts forward proposals for specific initiatives and for individual provisions in the standards, aimed at making the sustainability transition easier for business. What is more, MATERIALITY's mission is to share knowledge. Thanks to its "first-hand" knowledge, the Company keeps companies continuously informed about changes in regulations and about the sources of individual provisions, while its consultancy teams work to navigate their clients safely through a dynamic legal environment.

Thanks to the participation of the MATERIALITY team in the organisations listed, the Company has a real influence on the development of sustainability reporting standards and legislation. MATERIALITY also engages in public consultations on legal acts, making sure that it speaks up and takes part in shaping regulations that will be transparent, sensible and feasible to implement in current market conditions.

MATERIALITY cooperates with the following institutions and organisations that set the direction of the sustainability transition:

MATERIALITY has been a participant of UN Global Compact since 2025.

Member of the Management Board Piotr Biernacki has been a member of the EFRAG Sustainability Reporting TEG, which co-creates the ESRS, since 2020.

Piotr Biernacki was a member of the Securities and Markets Stakeholder Group in 2019-2024 and became a member of the Group again in February 2026. Since 2024, he has also been a member of the Sustainability Standing Committee Consultative Working Group at ESMA – the European Securities and Markets Authority.

MATERIALITY has been an expert partner of the Responsible Business Forum (FOB) since 2024.

MATERIALITY has been a partner of the Polish Association of Listed Companies (SEG) for sustainability since the launch of the SEG ESG Partner programme, that is, since 2017.

President of the Management Board Justyna Biernacka and due diligence manager Artur Gazda are members of the EU Taxonomy Working Group at the Ministry of Development and Technology (MDT) (since 2023 and 2024 respectively).

In 2025 and up to the publication date of this statement, the Company took part in the following consultations and initiatives, among others:

01. Comment letter and other initiatives related to the Omnibus I package (01–09.2025),

02. MATERIALITY's position on the draft legislative amendments presented by the European Commission under the Omnibus I package, in response to a question from the Ministry of Development and Technology (03.2025),

03. MATERIALITY's response to the public consultation conducted by EFRAG on possible amendments and simplifications to the ESRS (05.2025),

04. MATERIALITY's position on the drafts of the simplified ESRS, in response to the public consultation conducted by EFRAG (09.2025),

05. Joint position of MATERIALITY and 479 other institutions on the legislative amendments proposed in the Omnibus I package – coordinated by Eurosif, IIGCC, PRI, Corporate Leaders Group Europe, E3G and GRI (10.2025),

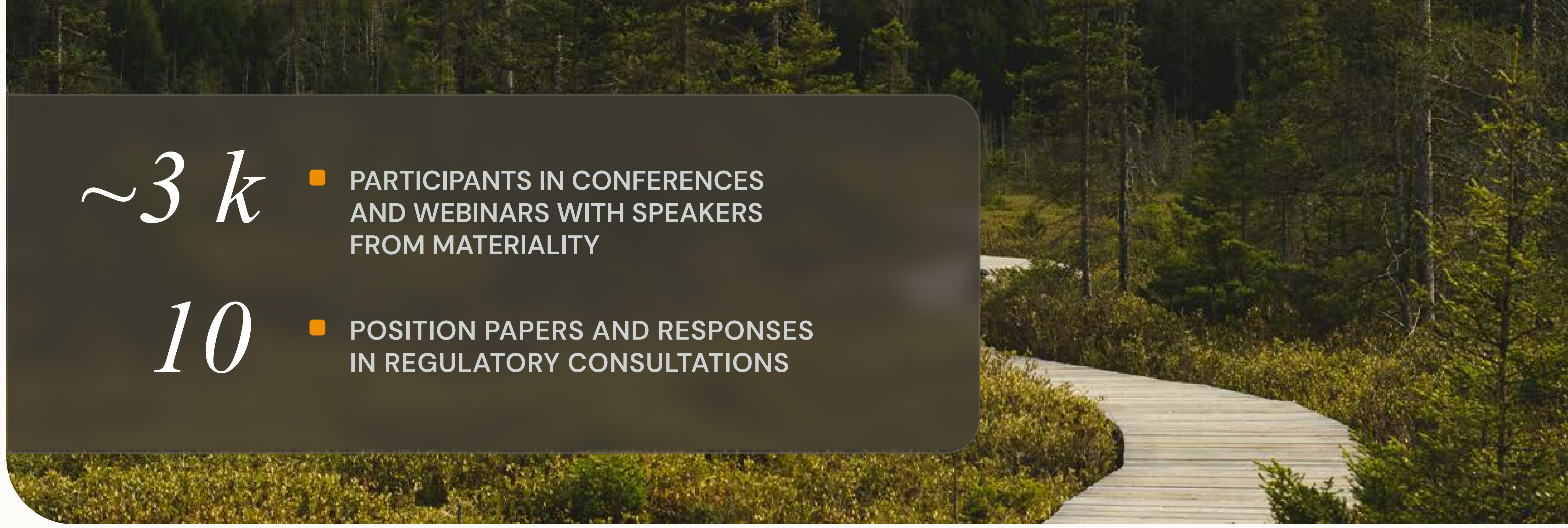
06. Comments on the draft amendments to the Scope 2 Guidance published by the GHG Protocol (01.2026),

07. Recommendation on the choice of the simplified ESRS by large undertakings reporting voluntarily – participation of Piotr Biernacki (03.2026),

08. Comments on the draft delegated regulation introducing the simplified ESRS published by the European Commission (06.2026),

09. Comments on the draft delegated regulation introducing the Voluntary Standard (VS) published by the European Commission (06.2026),

10. Comments on the documents developed within the EU Taxonomy Working Group at the MDT.



MATERIALITY's experts also share their specialist sustainability knowledge at numerous conferences, webinars, congresses and training sessions, as well as in publications. In 2025, people employed at MATERIALITY spoke at a total of 16 webinars of the Polish Association of Listed Companies (SEG) and took part as panellists and speakers in many other educational events organised by, among others, the Responsible Business Forum, UNGC, Frank Bold and Eurelectric. In March 2025, MATERIALITY, together with the Climate&Strategy Foundation, ran a networking and training meeting, "Understanding the Omnibus – chaos or simplification?", for members of the Journalists' Climate Working Groups. In May 2026, MATERIALITY acted as a content partner at the Frank Bold Foundation conference on the new EU framework in the face of geopolitical change. A detailed description of MATERIALITY's impact on the dissemination of sustainability knowledge can be found in the "Consumers and end-users" subsection.

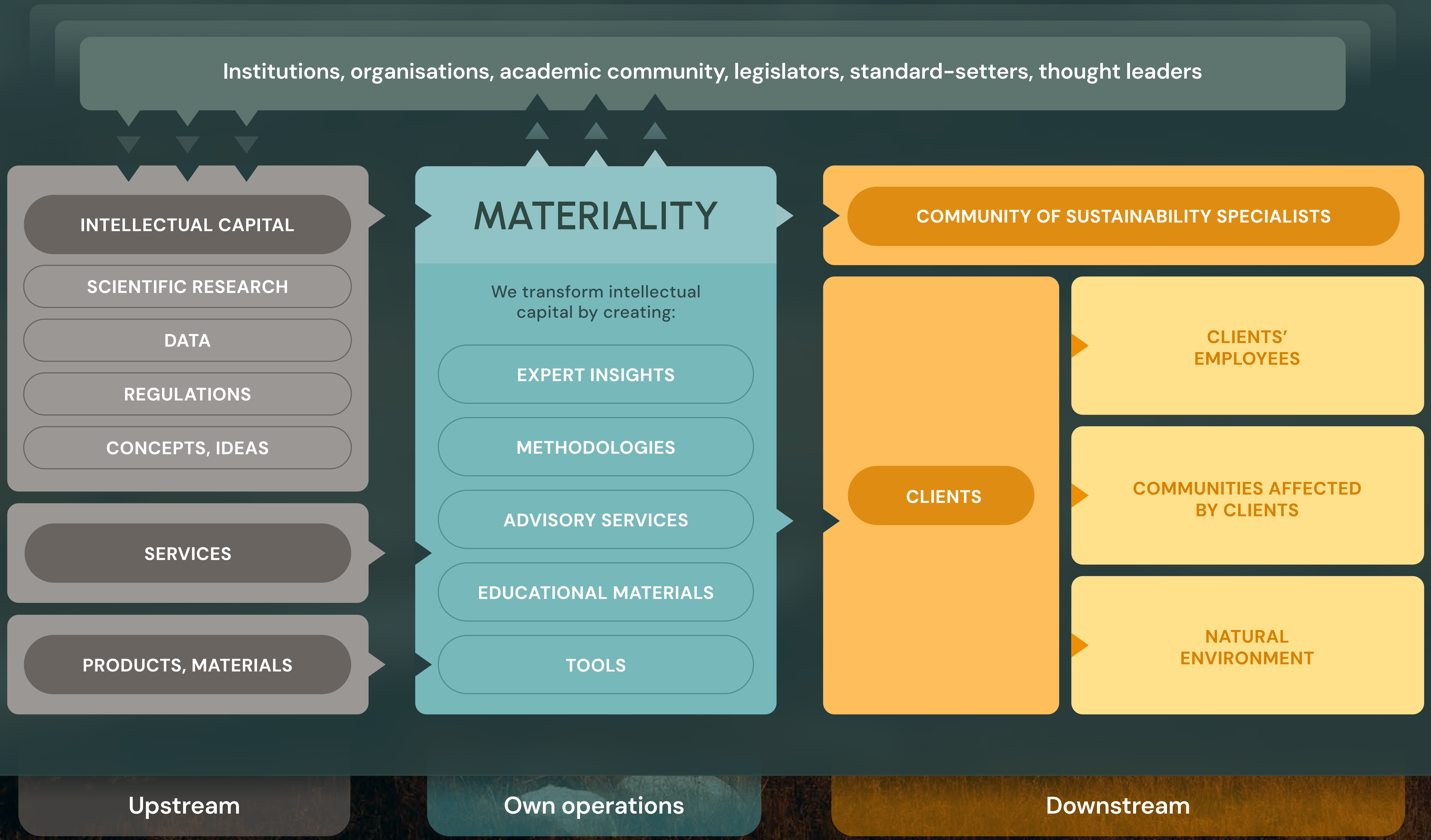
In December 2025, the Company launched a new website, materiality.pl, integrating all areas of the Company's activities: advisory services, education and digital tools. The website is the Company's main channel of communication with its surroundings. It contains information on the company's organisation and employment, the advisory and training services it provides and the digital tools it offers, as well as a continuously updated knowledge base on sustainability in business.

HOW DOES MATERIALITY CREATE VALUE?

