

Exact x Forestall

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

**Corporate Social
Responsibility Activities
for the Year 2025**





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LETTER FROM THE EXACT GROUP MANAGEMENT BOARD

Dear Esteemed Employees and Partners,

The year 2025 marked another important milestone for our Company. During this period, we implemented a significant change reflecting our continued evolution and long-term ambitions – the transformation of a limited liability company Exact x Forestall sp. z o. o. into a joint-stock company Exact x Forestall S.A. This decision was the result of thorough reflection on our values, mission, and the strategic direction of our further development.

The change in the Company's legal form was not merely a formal restructuring, but a comprehensive process aimed at strengthening corporate governance, adjusting the management structure to support further growth, and modernizing operational and communication processes. This transformation constitutes an important step in building a transparent, stable organization prepared for continued expansion and increased scale of operations.

In 2025, we also continued our commitment to corporate social responsibility (CSR) initiatives, which have become an even more integral part of our strategy. Our activities covered a broad range of initiatives focused on improving health and quality of life, ensuring decent working conditions, supporting economic growth, protecting the environment, and promoting peace, justice, and strong institutions.

I invite you to review the full report, in which we present in detail our initiatives and achievements in these areas.

We are proud of our efforts and of the dedication demonstrated by our team in pursuing these objectives. I am confident that the changes implemented will further strengthen our position in the global market and enable us to pursue our corporate social responsibility goals even more effectively.

With best regards,

Jacek Opala

CEO Exact x Forestall

A handwritten signature in black ink, appearing to read 'Jacek Opala', written in a cursive style.

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 12 countries worldwide.

Services

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.

In June 2025, the Company completed and published its first Communication on Progress (COP) report within the framework of the United Nations Global Compact. The COP constitutes a periodic progress report through which participating organizations disclose their policies, actions, and measurable outcomes related to the implementation of the UN Global Compact Principles and the advancement of the United Nations Sustainable Development Goals (SDGs). This report serves as a key instrument of transparent ESG disclosure and evidences the Company's ongoing commitment to responsible, ethical, and sustainable business conduct.

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

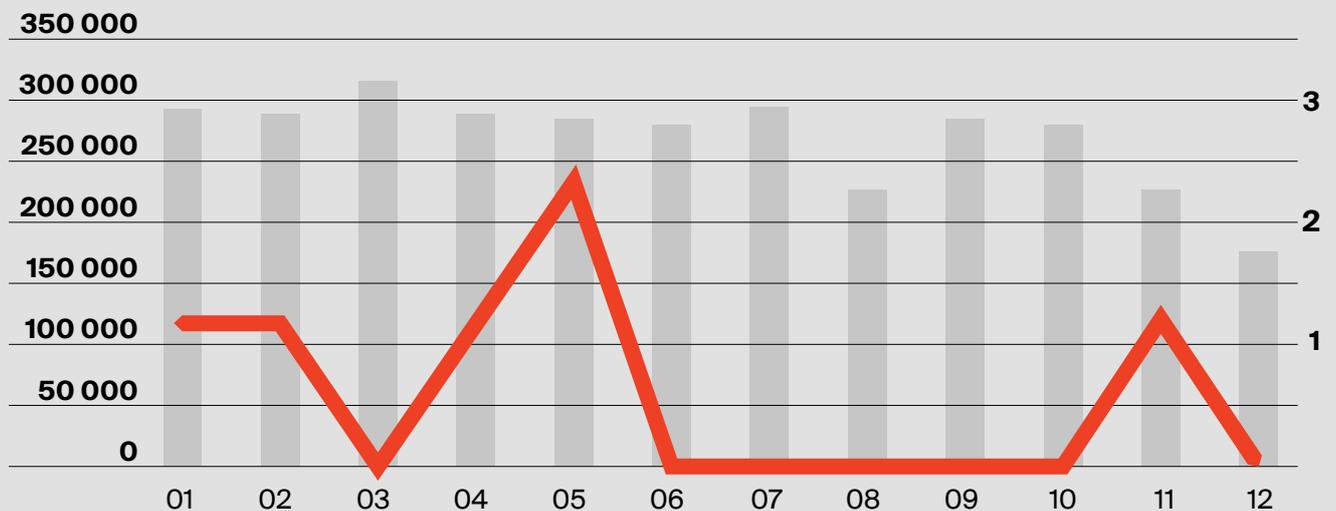
In 2025: A total of 26 workplace accidents occurred in all Polish companies of the Exact x Forestall Group

