

Exact x Forestall

Summary **of Exact x Forestall Group's**

**Corporate Social
Responsibility Activities
for the Year 2024**





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LETTER FROM THE EXACT GROUP MANAGEMENT BOARD

Dear Esteemed Employees and Partners,

The year 2024 was a milestone for our company. In October, we made a significant change that reflects our evolution and aspirations – we transformed Exact Systems into Exact x Forestall. This decision was the result of deep reflection on our values, mission, and the direction we are heading. Rebranding was not just a name change, but a comprehensive process that included the modernization of our operational structure, communication materials, and online platforms. The new brand identity better reflects our commitment to precision in action, exacting excellence, and proactively preventing failures.

In 2024, we continued our commitment to corporate social responsibility (CSR) initiatives, which have become an even more integral part of our strategy. Our actions encompassed a wide range of initiatives aimed at improving health and quality of life, creating decent working conditions, supporting economic growth, protecting the environment, and promoting peace, justice, and strong institutions. I invite you to read the full report, where we detail our initiatives and achievements in these areas. We are proud of our efforts and the dedication our team has shown in achieving these goals. I believe these changes will strengthen our position in the global market and allow us to more effectively pursue our goals in corporate social responsibility.

With best regards,

Jacek Opala

CEO Exact x Forestall

A handwritten signature in black ink, appearing to read 'Jacek Opala', with a long, sweeping horizontal line extending to the right.

ABOUT US

Exact x Forestall is a leading global provider of quality control solutions. As one of the largest companies of its kind in Europe, ExF provides technological, intellectual, and human resources for several industries, including automotive, electronics, consumer goods, heavy industry, and others. The scope of services covers inspections and repairs, recruitment and staffing, technical and process support, training and coaching, audits, and many more. All solutions are implemented in nearly a thousand industrial plants in 13 countries worldwide.

Services

Quality Control

Sorting x Rework
Final Product Control
3CPR Procedure
Residency
Automated Optical Inspection
Containment Services
Retrofit

Expert services

Audits
Trainings
Consulting
Warehousing x Logistics

HR Services

Outsourcing
Temporary Work Agency
Recruitments

Exact x Forestall prides itself on being experts in prevention, ensuring the operational stability of its stakeholders. Symbolically and literally, businesses, products, and consumers are under the care of ExF's expertise, experience, and proactive approach to averting potential calamities before they manifest. Quality is the ultimate prevention for us – risk reduction, cost efficiency, and long-term sustainability are our priorities. We act before something happens, strengthening businesses, refining products, and satisfying stakeholders. For over two decades, in nearly 1000 factories, we have perfected production.

Every happening has its beginning.

Quality execution is acting before what can happen, happens. We mark the inception of a spiral of events. And we act upon it.

At Exact x Forestall, everyone understands, believes in, shares, and strives towards one objective: preventing production and business failures. For over two decades, we have exacted perfection from ourselves and the businesses we fortify. While most of our experience is utilized by the automotive sector, a growing number of industries value and depend on the principles and expertise unique to our staff. Our actions are focused, our impact – global.

At Exact Forestall, we place the emphasis on the compliance of our activities with the law and ethical principles. The mission of Exact Forestall Capital Group is to be close to the Client and have a real impact on safety, preventing production and business failures before they happen by offering flexible solutions in quality control, production support, and logistics for the automotive and other sectors.

As part of our mission, we are also committed to corporate social responsibility (CSR) initiatives. We promote the health and well-being of our employees. We support initiatives for equality. We create safe and fair working conditions, promoting the professional development of our employees and

supporting local businesses. We invest in projects aimed at reducing CO2 emissions, modernizing our offices and production facilities, and promoting sustainable practices among our suppliers. We support initiatives that promote peace, justice, and strong institutions by engaging in educational and social projects.

Throughout over 20 years of business, we have strived to act fairly towards employees, associates, candidates, customers, suppliers and our business partners.

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.

 [Click to see](#)

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 x Forestall Group Code of Conduct. We view it as a guiding beacon, fostering an ethical culture within our companies.

 [Click to see](#)

EXACT X FORESTALL SUPPORTS SUSTAINABLE DEVELOPMENT GOALS

In 2023 we have 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.

We identified the risks and opportunities from the analysis of the UN's SDGs (Sustainable Development Goals) and defined the objectives focused on our ESG strategy.

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



Good health and quality of life.



Gender equality.



Decent work and economic growth.



Climate action.



Peace, justice and strong institutions.