MATERIALITY is a consultancy, which means that intellectual capital is both its raw material and its product. In its activities, the Company builds on scientific research, data and regulations, drawing on the work of the academic community, standard-setting organisations and public and industry institutions. The Company's experts also follow the development of innovative sustainability concepts and translate them into business practice. On this basis, the MATERIALITY team develops working methodologies, tools, educational materials and advisory services. The delivery of these services builds the intellectual capital of clients, who in turn, through their decisions and actions, affect people (their own workforce and workers in their value chains, communities, consumers and end-users) and the environment. This indirect impact of the Company's activities significantly exceeds the direct impact exerted by MATERIALITY as an organisation.

The Company also shares the intellectual capital it generates beyond its own client base. Through open publications, public appearances and the educational and communication activities carried out by MATERIALITY and MATERIALITY ACADEMY, this knowledge reaches a broad community of sustainability specialists. In turn, through the participation of MATERIALITY's experts in the work of various bodies and institutions, the Company contributes to building intellectual capital across the entire field of sustainability.

MATERIALITY's value chain



Stakeholders

MATERIALITY identifies six key stakeholder groups:

The Management Board is informed about the needs and views of stakeholders through direct contact with stakeholders, during meetings with the management team and company-wide meetings, and via the administration, and communications and training departments.

SBM-2
G7

STAKEHOLDER		STAKEHOLDER NEEDS	FORM OF ENGAGEMENT AND DIALOGUE
CLIENTS	Polish and international companies from almost all sectors of the economy, ranging from large listed companies to smaller private firms.	• High-quality services • Price commensurate with quality • Regular meetings and ongoing contact • Information on developments in ESG regulations	• Direct contact, by telephone and by e-mail • Regular online status meetings • In-person meetings at the client's premises, at MATERIALITY's office or during conferences and industry events • Website www.materiality.pl • Newsletter • Social media activity (LinkedIn)
EMPLOYEES	People working as consultants (including managers) and data analysts, as well as people working in the administration, and communications and training departments.	• Good working conditions • Adequate wages • Opportunities for development and promotion • A friendly atmosphere in the company • Creating value for clients in the area of sustainability	• Direct contact, by telephone and by e-mail • Weekly meetings of the management team with the Management Board and company-wide meetings • Workshops and training • Team-building meetings and away days • Annual appraisals
SERVICE PROVIDERS	Entities providing services including IT, accounting and payroll, legal and graphic design services, as well as marketing and the delivery of training.	• Ongoing cooperation • Timely settlement of payments	• Direct contact, by telephone and by e-mail
INDUSTRY ORGANISATIONS AND PARTNERSHIPS	Partner institutions with which MATERIALITY actively cooperates by taking part in the events, conferences and industry initiatives they organise. Key partners include SEG and FOB.	• Joint organisation of conferences and industry events (with expert support from MATERIALITY)	• Direct contact, by telephone and by e-mail • Social media activity (LinkedIn)
REGULATORY BODIES	Public administration, including the Ministry of Development and Technology and the Ministry of Finance, as well as European institutions such as the EC, EFRAG and ESMA.	• MATERIALITY's expert input into public consultations • Participation in the development of standards and regulations	• Direct contact, by telephone and by e-mail
CONSUMERS/ END-USERS	End-users of the services offered by MATERIALITY, i.e. natural persons taking part in training and online courses within MATERIALITY ACADEMY, and the audiences of MATERIALITY's online communications, including social media and the newsletter.	• Sharing up-to-date sustainability knowledge	• Contact by e-mail • Website www.materiality.pl • Newsletter • Social media activity (LinkedIn) • Meetings during conferences and industry events

Indirect and direct impacts

SBM-3 G1, E1 MATERIALITY's business model is based on sustainability advisory services. For this reason, and taking into account the small size of the Company (18 employees at the end of 2025), MATERIALITY's direct impact on the environment is limited. The Company does, however, identify a material indirect impact on environmental matters through the advice it provides to clients and the support it gives them in implementing environmental measures. In the social area, MATERIALITY identifies material direct impacts on its own workforce, whereas in relation to workers in the value chain, affected communities and consumers and end-users the Company identifies mainly indirect impacts associated with its advisory work.

Selected data on MATERIALITY's clients

E3.1 The table presents key data on MATERIALITY's clients. For 2025, one column presents data for all clients in the reporting period, while the following three columns present a like-for-like comparison covering the 12 clients with which the Company worked in both 2024 and 2025 and for which comparable data are available. **The data presented show, among comparable MATERIALITY clients, a decrease in total greenhouse gas emissions in 2025 of 4.0% alongside an increase in their revenue of 5.5%. The decrease concerned Scope 3 emissions, whereas Scope 1 and 2 emissions increased.**

In presenting the above data, MATERIALITY does not take credit for changes in its clients' results; these are the effect of the clients' own decisions and actions, shaped by many factors, including the economic climate, changes in their operations and the transformation of their business models. MATERIALITY's role is to provide clients with the knowledge, data and recommendations that support those decisions. The Company treats these data as a starting point for monitoring the trajectory of its client portfolio in the coming years.

			LIKE-FOR-LIKE		
	UNIT	2025 ALL CLIENTS	2024	2025	CHANGE YoY
REVENUE	PLN million	80,955	42,237	44,580	+5.5%
EMPLOYEES, OF WHICH	persons	67,888	37,651	41,188	+9.4%
– WOMEN	persons		24,685	27,183	+10.1%
– MEN	persons		12,966	13,994	+7.9%
– OTHER/NOT DISCLOSED	persons		0	11	–
GHG EMISSIONS*, OF WHICH	$MgCO_2e$	17,805,998	14,099,586	13,533,282	-4.0%
– SCOPE 1	$MgCO_2e$	1,628,154	145,456	178,997	+23.1%
– SCOPE 2 LOCATION-BASED	$MgCO_2e$	349,558	111,111	126,614	+14.0%
– SCOPE 2 MARKET-BASED	$MgCO_2e$	480,759	76,998	91,204	+18.4%
– SCOPE 3	$MgCO_2e$	15,697,085	13,877,133	13,263,082	-4.4%
EMISSIONS INTENSITY	$MgCO_2e$/PLN m	219.95	333.82	303.58	-9.1%
WATER WITHDRAWAL	m^3	9,361,482	295,778	335,590	+13.5%
WASTE**, OF WHICH	Mg	1,734,984	2,723,895	1,575,650	-42.2%
– HAZARDOUS WASTE	Mg	9,243	1,301	1,425	+9.5%
– NON-HAZARDOUS WASTE**	Mg	1,702,597	2,722,594	1,574,226	-42.2%
– WASTE DIRECTED TO DISPOSAL	Mg	22,393	22,113	9,788	-55.7%
– WASTE DIVERTED FROM DISPOSAL**	Mg	1,674,786	2,701,782	1,565,862	-42.0%
RESOURCE INFLOWS	Mg	14,067,872	6,384,678	5,905,215	-7.5%
RESOURCE OUTFLOWS**	Mg	5,391,638	4,596,975	3,031,990	-34.0%

* Total emissions comprise Scope 1, Scope 2 calculated using the market-based method and Scope 3.
** The significant decrease results from the operational situation of one client in the construction sector (a reduction in the amount of soil and earth waste due to the different nature of the contracts performed in 2024 and 2025).

MATERIALITY's direct impact on the environment is tens of thousands to millions of times smaller than the impact of the Company's clients. For example:

- MATERIALITY's water withdrawal is more than 90,000 times lower than the total water withdrawal of its clients,
- Greenhouse gas emissions across all 3 scopes are over 350 thousand times lower,
- The quantity of non-hazardous waste is more than 3.7 million times lower.

These data confirm that MATERIALITY's material impact occurs above all through the clients it advises on sustainability.

For these reasons, the Management Board decided that MATERIALITY's impacts on people and the environment would be disclosed separately as direct and indirect, which goes beyond the minimum scope of the required disclosures. This form of presentation best reflects the nature of the Company's activities and its actual impact on its surroundings and stakeholders.

IRO-1 G4 In June 2026, the Company carried out a double materiality assessment. It was based on the MAX6 methodology applied by MATERIALITY, adapted to the simplified ESRS and to the specific characteristics of a small undertaking. The assessment comprised the following stages:

01. Analysis of the business model, strategy, sector context and market situation,

02. Development of a value chain model and analysis of the Company's dependencies on, and its impact on, six types of capital (financial, manufactured, human, intellectual, relationship and natural),

03. Identification of key stakeholders and analysis of their needs within the relationships maintained and the due diligence processes,

04. Assessment of sustainability topics, distinguishing between material and non-material ones, and identification of material impacts, risks and opportunities,

05. Validation of the list of material impacts, risks and opportunities by MATERIALITY's Management Board and management team.

MATERIALITY ASSESSMENT MATRIX (MAX6)

HR/L3, E2

MATERIALITY also carries out double materiality assessments for its clients. This is one of the projects it delivers most frequently, as it provides the basis for work on sustainability strategies and ESG reporting. The Company has been developing its proprietary materiality assessment methodology (MAX – MATERIALITY ASSESSMENT MATRIX) for nearly 10 years. Its latest version (MAX6) is already aligned with the simplified ESRS. Stakeholder dialogue is an important element of every materiality assessment. MATERIALITY's methodology is not limited to questionnaires but also includes interactive dialogue, conducted through structured interviews with representatives of clients' key stakeholder groups, which include consumers and end-users, members of local communities, suppliers and employees. A central role in the assessment is played by validation carried out during a workshop attended by the Management Board of the client, and the outcome is a list of material impacts, risks and opportunities that gives a faithful presentation of the organisation's interactions with sustainability matters.

IRO-2
HR/L1, E11

The table below presents MATERIALITY's material impacts, risks and opportunities broken down by individual sustainability matters.