ACCIDENTS AT WORK IN POLISH GROUP COMPANIES IN 2025

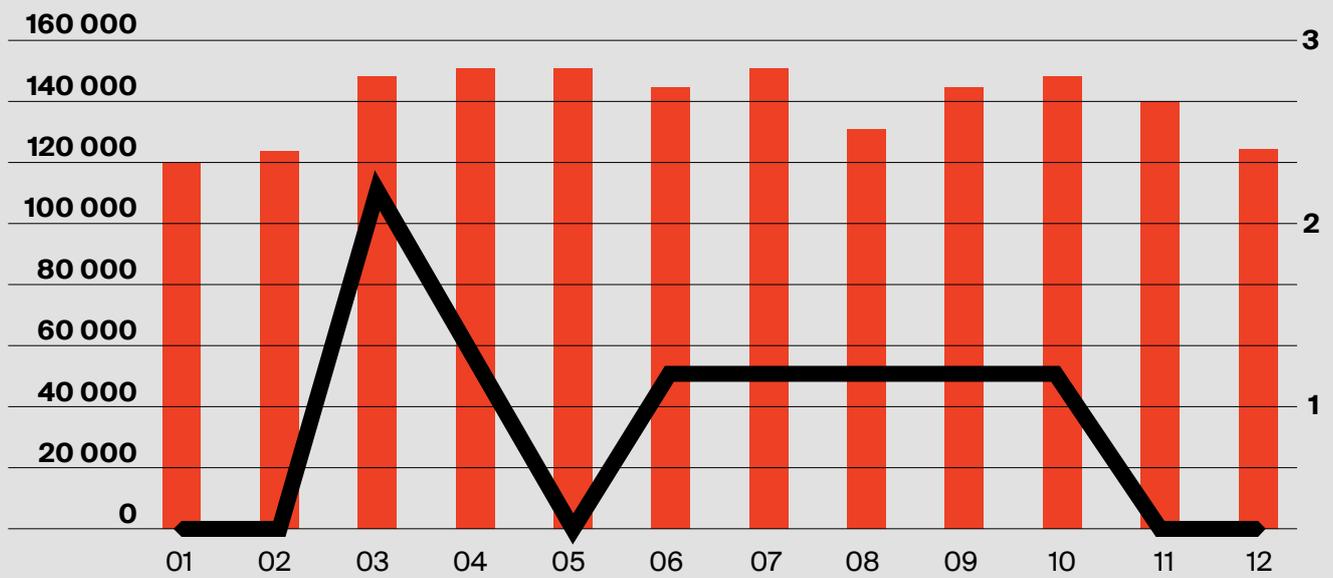
	ExF	SW	SR	SUMMARY
January	1	0	0	1
February	1	0	0	1
March	0	2	1	3
April	1	1	3	5
May	2	0	3	5
June	0	1	0	1
July	0	1	1	2
August	0	1	0	1
September	0	1	1	2
October	0	1	0	1
November	1	0	1	2
December	0	0	2	2
SUMMARY	6	8	12	26