GOOD HEALTH AND WELL-BEING

I. HEALTH AND SAFETY AT WORK

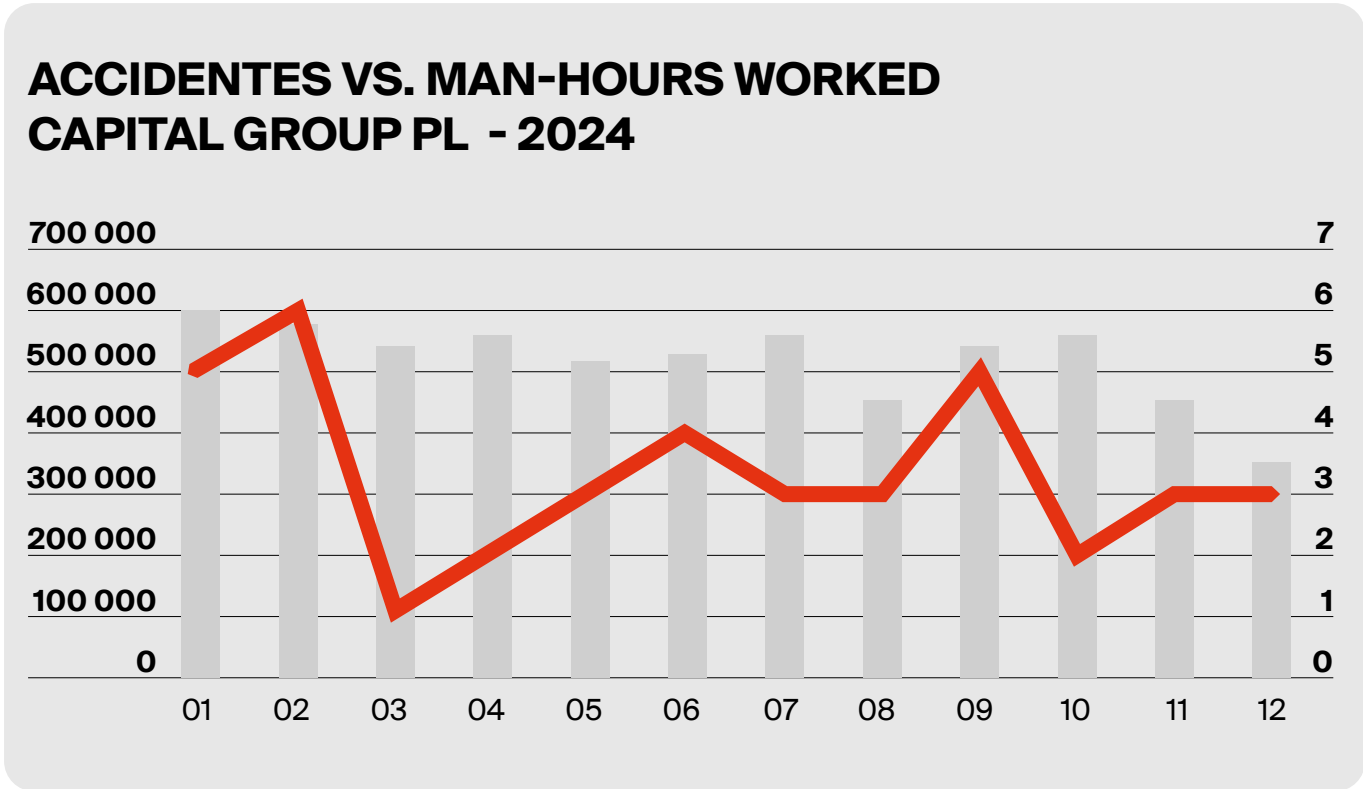
Exact x Forestall ensures safe and hygienic working conditions for all its employees and co-workers. Every employee undergoes health and safety training as required by law, before being allowed to work. In addition, all employees and co-workers of Polish companies are covered by accident insurance.

SUMMARY - POLAND

✂ In 2024: A total of 40 workplace accidents occurred in all Polish companies of the Exact x Forestall Group

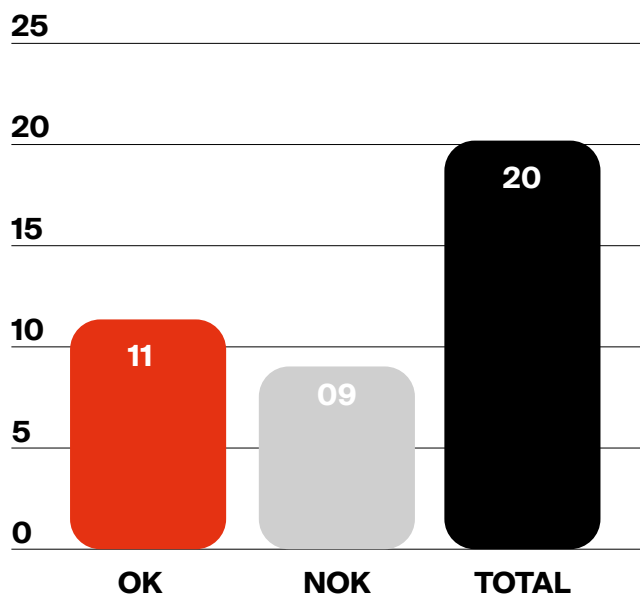
ACCIDENTS AT WORK IN POLISH GROUP COMPANIES IN 2024				
	ExF	SW	SR	SUMMARY
January	2	3	0	5
February	2	1	3	6
March	0	0	1	1
April	1	1	0	2
May	0	2	1	3
June	0	2	2	4
July	2	0	1	3
August	1	1	1	3
September	3	1	1	5
October	1	1	0	2
November	1	1	1	3
December	2	0	1	3
SUMMARY	15	15	15	15

with regard to the number of hours worked, accidents were as follows:

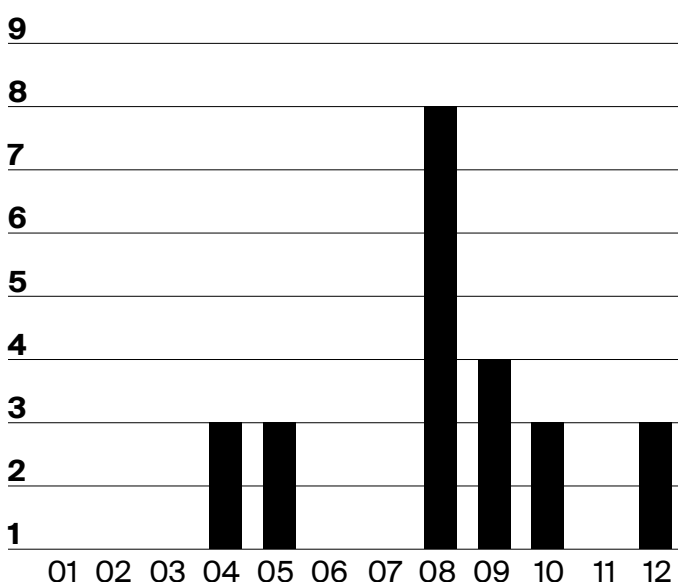


- ✂ The record of the number of days without an accident for all Polish Group companies was **126 days**.
- ✂ The record for the number of days without a near-miss incident for all Polish Group companies was **140 days**.
- ✂ The Quality and Health and Safety Department conducted.