TOPIC	DESCRIPTION OF THE IMPACT/RISK/OPPORTUNITY	POSITION IN THE VALUE CHAIN
CLIMATE CHANGE	INDIRECT ACTUAL POSITIVE IMPACT on climate change mitigation and adaptation to climate change through a range of services delivered for MATERIALITY's clients. The impact is also reflected in the education of various stakeholder groups on climate change: from management boards and supervisory boards of companies, through management teams and employees, to society at large.	Own operations, downstream
BIODIVERSITY AND ECOSYSTEMS	DIRECT ACTUAL POSITIVE IMPACT on increasing the biodiversity of forest ecosystems through financial and expert support for the Forest Forever Foundation and participation in the Foundation's initiatives. Since 2019, the MATERIALITY team, together with the Foundation's volunteers, has devoted one working day of the entire company each year to planting, on clear-felled land, native species of trees and shrubs selected so that a biodiverse forest can grow from them in the future.	Own operations
	INDIRECT POTENTIAL POSITIVE IMPACT on reducing companies' adverse effects on biodiversity through MATERIALITY's services and educational work. The recommendations provided by MATERIALITY enable clients to introduce genuine measures that mitigate or limit their negative impact on ecosystems.	Own operations, downstream
CIRCULAR ECONOMY	DIRECT ACTUAL POSITIVE IMPACT on resource use within its operating activities through the implementation of circular economy principles (including the use and repair of second-hand equipment and the decision to forgo promotional merchandise).	Own operations
	INDIRECT ACTUAL POSITIVE IMPACT on the introduction by companies of circular measures and business models, thanks to MATERIALITY's services, which consist in in-depth data analysis and the delivery of a variety of projects implementing and strengthening circular economy principles.	Own operations, downstream

TOPIC	DESCRIPTION OF THE IMPACT/RISK/OPPORTUNITY	POSITION IN THE VALUE CHAIN
OWN WORKFORCE	DIRECT ACTUAL POSITIVE IMPACT on working conditions, diversity and the equal treatment of people employed at MATERIALITY, through a range of measures that go beyond statutory requirements.	Own operations
	DIRECT ACTUAL POSITIVE IMPACT on the development of employees through educational programmes and activities and through open development and promotion paths, adapted to the needs and expectations of the team.	Own operations
	DIRECT POTENTIAL NEGATIVE IMPACT on the development and skills of employees in the event of improper implementation of artificial intelligence tools, leading to the loss of previously held skills and reduced demand for hiring people in entry-level positions.	Own operations
	RISK of losing highly qualified employees at management level.	Own operations
	OPPORTUNITY arising from extensive educational programmes that raise the qualification levels of all employees.	Own operations
WORKERS IN THE VALUE CHAIN	INDIRECT ACTUAL POSITIVE IMPACT on improving the working conditions of people employed by MATERIALITY's clients and on better enforcement of their human rights and labour rights, thanks to MATERIALITY's services relating to the implementation of due diligence processes and to the development of ESG strategies in which targets relating to working conditions are set.	Own operations, downstream
AFFECTED COMMUNITIES	INDIRECT ACTUAL POSITIVE IMPACT on improving undertakings' relations with local and affected communities, thanks to MATERIALITY's services relating to the implementation of due diligence processes.	Own operations, downstream

TOPIC	DESCRIPTION OF THE IMPACT/RISK/OPPORTUNITY	POSITION IN THE VALUE CHAIN
CONSUMERS AND END-USERS	DIRECT ACTUAL POSITIVE IMPACT on providing end-users with high-quality and reliable education and information on sustainability through courses, training and online communication.	Own operations, downstream
	INDIRECT ACTUAL POSITIVE IMPACT on improving consumer well-being, thanks to MATERIALITY's services relating to the implementation of due diligence processes and to the development of targets for end-users in clients' ESG strategies.	Own operations, downstream
BUSINESS CONDUCT	DIRECT ACTUAL POSITIVE IMPACT on shaping a corporate culture based on a coherent set of values, applied consistently in relationships with stakeholders.	Upstream, own operations, downstream
	DIRECT ACTUAL POSITIVE IMPACT through public affairs and lobbying activities, by means of MATERIALITY's participation in consultation processes and expert work concerning EU and Polish legislation on sustainability and on reporting and conduct standards.	Upstream, own operations, downstream
	DIRECT ACTUAL POSITIVE IMPACT on supporting undertakings on their path towards sustainability, arising from MATERIALITY's business model.	Own operations, downstream
	RISK of losing clients' trust and reputational risk for MATERIALITY if advisory services of insufficient quality are provided or if serious errors are made.	Own operations
	OPPORTUNITY related to refining existing, and developing new and more efficient, working methods and methodologies for sustainability services that the Company has not provided to date.	Own operations

Some material risks and opportunities have not been disclosed in the table, in accordance with ESRS 1 paragraph 100 (a).

The results of the materiality assessment include a list of 14 material positive impacts. Other negative impacts were also assessed in the analysis, but almost all of them, with one exception, fell below the materiality threshold.

The materiality assessment also examined impacts, risks and opportunities associated with the use of models and tools based on artificial intelligence. AI involves a range of issues concerning both the natural environment (energy consumption and greenhouse gas emissions, water consumption, use of non-renewable raw materials) and workers and society. Although various methodologies for assessing these impacts are available, none has yet achieved the status of a market standard, and the pace at which artificial intelligence has spread has outstripped the development of consistent assessment practices. In this situation, it was decided to draw attention to AI issues and to deepen the analysis in the next reporting period.

Climate change

Direct impact

E1-1 E7, E8, E10 Given the scale of its operations, MATERIALITY does not have a material direct impact on climate change, and the Company has therefore not adopted a transition plan or a climate change adaptation plan and has not set quantitative greenhouse gas emission reduction targets. This decision is also influenced by the structure of its emissions: around half is attributable to purchased heat and electricity (Scope 2), whose sources the Company cannot currently change on its own. The office uses district heating, and the terms of the lease do not allow the Company to choose its electricity supplier. In view of report users' interest in selected matters, basic information on how MATERIALITY manages climate change is presented below.

E1-7, E1-8 Energy consumption at MATERIALITY in 2025 amounted to 84.15 MWh (an increase of 27.25% YoY), and total greenhouse gas emissions (Scope 1+2 market-based +3) to 49.65 $MgCO_2e$ (an increase of 10.81% YoY). Detailed data are presented in the tables in the Annex. The increases resulted primarily from higher consumption of electricity and heat in the office, the floor area of which was increased in 2025 as a result of the growth of the business.

E1-5 Due to the nature of MATERIALITY's business, energy consumption is associated primarily with office work. The Company limits it in the areas it is able to influence: most client meetings are held online, and for business travel outside Warsaw the train is the means of transport of first choice; where such a journey is not possible, the company car is used (in 2026, an older hybrid model was replaced with a new electric one). The Company's office is located in a historic building in the centre of Warsaw, which allows easy access to the premises by various types of public transport (train, metro, tram, bus). The building housing the MATERIALITY office is supplied with heat from the municipal district heating network. Air conditioning is used occasionally during the hottest periods. The Company monitors opportunities to further reduce energy consumption in the office and will raise the issue of low-emission sources in discussions with the landlord.

Analysis of climate-related risks and opportunities

MATERIALITY identified and assessed its material risks and opportunities related to climate change at the turn of 2024 and 2025, and the results were reviewed in 2026 while this report was being prepared. The analysis was carried out using the Company's proprietary MORE (Material Opportunity-Risk Exposure) methodology, which is also applied in the services provided to clients. It is aligned with the TCFD Recommendations and covers two climate change scenarios: E1-2

Scenario 1: Paris-aligned, which assumes that climate change will be halted at a level safe for humanity, based on the IPCC SSP1-1.9 and IEA NZE scenarios.

Scenario 2: Paris-missed, which assumes that the pace of greenhouse gas emission reductions will be inconsistent with the current declarations of UN member states, as a result of which climate change will reach the level anticipated by science by the middle of the 21st century, based on the IPCC SSP5-8.5 and IEA STEPS scenarios.

The analysis identified the following as material:

- One physical risk relating to MATERIALITY's own operations (heatwaves and shortages of drinking water hindering or preventing effective work by the Company's employees).
- A number of climate-related transition opportunities relating to own operations and downstream, such as:
  - opportunities to win new clients by providing advisory services relating to mitigation of, or adaptation to, climate change (including services delivered on a pilot basis),
  - better terms of financing granted to clients by financial institutions in connection with meeting climate criteria,
  - more effective management by clients of their impact on climate change and of the related risks and opportunities, by assigning responsibility for sustainability matters to persons at a higher level in the organisational hierarchy and by incorporating climate targets into incentive schemes.

Indirect impact

E1–5
E3, E9

MATERIALITY's actual impact related to climate change occurs primarily through the services provided to clients. It is their business decisions that translate into improved energy efficiency, a higher level of electrification, a shift to low-carbon energy sources and, as a result, a reduction in the carbon footprint of organisations, products and services. MATERIALITY supports undertakings in understanding their own impact on the climate and in building strategies that limit that impact, as well as in adapting to operating in the conditions of the climate crisis. The scale of this indirect impact – through projects delivered for dozens of clients each year, in various sectors and on various markets – is incomparably greater than the effects the Company could achieve solely by managing its own carbon footprint.

In 2025, the Company delivered for its clients a number of projects falling into the following categories:

01 Energy consumption inventories, energy mix analysis and greenhouse gas emission calculations

G3

MATERIALITY's data analyst team assists clients in collecting and monitoring data on energy consumption and calculates their carbon footprint in accordance with the GHG Protocol and the ESRS E1 standard. This process comprises setting up a data monitoring system within the client's organisation, training and supporting teams in providing source data correctly and controlling its quality, and then consolidating the data collected and calculating emissions in Scopes 1, 2 and 3. These data form the basis both for reporting and for taking decisions on decarbonisation plans.

02 Transition and decarbonisation plans

MATERIALITY develops these on the basis of the calculation of GHG emissions across all three scopes, the identification of the main emission sources and recommendations on improving energy efficiency, transforming the energy mix and applying various decarbonisation levers. Each plan is a specific roadmap that translates climate ambitions into actions that can be implemented in the realities of the given organisation – with reduction targets embedded in the client's business logic, not only in regulatory requirements. The Company also supports companies in having reduction targets validated under SBTi.

E7, E8, E10

G13

03 Analyses of climate-related risks and opportunities

The identification of climate-related risks and opportunities and the scenario analysis are carried out on the basis of the Company's proprietary MORE – Material Opportunity-Risk Exposure methodology. The assessment covers physical and transition risks as well as opportunities, assessed over the short, medium and long time horizons, for the entire value chain of clients and under two scenarios – Paris-aligned and Paris-missed. The results enable clients to take informed strategic and investment decisions in the face of a changing climate.

04 Analyses of the resilience of the business model and strategy in relation to climate change

MATERIALITY supports companies in assessing the extent to which their current business strategy is feasible and profitable under various climate scenarios. The team takes into account market, technological and regulatory trends, among others, and then examines how these factors may affect the undertaking and its value chain. It is also important to define adaptation measures where resilience needs to be built or strengthened. On the basis of the analyses carried out, MATERIALITY prepares recommendations on mitigation of, and adaptation to, climate change.

Biodiversity and ecosystems

800

SEEDLINGS OF 12 NATIVE TREE AND SHRUB SPECIES PLANTED IN 2025

IN TOTAL, MATERIALITY COMPLETED PLANTINGS COVERING AN AREA OF 7,900 M²

Direct impact

E4-3 E3 Since 2019, MATERIALITY has supported the Forest Forever Foundation, whose mission is to restore biodiverse forests in Poland and to bring mature forest ecosystems under protection. The cooperation has two dimensions: financial, through annual donations feeding the fund for the purchase of land and seedlings, and direct, through the participation of the MATERIALITY team in the annual forest planting events and through expert support for the Foundation's team in formulating indicators specific to its activities.