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

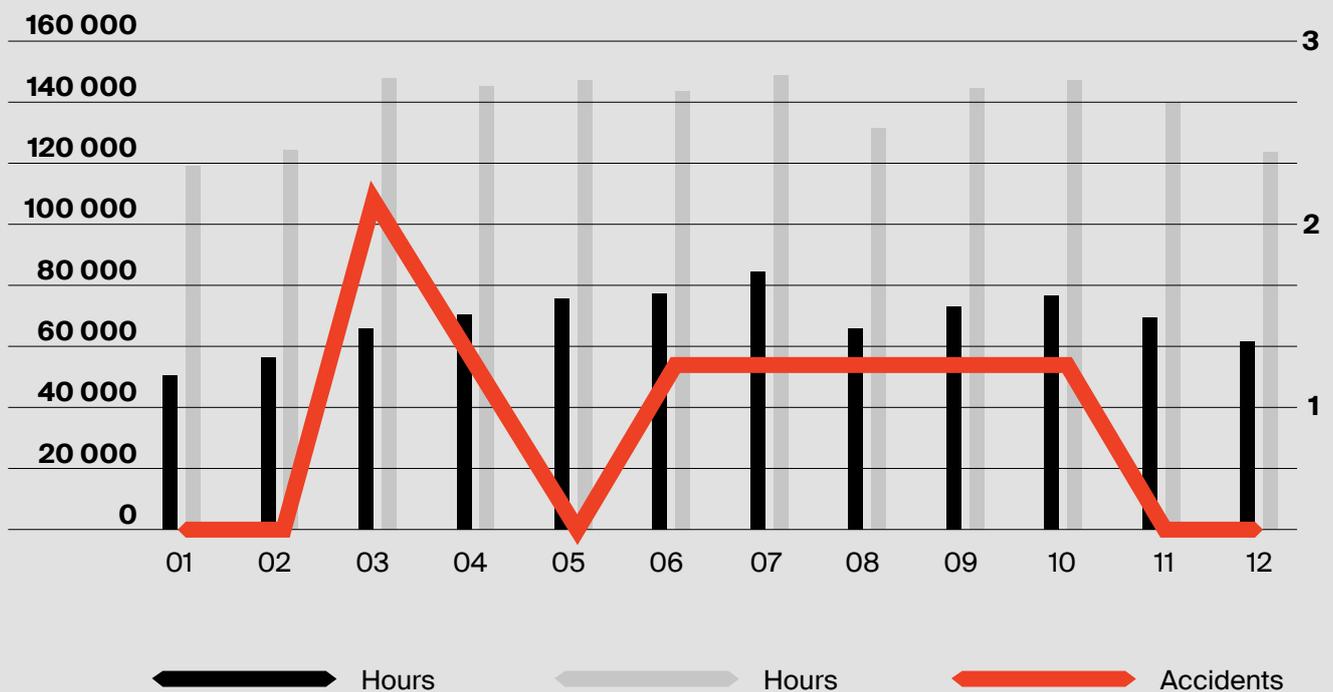
ACCIDENTES VS. WORKED HOURS EXF - 2025



ACCIDENTES VS WORKED HOURS SW - 2025

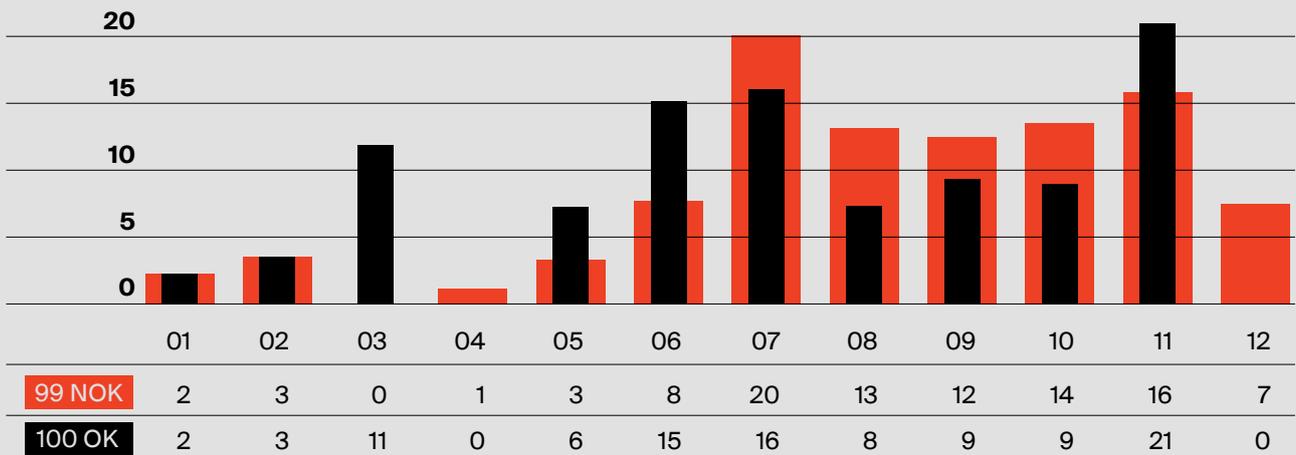


ACCIDENTES VS WORKED HOURS SR - 2025



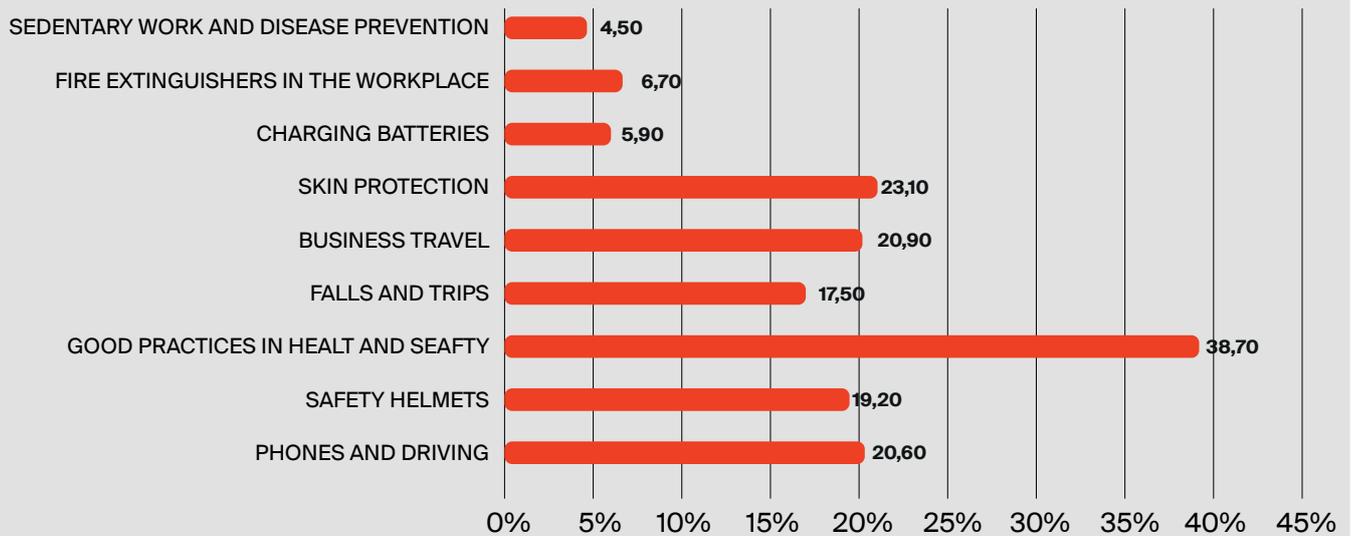
The record of the number of days without an accident for all Polish Group companies was 177 days. The Quality and Health and Safety Department conducted a total of 199 health and safety audits, the results of which are as follows:

CONDUSTED AUDITS IN 2025



In 2025, we continued the series of EHS safety talks. A total of nine topics related to occupational health and safety were published

PERCENTAGE OF EMPLOYEES FAMILIAR WITH A GIVEN EHS PHRASEBOOK



In response to expectations and emerging needs, we also introduced an environmental safety talk series, within which four topics were published.

PERCENTAGE OF EMPLOYEES FAMILIAR WITH A GIVEN ENVIRONMENTAL PHRASEBOOK



II. HEALTH AND SAFETY REPORTING:

NUMBERS of Polish Group Companies:

- ✂ 100% of employees from Polish Group Companies are insured against accidents
- ✂ 100% of Exact Forestall S.A. employees are covered by Health and Safety Committee
- ✂ Health and safety risk assessments were carried out for 98,1% of the operational units of the Polish Group Companies
- ✂ The total number of hours worked in 2025 by employees and contractors of Polish Group Companies is 5 727 509,45 (*data for health and safety reporting purposes).
- ✂ The number of work-related accidents among employees in Polish Group Companies in 2025 was 11 including 0% fatal accidents
- ✂ The number of work-related accidents among contractors of Polish Group Companies in 2025 was 16 including 0% fatal accidents
- ✂ The Lost Time Incident (LTI) frequency rate for Polish Group Companies in 2025 was $(40 \times 1\,000\,000) / 5\,727\,509,45 = 6,98$
- ✂ The Lost Time Injury Severity Rate (LTISR) for Polish Group Companies in 2025 was 3