EXF OHS AUDITS 2024

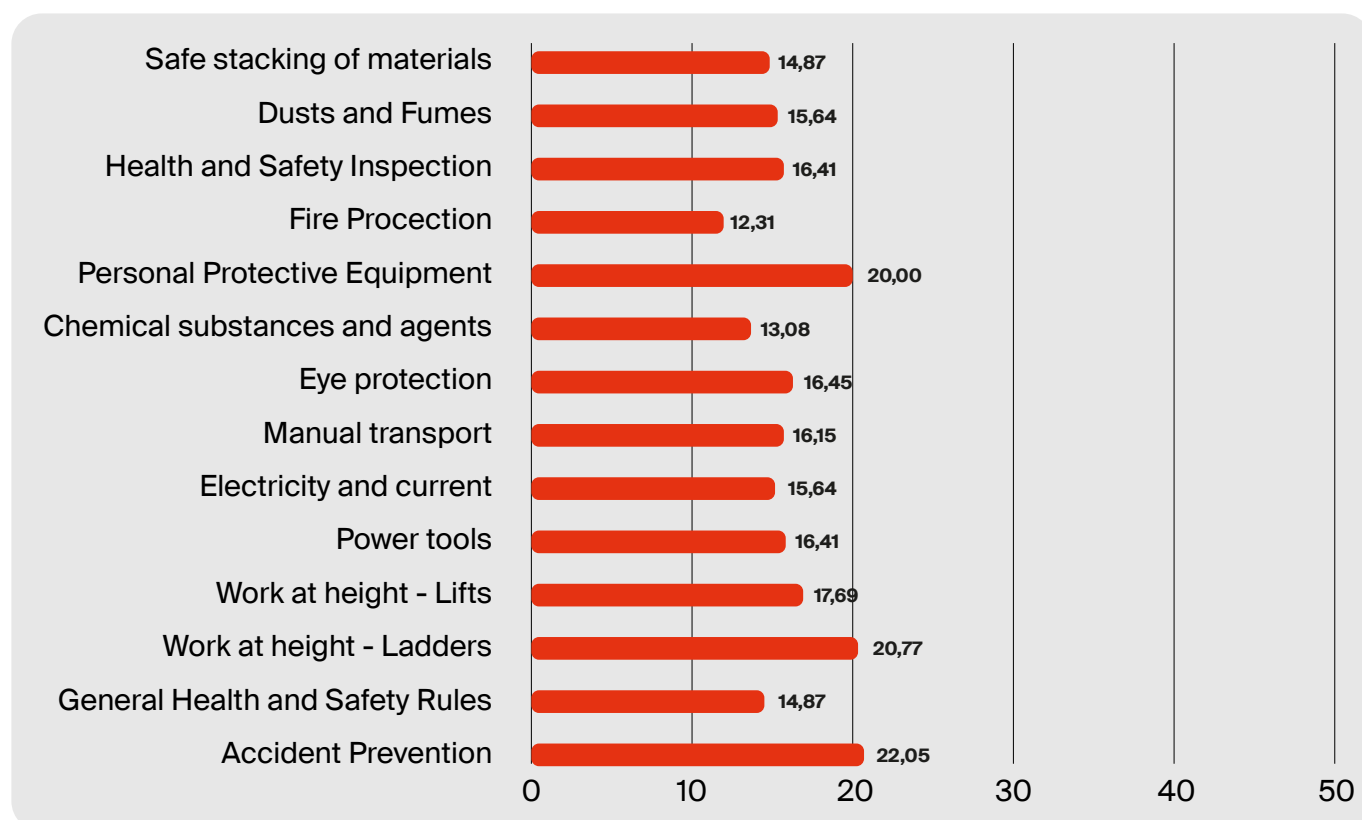


EXF OHS AUDITS 2024



In 2024, we launched a series of “Health and Safety Talks”, raising awareness of our employees and contractors. A total of 15 Talks have been published. Below are the results showing the percentage of employees who have reviewed the materials

Percente of employees familiarised with a given conversational topic



HEALTH AND SAFETY REPORTING:

NUMBERS of Polish Group Companies:

- ✎ 100% of employees from Polish Group Companies are insured against accidents.
- ✎ 100% of Exact Forestall sp. z o. o. employees are covered by Health and Safety Committee.
- ✎ Health and safety risk assessments were carried out for 98% of the operational units of the Polish Group Companies.
- ✎ The total number of hours worked in 2024 by **employees and contractors** of Polish Group Companies is 6989079,04 (*data for health and safety reporting purposes).
- ✎ The number of work-related accidents among employees in Polish Group Companies in 2024 was 15 including 0% fatal accidents.
- ✎ The number of work-related accidents among contractors of Polish Group Companies in 2024 was 25 including 0% fatal accidents.
- ✎ The Lost Time Incident (LTI) frequency rate for Polish Group Companies in 2024 was $(40 \times 1\,000\,000) / 6989079,04 = 5,72$.
- ✎ The Lost Time Injury Severity Rate (LTISR) for Polish Group Companies in 2024 was $14,4$. $575/40 = 14,4$.

NUMBERS of ALL GROUP COMPANIES (including Polish Group Companies):

- ✎ Health and safety risk assessments were carried out for 94% of the operational units of the Group Companies.
- ✎ The total number of hours worked in 2024 by **employees and contractors** of Group Companies is 11.553.854,07 (*data for health and safety reporting purposes).
- ✎ The number of work-related accidents in Group Companies in 2024 was 117, including 0% fatal accidents.
- ✎ The Lost Time Incident (LTI) frequency rate for Group Companies in 2024 was 18,33.
- ✎ The Lost Time Injury Severity Rate (LTISR) for Group Companies in 2024 was 5,75

OBJECTIVES FOR 2025:

The goal for 2025 is to reduce the Group's LTI and LTISR ratios. The Group aims to reduce LTI by 15 points and LTISR by 5 points.

II. PHYSICAL ACTIVITY AND HEALTH PROMOTION INITIATIVES

Exact x Forestall 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 x Forestall provides private medical care, which includes visits to both - general practitioners and specialists, as well as a range of donated diagnostic tests. In 2024, medical care has been expanded to include psychological and psychiatric consultations. Each beneficiary of medical care can receive both psychological and psychiatric consultation 4 times a year.

In 2024, 614 employees benefited from the private medical care offered by the Group companies; 1616 Group employees were covered by health insurance which is 83,8% of total workforce. Exact x Forestall also pursues the goal of 'Good health and quality of life' by subsidizing sport programs (for example: Multisport cards), which in 2024, benefited 245 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 x Forestall Capital Group sponsors the sports activities of the volleyball team KS Norwid Częstochowa and the junior basketball team WKS Śląsk Wrocław.



SUPPORT FOR BOTTOM-UP INITIATIVES

We actively support initiatives aimed at the development of civil society and improving the quality of life. In 2024, initiated by the marketing director, we organized first aid training courses, which were attended by 25 people. The program covered practical actions in emergency situations, preparing participants to respond effectively in life-threatening circumstances.

Caring for safety, we equipped our offices and public spaces with external defibrillators (AEDs), which can save lives in the event of sudden cardiac arrest. At the same time, we run educational campaigns, emphasizing the importance of quick response and providing first aid, to raise public awareness and encourage action in crisis situations.