M-1 E17 In spring 2025, 16 volunteers from MATERIALITY planted 800 seedlings of 12 native species of trees and shrubs (silver birch, sessile oak, small-leaved lime, Norway maple, European beech, wild cherry, hornbeam, crab apple, common hawthorn, rowan, elder, wild pear) on a site of 1,000 m² in Baranów, in the Mazowieckie Voivodeship. The planting was carried out in accordance with a rewilding strategy, that is, the restoration of natural forest processes without unnecessary interference in the landscape, in order to initiate natural forest processes to the greatest possible extent. The Forest Forever woodland is permanently excluded from commercial forestry.

Since the beginning of the cooperation (2019), the Company has contributed to planting over a total area of 7,900 m².

Indirect impact

MATERIALITY's direct impact on biodiversity and ecosystems is limited, apart from the E4-3 E3 involvement in the Forest Forever project described earlier. As in the case of climate, the actual scale of the Company's impact is achieved through its work with clients: projects that help undertakings understand their dependencies on ecosystems and their impact on them, and through the education of senior management, whose decisions determine whether those dependencies are recognised and appropriately addressed.

The advisory work in this area is based on analyses performed in accordance with G13 the LEAP model (Locate, Evaluate, Assess, Prepare) developed by the Taskforce on Nature-related Financial Disclosures (TNFD). These analyses make it possible to assess systematically at which points in the value chain a company comes into contact with ecosystems, how it depends on them and what impact it has on them. MATERIALITY carries out LEAP analyses for clients from various sectors, identifying risks associated with the degradation of ecosystems or arising from the irresponsible management of natural resources. On the basis of these analyses, the Company develops biodiversity strategies and policies for managing impacts on ecosystems, which translate the results of the analyses into specific commitments and actions.

In parallel, MATERIALITY provides biodiversity education, which builds companies' awareness of their impact on ecosystems, both within their operations and through the value chain, and of companies' dependence on ecosystem services. The training is aimed primarily at clients' management boards and senior management. This is the group whose awareness of the links between business activities and the condition of ecosystems translates directly into strategic and investment decisions. The training covers both the basics – what biodiversity is and why its loss constitutes a real business risk – and advanced topics, such as reporting in accordance with ESRS E4 and management in line with the TNFD Recommendations. Responsibility for advising G3 clients on biodiversity at MATERIALITY rests with a designated consultant.

Resource use and circular economy

Direct impact

MATERIALITY's policy and actions on the circular economy

E5-1, E5-2 E1, E16, E3 MATERIALITY does not have a formal circular economy policy in the form of a separate document. Circular principles are, however, embedded in the way the Company operates: they stem from the team's shared values rather than from an external regulatory obligation, which means they are applied consistently in everyday work.

For office and electronic equipment, the principle applies that repair takes priority over replacement, and durability and repairability are the key criteria when new products are selected. Devices that break down are sent for servicing in the first instance. Where repair is not possible, the equipment is returned to the manufacturer or handed over for separate waste collection. Purchases of new equipment are preceded by a search of the second-hand market – a significant proportion of MATERIALITY's office furniture comes from the secondary market. In turn, working IT equipment, furniture and appliances that the Company no longer needs are returned to circulation through resale to employees for private use or through donation to aid organisations.

The office consistently reduces the use of single-use materials: reusable cloth towels are used in the bathrooms, the kitchen is equipped with reusable tableware, and employees use filtered water instead of bottled water. Printing has also been minimised — documents circulate digitally, and the annual consumption of printing paper is just 4 reams (approx. 2,000 sheets). Waste is segregated in accordance with the applicable regulations, and coffee capsules are covered by a recycling scheme through the manufacturer's own collection programme.

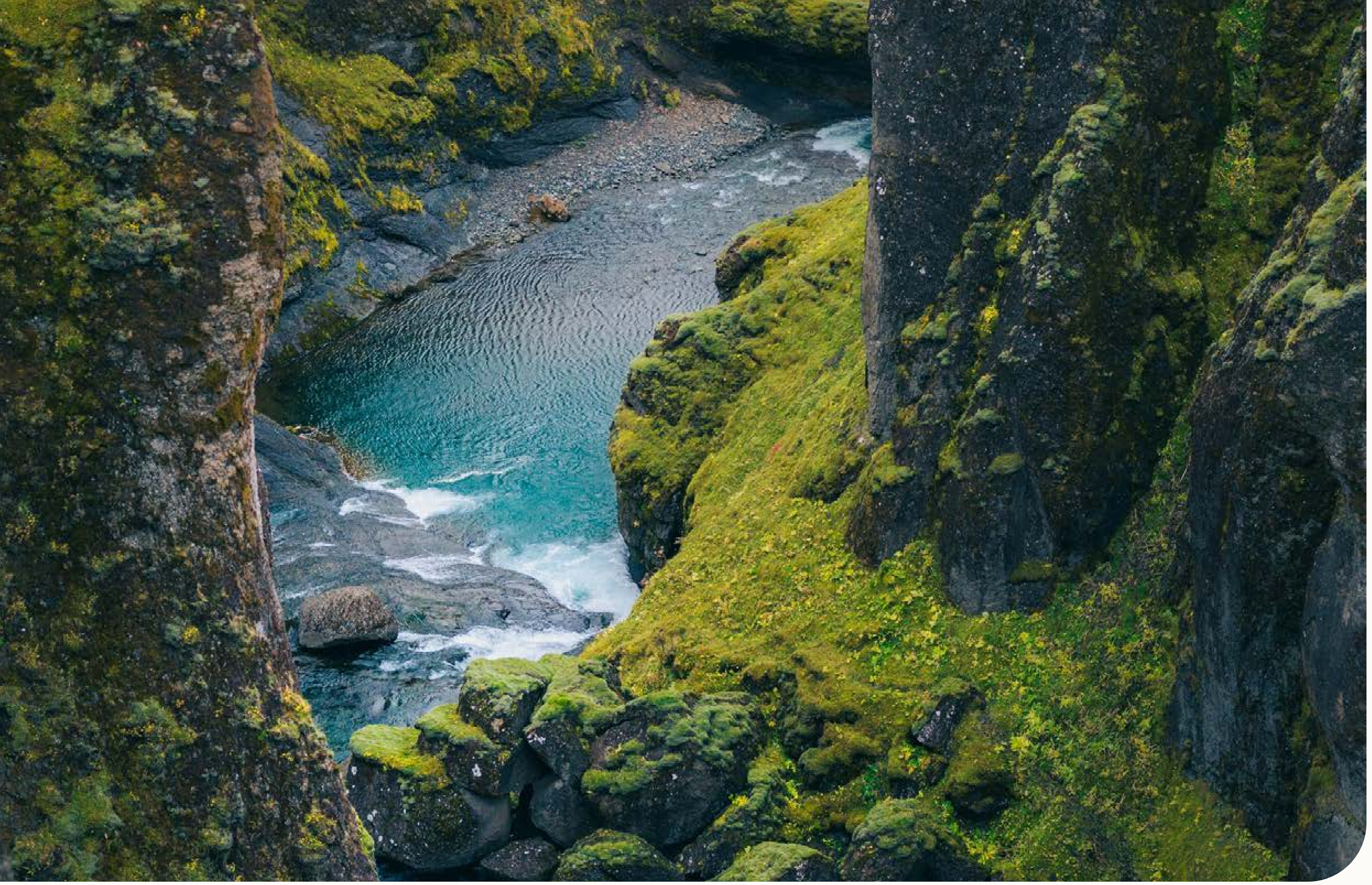
> ”
> Circular principles are embedded in the way MATERIALITY operates: they stem from the team's shared values rather than from an external regulatory obligation, which means they are applied consistently in everyday work

Justyna Biernacka SUSTAINABILITY MANAGING PARTNER

A conscious approach to resources is also evident in promotional activities: the Company has given up producing branded merchandise. The annual Christmas gift budget for clients is directed not towards material gifts but towards support for the Forest Forever Foundation; instead of material presents, clients receive a benefit deferred in time, in the form of planted trees from which a biodiverse forest may grow in the future.

At the same time, the Company recognises the challenge posed by the amount of packaging waste it generates, which accounts for the vast majority of its waste. This issue will be the subject of further analysis aimed at determining to what extent and in what ways this waste stream can be reduced – both through purchasing decisions and through cooperation with suppliers.

In 2025, MATERIALITY generated 460 kg of non-hazardous waste (an increase of 32.3% YoY) and 20 kg of hazardous waste (used electronic equipment). All of the waste came from office operations, and the vast majority of it consisted of packaging. The largest fraction was paper and cardboard (130 kg) – mainly packaging from the furniture and E5-5 E16



equipment purchased when the office was expanded, as well as everyday courier packaging and food packaging. Plastics and metals (90 kg) were primarily food and cleaning product packaging and parcel filling materials, while glass (30 kg) comprised beverage containers. Biodegradable kitchen waste (120 kg) consisted of food scraps. These fractions were collected separately and handed over for recycling; including electronic waste, a total of 390 kg, i.e. 81% of the waste generated, was directed to recycling or reuse. The remaining 90 kg (19%) was unsorted mixed municipal waste, directed to disposal. There was no waste of unknown destination. Detailed data are presented in Tables 3 and 4 in the Annex.

Indirect impact

MATERIALITY delivers its indirect impact in the area of the circular economy through numerous advisory projects for clients. These cover the analysis of data on resource inflows and outflows, the implementation of circular business models, and aligning clients' operations with legislation implementing the EU strategy set out in the Circular Economy Action Plan. E5-2 E16, E3

The starting point is a circularity potential analysis, i.e. an assessment that makes it possible to identify where in the client's business model resource consumption can be reduced, product life cycles extended and waste minimised. In this analysis, MATERIALITY's experts take into account current and forthcoming circular economy regulations, market trends, industry practices and the expectations of financial institutions and business partners.

An important element of this assessment is the mapping of material flows and support for clients in calculating and analysing data on resource inflows and outflows.