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

- ✂ Health and safety risk assessments were carried out for 94,5% of the operational units of the Group Companies
- ✂ The total number of hours worked in 2025 by **employees and contractors** of Group Companies is 9625722,65 (*data for health and safety reporting purposes)
- ✂ The number of work-related accidents in Group Companies in 2025 was 64, including 0% fatal accidents
- ✂ The Lost Time Incident (LTI) frequency rate for Group Companies in 2025 was 17
- ✂ The Lost Time Injury Severity Rate (LTISR) for Group Companies in 2025 was 5,3

OBJECTIVES FOR 2026:

Area	KPI (Indicator)	2025 Result (Baseline)	2026 TARGET
Accident reduction	LTI rate	17	< 15
Safety culture	Number of near-miss reports	3	> 10
Education	% of employees familiarized with safety talks	(underestimated)	> 90%
Accident reduction	LTISR	5.3	5
Audit	Number of OHS inspections	199	Min. 200

LTI: Lost Time Injury

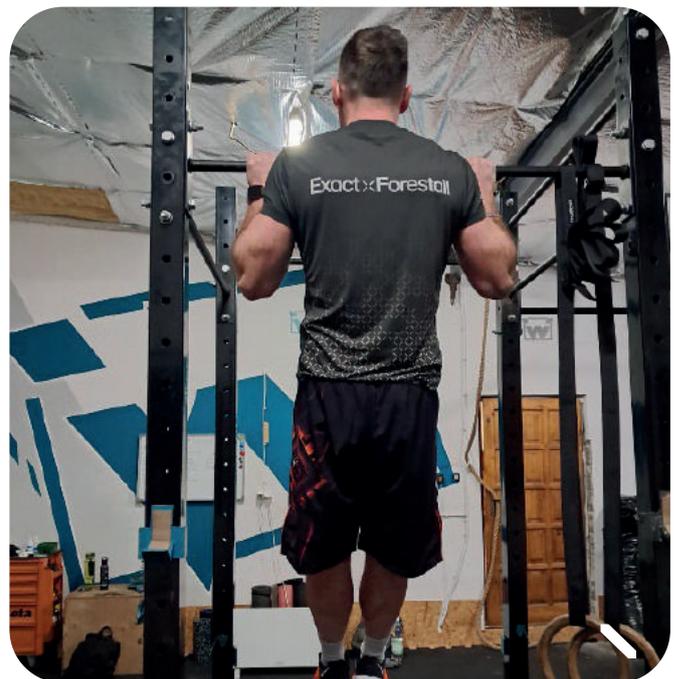
LTISR: Lost Time Injury Severity Rate

OHS: Occupational Health and Safety (BHP)

III. 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 2025, 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 2025, **459 employees benefited from the private medical care** offered by the Group companies; **1498 Group employees were covered by health insurance** which is 86,04% 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 2025, benefited 170 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.



IV. INVOLVEMENT IN SPORT

Currently, the Exact x Forestall Group sponsors the sports activities of the volleyball team Steam Hemarpol Politechnika Częstochowa, Częstochowianka Sports club, the junior basketball team Exact Forestall Śląsk Wrocław and Belgian cyclists – Carbonbike Giordana.





SUPPORT FOR BOTTOM-UP INITIATIVES

We actively support initiatives aimed at the development of civil society and improving the quality of life. In 2025, initiated by the Occupational Safety and Health Department, Exact x Forestall Group organized first aid training courses for the employees in multiple Polish cities. The 17 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. Furthermore in 2025, we employed First Aid Trainer who regularly visits plants and offices, training ExF employees and contractors.





POZIOM 5

Nowy Trener Pierwszej Pomocy |
POZIOM 5

Karolina Paradzińska 29 grudnia 2025



V. 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 onboarding, the process of familiarizing new employees with the company, its culture, values and principles. This facilitates 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](#)

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 analysing 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. In 2025, Exact Forestall GmbH and Exact Forestall N.V., two Exact x Forestall Group entities introduced Staffly, competency matching tests, to its job-searching candidates. The solution enabled the potential employee's profile to be perfectly matched to the task at hand. Tests cover employee skills, analytical thinking, and technical knowledge required to perform the job in each position.

CAREER MANAGEMENT REPORTING

In 2025:

- ✎ 402 employees participated in training courses to improve their professional skills, which is 27.29% of all Group employees
- ✎ The total number of hours of all training courses attended by Group employees was 19507,5
- ✎ The average number of training courses per 1 Group employee was 11,59 hours
- ✎ 672 employees received regular performance and career development reviews, which is 45,62% of all Group employees
- ✎ At the end of 2025, the number of employees covered by individual development plans amounted to 92 employees
- ✎ 248 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.

In 2025, Exact x Forestall Group engaged in social initiative "Różowa Skrzyneczka" (The Pink Box). The Różowa Skrzyneczka (The Pink Box) initiative is an empowering movement aimed at providing free menstrual hygiene products to women and menstruating individuals in need in Poland. In 2025, Exact x Forestall placed a pink box with free hygiene products in Group's Headquarters, levelling out the potential gender inequality among female employees.



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 2025, 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 22 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.

[Action required] New Integrated Management System Policy

 **Aleksandra Kroll**
Kierownik ds. Komunikacji
1 min czytania

Please be advised that our organisation's Integrated Management System Policy has been revised with effect from 22 November 2024. The International Management System Policy is a document that defines the principles, procedures and management standards for companies operating in different international markets. It is a key element of our global strategy, supporting the coordination of activities and ensuring operational consistency.

Following the rebranding of Exact x Forestall and Steam, the policy has been updated. The new version applies the highest standards of service quality and safety, with particular emphasis on:

- Operating in compliance with applicable laws.
- Respect for human rights and ethical standards.
- Minimising environmental impact.
- Protecting confidential information and personal data.
- Ensuring safe working conditions for our employees.

