

Summary of Exact Systems Group's
Corporate Social Responsibility Activities
for the Year **2023**

How we operate

We are Exact Systems - an international group of companies offering flexible solutions for production, quality and logistics. Our services are accessible in 13 countries where our group has a presence: Poland, Czech Republic, Germany, Slovakia, Turkey, Romania, France, Hungary, Belgium, the Netherlands, Portugal, Spain and China. The Group's customers comprises companies in automotive, electronics, consumer electronics, white goods, medical, cosmetics, and logistic centres, including those operating in the e-commerce space.

Comprehensive quality services

Collaborating with Exact Systems ensures the attainment of the highest quality and safety standards. Through outsourcing services, such as quality control, encompassing selection, repair and sorting of parts and finished products; as well as on-site representation, known as residency, or VDA 6.3 audits, we help in avoiding potential consequences due to quality discrepancies. This approach significantly reduces the adverse environmental impact by ensuring defect-free finished products. Customers' trust and the prestige of the Exact Systems brand are fostered by our unwavering commitment to service quality, reliability, and stable partnerships with contractors. We possess unique competencies and technological solutions, including proprietary online recruitment tests, an advanced business communication platform called Extranet 360, together with an intuitive smartphone application Exact People GO, dedicated to our own personnel. These resources enable us to meet the highest requirements and effectively achieve our objectives.

At Exact Systems, we place the emphasis on the compliance of our activities with the law and ethical principles. The mission of CG Exact Systems is to be close to the Client and have a real impact on safety by providing flexible solutions in the field of quality control, production support and logistics for the automotive industry and other businesses.

For over two decades, Exact Systems has forged a reputation for collaborative efforts in attaining unparalleled standards of quality and safety. The motto "Always close to the Customer" has been our principle since the beginning of our business. Throughout nearly 20 years of business, we have strived to act fairly towards employees, associates, candidates, customers, suppliers and our business partners. Today, we are a conscious, global organization spanning 13 countries across Europe and Asia, and we aspire to operate on the foundation of shared values.

The vision of CG Exact Systems is to be a leader in the quality control industry in Europe, using the opportunities offered by globalization with respect for the natural environment at the same time. We believe that only by observing the law and acting in a transparent and ethical manner are we able to constantly develop and meet the adopted goals. We also require our Business Partners to comply with the principles and

standards set out in this Code. We are jointly responsible for shaping the business environment in which we operate.

We invest in the future by prioritizing sustainability in our operations. Recognizing our organization's environmental footprint, we undertake long-term initiatives to amplify positive impacts and mitigate negative ones.

We aim for our service delivery to align not only with the highest quality standards but also with numerous Corporate Social Responsibility (CSR) endeavors. We believe transparent communication of our achievements contributes to fulfilling our clients' objectives.



See the video: <https://exsl.ink/animation>

We act transparently while maintaining legal and ethical standards.

As a Group, we adhere to the principles and standards outlined in our Code of Conduct in our daily operations. We are committed to ongoing development and maintaining high ethical standards.

The principles we follow, which we also expect our Business Partners to uphold, are detailed in the Exact Systems Group Code of Conduct. We view it as a guiding beacon, fostering an ethical culture within our companies.

<https://exactsystems.uk.com/compliance>

Exact Systems supports Sustainable Development Goals

The company has joined the United Nations Global Compact, the world's largest sustainable business initiative with over 24,000 organizations actively engaged in implementing the UNGC Ten Principles, covering areas such as environment, human rights, and corporate governance.



In 2023, the Company identified its risks and opportunities from its analysis of the UN's SDGs (Sustainable Development Goals) and defined the objectives it is focusing on in its ESG strategy.

After conducting a materiality analysis, the important objectives identified by Exact Systems were:

- 3. Good health and quality of life;
- 5. Gender equality;
- 8. Decent work and economic growth;
- 13. Climate action;
- 16. Peace, justice and strong institutions.



GOOD HEALTH AND WELL-BEING

I. HEALTH AND SAFETY AT WORK

Exact Systems ensures safe and hygienic working conditions for all its employees and co-workers. Every employee undergoes health and safety training as required by law, before being allowed to work. In addition, all Exact Systems employees and co-workers are covered by accident insurance.

NUMBERS:

- 100% of Exact Systems employees are insured against accidents;
- a Health and Safety Committee has been established within the Company to oversee health and safety at work, with 100% of Exact Systems' employees covered;
- Health and safety risk assessments were carried out for 98% of the Company's operating units;
- The total number of hours worked in 2023 by the Company's employees and contractors is 4,851,530* */data for health and safety reporting purposes/*;
- The percentage of occupational accidents for Exact Systems employees in 2023 was 0.30%, including 0% fatal accidents.
- The percentage of accidents at work of Exact Systems' contractors in 2023 was 0.58%, including 0% of fatal accidents.
- The Lost Time Incident (LTI) frequency rate for 2023 is 4.1 ($20 \times 1,000,000 / 4,851,530 = 4.1$).
- The Lost Time Injury Severity Rate (LTISR) for 2023 is 0.05. ($232 \times 1000 / 4,851,530 = 0.05$).

OBJECTIVES:

Exact Systems' health and safety target for 2024 is to further reduce staff accidents and maintain a 0% fatality rate. Decrease the LTI rate to 3.8 and the LTISR severity rate to 0.03.



II. PHYSICAL ACTIVITY AND HEALTH PROMOTION INITIATIVES

Exact Systems consistently pursues a policy of Corporate Social Responsibility - its activities include supporting local, sporting, cultural and social initiatives; we do not engage in political activities, those that violate the law and accepted social norms, those that bear the hallmarks of any kind of discrimination, those that pose a risk to people's lives and health or those that endanger the environment.

To ensure preventive care for its employees, Exact Systems provides private medical care, which includes visits to both general practitioners and specialists, as well as a range of donated diagnostic tests. **In 2023, 193 employees benefited from the private medical care offered by the Company.** Moreover, all of the Company's employees – **379 people in total** - have health insurance.

Exact Systems also pursues the goal of 'Good health and quality of life' by subsidising **Multisport cards, which in 2023, benefited 130 employees.**

Employees can not only benefit from the facilities and activities of the Multisport cards, but are also involved in sporting competition. Running, exercising and fitness classes together are a regular feature at company gatherings such as Summer Camp and Summit.

INVOLVEMENT IN SPORT

Currently, the Exact Systems Capital Group sponsors the sports activities of the football club RKS Raków Częstochowa, the volleyball team KS Norwid Częstochowa and the junior basketball team WKS Śląska Wrocław.