The circular economy is also a permanent element of the sustainability strategies developed by MATERIALITY together with its clients. Circular economy targets are defined in connection with the materiality assessment and the results of the circularity potential analysis, so that they are rooted in the realities of the given organisation. MATERIALITY supports clients in translating these targets into policies (e.g. circularity policies or waste management policies), specific action plans and metrics for monitoring progress. The growing importance of circular economy issues was reflected in the expansion of the expert team dealing with this area at the turn of 2025 and 2026. G3

WORKERS

Own workforce

Direct impact

Policies relating to people employed at MATERIALITY

S1-1 HR/L2 HR/L2.1 The main policies relating to the people who work for the Company are: the Work Regulations, the Anti-Mobbing and Anti-Discrimination Policy, the Remote Work Regulations and the Employee Appraisal and Bonus Scheme Policy. All the policies have been approved by the Management Board.

The Work Regulations set out the organisation and order of work and the rights and obligations of the Company and of persons employed under employment contracts, including working time schedules, annual leave and the date of remuneration payment. Chapter 8 of the Regulations also constitutes the Anti-Mobbing and Anti-Discrimination Policy. Under that policy, the Company does not permit any form of mobbing or dis- AC2 crimination in employment and undertakes to counteract such conduct. Employees may submit complaints in writing directly to a Member of the Management Board. Proceedings concerning a report of mobbing or discrimination are confidential and are conducted by a Member of the Management Board or by an anti-mobbing and discrimination team appointed by that member. Chapter 9 of the Work Regulations describes occupational health and safety (OHS) obligations. Under that chapter, the Company undertakes to protect the health and life of employees by ensuring safe and hygienic working conditions, and every employee must complete mandatory initial OHS training before being allowed to start work, comprising general instruction and job-specific instruction. The rate of recordable work-related accidents was 0 in 2025. In accordance with the Work Regulations, the Company does not employ young workers. S1-13 HR/L7

The Remote Work Regulations set out the rules for performing remote work and the related rights and obligations of the Company and of the people employed. The Regulations were updated in April 2026; since then, the Company has offered all employees the option of working remotely two days a week.

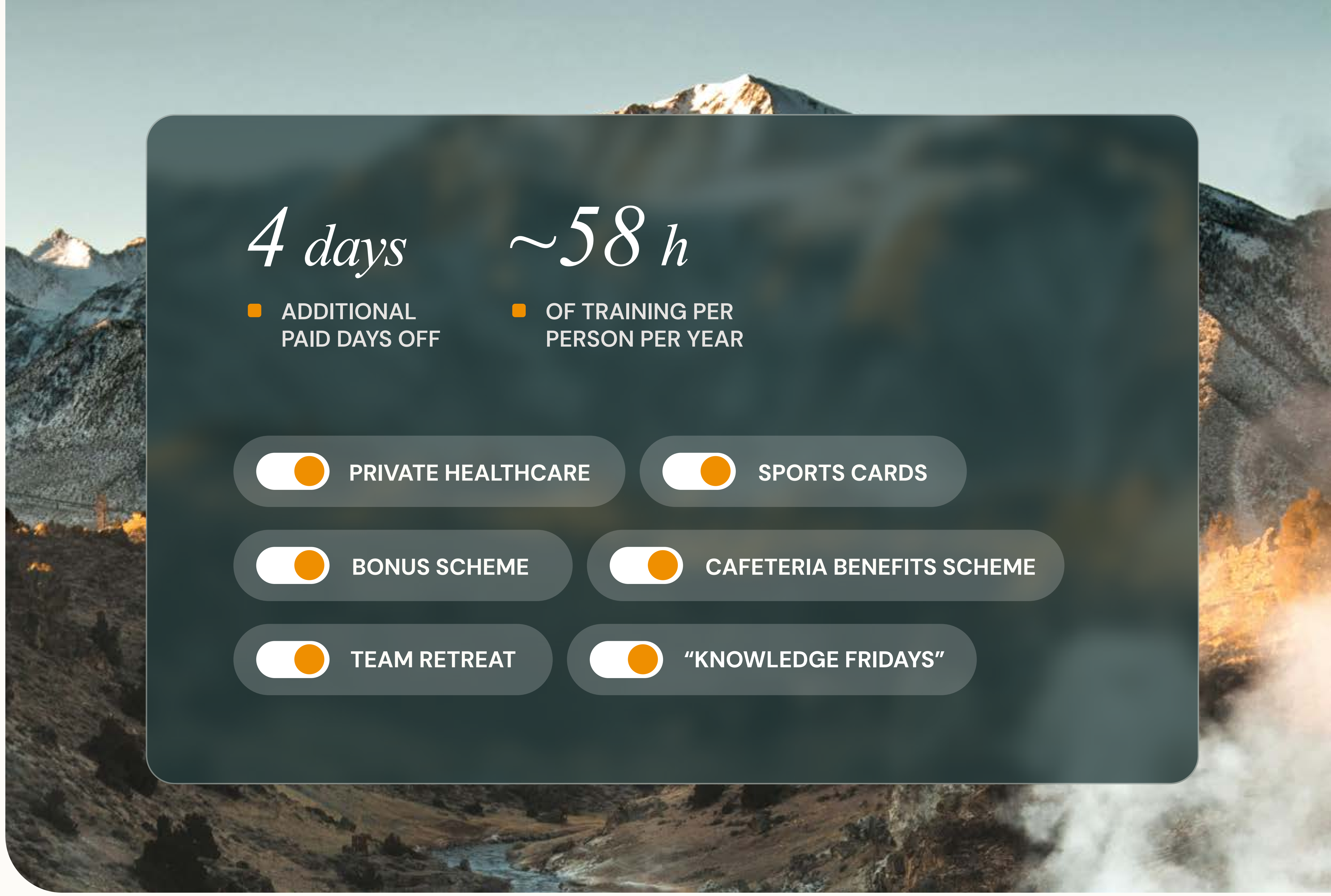
The Employee Appraisal and Bonus Scheme Policy sets out the rules for conducting annual performance appraisals and for granting employees an annual bonus. The remuneration and bonuses of the Management Board and of the other people employed at MATERIALITY are not formally linked to ESG metrics. However, given the specific nature of the Company's business, whose own operations are oriented towards sustainability, the Management Board considers that separate bonus mechanisms for ESG performance are unnecessary in this case. G8

S1-2 G7 Internal communication in the Company is based on weekly meetings of the entire team, ensuring a two-way flow of information: the Management Board shares news about the company's situation, plans and events, while consultants and analysts report on the status of client projects. Decisions directly affecting the team, such as a change of medical services provider or the remote work schedule, are taken after consultation, usually in the form of internal online surveys or discussions during status meetings. On a day-to-day basis, employees raise their concerns and needs with their direct supervisor, who, depending on the nature of the matter, discusses them individually with a Member of the Management Board or at the weekly meeting of the management team with the Management Board. Administrative and HR matters are directed to the administration team and resolved with the involvement of the HR and payroll office or a lawyer. The Management Board applies an open-door policy. In addition, once a year, individual review meetings between employees and the Management Board are held, devoted to the course of their employment. Every year at the end of August, the whole team goes on a two-day retreat: the first day, moderated by a coach, creates space to talk about everyday difficulties, mutual needs and the joint search for solutions; the second is devoted to a summary of the year, results and plans for the future, with an opportunity for every member of the team to speak.

Given the small scale of the organisation, the effectiveness of these channels is verified on an ongoing basis, and any issues raised are resolved without undue delay.

S1-3, S1-14 HR/L4 MATERIALITY's actual positive impact on its own workforce stems from ensuring good and satisfying working conditions for the people it employs. Remuneration levels at the Company are set on the basis of salary ranges for individual job levels without distinction by gender, and MATERIALITY also operates a bonus scheme.

The Company strives to ensure a work-life balance for the people who work for it, and the Management Board supports this with a number of specific solutions. The Company actively counteracts overtime: it requires justification and the consent of the person's supervisor in each case, and all overtime is recorded – the Management Board



monitors the number of overtime hours reported by employees on a monthly basis. In accordance with the applicable regulations, where overtime occurs, employees receive compensation in the form of time off or additional pay. Despite these efforts, overtime did occur in the reporting period. The Management Board identifies this as a challenge related to the proper organisation of work and intends to continue counteracting it. The team's free time is also protected by a clause introduced into contracts with clients, under which work is performed from Monday to Friday between 9 a.m. and 5 p.m. All employees may work remotely two days a week and may schedule a break during the working day for private purposes.

A good practice initiated by the President of the Management Board is additional, fully paid days off – in 2025 there were 4 such days. They are scheduled so as to extend the rest periods associated with so-called long weekends. The decision to give the whole company a day off means that all employees benefit from the extended rest at the same time – no one is burdened with providing cover, and the time off also covers the administration team, which would not be possible if only part of the team were on leave.

100% of people employed under employment contracts are entitled to family-related leave, i.e. maternity, paternity, parental and carer's leave.

The Company also offers its employees and their families access to private healthcare and sports cards. The team also benefits from a cafeteria benefits scheme.

The Company has identified the risk of losing highly qualified employees at managerial level. To mitigate this risk, the Management Board maintains a regular dialogue with the management team, adjusting responsibilities and development plans to managers' individual needs and expectations. In addition, over the past two years the Company has significantly expanded its pool of specialists by hiring new people, partly in order to relieve managers in their day-to-day work. Another element of the mitigation plan is increasing the number of people in senior specialist positions who could take over some managerial responsibilities and, if necessary, stand in for a manager. The Management Board identifies a competence gap in this area: the people currently employed in specialist positions are developing their skills, including through internal educational programmes, but have not yet reached senior specialist level. In 2025 there was one departure at managerial level, for which the Company had prepared in advance. Responsibilities were handed over without detriment to ongoing projects. The Management Board considers that the risk remains current and will continue its existing measures in the coming periods: dialogue with the management team, developing specialists towards senior specialist roles, and monitoring the labour market for opportunities to recruit new employees.

S1-5, S1-6 Average annual employment in 2025 stood at 19.5 FTEs, over 20% higher than a year earlier. Three quarters of the people employed under employment contracts are women. Almost all of them, with three exceptions, were employed under contracts of indefinite duration. Five people worked with MATERIALITY under contracts other than employment contracts, including two self-employed individuals. For the purpose of this report, self-employed individuals considered to be part of MATERIALITY's own workforce are defined as natural persons operating a sole proprietorship who provided services to MATERIALITY regularly and in a manner directly related to the Company's business profile during the reporting period. This group includes individuals who performed tasks corresponding to the type of work carried out as part of MATERIALITY's core business. Detailed figures on the own workforce are presented in the tables in the Annex.

The employment model at MATERIALITY is based on the three successive contracts provided for in Polish labour law: a trial-period contract (3 months), a fixed-term contract (as a rule 12 months; in individual, justified cases the Company allows departures from this rule) and a contract of indefinite duration. Every newly hired person goes through these three stages, which allows both parties to verify the decision to continue the cooperation before a permanent contract is concluded. As a consequence, some temporary contracts expire at the end of the period for which they were concluded and are not renewed.