III. IMPROVE STAFF QUALIFICATIONS.

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

Human Resources development in the Group 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 Exact x Forestall 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.

EDUCATIONAL PROJECT - ✕Academy

Since 2014, Exact x Forestall has consistently delivered training as part of its proprietary educational initiative - the xAcademy. 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.

 [Click to see movie](#)

In the 2024/2025 edition, 60 contractors applied, and 26 were selected after a thorough recruitment process. Ultimately, 22 participants completed the program, which included 12 training topics over six weekends from 28 September 2024 to 1 March 2025. Training topics ranged from MS Excel and Lean Manufacturing to Quality Control in the Automotive Industry and Electromobility.

The program featured both internal and external trainers, including industry experts and academic professionals, ensuring a high-quality learning experience.

Trainings were conducted both online and in-person at the ExF headquarters. Participants were provided with accommodation, meals, and partial travel reimbursement.

Participants were evaluated through tests after each training session. Based on their performance, they received either a MASTER xAcademy Certificate, an xAcademy Completion Certificate, or an xAcademy Diploma. In this edition, 16 participants earned the MASTER Certificate, 2 received the xAcademy Certificate, and 4 were awarded the xAcademy Diploma.

Post-training development conversations were held to understand participants' competencies, identify their potential, and discuss career paths within the company. These conversations are crucial for planning future development and utilizing the acquired knowledge effectively.

The next steps include analyzing the results of development conversations, presenting findings to regional directors, and continuously monitoring the progress of xAcademy graduates. Additionally, feedback from evaluation surveys will be used to improve future editions of the program.

The xAcademy initiative exemplifies our commitment to continuous improvement and investment in our employees' development, ensuring that we maintain the highest standards of quality and operational excellence.

Implementation Dates	Number of Participants	Number of Training Topics
28.09.2024 – 01.03.2025	22	12
Certificate Type	Number of Participants	Criteria
MASTER Certificate	16	Completion of 9 to 11 trainings with a minimum score of 51%
xAcademy Certificate	2	Completion of 6 to 8 trainings with a minimum score of 51%
xAcademy Diploma	4	Completion of 1 to 5 trainings with a minimum score of 51%

In addition, employees participate in internal training and those organized by external companies. Exact x Forestall employees undergo regular performance evaluations, so that they receive ongoing feedback on the quality of their work, strengths and aspects that need improvement.

CAREER MANAGEMENT REPORTING

In 2024:

- ✂ **450** employees participated in training courses to improve their professional skills, which is **23.35%** of all Group employees.
- ✂ The total number of hours of all training courses attended by Group employees was **8283**.
- ✂ The average number of training courses per 1 Group employee was **6.84** hours.
- ✂ **99** newly recruited employees took part in onboarding which is **100%** of new employees.
- ✂ **621** employees received regular performance and career development reviews, which is **32,23%** of all Group employees.
- ✂ In 2024, the number of employees with individual development plans increased by approximately **48.86%** compared to 2023. Specifically, there were **131** such employees in 2024, up from **88** in 2023.
- ✂ **229** employees completed training courses to improve their qualifications.

**GENDER
EQUALITY**

I. GENDER EQUALITY

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

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 x Forestall 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 2024, Group companies employed 58 people with disabilities*** /*data collected on the basis of voluntary declarations from employees/. Exact x Forestall 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.



New Integrated Management System Policy at Exact Systems

 **Karolina Paradzińska**
Kierownik Działu BHP / Audytor jakości

Please be advised that as of 23 March, the Integrated Management System Policy has changed.

The Integrated Management System Policy is a strategic support for the Exact Systems Capital

[DOWNLOAD HERE](#)



Exact Systems sustainability achievement

 **Aleksandra Ludwiczuk**
Starszy Specjalista ds. prawnych/Radca Prawny

Dear All,

I am pleased to inform you that in this year's EcoVadis survey, Exact Systems Capital Group has reached aimed goals. The first goal was to achieve an overall score of 50 points – we reached 56 points which is an improvement of 20 points over the previous year's result. The second goal was to



5 principles of human rights protection you need to know

 **Aleksandra Ludwiczuk**
Starszy Specjalista ds. prawnych/Radca Prawny

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 law in this regard. Respect for human

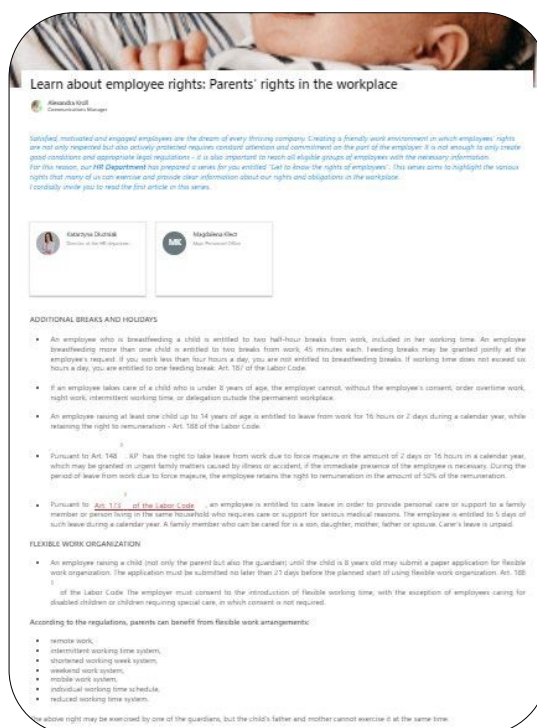
To raise awareness of the rights available to people with disabilities, Exact x Forestall conducts campaigns through its internal communication channels. These rights include the entitlement to an additional 15-minute break at work for physical exercise or relaxation, an additional, annual leave of 10 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.

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, Exact x Forestall conducts information campaigns among its staff regarding the rights entitled to parents. In Poland, 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

As part of our corporate social responsibility (CSR) initiatives, in 2024 we have launched a mother and child room—a friendly and comfortable space dedicated to working parents. This initiative supports the balance between professional and family life, allowing mothers to breastfeed, change diapers, and care for their children in a peaceful environment. Creating this space aligns with our strategy of supporting parenthood and fostering a friendly and inclusive workplace. We believe that such solutions have a real impact on the well-being of our employees, enhancing their comfort and sense of security at work.