SUPPORT FOR BOTTOM-UP INITIATIVES

We actively support grassroots employee initiatives that contribute to the development of civil society and improve quality of life. Among these activities, we participate annually in the Great Orchestra of Christmas Charity, offering both financial and organizational support to further the objectives of this noble initiative.

<http://www.tvorion.pl/pod-siatka-dla-wosp/>



As a grassroots initiative led by the marketing director, we also conducted **7** first aid training courses in 2023. These trainings were attended by **40** employees from **4** offices in Poland and Germany.

We equip our offices, as well as public places, with external defibrillators (AEDs) to save lives in cases of sudden cardiac arrest. Furthermore, we are actively campaigning to raise public awareness about the importance of promptly assisting a victim during sudden cardiac arrest.



III. IMPROVE STAFF QUALIFICATIONS.

The issues related to raising employee qualifications are, in the opinion of the Exact Systems Management Board, crucial for the development of the Group.

Human Resources development at Exact Systems encompasses all activities aimed at supporting and implementing the process of improving employee qualifications. The main objective is to equip employees with the skills necessary to fulfill current and future tasks, thereby contributing to the achievement of both the company's goals and the individual goals of employees. We also conduct **onboardings**, the process of familiarizing new employees with the company, its culture, values and principles. This facilitates a quicker and more effective integration into the team, as well as an understanding of their responsibilities and objectives.

Since 2014, Exact Systems has consistently delivered training as part of its proprietary educational initiative - the **Quality Academy**. The training program consists of both theoretical and practical workshop sessions, provided free of charge. Targeted towards quality controllers, this educational project aims to provide comprehensive preparation for roles within the quality department. The project allows for the development of both trainees and trainers.

In addition, employees participate in internal training and those organised by external companies.

Exact Systems employees undergo regular performance evaluations, so that they receive ongoing feedback on the quality of their work, strengths and aspects that need improvement. Heads of department declared that 46% of employees undergo regular employee appraisal.

NUMBERS:

In 2023:

- Employees participated in 96 training courses to improve their professional skills;
- The total number of hours of all training courses attended by employees was 471 hours;
- There were 1.24 hours of training per Company employee;
- 87 newly recruited employees took part in onboarding;

GENDER EQUALITY

I. GENDER EQUALITY

At Exact Systems we promote diversity, equality and inclusion of employees. We do not tolerate any form of harassment and discrimination, whether direct or indirect, in particular on the grounds of gender, age, disability, race, religion, nationality, political opinion, union membership, ethnic origin, religion or sexual orientation.

Exact Systems ensures full and effective participation of women in decision-making processes at all levels of the company.

NUMBERS

In 2023:

- 230 women were employed by the Company, representing **60.69%** of the total workforce;
- women held **51.06%** of all management positions,
- The wage gap was **-0.37%**.

II. INCLUSIVENESS, SUPPORT FOR MINORITIES AND GROUPS AT RISK

The company is open to new opportunities regarding the recruitment and employment of individuals with disabilities. After assessing the local labour market for the feasibility of hiring people with disabilities and through collaboration with the Employment Optimization Agency "Job Hunters", Exact Systems is capable of offering employment to people with disabilities. We provide them with inclusive and safe workplaces while creating opportunities for their professional development. **In 2023, the Company employed 25 people with disabilities*** /*data collected on the basis of voluntary declarations from employees/.

Exact Systems undertakes a number of communication activities, both using internal communication tools and external communication tools, to educate the community about breaking stereotypes, highlighting the benefits of employing individuals with disabilities, and acquainting employees with working alongside people with disabilities.



5 principles of human rights protection you need to know

Alameda Lubeca
Dinas Kesehatan Pemerintah Kabupaten

Human rights are universal, independent of culture, nationality or social background. They include the right to education, health care and decent working conditions. They also promote gender equality and prohibit slavery and forced labour.


At Exact Systems Group, we respect human rights. We respect and comply with both local and international laws in this regard. Respect for human rights is of fundamental importance to us. It is also the responsibility of all stakeholders in the company and is a key part of our values.

However, we recognise that maintaining this commitment requires ongoing commitment and awareness. Therefore, we actively seek to promote awareness of human rights among our employees and contractors.

Accordingly, together with employee representatives, we have developed and adopted 5 basic principles for the protection of human rights in the Exact Systems Group and the AAJ Recruitment Group. This document constitutes a set of universal and most important principles that we require of all our employees, colleagues, customers and suppliers to comply with.

**5 BASIC PRINCIPLES FOR THE PROTECTION OF HUMAN RIGHTS
IN THE EXACT SYSTEMS CAPITAL GROUP AND THE AAJ RECRUITMENT GROUP**

- 1. HEALTH AND SAFETY AT WORK**
We comply with health and safety regulations. We provide working conditions that meet the highest health and safety standards and requirements.
- 2. WORKING CONDITIONS**
We ensure decent working conditions - we mean that, among other things, salaries meet not only legal requirements but also the expectations of employees and colleagues.
- 3. SOCIAL DIALOGUE**
We have a dialogue with employees - the voice and opinion of employees is important to our Group.
- 4. DIVERSITY, EQUALITY, INCLUSIVENESS**
At Exact Systems Group, we promote diversity, equality and inclusion in the workforce.
- 5. PREVENTION OF FORCED AND CHILD LABOUR**
We do not use or tolerate the use of child or forced labour by our business partners.



At the Exact Systems Group, we respect human rights. We respect and comply with both local and international regulations in this regard. In particular, the values expressed in the United Nations Charter, the Universal Declaration of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work and the European Convention on Human Rights are of great importance to us.

Respect for human rights is fundamental to Exact Systems. It is also the responsibility of all the Company's stakeholders and is a key part of our values.

This document is a set of universal and key principles that we require all employees, associates, contractors

The Human Rights Protection Policies, which describe how the individual companies comply with and develop the core principles adopted in the Exact Systems Group, detail the principles adopted. The documents also indicate the objectives adopted by the individual companies with regard to the protection of human rights and provide information on how to report violations in this regard.

SHAREPOINT YOURSELF WITH THE HUMAN RIGHTS PROTECTION POLICY

Learn about the rights of employees; people with disabilities

We invite you to the next part of the series in which the HR Department informs about the rights of various groups of employees. Recently we informed about **parents' rights**, today it's time for rights for people with disabilities.

Katarzyna Chabala
Dinas Kesehatan Pemerintah Kabupaten

ME Magdalena Olsz
Dinas Kesehatan Pemerintah Kabupaten

Types and degrees of disability:
A disabled person is a person who has a disability certificate, i.e. a personal document confirming permanent or periodic inability to fulfil social roles due to permanent or long-term impairment of the body's abilities, in particular resulting in inability to work.