The turnover rate is calculated as the ratio of the number of employees whose employment ended in the reporting period as a result of termination of the contract by the employee or the employer, retirement or death, to the average annual number of employees. Temporary contracts that expired at the end of the period for which they were concluded are not included in the rate. In 2025, turnover covered 3 people who resigned (2 employed under contracts of indefinite duration, 1 under a fixed-term contract), and the turnover rate was 15.4%. In addition, 2 temporary contracts (1 fixed-term and 1 trial-period) expired and were not renewed; in accordance with the methodology adopted, they are not included in the turnover rate.

Women accounted for 60% of the members of the Management Board and the management team. S1-8 G10

S1-9, S1-10 All people employed at MATERIALITY under employment contracts received adequate remuneration in 2025, i.e. remuneration at least equal to the minimum wage in Poland, and were covered by social protection. The Company does not calculate the unadjusted gender pay gap, as at the current scale of employment the results would not be statistically meaningful.

S1-12 HR/L8 MATERIALITY has an actual positive impact on the development of the people it employs through educational programmes and activities and through open development and promotion paths, tailored to the needs and expectations of the team. Mutual knowledge sharing is a very important principle at MATERIALITY. During the weekly "Knowledge Fridays", in-house experts run 60- or 90-minute training sessions for the rest of the team, in which they share their experience, the methodologies they have developed and good practices. Some of the training is delivered by external experts. MATERIALITY conducts annual appraisals for all employees, which provide an opportunity to discuss achievements, areas for improvement, needs and opportunities for development and promotion.

In 2025, the average number of training hours was 58.5 h for women (up 12.3% YoY) and 57.5 h for men (up 5.3% YoY).

The Company has also identified a potential negative impact on the development and skills of employees in the event of improper implementation of artificial intelligence tools, which may lead to the loss of previously held skills and reduced demand for hiring people in entry-level positions. To mitigate this impact, the Management Board, together with the R&D team, is working on analysing AI tools, testing them and developing the best approach to using artificial intelligence while minimising the negative effects on the people employed.

S1-16 In 2025, no incidents of discrimination, including harassment, or any other incidents related to human rights violations occurred at the Company.

Workers in the value chain

Indirect impact

MATERIALITY's direct impact on workers in the value chain is limited and manifests itself mainly indirectly, through the delivery of a range of services for clients that benefit their workers. In this way, the Company has an actual positive impact on workers in the value chain by improving their working conditions. MATERIALITY also contributes to strengthening the enforcement of workers' rights through its services related to the implementation of due diligence processes and by proposing ambitious targets for workers in clients' ESG strategies. S2-3 HR/L4

The Company was a market pioneer in verifying compliance with the Minimum Safeguards. G5
A dedicated due diligence team has for years been supporting undertakings in the G3
comprehensive implementation of due diligence processes based on the model set out in the OECD and UN Guidelines. MATERIALITY's experts carry out in-depth analyses of clients' policies, procedures and other internal documents in order to verify whether their conduct complies with the Minimum Safeguards.

The most frequently delivered services relating to working conditions and the rights of workers in the value chain include:

01. **Developing policies, including codes of ethics and supplier codes of conduct**, aligned with international standards and guidelines on human and workers' rights, which are a source of best practice for ethical conduct in business. The policies developed by the due diligence team are based, among other things, on the Universal Declaration of Human Rights, the Charter of Fundamental Rights of the European Union, the 10 Principles of the United Nations Global Compact, the Fundamental Conventions of the International Labour Organization, the OECD Guidelines for Multinational Enterprises and the UN Guidelines on Business and Human Rights.
02. **Developing whistleblower protection systems**, which allow clients' employees to report violations of their rights safely and anonymously.
03. **Calculating the gender pay gap**, which shows management the level and scale of pay inequality within undertakings.
04. **Human Rights Impact Assessment** – an assessment that makes it possible to identify the priority areas of an organisation's impact on human rights.
05. **Developing risk management systems** that also cover ESG risks, including risks in the area of human and workers' rights. Through this type of project, clients receive not a one-off result but lasting value in the form of durable and useful organisational functions.
06. **Support in monitoring and implementing legislation aimed at improving the situation of workers in the value chain.** The due diligence team keeps clients up to date on the status of legislation such as: the CSDDD, Equal Pay, Women on Boards, the Whistleblower Act, the Forced Labour Act and the EU Taxonomy (Minimum Safeguards).

Ministerstwo Rozwoju i Technologii

MATERIALITY's methodology for assessing compliance with the technical screening criteria (TSC) was included in the Ministry of Development and Technology's publication "Compendium of practices in the application of the EU Taxonomy in Poland", which was published in June 2026.

MATERIALITY's methodology comprises four main stages:

- identification of Taxonomy-eligible activities,
- allocation of the amounts of eligible turnover, CapEx and OpEx,
- verification of compliance with the TSC and the Minimum Safeguards,
- calculation and preparation of the required disclosures in the sustainability statement.

Working conditions are also a permanent element of the sustainability strategies developed by MATERIALITY together with its clients. Workforce-related targets are defined so that they are rooted in the realities of the given organisation and respond to stakeholder needs. To ensure this, MATERIALITY analyses not only the results of the materiality assessment but also internal job satisfaction surveys and employee opinions expressed in interviews, because an ESG strategy should stem from an undertaking's material impacts, risks and opportunities. MATERIALITY's experts then support clients in translating these targets into policies, specific action plans and metrics for monitoring progress.

MATERIALITY ACADEMY

4.64 / 5

M-2

AVERAGE SATISFACTION WITH THE COURSES AND TRAINING DELIVERED BY MATERIALITY ACADEMY

Affected communities

Direct impact

S3-3 As with workers in the value chain, MATERIALITY has little direct impact on affected communities. It is, however, involved in providing support to communities in Ukraine. In February 2026, the Company joined the "Warmth from Poland for Kyiv" campaign, run with the support of UNGC, the aim of which was to purchase power generators and heating equipment.

Indirect impact

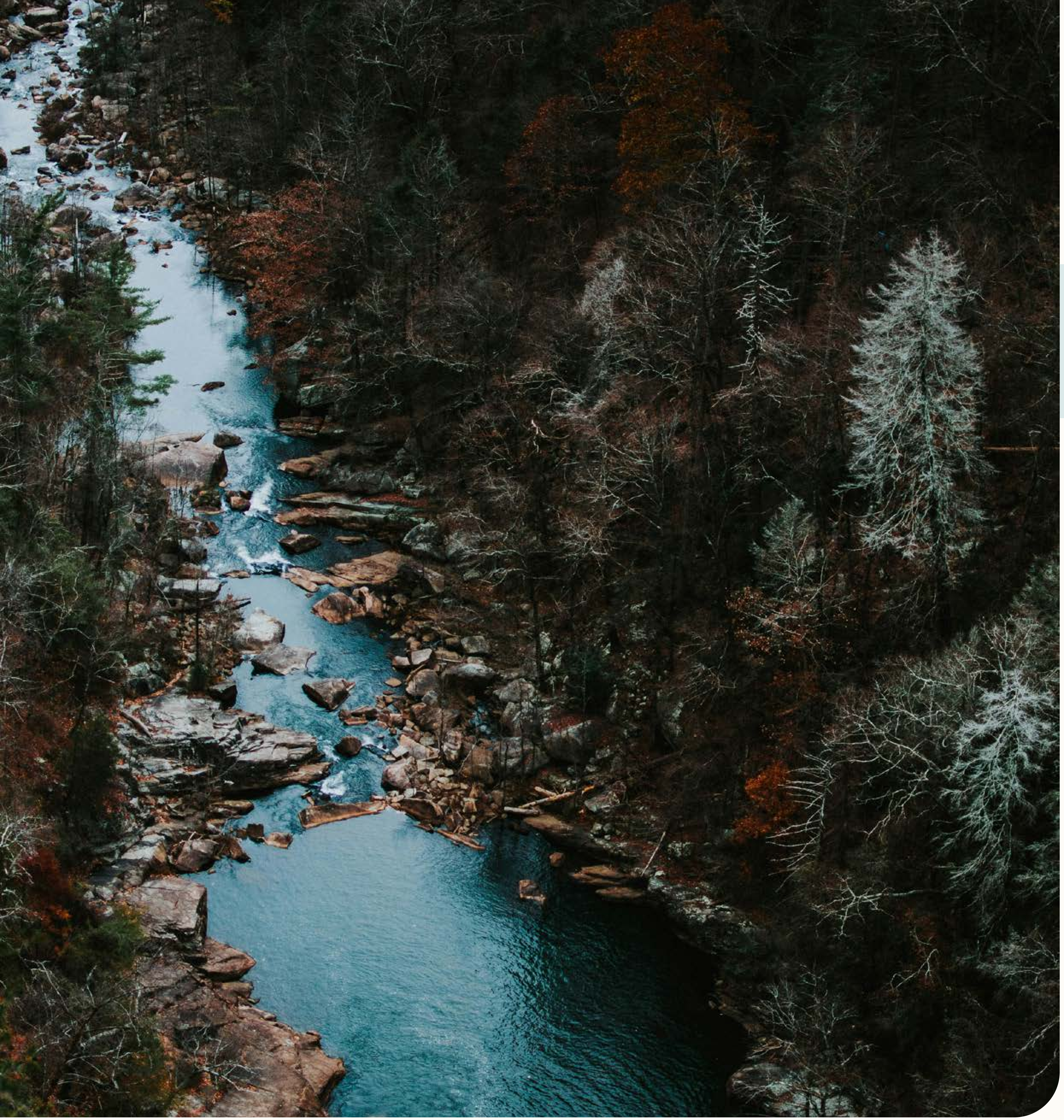
S3-3 The Company identifies an actual positive impact on improving its clients' relationships with their local and affected communities and on better enforcement of community rights through its services related to the implementation of due diligence processes. MATERIALITY supports undertakings in, among other things, developing policies for dialogue, communication and cooperation with local communities, and influences its clients' provision of grievance channels for affected communities.

Consumers and end-users

Direct impact

MATERIALITY has an actual positive impact on consumers and end-users by providing them with high-quality, reliable education and information on sustainability. End-users are natural persons taking part in MATERIALITY ACADEMY courses and the audiences of MATERIALITY's online communications, including social media and the newsletter. S4-3

MATERIALITY ACADEMY offers three types of courses: an intensive introductory course, an expert course and a webinar. The training covers topics including due diligence, the simplified ESRS, the Taxonomy and the Minimum Safeguards. The courses are delivered by experienced MATERIALITY experts and, at the end, participants can test their knowledge in a specially prepared test. The MATERIALITY team regularly records further training courses in response to consumer demand and in the light of changing regulations.