DIVERSITY REPORTING

In 2024:

- 907 women were employed in the Group companies, representing **47.07%** of the total workforce.
- women held **47.52%** of all management positions.
- the percentage of women on the organization's board was **4.88%**.
- average unadjusted gender pay gap in the reporting year was **0,14**.
- the wage gap indicator (CEO pay ratio) was **3.31**.
- 21.22%** of the entire organization consisted of employees from a minority or vulnerable group.
- 13.97%** of top management positions in the entire organization were held by employees from a minority or vulnerable group.

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.

In 2024, the number of internal recruitments increased by 35.71% compared to 2023. Specifically, there were 76 internal recruitments in 2024, up from 56 in 2023.

Recruitment Process Standardization

A – ALL

Basic Positions

- ✗ Posting job ads.
- ✗ Sending leads to the Operations Department.

B – BASIC

Basic Positions with Additional Competencies (e.g., language skills)

- ✗ Posting job ads, candidate selection, contact.
- ✗ Verification of readiness, possibility of relocation, language skills, car ownership, other factors.

C – CRUCIAL

Key Positions for the Organization

- ✗ Job ads, application selection, contact, 1st interview in line with Exact x Forestall standards.
- ✗ Verification of readiness, possibility of relocation, language skills, car ownership, other factors.
- ✗ Motivation analysis, employment history.
- ✗ Verification of leadership competencies.
- ✗ Presence during 2nd stage – final decision with the decision-maker.

D – DEDIC

Highly Specialized Positions

- ✗ Job ads, application selection, contact, 1st interview in line with Exact x Forestall standards.
- ✗ Verification of technical competencies (e.g., tests), recommendation analysis; criteria defined individually with the decision-maker.
- ✗ Motivation analysis, employment history.
- ✗ Verification of leadership competencies.
- ✗ Presence during 2nd stage – final decision with the decision-maker.

II. SUSTAINABLE SUPPLY CHAIN

In 2023, Exact x Forestall adopted the "Supplier Diversity Declaration," in which it established the following principles:

- ✂ Looking for opportunities to work with different suppliers, including minorities.
- ✂ Expanding the reach of the Supplier Diversity Declaration to other countries where Exact x Forestall operates.
- ✂ Working with customers to increase supplier diversity in their supply chains.

As an Exact x Forestall capital group, we strive to diversify our supply chain in order to best meet the changing needs of our customers on the one hand, and to promote anti-discrimination attitudes in our value chain and actively support minority-owned businesses on the other.


As a capital group, we declare equal access to business opportunities and are committed to taking into account social diversity by actively seeking out and including in procurement processes and business partnerships Suppliers from minorities and excluded groups.

In January 2024, Exact x Forestall adopted a Procurement Policy and a Supplier Selection Procedure, in which it defined the criteria that companies within the Capital Group should follow when making purchases for them. In addition to fundamental criteria such as price, delivery time, and service, social and environmental factors also play a crucial role. These include suppliers' adherence to human rights, efforts to minimize negative environmental impact, and compliance with legal regulations and ethical principles.

SUSTAINABLE PROCUREMENT REPORTING

In 2024:

- ✂ Percentage of targeted suppliers that have signed sustainable procurement charter/supplier code of conduct was 84,55%.
- ✂ Percentage of targeted suppliers that have gone through a CSR assessment (e. g. questionnaire) was 84,55%.
- ✂ Percentage of targeted suppliers with contracts that include on environmental, labor and human rights requirements was 84,55%.
- ✂ Percentage of targeted suppliers have gone through a CSR on-site audit was 75,68%.
- ✂ Percentage of buyers across all locations who have received training on sustainable procurement was 100%.
- ✂ Percentage of audited/assessed suppliers engaged in corrective actions or capacity building was 77,27%.



„We place focus on the integrity and transparency of the procurement selection process. Those who meet the technical requirements of the request have an equal opportunity to participate in tender proceedings. Contracts have a clause that allow for audits. Furthermore, each supplier is required to read, sign and follow rules contained within Code of Conduct.”

Łukasz Ślusarczyk
Purchasing Manager

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

×Future

xFuture is a scholarship program by Exact x Forestall aimed at providing financial support to young individuals aspiring to build their future in the automotive industry. The company strives to ensure optimal learning conditions for students during their studies at leading technical universities in Poland and abroad. The program is directed towards the group's employees as well as individuals not associated with the organization, such as first-year students.

In 2024, for the third consecutive year, Exact x Forestall awarded xFuture scholarships worth a total of **EUR 50,000** to 13 students from both Polish and foreign technical universities. Over the three-year duration of the project, the total budget allocated for the xFuture scholarships was **EUR 140,000**, benefiting 40 scholarship holders.

2024 Edition Summary

Total Scholarships Awarded: EUR 50,000

Number of Recipients: 13 (9 high school graduates entering university, 3 students studying at Polish technical universities and 1 student from a foreign university)

Number of Universities Involved: 8 (Stanisław Staszic University of Science and Technology in Kraków, Warsaw University of Technology, Wrocław University of Technology, Częstochowa University of Technology, Poznań University of Technology, WSB Merito Wrocław University, University of Wrocław, Technische Universiteit Eindhoven).

After three years of organizing the scholarship program, the company recognizes the broad impact of its efforts. The financial support once again ensures optimal learning conditions for the young generation studying at prestigious Polish and foreign universities. The scholarship recipients receive appropriate preparation for work in the automotive industry and gain valuable skills and experience through internships and placements.

The company helps fulfill goals and feels an obligation to provide support. It aims to employ competent specialists, so it invests in young people who will soon influence the industry through their innovative ideas. Companies that also wish to support students and be part of the program financing their education are invited to contact the company.

 [Read more](#)

 [Click to watch](#)



IV. DECENT WORKING CONDITIONS

At Exact x Forestall, 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 Forestall sp. z o. o. 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.

In 2024, **395** Group employees received social benefits from employer.

Satisfaction Survey

In order to better understand and improve the working environment at Exact x Forestall, in 2024 we conducted two key satisfaction surveys: the Employee Satisfaction Survey and the New Contractor Satisfaction Survey.

The Employee Satisfaction Survey was conducted between April and May 2024, with the participation of **150** employees. The study, carried out anonymously via an online form, focused on a broad range of areas, including remuneration and benefits, relations with supervisors and colleagues, autonomy at work, working conditions, sense of connection with the company, the company's image as an employer, professional development, communication, management evaluation, motivation, and work-life balance. Its primary goal was to identify employee needs to improve satisfaction with working conditions and to enhance motivation and engagement.