In art. 4(3) of the Act on Vocational and Social Rehabilitation and Employment of Disabled Persons, we distinguish three degrees of disability:

- Considerable
- Moderate
- Light

A significant degree of disability includes a person with impaired bodily functions, unable to work or able to work only in sheltered work conditions and requiring, in order to perform social roles, permanent or long-term care and assistance from other people due to the inability to live independently (Art. 4(1) of the Act).

A moderate degree of disability includes a person with impaired bodily functions, incapable of work or able to work only in sheltered work conditions or requiring temporary or partial assistance from other people in order to perform social roles (Article 4(2) of the Act).

A mild degree of disability includes a person with impaired physical fitness, resulting in a significant reduction in the ability to perform work compared to the ability of a person with similar professional qualifications and full mental and physical fitness, or who has limitations in performing social roles that can be compensated by equipping with orthopedic items, auxiliary means or technical means (Article 4(3) of the Act).

Break at work
A disabled person has the right to an additional 15-minute break from work for exercise or rest. It is fully included in working time. The entitlement to an additional break for disabled employees does not depend on the degree of disability or the type of work performed. The break is granted regardless of the working hours and the number of working hours per day. Additionally, this break is granted regardless of the 15-minute break resulting from Art. 134 of the Labor Code.

Leave of absence for an employee with a disability
An employee with a significant or moderate disability is entitled to additional leave of 10 working days per calendar year. A person entitled to leave exceeding 26 working days or to additional leave under separate regulations is not entitled to leave. A disabled person acquires the right to the first additional leave after working for one year after the date on which he or she is classified as severely or moderately disabled.

The day of the meeting of the commission granting a specific degree of disability is considered to be the day of creating. The first additional leave is granted in full (20 days), regardless of what day of the calendar year the employee becomes entitled to it. The employee is entitled to subsequent benefits on January 1 of each calendar year, provided that he or she remains employed and has a certificate of significant or moderate disability.

The additional leave of a disabled employee, like ordinary leave, is reduced in proportion to the period worked if the employee has not worked the entire calendar year. The amount of additional leave for a part-time employee is determined in proportion to the employee's working time. Additional leave unused in a given calendar year is transferred to the next year and should be granted to the employee by the end of September at the latest.

Additional rights for people with disabilities
A person with a significant or moderate degree of disability has the right to leave from work while retaining the right to remuneration:

- up to 21 working days in order to participate in a rehabilitation stay, no more than once a year;
- in order to perform specialist examinations, therapeutic or improvement procedures, as well as to obtain orthopedic supplies or their repairs, if these activities cannot be performed outside working hours.

The employee retains the right to remuneration during the leave.

IMPORTANT!
The total amount of additional leave and time off work for the purpose of participating in a rehabilitation stay may not exceed 21 working days in a calendar year.

Legal basis

- Act of June 26, 1974 - Labor Code (Journal of Laws of 2022, item 7485);
- Act on vocational and social rehabilitation and employment of disabled people (Journal of Laws of 2024, item 66)

To raise awareness of the rights available to people with disabilities, Exact Systems conducts campaigns through its internal communication channels. These rights include the entitlement to an additional 15-minute break at work for physical exercise or relaxation, an additional, annual leave of 10 working days per calendar year for severely, or moderately disabled employees, and up to 21 working days of paid leave, such as for participation in a rehabilitation camp or to undergo specialist examinations.

[Know your rights as an employee: people with disabilities \(sharepoint.com\)](https://sharepoint.com)

Creating a friendly working environment in which employees' rights are not only respected, but also actively protected, requires constant attention and commitment on the part of the employer. It is not enough just to create good conditions and appropriate legal regulations - it is also important to reach out to all eligible employee groups with the necessary information.

In this regard, the Company conducts information campaigns among its staff regarding the rights entitled to parents. These rights include the entitlement to two half-hour breaks within working time for a mother breastfeeding her child, or two breaks of 45 minutes each for an employee breastfeeding more than one child. Additionally, parents raising at least one child up to the age of 14 are entitled to 16 hours or two days of leave with pay. Furthermore, employees raising a child, including guardians, are entitled to flexible working arrangements until the child reaches 8 years of age.

[Explore employee rights: Parental rights in the workplace \(sharepoint.com\)](#)

The screenshot shows a SharePoint page with the following content:

- Title:** Learn about employee rights: Parents' rights in the workplace
- Author:** Amanda Kuhl
- Text:** Satisfied, motivated and engaged employees are the dream of every thriving company. Creating a family-work environment in which employees' rights are not only respected but also actively protected requires constant attention and commitment on the part of the employer. It is not enough to only create good conditions and observe legal regulations – it is also important to reach out to eligible groups of employees with the necessary information. For this reason, our HR Department has prepared a series for you entitled "Get to know the rights of employees". This series aims to highlight the various rights that many of us can exercise and provide clear information about our rights and obligations in the workplace. I cordially invite you to read the first article in this series.
- Image:** A photograph of a person's hands holding a baby.
- Additional Breaks and Holidays:**
 - An employee who is breastfeeding a child is entitled to two half-hour breaks from work, included in her working time. An employee breastfeeding more than one child is entitled to two breaks from work, 45 minutes each. Feeding breaks may be granted jointly at the employer's request. If you work less than four hours a day, you are not entitled to breastfeeding breaks. If working time does not exceed six hours a day, you are entitled to one feeding break. Art. 107 of the Labor Code.
 - If an employee takes care of a child who is under 8 years of age, the employer cannot, without the employee's consent, order overtime work, night work, intermittent working time, or delegation outside the permanent workplace.
 - An employee raising at least one child up to 14 years of age is entitled to leave from work for 16 hours or 2 days during a calendar year, while retaining the right to remuneration – Art. 108 of the Labor Code.
 - Pursuant to Art. 140 KZ has the right to take leave from work due to force majeure in the amount of 2 days or 16 hours in a calendar year, which may be granted in urgent family matters caused by illness or accident, if the immediate presence of the employee is necessary. During the period of leave from work due to force majeure, the employee retains the right to remuneration in the amount of 50% of the remuneration.
 - Pursuant to Art. 173 of the Labor Code, an employee is entitled to care leave in order to provide personal care or support to a family member or person living in the same household who require care or support for serious medical reasons. The employee is entitled to 3 days of such leave during a calendar year. A family member who can be cared for is a son, daughter, mother, father or spouse. Care leave is unpaid.
- Flexible Work Organization:**
 - An employee raising a child (not only the parent but also the guardian) until the child is 8 years old may submit a paper application for flexible work organization. The application must be submitted no later than 21 days before the planned start of using flexible work organization. Art. 109 of the Labor Code. The employer must consent to the introduction of flexible working time, with the exception of employees caring for disabled children or children requiring special care, in which consent is not required.
- According to the regulations, parents can benefit from flexible work arrangements:**
 - remote work,
 - intermittent working time system,
 - shortened working week system,
 - weekend work system,
 - mobile work system,
 - individual working time schedule,
 - reduced working time system.
- Footnote:** The above right may be exercised by one of the guardians, but the child's father and mother cannot exercise it at the same time.