The new policy supports the strategic direction of the Exact x Forestall Group and sets out our commitment to comply with ISO 9001, ISO 14001, ISO 45001 and information security standards.

[Action Required] EcoVadis Bronze Medal | LEVEL 2

 Anna Czubak
Członek Zarządu

2 min czytania

We have completed another assessment of our sustainability and corporate responsibility activities by EcoVadis, a global platform that assesses corporate responsibility in the areas of environment, labor and human rights, ethics and sustainable purchasing.

The result? **A bronze medal**, which places Exact x Forestall Group among the **35% best-rated companies in the world**. Our overall score - **61/100** - is the result of the consistent work of many people in the organization and confirmation that our approach to social responsibility and quality is producing real results.



Poinformuj pracodawcę o posiadanej niepełnosprawności | POZIOM 3

 Łukasz Bednarek
Specjalista ds. PFRON

3 min czytania

Dlaczego warto poinformować pracodawcę o posiadanej niepełnosprawności lub starać się o jej orzeczenie?

Wsparcie, bezpieczeństwo i realne korzyści – to możesz zyskać.

W naszej Grupie wierzymy, że każdy pracownik zasługuje na komfortowe warunki pracy, poczucie bezpieczeństwa i możliwość pełnego wykorzystania swoich umiejętności. Dlatego tak ważne jest, aby osoby posiadające niepełnosprawność lub podejrzewające, że mogłyby otrzymać orzeczenie – poinformowały o tym przełożonego, dział HR lub rozważyły złożenie wniosku o przyznanie grupy.

Wiele osób obawia się takiego kroku, myśląc, że nic na tym nie zyskają. Tymczasem korzyści jest naprawdę wiele, a większość z nich wpływa bezpośrednio na codzienny komfort i stabilność zatrudnienia.

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. Employees with disabilities are covered by additional protective provisions, including absence from work related to the disability and treatment, which helps with justifying it to the employer.

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 DRIVES US FORWARD A FUTURE WITHOUT LIMITS



In 2025, Steam, an entity operating under the Exact x Forestall Group, launched first edition of the “Różnorodność nas napędza. Przyszłość bez ograniczeń” project. The initiative put an emphasis on education on diversity, integration and its role in the labour market. Since March to May, during the two-hour meeting, the speakers, Marcin Grabiński and Jakub Kałużny, provided Polish high school students with valuable knowledge on creating and working in an inclusive environment. The program included workshops on the rules of *savoir vivre*. Students had also received tips on communicating with those with disabilities. The first edition of the project reached over two thousand students from 30 schools placed all around Poland.

STUDENT PARTICIPANTS’ FEEDBACK

9.5/10

Average rating for recommending the lecture to friends

4.7/5

Average rating of the topic

93%

of students reported feeling inspired to take action

96%

of students believe that such lectures are needed in schools

TEACHERS AND SCHOOL STAFF FEEDBACK

9.7/10

Average rating for recommending the lecture to colleagues/students

4.9/5

Average rating of the topic

100%

of teachers believe that such lectures are needed in schools

100%

of teachers reported feeling inspired to take action



DIVERSITY REPORTING

In 2025:

- ✘ **855** women were employed in the Group companies, representing **49.11%** of the total workforce
- ✘ women held **45.26%** of all management positions
- ✘ the percentage of women on the organization's board was **23.26%**;
- ✘ average unadjusted gender pay gap in the reporting year was **8%**
- ✘ the wage gap indicator (CEO pay ratio) was **4.43**
- ✘ **22.98%** of the entire organization consisted of employees from a minority or vulnerable group
- ✘ **18.09%** 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 2025, the number of internal recruitments decreased by 71.05% compared to 2024. Specifically, there were 22 internal recruitments in 2025, down from 76 in 2024.

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.

Team Recruitment Standardisation

Jobs	Category				
Basic jobs (no additional competency requirements) * as agreed with the decision-maker	A	all	Advertisement publication (various channels) Sending leads to the implementation department		
Basic jobs (with additional competency requirements) * as agreed with the decision-maker	B	basic	Advertisement publication (various channels). - Preliminary selection of applications, contact and confirmation of key order guidelines	Verification of readiness, availability for secondment, language skills, driving licence, etc	
Internal needs: coordinator, team leader. External needs: welder, CNC operator, other specialist.	C	crucial	Advertisement publication (various channels), application selection, contact, 1R (first round) interview in accordance with Exact Systems interview standards	Verification of readiness, availability for secondment, language skills, driving licence, etc.	Motivation, employment history analysis, - Verification of managerial skills Presence in the second round (2R) + final with the decision-maker
Internal needs: specialists at headquarters, managerial positions. External needs: permanent recruitment for Clients	D	dedic	Advertisement publication (various channels), application selection, contact, 1R (first round) interview in accordance with Exact Systems interview standards	Tests, professional competence verification, recommendation analysis *competences/criteria determined individually with the decision-maker	Motivation, employment history analysis Verification of managerial skills Presence in the second round (2R) + final with the decision-maker

The recruiter's involvement in the process increases proportionally with the seniority of the position.

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.

The assessment of compliance with the above criteria is carried out as part of the Supplier Evaluation Form. These policies are being gradually implemented across additional companies within the Capital Group to ensure consistent and responsible purchasing standards throughout the entire organization.

The Procurement Department has undertaken initiatives aimed at optimizing processes within the organization. One of the key outcomes of these efforts was the implementation of an electronic document workflow in the HR Department in 2025, which eliminates the need for signing documents in paper form. This solution will generate significant savings for the company and reduce its environmental impact, including the reduction of the carbon footprint. As a result of these optimizations, the organization will use less paper and fewer consumables such as

footprint. As a result of these optimizations, the organization will use less paper and fewer consumables such as printer ink and toner.