Additionally, from June to December 2024, we conducted a New Contractor Satisfaction Survey, aimed at individuals beginning cooperation with the company. The survey, also conducted anonymously and online through the xPeople application, was sent to each new contractor after their first full month of cooperation. The purpose of this ongoing initiative is to gain a comprehensive understanding of the experiences of new collaborators, assess the effectiveness of onboarding processes, and identify areas for improvement. This feedback loop is essential for supporting new contractors in their roles and strengthening the quality and commitment in service delivery.

A total of **459** new contractors participated in the satisfaction survey during the reporting period.

Together, these studies serve as a key tool in shaping our workplace culture and ensuring that all members of the Exact x Forestall community—employees and contractors alike—experience fair, supportive, and dignified working conditions.

CLIMATE ACTION

I. ECOLOGICAL INNOVATIONS

Exact x Forestall 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 x Forestall prioritizes the efficient use of energy and materials, aims to reduce waste production and ensures its safe and responsible disposal.**

In 2024:

- ✂ **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 Exact x Forestall's proprietary **x360** communication platform. It enables customers to efficiently order the services offered by Exact Forestall' companies and access all commissioned work, **eliminating the need for paper orders**, further reducing the use of paper in the Group's operations.

Exact Forestall' customers have also benefited from electronic daily reports on the xExtranet 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 Group's Contractors, there is a proprietary application called **Exact People GO**, through which **the Group companies 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 Group is committed to promoting attitudes of environmental responsibility among both our employees and external stakeholders. Throughout 2024, we have successfully pursued our objectives, as evidenced by the fact that as many as **98%** 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.

On a daily basis, we strive to raise the awareness of both Exact x Forestall 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 .

Autor: Robert Majer • 21.04.2024

ExF Exact x Forestall Group
6 781 obserwujących
10 miles • 10

Monday will mark the 55th Earth Day 🌍

As we celebrate Earth Day tomorrow, today at Exact Systems we reflect upon our journey towards sustainability and our commitment to the planet. We believe our actions speak louder than words, and here's how we're making a difference:

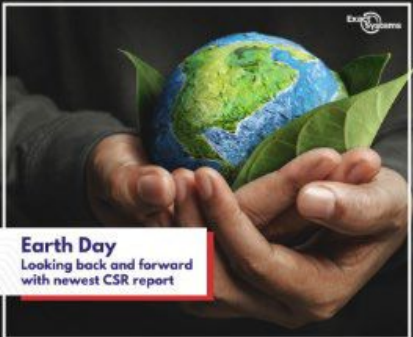
- 🌱 **Digitalization:** We have saved 30,000 A4 sheets of paper in 2023, thanks to the implementation of digital solutions like #Extranet360 and #ExactPeopleGO to minimize paper usage and promote efficient communication.
- 🌱 **Greenhouse Gas Emissions:** We reduced greenhouse gas emissions by 1,948 kg, or 37%, from 2022 to 2023.
- 🌱 **Ecologic Fleet Management:** We introduced a system to reduce emissions from the company's fleet, with a budget of PLN 81,000.00 for emission reduction.
- 🌱 **ISO 14001 Certification:** We continuously acquire new certifications to meet environmental standards and conduct environmental risk analysis for all operational locations.
- 🌱 **Renewable Energy:** 10% of our energy came from renewable sources and we plan to install a photovoltaic farms.
- 🌱 **Future Objectives:** We aim to further reduce energy consumption and promote environmentally friendly attitudes, with targets to reduce Scope 1 and Scope 2 emissions by 5% and 10% respectively by 2024.

We will soon release our latest CSR report, which delves deeper into our commitment to Corporate Social Responsibility. It's a comprehensive showcase of our efforts to integrate sustainability into every facet of our operations. We're proud to share this report as a testament to our ongoing dedication to making a positive impact on our planet.

As we mark this Earth Day, we renew our pledge to continue these efforts, making every day a step towards a more sustainable world. Join us in celebrating our planet not just today, but every day.

#EarthDay #Sustainability #ClimateAction #RenewableEnergy #ExactSystems #ESG #CSR

Pokaż tłumaczenie



Earth Day
Looking back and forward
with newest CSR report

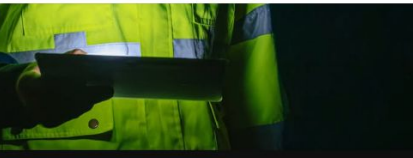


Exact x Forestall
★ Uлюбione: 5 godz. • 10


Witaj Exact x Forestall! Jesteś przewodząc europejskiej branży kontroli jakości przy jednoczesnym poszanowaniu środowiska. Dlatego wspieramy rozwiązania, które minimalizują nasz ślad ekologiczny każdego dnia. Wybór elektronicznej formy korespondencji oraz umów z naszymi współpracownikami i klientami, to nie tylko oszczędność czasu, ale mniejsze zużycie papieru, tuszu i energii.

W 2024 roku:
/ Aż 98% deklaracji PIT-11 naszych współpracowników zostało udostępnione w formie elektronicznej.

Jesteśmy dumni, że możemy dokonywać wyborów, które są przyjazne dla środowiska. Dbaliśmy o planetę to jeden z naszych priorytetów i został on określony w Kodeksie Postępowania Partnerów Biznesowych Grupy Kapitałowej Exact x Forestall.



98% PITów
wysłanych elektronicznie



Autor: Robert Majer • 5.05.2024

ExF Exact x Forestall Group
6 781 obserwujących
10 miles • 10

As we commemorate the European Day against Discrimination against Persons with Disabilities, we at Exact Systems reaffirm our unwavering commitment to fostering an inclusive workplace. We believe that diversity is our strength and equality is our promise.

🕒 What are we guided by:


- 🌱 **Zero Tolerance for Discrimination:** We stand firmly against any form of harassment or discrimination. Our policies are clear – no tolerance for biases based on gender, age, disability, race, religion, nationality, political opinion, union membership, ethnic origin, or sexual orientation.
- 🌱 **Empowering through Employment:** We actively seek to employ individuals with disabilities, assessing local labor markets and collaborating with a local employment optimization agency to create meaningful opportunities.
- 🌱 **Inclusive Work Environment:** In 2023, we proudly welcomed 25 employees with disabilities into our family, providing them with safe, inclusive workplaces and avenues for professional growth.
- 🌱 **Awareness and Advocacy:** We champion the rights of our employees through internal campaigns, ensuring they are well-informed about their entitlements, such as additional breaks, extended annual leave, and paid leave for rehabilitation and specialist examinations.