With the Company's office change in 2024, a dedicated rest and breastfeeding room will also be available. Therefore, our female employees, who wish to exercise their entitlements can feel comfortable and secure.

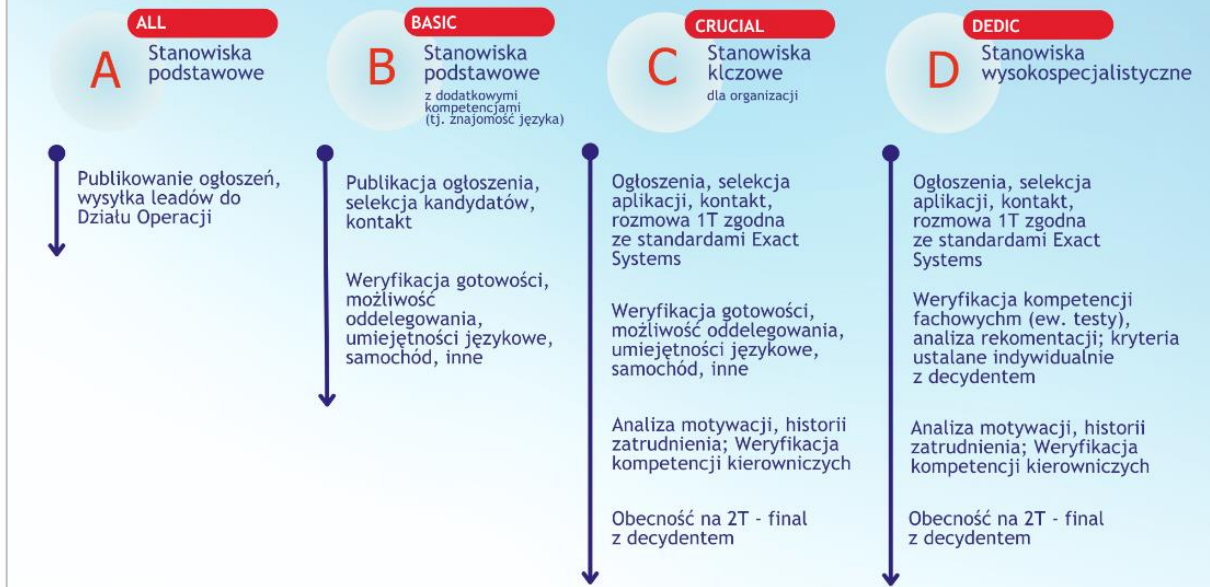
DECENT WORK AND ECONOMIC GROWTH

I. FAIR RECRUITMENT STANDARDS

The Company promotes and continually enhances its recruitment practices, with a particular focus on implementing fair recruitment and hiring practices. Special emphasis is placed on vulnerable groups, such as migrant workers, persons with disabilities and foreigners.

In 2023, we implemented the New Recruitment Standard, which facilitates the way we assess candidates. Thereby, matching them to suitable job profiles. The new guidelines consist of three elements: a recruitment brochure, a candidate assessment sheet and a recruitment worksheet. These tools streamline the recruitment process from the perspective of recruiters.

Standaryzacja procesu



II. SUSTAINABLE SUPPLY CHAIN

In 2023, we stated in the **Supplier Diversity Declaration** that we will not only consider the lowest-priced suppliers in our purchasing processes but also actively seek suppliers from marginalized groups.

III. SUPPORTING AN ENTREPRENEURIAL CULTURE AND INVESTING IN THE MENTORING OF GENERATIONS ENTERING THE LABOUR MARKET

For Exact Systems, supporting younger generations and those who have just entered the labour market is essential. That is the reason, why we have created the **Exact Future scholarship program**, awarding students, who aim to balance their work and studies.

In the first two years of the Exact Future scholarship program, we awarded a total of 26 scholarships valued at a total of PLN 400,000. Our objective for the coming years is to further develop and sustain the Exact Future scholarship program. Thus fostering an entrepreneurial culture among young people. The Company's commitment is to allocate a total of 1 million to Exact Future in the first 3 years of the program.

<https://exactfuture.pl/>

In 2023, the Polish Agency for Enterprise Development (PARP) announced the winners of the 7th edition of the prestigious 'Employer of Tomorrow' competition, dedicated to promoting and honouring companies that implement educational initiatives, integrating the world of business with education. In the 'Employee Development' category, Exact Systems was honored

with the industry award in the automotive and electromobility sector. The jury appreciated our Exact Future scholarship program.



The Częstochowa University of Technology, the Silesian University of Technology and the Poznań University of Technology are just some of the universities with which Exact Systems maintains ongoing collaboration. It aims to undertake initiatives related to the professional encouragement of young people, involvement in sports activities, or activities promoting automotive knowledge.



<https://czestochowa.wyborcza.pl/czestochowa/7,48725,30596212,rozstrzygnieto-konkurs-na-wizerunek-bolidu-promujacego-politechnike.html>



<https://exsl.ink/aozb8>

<https://exsl.ink/z>



EXACT SYSTEMS WITH THE TITLE "PROMOTER OF THE CZĘSTOCHOWA ECONOMY 2022"

<https://exactsystems.pl/biuro-prasowe/exact-systems-z-tytułem-promotor-czestochowskiej-gospodarki-2022>

IV. DECENT WORKING CONDITIONS

At Exact Systems, we ensure that the remuneration received by our employees and colleagues not only meets the legal requirements in terms of applicable minimum rates but also enables decent living conditions.

Exact Systems also establishes a Company Social Benefits Fund, accessible to employees and their families. The fund is allocated to finance various social activities, including assistance for individuals facing particularly challenging life situations, co-financing domestic holidays and medical treatment, supporting organized recreational activities for employees and their families, funding cultural and educational initiatives, as well as sports and recreation. Additionally, the fund provides repayable loans for housing purposes.