Another important initiative focused on developing the competencies of employees and external collaborators. As a result, free language courses were introduced for all interested employees and partners. This program supports the strengthening of relationships both within teams and with international business partners, contributing to skills development and enhancing international cooperation.

SUSTAINABLE PROCUREMENT REPORTING

In 2025:

- 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 environmental, labor and human rights requirements was **84,55%**.
- Percentage of targeted suppliers that 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 prioritize integrity and transparency in the procurement selection process. Those who meet the request's technical requirements have the same opportunity to take part in the tender procedure. Our contracts include audit clauses, and every supplier is required to read, sign, and comply with the Code of Conduct."

Tomasz Derda
Senior Purchasing Specialist

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

xFuture

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 2025, for the fourth consecutive year, Exact x Forestall awarded xFuture scholarships worth a total of EUR 47,000 to 20 students from both Polish and foreign technical universities.

Over the four-year duration of the project, the total budget allocated, benefited 57 scholarship holders.

2025 EDITION SUMMARY

Total Scholarships Awarded: EUR 47,000

Number of Recipients: 20 (11 high school graduates entering university, 8 students studying at Polish technical universities and 1 student from a foreign university)

Number of Universities Involved: 10 (AGH Univeristy of Krakow, Częstochowa University of Technology, Silesian University of Technology, VIZJA University, Poznan University of Technology, Rzeszow University of Technology, Lodz University of Technology, Wrocław University of Science and Technology, The State School of Higher Education in Chełm, Delft University of Technology).

After four 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 fulfil 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 see](#)



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 S.A. 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 2025, **389 Group employees** received social benefits from employers.

Satisfaction Survey

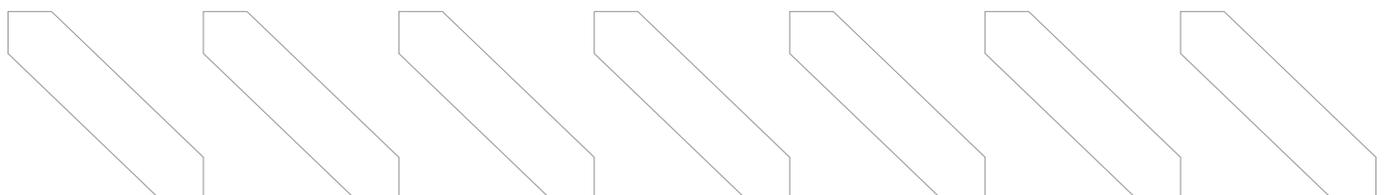
To better understand and improve the working environment at Exact x Forestall, in 2024 we conducted two key satisfaction surveys: the Employee Satisfaction Survey and the New Contractor Satisfaction Survey.

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. The survey is conducted every two years, and the next edition will take place in 2026.

Since 2024, we have also conducted a New Contractor Satisfaction Survey aimed at individuals beginning their cooperation with the company. The survey is anonymous and carried out online via xPeople application. Each new contractor receives an invitation to complete the survey after their first full month of cooperation.

The purpose of this ongoing initiative is to gain a comprehensive understanding of new collaborators' experiences, evaluate the effectiveness of the onboarding process, and identify areas for improvement. The feedback collected plays a key role in continuously enhancing our organization – supporting new contractors in successfully adapting to their roles and strengthening quality and commitment in service delivery. In 2025, a total of **521 new contractors** participated in the satisfaction survey.



CLIMATE ACTION

I. ECOLOGICAL INNOVATIONS

Exact x Forestall combines ecology and business. The company carries out projects related to electromobility and serves as an experienced partner supporting manufacturers of electric vehicle batteries at every stage of production. This also includes providing specialized equipment enabling efficient and safe work with batteries.

The Company implements concrete measures aimed at reducing the consumption of natural resources and preventing pollution. Exact x Forestall focuses on the efficient use of energy and materials, the reduction of waste generation, and its safe and responsible disposal. A key direction of the Group's activities is the digitalization of processes and the reduction of its carbon footprint.

Activities Implemented in 2025

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In 2025, as in previous years, by sending invoices electronically, the Company saved **30,000 A4 sheets of paper**. Producing this amount of paper requires three 30-meter pine trees. We also discontinued the traditional mailing of Christmas cards in favor of electronic cards and significantly reduced the printing of promotional materials.

In the Company's offices, inefficient lighting was replaced with **energy-efficient solutions**. We use water dispensers with replaceable containers instead of single-use plastic bottles, install tap aerators, and implement dual-flush toilet systems. Additionally, at client facilities across the entire Group—wherever possible—we eliminated single-use plastic cups, replacing them with **reusable bottles**, thereby reducing plastic waste and minimizing the risk of component damage caused by spills.

An important element of digitalization was the introduction of **qualified electronic signatures for all employees** in cooperation with EuroCert. Employment contracts, agreements, terminations, and annexes are now delivered **entirely electronically**. This solution significantly reduces the consumption of **paper, printer toner, envelopes, and courier labels**. At the same time, it eliminates the need for **road courier shipments handled by DHL in both directions**, directly contributing to **lower CO₂** emissions and reduced exhaust emissions.



In our daily operations, we consistently automate and digitize operational processes. A key tool supporting these efforts is the proprietary x360 communication platform, which eliminates the need for paper-based

orders and further reduces paper consumption across the Group.

Since 2023, clients have benefited from electronic daily reports available on the **xExtranet platform**, resulting in savings of **at least 3 tonnes of paper annually**. Producing this amount of paper requires **30 tonnes of CO₂**, equivalent to the amount of carbon dioxide absorbed annually by approximately 100 trees.