Our Vision: Creating a workplace where every employee feels valued and protected is not a one-time act but a continuous journey. It's about more than just establishing favorable conditions and legal frameworks; it's about reaching out, educating, and empowering every member of our team.

Join us in celebrating the spirit of diversity and dignity. Together, we can build a world where everyone has the opportunity to thrive.

#ExactSystems #InclusionMatters #DiversityAndDignity #EqualOpportunities #CSR

Pokaż tłumaczenie



**Accessible employment:
diversity, equality and inclusion**

Autor: Robert Majer • 25.03.2024

ExF Exact x Forestall Group
6 781 obserwujących
11 miles • 10

Last Saturday marked the annual Earth Hour, an initiative by the World Wildlife Fund (WWF) that encourages people worldwide to turn off lights and unnecessary electrical devices for one hour. The Earth Hour initiative aims to draw attention to issues related to climate change and the need to protect our planet.

🕒 At Exact Systems, we take further steps by engaging and committing not only to adhere to positive environmental practices but also to monitor and report the impact of our activities on the environment, striving to minimize it. Therefore, we have joined the United Nations Global Compact—the world's largest UN initiative for sustainable business.

🕒 After analyzing the Sustainable Development Goals (SDGs) defined by the UN, we have identified objectives that we focus on in our ESG strategy. One of these is Goal 13: Take urgent action to combat climate change and its impacts.

🌱 We combine ecology with business by optimizing resource use and reducing waste, saving over 30,000 A4 sheets annually through digital practices like e-invoicing and using apps like Extranet360 and Exact People GO. These measures, along with electronic daily reports, save an additional 3 tons of paper each year. We encourage environmental responsibility among employees and our stakeholders.






Pokaż tłumaczenie



**UN Sustainable Development Goals
Goal 13: Climate Action**



ECO BINGO

 Segreguję śmieci z użyciem pojemników – papier, plastik, szkło, zmieszane	 Kupuję produkty w opakowaniach typu refill	 Używam butelki z filtrem
 Mam bawełnianą torbę, unikam jednorazówek	 Do pracy jeżdżę rowerem / chodzę pieszo	 Włączam zmywarkę po jej całkowitym napełnieniu / unikam zmywania pod bieżącą wodą
 Drukuję tylko jeśli jest to konieczne, a kiedy już drukuję, to dwustronnie	 Nie otwieram okien, kiedy ogrzewanie jest włączone	 Korzystam z bezbutłowego dystrybutora wody
 Wyłączam urządzenia po skończonej pracy	 Utrzymuję stałą temperaturę w biurze	 Ograniczam ilość elektrośmieci oraz prawidłowo je utylizuję

ExactxForestall

III. ENERGY CONSUMPTION AND ENERGY FROM RENEWABLE SOURCES

ENVIRONMENTAL REPORTING

In 2024:

- ✗ The total gross Scope 1 GHG emissions from the Group's activities in tonnes of CO2 equivalent were **1.450,4423** tonnes.
- ✗ The total gross Scope 2 GHG emissions from the Group's activities in tonnes of CO2 equivalent were **11,3161** tonnes.
- ✗ Total gross Scope 3 Upstream GHG emissions was **1.204,7774**.
- ✗ total energy consumption was **918,0186** MWh.
- ✗ **24%** of the energy came from renewable sources.
- ✗ The company generated **1325** kg of hazardous waste and **11639** kg of other waste.
- ✗ **347** Group employees, representing **18%** of the total workforce were trained on environmental protection issues.
- ✗ **44,4%** of operational sites were assessed on specific environmental risks.
- ✗ **44,4** of operational sites have an environmental certification – ISO 14001.

In November 2024, Polish power plants produced 15,222.8 GWh of electricity, of which 3,590.9 GWh (24%) came from renewable energy sources. Compared to November 2023, the amount of energy generated from RES was 1.7% higher.

✗✗✗ **SOURCE** - windmills produce the most green energy

✗✗✗ **SOURCE** - *Enea data for 2024/ was not available at the date of this Report.

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.

In 2024, Exact Forestall sp. z o. o. mitigated the carbon footprint of its fleet by offsetting up to 3.218,17 kg CO2.

IV. POSITIVE IMPACT ON THE ENVIRONMENT AND CLIMATE

An important feature of the services provided by Exact x Forestall 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 x Forestall on the environment realized through its quality control services, the Group also strives to reduce its negative impact on the climate and environment in its internal operations and takes environmentally friendly measures. The Group continuously certifies itself to meet the ISO 14001 environmental standards.

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

OBJECTIVES FOR 2025

An environmental goal of Exact x Forestall 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 2030.

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

**PEACE, JUSTICE
AND STRONG
INSTITUTIONS**

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

Exact x Forestall has a **'zero tolerance'** policy for corrupt activities in all aspects of the Group'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 Group.

At Exact x Forestall, 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.

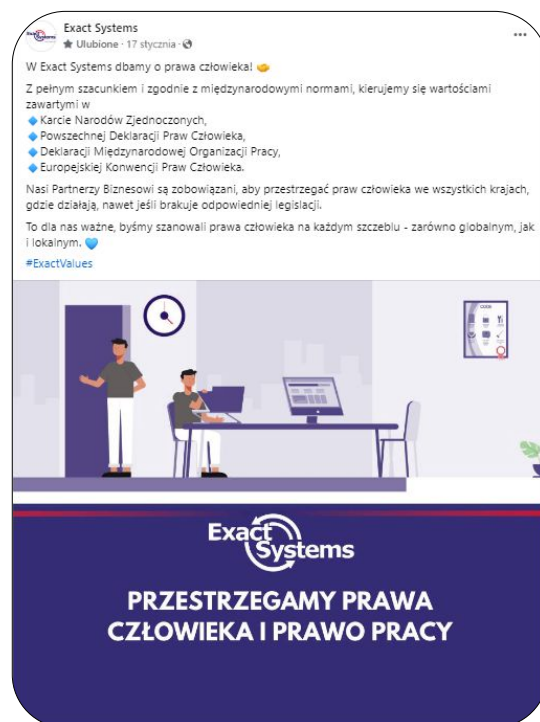
Any potential supplier of goods and services to Exact x Forestall is required to declare that:

- ✗ 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.