NUMBERS

In 2023:

- 327 employees of the Company were beneficiaries of the Company's Social Benefits Fund;
- All children of the 115 employees, who declared having a child, received Santa presents financed by the Company Social Benefits Fund;

- 25 of the Company's employees benefited from subsidized holidays;
- 19 employees' children received funding for summer and holiday camps;

CLIMATE ACTION

I. ECOLOGICAL INNOVATIONS

Exact Systems combines ecology and business. It is involved in projects related to electromobility. It serves as an experienced partner, supporting manufacturers of batteries for electric cars throughout every stage of production. This includes supplying the necessary in-house equipment to effectively work with batteries.

The company implements concrete measures to reduce the consumption of natural resources and prevent pollution. **Exact Systems prioritizes the efficient use of energy and materials, aims to reduce waste production and ensures its safe and responsible disposal.**

In 2023:

- **By emailing invoices to customers, the Company saved 30,000 A4 sheets of paper.** It takes three 30-metre pine trees to produce this amount of paper;
- We have abandoned the mailing of traditional Christmas cards to our customers in favour of electronic cards and have significantly reduced the printing of promotional material;
- In the Company's offices, we have replaced the uneconomical lighting with energy-efficient one. We utilize replacement water dispensers instead of disposable plastic bottles, fit taps with aerators and install dual-flush toilets;
- We are committed to automating and digitizing everyday work by implementing innovative solutions:

An important climate measure is the Company's proprietary **Extranet360** communication platform. It enables customers to efficiently order the services offered by the Company and access all commissioned work, **eliminating the need for paper orders**, further reducing the use of paper in the Company's operations.

Exact Systems' customers have also benefited from electronic daily reports on the Extranet360 platform since 2023, **saving at least 3 tonnes of paper per year, for which 30 tonnes of CO2 are needed.** This is the amount of carbon dioxide that 100 trees consume annually.

For the Company's Contractors, there is a proprietary application called **Exact People GO**, through which **the Company enters into contracts with Contractors electronically - further reducing paper consumption.**

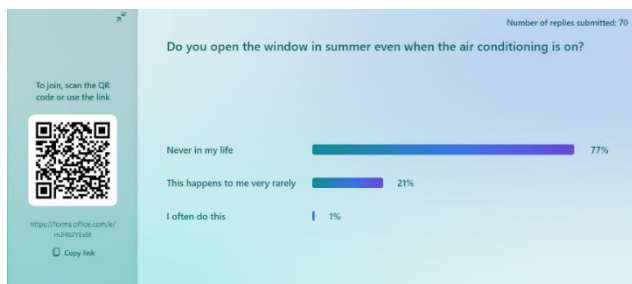
These innovative solutions minimise paperwork and save natural resources.

II. PROMOTING ATTITUDES OF ENVIRONMENTAL RESPONSIBILITY

As part of its promotional activities, the Company is committed to promoting attitudes of environmental responsibility among both our Employees and external stakeholders. Throughout 2023, we have successfully pursued our objectives, as evidenced by the fact that as many as 98.7% of tax returns (PITs) for the period were sent electronically. This high figure demonstrates our commitment to reducing paper consumption and promoting greener solutions in our daily operations.

Exact Systems also encourages employees to give up their daily car commute and use alternative means of transport. The company's staff can benefit from collective commuting.

On a daily basis, we strive to raise the awareness of both Exact Systems employees and external stakeholders (including e.g. customers, suppliers) by running marketing campaigns aimed at drawing attention to the need for sustainable use of natural resources, e.g. water, electricity, paper, as well as the necessity and benefits of segregating waste .



EXACT SYSTEMS GROUP
5 545 obserwujących
2 mies. • 🌱

📅 January 10th is the Day of Lowering Energy Costs in Poland 🇵🇱

On this occasion, we encourage not only our business partners but everyone to take actions that result in energy savings. In light of the challenging worldwide energy situation, it is essential to use the Earth's resources in a rational manner. Because of that, we celebrate this day by thinking globally. We encourage everyone to save energy, in any situation, today and every day! There are, of course, more eco-friendly days in the calendar, but the more such initiatives, the better for everyone on our green planet! 🌱💚

Zobacz tłumaczenie

**January 10th
CELEBRATE WITH US
Day of Lowering
Energy Costs**

III. ENERGY CONSUMPTION AND ENERGY FROM RENEWABLE SOURCES

In 2023:

- The total gross Scope 1 greenhouse gas emissions from the company's activities in tonnes of CO₂ equivalent were 3.38 tonnes;
- The total gross Scope 2 greenhouse gas emissions from the company's activities in tonnes of CO₂ equivalent were 121.6 tonnes;
- total energy consumption was 144.29 MWh;
- 10% of the energy, or 14 MWh, came from renewable sources;
- The total weight of air pollutants (excluding Co₂) emitted by the Company is 4,157 kg;
- The company generated 0 kg of hazardous waste and 4.24 tonnes of other waste;

Energy suppliers* to Exact Systems, declared that "In 2022, the total installed capacity of renewable energy sources amounted to 659 MWe. The total installed capacity of RES assets commissioned in 2022 was 44 MWe in total" Source: [Generation Capital - Tauron 2022 Integrated Report](#)

And that in 2022, that the total production from RES of the Enea CG was 1949 GWh and the total installed capacity in RES at the end of 2022 was 449 MW. Source: [ENEA Group ESG Report 2022](#) /*Tauron and Enea data for 2023/ was not available at the date of this Report.

In 2023, compared to 2022, we reduced greenhouse gas (GHG) emissions by 1,948 kg, or 37%.

In 2023, we implemented the Ecologic fleet management system, through which we reduce the greenhouse gas emissions produced by the Company's fleet. The annual budget allocated to this system and the consequent reduction in emissions is PLN 81,000.00.



IV. POSITIVE IMPACT ON THE ENVIRONMENT AND CLIMATE

An important feature of the services provided by Exact Systems is that they have a positive impact on the environment - the services provided by the Company, i.e. quality control, help to significantly reduce the number of defective products produced, which reduces energy consumption, the amount of raw materials consumed - including water, fuels, hazardous substances, which reduces the negative impact on the environment and climate, as well as having a positive impact on the safety of product users.

In addition to the positive impact of Exact Systems on the environment realised through its quality control services, the Company also strives to reduce its negative impact on the climate and environment in its internal operations and takes environmentally friendly measures. The Company continuously certifies itself to meet the ISO 14001 environmental standards.

As part of the certification, the Company conducted an environmental risk analysis (*according to ISO nomenclature - an analysis of environmental aspects*) for **100% of** its operational locations.