MATERIALITY strives to share knowledge with its stakeholders, which is why it is active on social media, informing end-users about the latest regulatory changes and important developments in sustainability.

Since 2022, Piotr Biernacki has run an expert newsletter in which he comments on the latest developments in the ESG world and shares first-hand knowledge of EFRAG's work on reporting standards.

MATERIALITY publishes articles on its website and expert commentary and recommendations on LinkedIn, entirely free of charge. In this way, it seeks to share sustainability knowledge with everyone interested and to provide consumers with high-quality information, demand for which is exceptionally high in times of media chaos.

Indirect impact

MATERIALITY's actual indirect positive impact on consumers and end-users stems from improving consumer well-being through services related to the implementation of due diligence processes and the development of targets in clients' ESG strategies. MATERIALITY supports undertakings in setting ambitious yet achievable targets that contribute to consumer education and safety, strengthen consumers' position in their relationships with companies, improve access to information and provide avenues for submitting complaints and reporting violations. The Company also supports its clients in developing policies and action plans that help undertakings translate declarations and commitments into specific initiatives. These activities are intended to contribute to improving the well-being of end-users. S4-3

BUSINESS CONDUCT

Direct impact

G1-1 G2 MATERIALITY does not have a code of ethics in the form of a separate, written document. This function is performed by a set of eleven Company values:

- MATERIALITY
- IMPACT
- HONESTY
- QUALITY
- RESPECT
- DEVELOPMENT
- COOPERATION
- SAFETY
- PERSEVERANCE
- AVANT-GARDE
- LIFE

These values were developed jointly by the team and serve as a guide in day-to-day work with employees, suppliers, clients, partners and other stakeholders.

G6, G7 Given the small size of the organisation, MATERIALITY does not have a formal mechanism for reporting breaches. Every person employed does, however, have the opportunity to report irregularities directly to the Management Board or the management team, choosing their preferred communication channel: a face-to-face meeting, a telephone call, e-mail or a written report. In this case, the close-knit organisational structure and
G6.1 direct access to all decision-makers take the place of a formal procedure. The channels listed are also available for reports from external stakeholders. Everyone working at MATERIALITY has been informed that it is possible to report breaches. The irregularities reported may also concern relations with business partners or clients. All reports are treated confidentially and any person reporting a breach is protected against retaliation.

The Company applies the "walk the talk" principle; it not only advises on ESG but also acts in the spirit of sustainability in its own operations: it collects non-financial data about itself, analyses its impact on its surroundings and reduces its negative impacts – from an office location with good access to public transport and limiting business travel, through the choice of second-hand furniture, to many years of cooperation with the Forest Forever Foundation.

In its relationships with suppliers, MATERIALITY prefers to work with local businesses G1-2
and with those that share a similar set of values. Cooperation takes place on the basis of written contracts or purchase orders, and payments to suppliers are made on time.
The average payment period for goods and services supplied was 6.6 days in 2025, G1-6
while the average payment term in days weighted by payment value was 12.3 days.

In the area of data and information security, MATERIALITY requires its employees to maintain confidentiality on the basis of provisions in their employment contracts, in which the definition of confidential information is framed broadly and covers client data, working methodologies and the Company's internal information. Client data is stored in the Microsoft 365 cloud infrastructure and is backed up regularly. Access to company equipment is protected by passwords on computers and locks on mobile devices, and an external IT service provider is responsible for keeping software and security systems up to date.

MATERIALITY's impact on business ethics extends beyond its internal activities. The Company operates at the interface between expert knowledge and business practice, helping undertakings to understand their impact on the environment and society and to translate it into concrete management decisions.

Work with clients covers two related dimensions. The first is building regulatory readiness: updating internal policies, implementing ESG risk management systems and training management boards, which directly strengthens companies' resilience to changing legal requirements, reducing the risk of penalties and reputational damage. The second dimension of the cooperation is building real value from ESG management: by identifying the opportunities arising from the transition, strengthening clients' position vis-à-vis investors and business partners, and building internal competences that remain within the companies permanently.

MATERIALITY's activities have a cascading effect: every organisation that manages its impact more effectively thanks to advisory support then has an effect on its own suppliers, consumers and local communities.

The dynamically changing regulatory environment and the growing complexity of ESG issues create a real growth opportunity for MATERIALITY. New legislation, draft laws and changes to reporting standards require the Company to refine its existing methodologies and develop new approaches – often in areas where the market has not yet developed recognised standards. It is precisely here that MATERIALITY sees the greatest potential: where the path has not yet been beaten, experience and proximity to the processes provide an advantage that cannot easily be copied. However, the same direction of change (the simplification and narrowing of the scope of reporting requirements) may weaken demand for some advisory services. The Company is responding to this risk by diversifying its offering and developing services that go beyond reporting itself.

G1-4 G1, AC1 Given the size of the company, MATERIALITY does not identify any direct material impact related to corruption and therefore does not undertake activities in its own operations to prevent corruption; however, as a member of United Nations Global Compact, the Company upholds the principle of zero tolerance towards corruption. MATERIALITY AC2 does not have a separate policy on accepting gifts and other benefits. The Company assesses the risk associated with this type of conflict of interest as minimal. Ethical business conduct is addressed in work with clients as part of the services relating to due diligence. The policies and procedures, as well as the ongoing advice provided G3 by the due diligence team, relate to the implementation of due diligence processes in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Support for clients also covers the development AC3, AC4 of anti-corruption procedures and training.

MATERIALITY also identifies a material risk in the area of business conduct which could lead to a loss of client trust and reputational damage to the Company's image if the quality of the advisory services provided by MATERIALITY were to decline or if serious errors were made. The Company mitigates this risk in several ways. MATERIALITY's proprietary methodologies are based on international standards, guidelines and recommendations. The process of developing them consists of many stages of internal discussion, consultation, simulations and trial versions. All materials prepared for clients are also subject to the "double check" principle, being reviewed by other members of the team and by the management team. In line with the idea of knowledge sharing, the MATERIALITY team consults internal specialists in the relevant fields, whose experience adds value to every project. To maintain the high quality of its services, the Company regularly trains its employees and looks after the development of their skills and the currency of their knowledge.

MATERIALITY does not allocate financial resources to lobbying activities. The Company's G1-5 involvement in shaping the regulatory environment takes place solely in the form of unpaid expert engagement – through participation in public consultations, the preparation of position papers and comments on draft legislation, and work in bodies developing reporting standards and industry guidance.

A description of MATERIALITY's consultations and initiatives in 2025 and up to the date of publication of the report is provided in the sub-section "Partnerships and memberships".

ABOUT THIS REPORT

BP-1 G13, G1 This report is the first sustainability statement of MATERIALITY Sp. z o.o. (MATERIALITY, the Company). MATERIALITY is not currently subject to the reporting obligations arising from the CSRD or the legislation implementing it. The report has been prepared voluntarily, on the basis of the simplified European Sustainability Reporting Standards (ESRS) adopted by the European Commission in a Delegated Regulation on 3 July 2026. The report also contains disclosures aligned with the UN Global Compact CoP G14 (Communication on Progress). This statement has not been subject to external assurance.

R2 The report covers sustainability information for the 2025 financial year, i.e. for the period from 1 January to 31 December 2025; this applies in particular to the metrics. In some cases, the information has been updated as at the date of approval of the report, which has been indicated accordingly in the individual disclosures. This statement is an individual (non-consolidated) statement and its scope is the same as the scope of the financial statements. MATERIALITY Sp. z o.o. maintains close business relations with MATERIALITY ACADEMY Sp. z o.o. The two companies do not form a capital group, but they have the same shareholders and the same individuals sitting on their manage- R3 ment boards. The information contained in this report relates to MATERIALITY Sp. z o.o.

BP-2 This statement is MATERIALITY's first report prepared on the basis of the ESRS, and the Company therefore applies the exemption allowing it to omit quantitative information on the anticipated financial effects of risks and opportunities.

Five risks and three opportunities have not been disclosed in the report, in accordance with ESRS 1 paragraph 100 (a).

ESRS DISCLOSURE	DESCRIPTION	UNGC DISCLOSURE	PAGE IN THE REPORT
ESRS 2 GENERAL DISCLOSURES			
BP-1	Basis for preparation of the sustainability statement	G13, G1, G14, R2, R3	37
BP-2	Specific information where the undertaking uses the phase-in options	-	37
GOV-1	The role of the administrative, management and supervisory bodies in relation to sustainability	G1, G9	6
GOV-3	Statement on due diligence	-	8
GOV-4	Risk management and internal controls over sustainability reporting	G1	8
SBM-1	Strategy, business model and value chain	G13	9
SBM-2	Interests and views of stakeholders	G7	18
SBM-3	Interaction of material impacts, risks and opportunities with strategy and business model, and financial effects	G1, E1, E3.1	19
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities and material information to be reported	G4, HR/L3, E2	20
IRO-2	Material impacts, risks and opportunities and Disclosure Requirements covered by the sustainability statement	HR/L1, E11	21
ESRS E1 CLIMATE CHANGE			
E1-1	Transition plan for climate change mitigation	E7, E8, E10	23
E1-2	Identification of climate-related risks and scenario analysis	-	23
E1-5	Actions and resources in relation to climate change mitigation and adaptation	E3, G3, G13, E7, E8, E9, E10	23, 24
E1-7	Energy consumption and mix	-	23, 39
E1-8	Gross Scope 1, 2 and 3 greenhouse gas emissions	E5, E6, E6.1	23, 39

ESRS DISCLOSURE	DESCRIPTION	UNGC DISCLOSURE	PAGE IN THE REPORT
ESRS E4 BIODIVERSITY AND ECOSYSTEMS			
E4-3	Actions and resources related to biodiversity and ecosystems	E3, G3, G13	25
M-1	Number of volunteers, number of seedlings and species, planting area [entity-specific disclosure]	E17	25
ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY			
E5-1	Policies related to resource use and circular economy	E1, E2	26
E5-2	Actions and resources related to resource use and circular economy	E3, E16, G3	26, 27
E5-5	Resource outflows	E16	26, 41
ESRS S1 OWN WORKFORCE			
S1-1	Policies related to own workforce	HR/L2, G8, HR/L2.1, AC2	28
S1-2	Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs, and approaches to remediation	G7	29
S1-3	Actions and resources related to own workforce	-	29
S1-5	Characteristics of the undertaking's employees	-	30, 41
S1-6	Characteristics of non-employee workers in the undertaking's own workforce	-	30
S1-8	Gender diversity in top management	G10	30
S1-9	Adequate wages	-	31
S1-10	Social protection	-	31