II. PROTECTION OF INFORMATION


In 2021, Exact Forestall 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.

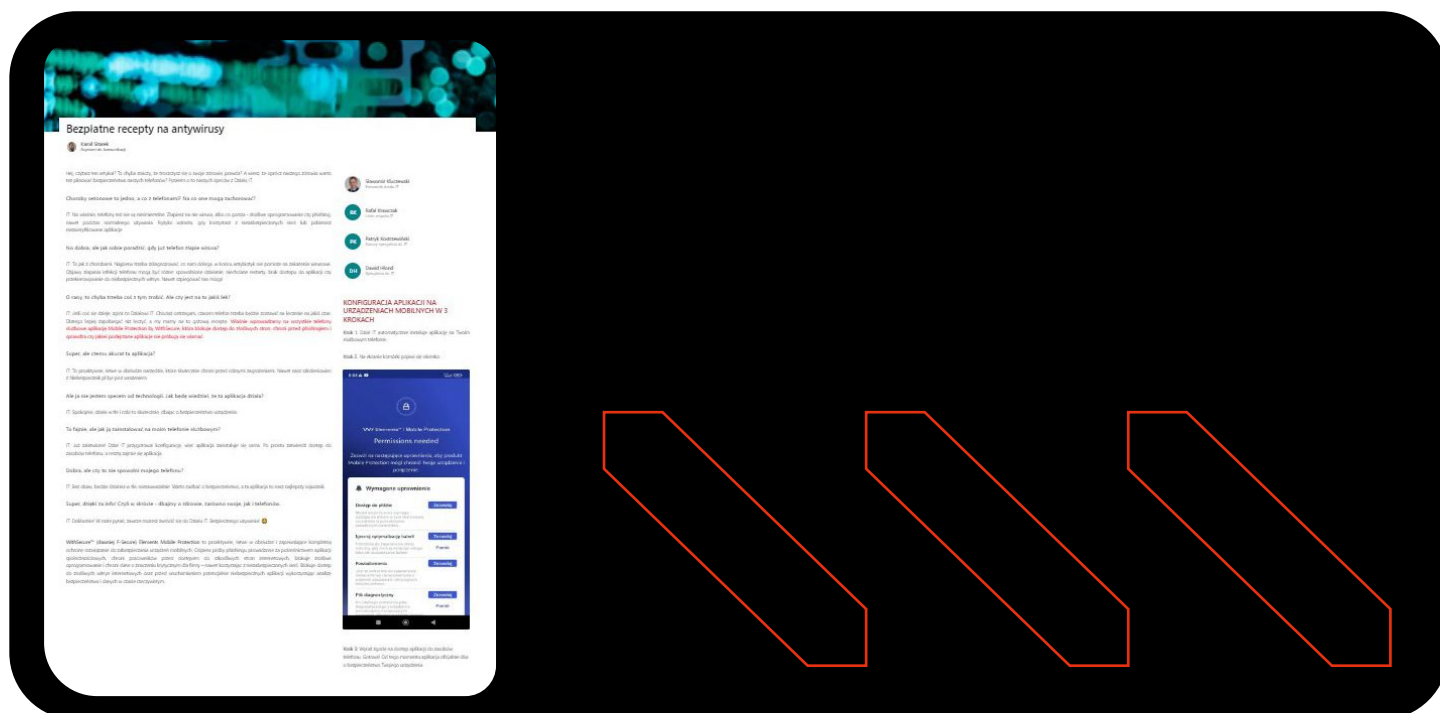
Exact x Forestall conducts periodic reminder and awareness campaigns for staff on information protection and security.



process. In 2024, this applied to 99 people. Data protection training was also conducted for the IT department and the operations department. In 2025, training will continue for the remaining departments.

Among other things, on the safe use of the Internet for business purposes outside the office:

 **Click to see - Safe use of the Internet outside the office**



III. REPORTING OF IRREGULARITIES



In 2024, we have updated an Internal Procedure for Reporting Breaches and Taking Follow-up Actions. 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 **whistleblow.exactforestall.com**

ETHICS REPORTING

In 2024:

-  Group companies noted **3** whistleblower **applications**.
-  In none of the companies within the Exact x Forestall Capital Group has there been an incident of a corrupt nature.

- ✗ In none of the companies within the Exact x Forestall Capital Group has there been an incident of a child labor, forced labor or human trafficking nature.
- ✗ **347** Group employees were trained in compliance, representing **18%** of the workforce. The training covered various topics, including corruption (such as bribery and fraud), fair competition principles, recognizing and addressing conflicts of interest, preventing discrimination, environmental protection, employee and human rights, ethics and ethical standards adopted by the Group, and information security, including personal data protection.
- ✗ The Group recorded **0** information security incidents.
- ✗ **40,32%** of all Group employees are covered by formally-elected employee representatives or collective agreements.

OBJECTIVES FOR 2025:

The objective for 2025 is to actively disseminate knowledge among the Group's personnel on corruption and actions to eliminate cases of corruption. Further employee training on anti-corruption and conflict of interest is planned for Q2 and Q3. The goal is to train 70% of all employees in ethics and compliance.

SUSTAINABILITY/CORPORATE SUSTAINABILITY

We say YES to the Integrated Management System.

Exact x Forestall 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.

Click to see

We are forging innovative partnerships.

In view of the accelerating development of the automotive sector, Exact x Forestall 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 x Forestall 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.

Since 2017, the company has been publishing the 'MotoBarometer. Exact x Forestall 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, 8 editions of the "MotoBarometer. Exact x Forestall report". In 2024, 1001 respondents from 11 countries participated in the automotive sentiment survey.

//// www.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.

//// www.moto-idea.pl



REPORT INFORMATION AND CONTACT

Summary of **Exact x Forestall Group's** Corporate Social Responsibility Activities for the Year 2024 has been prepared to present our company's actions, values, and achievements in the areas of social responsibility, sustainable development, working conditions, environmental impact, and community engagement. The report covers data and initiatives undertaken during the 2024 calendar year.

It has been developed in accordance with best practices in non-financial reporting and reflects our commitment to transparency and building long-term value for both internal and external stakeholders.

For any questions, comments, or suggestions regarding this report, please feel free to contact our Sustainability Team.



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