In order to promote sustainable consumption, Exact Systems consciously selects suppliers who actively engage in sustainable practices, both socially and environmentally, we aim to optimise our supply chain by eliminating excess, reducing waste and selecting suppliers with sustainable practices.

OBJECTIVES FOR 2024

In 2024, the Company plans to further develop measures to reduce its environmental footprint, including by further reducing its energy consumption (HVAC), due to the planned move of the Company's headquarters to a state-of-the-art office in mid-2024, equipped with modern heating systems, twilight sensors, water-saving fixtures, LED lighting and a photovoltaic farm of up to 200 kWp.

Another environmental goal of Exact Systems for 2024 is to continue to promote environmentally friendly attitudes both internally and externally (among customers and suppliers) of the Organisation by organising marketing and information campaigns and engaging stakeholders in climate and environmental activities.

The long-term targets are a 5% reduction in Scope 1 and a 10% reduction in Scope 2 greenhouse gas emissions by 2024.

We believe that with small steps every day, we are able to achieve big goals.

EXACT SYSTEMS GROUP
5 545 obserwujących
3 mies. • 🌐

A lot has happened this year in Poland!

- 🌱 The Marketing Department Manager, Robert Majer, embarked on a tour with an important mission - training employees in safety, especially in the use of AED defibrillators and proper procedures during emergency situations. Occupational health and safety training took place in Częstochowa, Gliwice, Wrocław, Legnica, and Gorzitz, providing valuable skills to the employees.
- 🌱 We took deliberate steps towards sustainable development and initiated a study to assess the impact of our company on the environment and our employees.
- 🌱 We sponsored Młotów Triathlon, simultaneously supporting other sports teams: [Exact Systems Hemarpoł Częstochowa](#), [Raków Częstochowa](#), [Avia Kamionki](#), [Exact Systems Śląsk Wrocław](#), and [Jędrzyka Klub 54 Exact Systems](#).
- 🌱 In our office in Częstochowa, we installed the first aid kits, ensuring that employees have the necessary tools to provide assistance in some basic, but still emergency situations. We also funded the installation of a third AED device in Częstochowa for public use.
- 🌱 Our commitment to local communities included support for an academic competition. We actively participated in additional events organized at the [Politechnika Częstochowska](#).
- 🌱 In 2023, we have finished the second edition of the Exact Future scholarship program. 20 Polish students studying at the technical universities in Poland and abroad, received a total of PLN 310,000 in scholarships.
- 🌱 We supported the Iskierka Foundation in organizing a charity concert. All the proceeds were dedicated to the beneficiaries of Iskierka.

As you can see, we have participated in quite a few meaningful events and activities this year. We are proud because of that, but still want to do even more! We hope that the coming year will bring us even more successful experiences!

[Zobacz tłumaczenie](#)



EXACT SYSTEMS GROUP
5 545 obserwujących
3 mies. • 🌐

- 🔒 We comply with all norms and regulations regarding countering money laundering and financing of terrorism. We are determined not only to achieve business success, but also to build a socially responsible organization.
- 🚫 We reject any form of involvement, whether direct or indirect, in terrorist activities - regardless of their nature. Our values are based on integrity, transparency and compliance with applicable regulations.
- 🛡️ In case of any doubt, all of our employees are required to immediately consult with the Finance Department and the Legal Department. We act as one, taking care of our reputation and the security of our interests.

[Zobacz tłumaczenie](#)

Exact Systems

WE CONDEMN MONEY LAUNDERING AND TERRORISM

EXACT SYSTEMS GROUP
5 545 obserwujących
4 mies. • 🌐

- 🔒 At Exact Systems, we protect confidential information and the information made available to us by our Business Partners.

Our team is dedicated to treating non-public information about Exact Systems as classified unless explicitly approved for public disclosure. This includes valuable data spanning selection checks, inspections, production methods, cost details, business plans, employee information, customer lists, and financial insights. 🤝

Building strong business relationships means respecting the confidentiality of our partners. We extend the same level of protection to the confidential information entrusted to us by our Business Partners, treating it with the same care as our own. ❤️

[#data #confidentiality #ExactValues](#)

[Zobacz tłumaczenie](#)

Exact Systems

WE PROTECT CONFIDENTIAL INFORMATION

EXACT SYSTEMS GROUP
5 545 obserwujących
4 mies. · 🌐

We are thrilled to announce that Exact Systems is one of the sponsors for the Racing Car Graphic Design Competition at Politechnika Częstochowska! 🏎️🎨

Calling all creative minds with an innovative drive powered by endless ideas. Such competitions always have the chance of making bright minds to shine even more!

What awaits the participants? Here are the key benefits:

- 📺 The Talent Showcase
- 🤝 Networking Opportunities
- 💰 Generous Prize Pool

The first-place winners will be rewarded with a cash prize of 3000 PLN. 🏆 This substantial award is funded by Exact Systems, reaffirming our commitment to fostering creativity and innovation.

The deadline for submitting the projects is fast approaching – only until December 31!

More details about the competition and its rules, can be found at the Politechnika Częstochowska Polish website. <https://lnkd.in/d/jXs7cmh>

Innovation, creativity, and the limitless possibilities. Let's make history together! 🚀
#GraphicDesignCompetition #Sponsorship #CSR #PolitechnikaCzestochowska

Zobacz tłumaczenie

Exact Systems
★ Ulubione · 28 lutego o 11:15 · 🌐

W Exact Systems dbamy o środowisko i staramy się minimalizować nasz ślad ekologiczny. Dlatego wybieramy elektroniczne formy korespondencji i umów z naszymi współpracownikami i klientami. W ten sposób oszczędzamy papier, tusz i energię, a także przyspieszamy procesy biznesowe.

Jesteśmy dumni z tego, że w 2023 roku:

- 📈 aż 98,7 proc. deklaracji PIT-11 dla naszych współpracowników zostało udostępnionych w formie elektronicznej
- 📈 tylko 1,3 proc. deklaracji wymagało wysłania tradycyjnym listem

Zachęcamy wszystkich do korzystania z elektronicznych rozwiązań, które są nie tylko przyjazne dla środowiska, ale także wygodne i bezpieczne. Razem możemy zrobić więcej dla naszej planety! 🌍

Exact Systems
★ Ulubione · 2 lutego · 🌐

❄️ Zima nie jest wymówką! ❄️

Wiemy, że aktywność fizyczna ma ogromne znaczenie dla naszego zdrowia i lepszego samopoczucia. Nie zapominajcie w takim razie o benefitach pracy w Exact Systems! Dlatego umożliwiamy Wam - naszym pracownikom i współpracownikom - możliwość skorzystania z karty Multisport! Dzięki niej, trenujecie bez względu na warunki pogodowe!