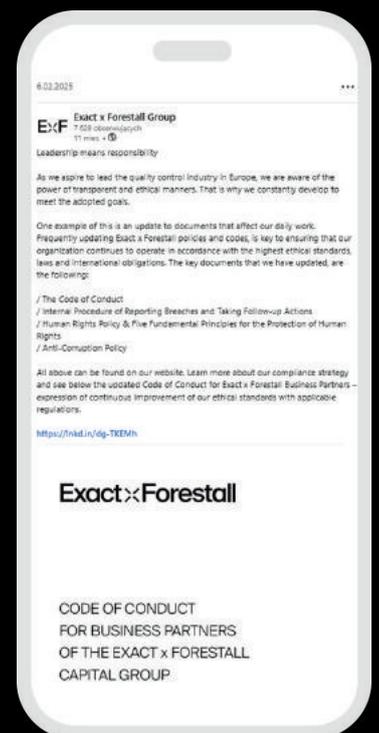
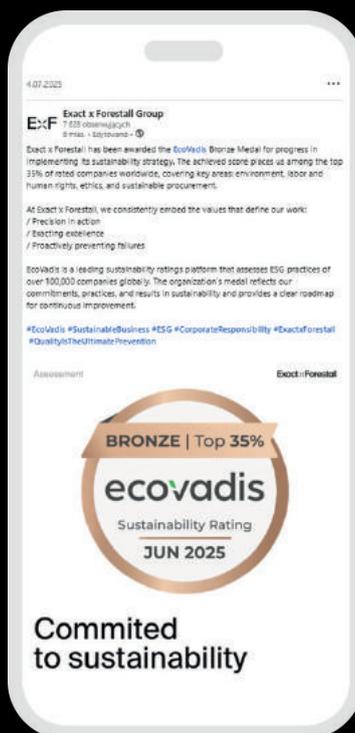
For the Group's Contractors, the proprietary **xPeople application enables** the **electronic conclusion** of contracts, further reducing paper consumption and streamlining administrative processes.

In the area of transport, we use the **Ecological eco-driving monitoring system**. Improved driving habits lead to lower fuel consumption, reduced use of consumables, and consequently **lower CO₂ emissions** and other harmful environmental impacts. In the coming year, we plan to support our reporting with **detailed system data on fuel consumption and emission levels**.

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 2025, 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.

Daily, 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.



III. ENERGY CONSUMPTION AND ENERGY FROM RENEWABLE SOURCES

ENVIRONMENTAL REPORTING

Introduction and ESG Strategy

The year 2025 was a breakthrough for Exact Forestall in monitoring environmental impact. As a leader in automotive outsourcing, we integrated our quality management system with rigorous decarbonization guidelines. Our activities focus on three pillars: energy mix optimization, process digitization, and responsibility in the supply chain.

Greenhouse Gas Emissions Analysis (GHG Protocol)

In 2025, we implemented a full quarterly reporting model, which allowed precise management of our carbon footprint.

Emission Scope	Description	2025 Result	Status vs 2024
Scope 1	Direct (fleet fuels)	24.80 t CO ₂ e	Stabilized (diesel reduced by 4.2%)
Scope 3	Indirect (electricity)	18.50 t CO ₂ e	Decrease of 80% (thanks to renewable energy)
Scope 3	Value chain (waste and water)	Monitored	Implementation of surface estimation model

Energy Mix and Efficiency

A key achievement is the transformation of our energy consumption structure. By switching to green energy (renewables), we avoided over 80 tons of CO₂ emissions annually.

- ✂ Total energy consumption: 146,468 kWh
- ✂ Share of renewables: 82% (120,000 kWh)
- ✂ Fleet efficiency: 100% of vehicles meet EURO 6 standards; maintained fleet eco-score at minimum 80 points

Goal (KPI)	2025 Result	Status	Comment
Share of renewables in energy mix	82%	EXCEEDED	Strategic target under EcoVadis and ISO 14001
Scope 2 emission reduction	80%	ACHIEVED	Result of direct transition to green energy
Waste segregation	+15%	ACHIEVED	More effective recovery of paper and plastics
Digitization of procurement	90%	ACHIEVED	Transition to digital workflow (reduces paper usage)
Safety	0	ACHIEVED	No environmental incidents or spills
Supplier certification	80%	ACHIEVED	Verified for ISO 14001 / FSC / PEFC compliance

OBJECTIVES FOR 2026

In the coming year, Exact Forestall will continue its ambitious sustainability path, focusing on the following priorities:

- ✂ Increase self-consumption of renewable energy: Aim to exceed 120 MWh of clean energy through optimized supplier contracts and micro-installations.
- ✂ Scope 3 precision: Begin direct dialogue with facility landlords to obtain hard data on utility consumption in outsourced facilities (moving away from estimation models).
- ✂ Maintain ISO 14001 standards: Full recertification and expansion of chemical and waste training for 100% of personnel by the end of Q1 2026.
- ✂ Logistics optimization: Collaborate with at least 2 new local suppliers to shorten the supply chain and reduce transport emissions.
- ✂ EcoVadis ranking: Use collected hard data to improve the “Environment” score, strengthening our position as a preferred partner in the automotive sector.

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.

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.