ESRS DISCLOSURE	DESCRIPTION	UNGC DISCLOSURE	PAGE IN THE REPORT
S1-12	Training and skills development metrics	HR/L8	31, 41
S1-13	Health and safety metrics	HR/L7	28
S1-14	Work-life balance metrics	-	29
S1-16	Incidents of discrimination and other incidents related to respect for human rights	-	31
ESRS S2 WORKERS IN THE VALUE CHAIN			
S2-3	Actions and resources related to workers in the value chain	G3, HR/L4, G5	31
ESRS S3 AFFECTED COMMUNITIES			
S3-3	Actions and resources related to affected communities	-	33
ESRS S4 CONSUMERS AND END-USERS			
S4-3	Actions and resources related to consumers and end-users	-	33, 34
M-2	Average satisfaction with courses and training delivered by MATERIALITY ACADEMY [entity-specific disclosure]	-	33
ESRS G1 BUSINESS CONDUCT			
G1-1	Policies related to business conduct	G2, G6, G6.1, G7	35
G1-2	Actions related to business conduct	-	35
G1-4	Metrics on corruption or bribery	G1, G3, AC1, AC2, AC3, AC4	36
G1-5	Metrics on political influence, including lobbying activities	-	36
G1-6	Metrics on payment practices	-	35

ANNEX

E1-7

Table 1. Energy consumption

	UNIT	2023	2024	2025	YOY CHANGE
ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES					
ELECTRICITY	MWh	1.98	2.55	4.10	+60.97%
HEAT ENERGY	MWh	20.38	53.15	70.24	+32.16%
FUELS	MWh	5.93	10.43	9.81	-5.98%
TOTAL ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES	MWh	28.30	66.13	84.15	+27.25%
ENERGY CONSUMPTION INTENSITY RATIO	MWh/person	2.98	4.13	4.32	+4.41%

E1-8
E5, E6, E6.1

Table 2. Greenhouse gas emissions

	UNIT	2023	2024	2025	YOY CHANGE
SCOPE 1					
GROSS GREENHOUSE GAS EMISSIONS	$MgCO_2e$	1.02	1.80	2.21	+22.86%
SCOPE 2					
GROSS GREENHOUSE GAS EMISSIONS UNDER THE LOCATION-BASED METHOD	$MgCO_2e$	8.67	20.35	27.27	+34.04%
GROSS GREENHOUSE GAS EMISSIONS UNDER THE MARKET-BASED METHOD	$MgCO_2e$	7.45	13.94	24.49	+75.66%
SCOPE 3					
GROSS GREENHOUSE GAS EMISSIONS	$MgCO_2e$	14.90	29.07	22.95	-21.03%
CAT. 1 PURCHASED GOODS AND SERVICES	$MgCO_2e$	8.89	14.02	14.06	+0.27%
CAT. 2 CAPITAL GOODS	$MgCO_2e$	4.33	9.62	0.20	-97.90%
CAT. 3 FUEL- AND ENERGY-RELATED ACTIVITIES	$MgCO_2e$	0.84	3.19	4.74	+48.71%
CAT. 4 UPSTREAM TRANSPORTATION AND DISTRIBUTION	$MgCO_2e$	0.03	0.10	0.09	-9.36%
CAT. 5 WASTE GENERATED IN OPERATIONS	$MgCO_2e$	0.02	0.04	0.06	+48.94%
CAT. 6 BUSINESS TRAVEL	$MgCO_2e$	0.11	0.57	1.90	+235.92%
CAT. 7 EMPLOYEE COMMUTING	$MgCO_2e$	0.67	1.39	1.89	+35.56%
CAT. 11 USE OF SOLD PRODUCTS	$MgCO_2e$	-	0.13	0.01	-92.55%
TOTAL EMISSIONS					
TOTAL GROSS GREENHOUSE GAS EMISSIONS (SCOPE 1 AND 2) UNDER THE LOCATION-BASED METHOD	$MgCO_2e$	9.69	22.14	29.48	+33.13%
TOTAL GROSS GREENHOUSE GAS EMISSIONS (SCOPE 1 AND 2) UNDER THE MARKET-BASED METHOD	$MgCO_2e$	8.47	15.74	26.69	+69.63%
TOTAL GROSS GREENHOUSE GAS EMISSIONS (SCOPE 1,2,3) UNDER THE LOCATION-BASED METHOD	$MgCO_2e$	24.59	51.21	52.43	+2.39%
TOTAL GROSS GREENHOUSE GAS EMISSIONS (SCOPE 1,2,3) UNDER THE MARKET-BASED METHOD	$MgCO_2e$	23.37	44.80	49.65	+10.81%
GREENHOUSE GAS EMISSIONS INTENSITY RATIO (SCOPE 1,2,3) UNDER THE LOCATION-BASED METHOD	$MgCO_2e$/ PLN m	-	11.57	10.04	-13.25%
GREENHOUSE GAS EMISSIONS INTENSITY RATIO (SCOPE 1,2,3) UNDER THE MARKET-BASED METHOD	$MgCO_2e$/ PLN m	-	10.13	9.51	-6.11%
GREENHOUSE GAS EMISSIONS INTENSITY RATIO (SCOPE 1,2,3) UNDER THE LOCATION-BASED METHOD	$MgCO_2e$/ person	2.59	3.20	2.69	-15.99%
GREENHOUSE GAS EMISSIONS INTENSITY RATIO (SCOPE 1,2,3) UNDER THE MARKET-BASED METHOD	$MgCO_2e$/ person	2.46	2.80	2.55	-9.08%

The methodology for calculating Scope 1, 2 and 3 emissions was developed in accordance with “The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard”. The calculations covered the seven greenhouse gases (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3) included in the GHG Protocol. Emission values are reported in tonnes (Mg), the standard unit of carbon dioxide equivalent ($CO2_e$).

The global warming potential factors (GWP, Global Warming Potential) used in the calculations are consistent with the IPCC’s Fifth Assessment Report (AR5, The Fifth Assessment Report of the IPCC) and relate to GWP100 (Global Warming Potential, calculated over a 100-year time frame).

In accordance with the ESRS, the calculations take into account the methodology described in the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (version 2004); GHG Protocol Scope 2 Guidance; Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (version 2011); Technical Guidance for Calculating Scope 3 Emissions (version 1.0 2013).

The data presented in the report relate to the entity MATERIALITY Sp. z o.o. The base year adopted is 2023, both for Scope 1 and 2 emissions and for Scope 3 emissions.

Scope 1 emissions cover fuel consumption in the Company’s buildings and stationary machinery, fuels used in transport by own vehicles, and the volume of refrigerants topped up in air conditioning and cooling equipment. The calculations used factors from the DEFRA 2025 database.

Scope 2 emissions cover the consumption of purchased electricity and heat. The calculations comprise the location-based method and the market-based method. For the location-based method, the calculations used the emission factors published by the National Centre for Emissions Management (KOBiZE; 2025) and the Energy Regulatory Office (URE; 2025). For the market-based method, emission factors obtained from the electricity and heat suppliers were used.

In 2025, the materiality threshold for Scope 3 categories was set at 1%. On that basis, it was determined that categories 1, 3, 6 and 7 are material, while categories 2, 4, 5 and 11 remain immaterial. The material categories account for 98.44% of emissions, whereas the immaterial ones account for 1.56% of total emissions. Categories 8, 9, 10, 12, 13, 14 and 15 did not occur at MATERIALITY. The calculation of Scope 3 emissions used factors from the following databases: DEFRA 2025, EPA 2024, IEA 2023 and KOBiZE 2025, as well as studies from external sources.

E5-5 Table 3. Waste generated

	UNIT	2023	2024	2025	YOY CHANGE
BIODEGRADABLE KITCHEN WASTE	Mg	0.05	0.07	0.12	+75.31%
UNSORTED MIXED MUNICIPAL WASTE	Mg	0.05	0.06	0.09	+57.89%
GLASS	Mg	0.01	0.02	0.03	+45.63%
PLASTICS AND METALS	Mg	0.01	0.07	0.09	+35.64%
PAPER AND CARDBOARD	Mg	0.05	0.09	0.13	+52.40%
END-OF-LIFE TYRES	Mg	0.00	0.05	0.00	-100.00%
TOTAL NON-HAZARDOUS WASTE	Mg	0.18	0.35	0.46	+32.30%
WASTE GENERATION INTENSITY RATIO	Mg/person	0.019	0.022	0.024	+8.55%
ELECTRICAL AND ELECTRONIC WASTE	Mg	0.00	0.00	0.02	-
TOTAL HAZARDOUS WASTE	Mg	0.00	0.00	0.02	-

E5-5 Table 4. Waste treatment

	UNIT	2023	2024	2025	YOY CHANGE
BIODEGRADABLE KITCHEN WASTE	Mg	0.05	0.07	0.12	+75.31%
GLASS	Mg	0.01	0.02	0.03	+45.63%
PLASTICS AND METALS	Mg	0.01	0.07	0.09	+35.64%
PAPER AND CARDBOARD	Mg	0.05	0.09	0.13	+52.40%
END-OF-LIFE TYRES	Mg	0.00	0.04	0.00	-100.00%
ELECTRICAL AND ELECTRONIC WASTE	Mg	0.00	0.00	0.02	-
TOTAL WASTE DIRECTED TO RECYCLING OR REUSE	Mg	0.13	0.28	0.39	+38.94%
UNSORTED MIXED MUNICIPAL WASTE	Mg	0.05	0.06	0.09	+57.89%
END-OF-LIFE TYRES	Mg	0.00	0.01	0.00	-100.00%
TOTAL WASTE DIRECTED TO DISPOSAL	Mg	0.05	0.07	0.09	+34.33%

Table 5. Number of employees S1-5

	UNIT	31.12.2023	31.12.2024	31.12.2025	YOY CHANGE
TYPE OF CONTRACT					
FIXED-TERM CONTRACT	persons	6	13	3	-76.92%
PERMANENT CONTRACT	persons	5	8	15	+87.50%
GENDER					
FEMALE	persons	8	15	14	-6.67%
MALE	persons	3	6	4	-33.33%
TOTAL NUMBER OF EMPLOYEES	persons	11	21	18	-14.29%

Table 6. Employee turnover S1-5

	UNIT	2023	2024	2025	YOY CHANGE
NUMBER OF EMPLOYEES WHO LEFT	persons	2	4	3	-25.00%
AVERAGE NUMBER OF EMPLOYEES	persons	9	16	19.5	+21.88%
EMPLOYEE TURNOVER RATE	%	22.22%	25.00%	15.38%	-9.62 p.p.

Table 7. Average number of training hours S1-12

	UNIT	2023	2024	2025	YOY CHANGE
AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE BY GENDER					
FEMALE	hours	30.69	52.13	58.54	+12.28%
MALE	hours	51.83	54.58	57.50	+5.34%

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