🏆 Wybierzcie spośród wielu aktywności - od sportów drużynowych po siłownię, zajęcia grupowe i trening spinningowy! Odkryjcie mnóstwo możliwości, dzięki jednej karcie!

TRENUJ
bez względu na pogodę

Exact Systems
★ Ulubione · 28 stycznia · 🌐

📄 Dzisiaj obchodzimy Europejski Dzień Ochrony Danych Osobowych, co jest doskonałą okazją, aby podkreślić nasze zaangażowanie w ochronę prywatności i bezpieczeństwa danych. W Exact Systems, zawsze stawiamy na pierwszym miejscu ochronę danych osobowych naszych pracowników, zleceniobiorców, partnerów biznesowych i klientów.

🔒 Jesteśmy dumni, że nasz System Zarządzania Bezpieczeństwem Informacji jest certyfikowany według standardu Tisax.

👉 Tisax, czyli Trusted Information Security Assessment Exchange, to mechanizm oceny i wymiany informacji o bezpieczeństwie w branży motoryzacyjnej. Standard potwierdza, że system zarządzania bezpieczeństwem informacji firmy spełnia wymagane poziomy bezpieczeństwa. Dzięki temu możemy efektywnie chronić cenne dane, takie jak projekty prototypów, które są często wymieniane w łańcuchu dostaw, w tym dane osobowe.

🏗️ Nasze działania nie kończą się jednak na uzyskaniu certyfikatu. Ciągłe wdrażamy i rozwijamy nowe środki ochrony bezpieczeństwa informacji, w tym ochrony danych osobowych. Naszym celem jest zapewnienie, że wszystkie nasze procesy są zgodne z najnowszymi standardami i praktykami w dziedzinie bezpieczeństwa danych.

🙏 Dziękujemy za zaufanie, które nam okazujecie. Razem budujemy bezpieczną przyszłość! 🚀

PEACE, JUSTICE AND STRONG INSTITUTIONS

I. COMPLIANCE WITH LAWS AND INTERNATIONAL STANDARDS WITHIN THE COMPANY AND WITHIN THE SUPPLY CHAIN

Exact Systems has a **'zero tolerance'** policy for corrupt activities in all aspects of the Company's business. Preventing, reporting, detecting and combating instances of fraud, bribery and corruption is the responsibility of everyone in a relationship - whether business or employee - with the Company.

At Exact Systems, we do not use or enter into business relationships with entities using child labour, nor do we allow any form of forced labour.

We respect everyone's right to the freedom to make employment decisions - **we do not condone modern slavery, human trafficking or any unfair recruitment practices.**

Any potential supplier of goods and services to Exact Systems is required to declare that:

- guarantees safe and hygienic working conditions for its employees and takes all necessary steps and measures to prevent accidents and damage to health at work;
- ensures that its employees are adequately remunerated - at least at the level of the legal minimum wages; wages are paid in accordance with the law and on time;
- does not tolerate any form of exploitation of children, does not employ or profit from child labour; does not use any form of forced labour or unfair recruitment practices;
- does not use or support any type of discrimination. It bases its employment decisions on objective criteria;
- is aware of and complies with current environmental legal requirements relevant to its activities and works towards sustainable development;
- commits to reducing its environmental footprint through better selection, use of products and services that have a positive impact on the conservation of resources, energy, water and materials;
- complies with legislation on preventing and combating corruption; is not involved in any corrupt practices.

The image shows a social media post from Exact Systems and a corresponding banner. The post, dated January 17th, states: "W Exact Systems dbamy o prawa człowieka! 🍌 Z pełnym szacunkiem i zgodnie z międzynarodowymi normami, kierujemy się wartościami zawartymi w: ♦ Karcie Narodów Zjednoczonych, ♦ Powszechnej Deklaracji Praw Człowieka, ♦ Deklaracji Międzynarodowej Organizacji Pracy, ♦ Europejskiej Konwencji Praw Człowieka. Nasi Partnerzy Biznesowi są zobowiązani, aby przestrzegać praw człowieka we wszystkich krajach, gdzie działają, nawet jeśli brakuje odpowiedniej legislacji. To dla nas ważne, byśmy szanowali prawa człowieka na każdym szczeblu - zarówno globalnym, jak i lokalnym. ❤️ #ExactValues". Below the text is an illustration of a modern office with a person standing and another sitting at a desk. The banner at the bottom features the Exact Systems logo and the text "PRZESTRZEGAMY PRAWA CZŁOWIEKA I PRAWO PRACY".

II. PROTECTION OF INFORMATION

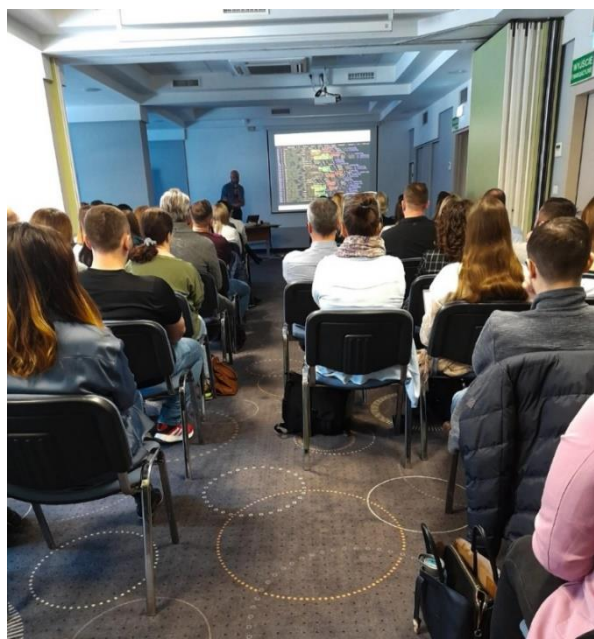
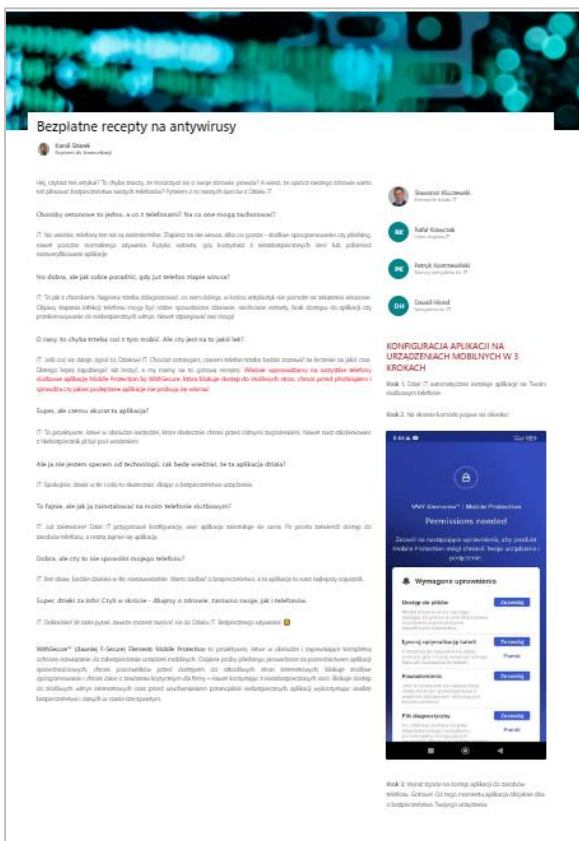
In 2021, Exact Systems implemented an Information Security Management System based on the Tisax standard, which allowed us to raise our data security standards to the highest level. Since 2021, the Company has continuously maintained the aforementioned System and improved it.

The company conducts periodic reminder and awareness campaigns for staff on information protection and security.

Among other things, on the safe use of the Internet for business purposes outside the office: [Safe use of the Internet outside the office \(sharepoint.com\)](#)

In 2023, external cybersecurity training was also held, with 122 Company employees participating.

At the beginning of 2024, the Company will undergo an information security audit in accordance with the Tisax standard (an audit is conducted once every three years) to verify the Company's compliance with the requirements of the system.



III. REPORTING OF IRREGULARITIES

In 2023, we adopted an Internal Violation Reporting and Follow-up Procedure. The subject of this reporting may be violations in the areas of, among others, anti-money laundering and terrorist financing, protection of the environment, protection of privacy and personal data, protection of confidential information, security of ICT networks and systems, fair competition and prevention of conflicts of interest, occupational health and safety, labour law and employee rights, including with respect to minimum wage, compliance with working hours, discrimination in employment, child and juvenile labour, female labour, discrimination in employment, the recruitment process, employee accommodation, violations of internal procedures and regulations adopted by the Company, violations of ethical principles and standards adopted by the Company.

Reporting violations of the law or ethical standards can be done in a number of ways, including by completing a reporting form available at <https://whistleblow.exactsystems.com/#/?lang=en>.

NUMBERS AND DATA:

In 2023:

- The company noted **3** whistleblower **applications**;
- The Company **has no record of** corruption or other ethical violations by the Company and related lawsuits against the Company;
- During two training sessions held in August/September and November/December, **282 employees, representing 74.4% of** Exact Systems sp. z o.o. **employees, were trained in compliance.** The scope of the aforementioned training included deepening the knowledge of, among other things, corruption, including bribery, fraud, the principles of fair competition, recognising and combating the phenomenon of conflict of interest and preventing discrimination, activities to protect the environment, employee rights and human rights, ethics and ethical principles adopted in the Company, and the protection of information, including personal data.
- The company recorded **1** information security incident;

OBJECTIVES FOR 2024:

The objective for 2024 is to actively disseminate knowledge among the Company's personnel on corruption and actions to eliminate cases of corruption. In Q1 2024, all Company employees will be required to solve a test on their knowledge of the anti-corruption and gift policy adopted by the Company. Further employee training on anti-corruption and conflict of interest is planned for Q2 and Q3.

SUSTAINABILITY/CORPORATE SUSTAINABILITY

We say YES to the Integrated Management System.

Exact Systems operates under an IMS Policy that supports the strategic direction of the Group and sets out our organisation's commitments to quality management - ISO 9001, environmental management - ISO 14001, health and safety - 45001 and information security. https://exactsystems.pl/grupa-exact-systems#group_management_policy

We are forging innovative partnerships.

In view of the accelerating development of the automotive sector, Exact Systems has decided to gain even better access to the most up-to-date information and the latest industry trends. We accomplish this task through membership of numerous industry organisations and associations.

We promote industry knowledge

With a permanent presence at customer sites in 13 countries in Europe and Asia, Exact Systems has access to the most up-to-date information, the latest industry trends and shares its knowledge by issuing expert reports and organising its own conference.

EXACT SYSTEMS GROUP
5 568 obywateli
1 min. • 0

The Exact Systems Group actively engages with key industry organizations in the automotive sector. Each company within the group shares knowledge and represents common interests.

We participate in corporate-focused chambers of commerce, trade and industry. The Group actively influences economic policies, industry regulations, and business networking in the automotive sector.

Our involvement in companies focused on professional development allows us to enhance our employees' skills and stimulate business competence. Collaboration with these organizations facilitates knowledge exchange, promoting innovation and operational efficiency.

The Group's participation in joint projects, seminars, and workshops contributes to the development of industry standards. Therefore, such actions allow us to enhance our competitiveness in the market.

Polska Grupa Motoryzacyjna PIM Polska Izba Motoryzacji Polskie Forum HRAMZ - Network Automobilzulieferer Sachsen CEAGA - Galician Automotive and Mobility Cluster TAYSAD Taşit Araçları Tedarik Sanayicileri Derneği KalDer, Türkiye Kalite Derneği AFIA S.C. Acarom S.R.L. Magyar Járműalkatrészgyártók Országos Szövetsége MAJOSZ AHK Ungarn - DUIHK - Német-Magyar Ipari és Kereskedelmi Kamara Sdruženi automobilového průmyslu Zváz automobilového priemyslu SR FIEV

Zobacz tłumaczenie



Since 2017, the company has been publishing the 'MotoBarometer. Exact Systems report'. Each year, the report is based on surveys addressed to car manufacturers, sub-suppliers of Tier 1 and Tier 2 automotive parts and components, such as wipers, windscreens, roofs, steering

columns or safety components. The aim of the survey is to obtain information on the state of the automotive industry, and in particular on production, employment and automotive prospects. The survey is anonymous and the results are presented in an aggregated form. To date, 7 editions of the "MotoBarometer. Exact Systems report". In 2023, 972 respondents from 11 countries participated in the automotive sentiment survey.

<https://motobarometer.com/>

The Moto Idea Conference was established in 2010 and is now one of the most important meetings of the automotive industry in Poland. Over more than a decade of existence, it has managed to build up an event that is attended by representatives of leading companies in Poland. Automotive experts, including plant directors, engineers or project managers, meet here. Thanks to the speeches, participants gain knowledge from various automotive sectors in one place and also make contact with other industry representatives.

<https://moto-idea.pl/>



31.01.2024