**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.

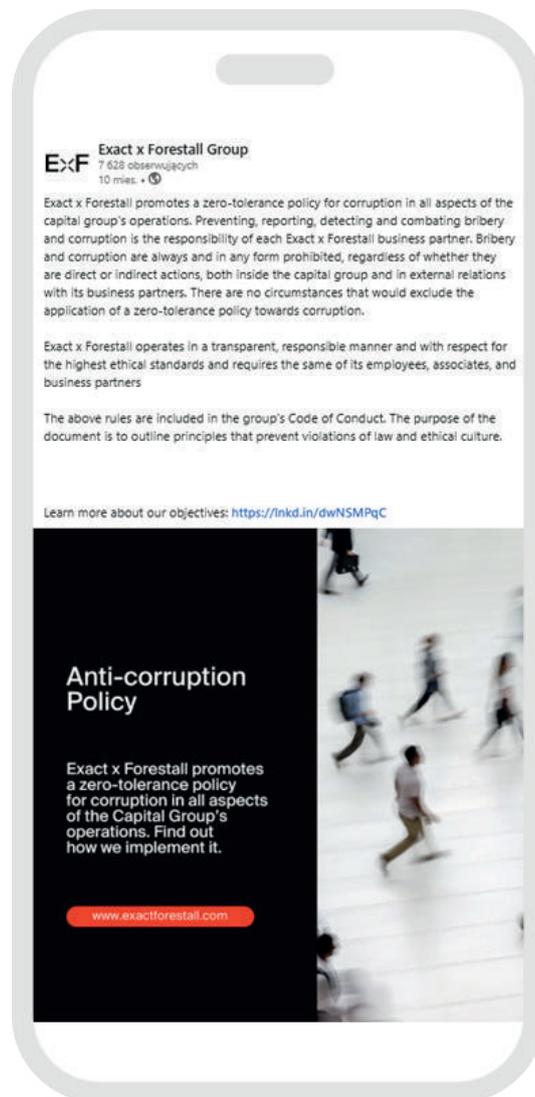
We respect everyone's right to the freedom to make employment decisions - **we do not condone modern slavery, human trafficking or any unfair recruitment practices.**

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.

In 2025, Exact x Forestall implemented a comprehensive Internal Audit Procedure across the Group. This procedure strengthens transparency, oversight, and ethical standards by:

- ✗ conducting regular compliance audits,
- ✗ monitoring supplier practices within the supply chain,
- ✗ verifying adherence to labour, environmental and anti-corruption standards,
- ✗ supporting continuous improvement and risk mitigation measures,
- ✗ ensuring alignment with the Group's values and responsible business principles.



The Internal Audit function operates as an independent unit within the Group structure and plays a key role in upholding accountability and reinforcing our commitment to integrity, sustainability, and responsible sourcing.

II. PROTECTION OF INFORMATION

In 2021, Exact Forestall implemented an **Information Security Management System** based on the **TISAX** standard, which made it possible to raise our data protection standards to the highest internationally recognized level. Since its implementation, the System has been consistently maintained, monitored, and continuously improved across all Group entities covered by the certification process.

The Information Security Management System is currently in place in the following companies of the Exact x Forestall Group: Exact Forestall S.A., Steam Workforce Sp. z o. o. Steam Recruitment Sp. z o. o., Exact Forestall GmbH, Exact Forestall S.R.O. (Cz), Exact Forestall S.R.O. (SK).

In 2026, the Group plans to extend the certification to the following additional companies: QSR24h Slovakia s.r.o., QSR24h Bohemia s.r.o. Exact Forestall Kft.

Expanding the certification to new business units is a strategic step aimed at harmonizing information security standards across the entire Group and ensuring a unified, high level of data protection for clients, employees, partners, and suppliers.

Exact x Forestall also conducts **regular awareness-raising activities** for employees in information protection, including reminder campaigns, educational communications, and dedicated training sessions for both new employees and specialized departments. In 2025, **57 new employees** completed information security training as part of their onboarding. Dedicated training sessions were also held for the IT department and the operations department. In 2026, the training program will be extended to include the remaining departments.

These activities form an essential part of building a culture of security and accountability within the Group and support our long-term strategy for sustainable and regulatory-compliant development.

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

 [Click to see](#)

Nie daj się zhakować! Obowiązkowy webinar z podstaw cyberbezpieczeństwa | POZIOM 2

 Natalia Lewczak
Specjalista ds. Komunikacji
2 min czytania

Kontynuujemy dzielenie się wiedzą w ramach webinarów prowadzonych przez pracowników naszej firmy. Już dziś zapraszamy na kolejny webinar "Nie daj się zhakować. Podstawy cyberbezpieczeństwa".

Wskażcie preferowany termin obowiązkowego szkolenia i dołączcie, aby dowiedzieć się, jak świadomie poruszać się w cyfrowym świecie i skutecznie zapobiegać cyberatakam.

III. REPORTING OF IRREGULARITIES

In 2024, we have updated an Internal Procedure for Reporting Breaches and Taking Follow-up Actions. The subject of this report 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 several ways, including by completing a reporting form available at whistleblow.exactforestall.com

Due to the importance of the Internal Procedure for Reporting Breaches and Taking Follow-up Actions, training on this procedure constitutes a mandatory element of the onboarding process throughout the entire Group.

ETHICS REPORTING

In 2025:

- ✗ Group companies noted 2 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 labour, forced labour or human trafficking nature.
- ✗ **1385 Group employees** were trained in compliance, representing **79,56%** 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** security incidents.
- ✗ **52,07%** of all Group employees are covered by formally elected employee representatives or collective agreements.

OBJECTIVES FOR 2026

The objective for 2026 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 90% 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 organization'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 organizations and associations.

We promote industry knowledge



With a permanent presence at customer sites in 12 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 on production, employment and automotive prospects. The survey is anonymous and the results are presented in an aggregated form. In 2025, **1013 respondents from 11 countries** participated in the automotive sentiment survey.

 www.exactforestall.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 contact other industry representatives.

 www.moto-idea.pl



REPORT INFORMATION AND CONTACT

The **Exact x Forestall CSR Report 2025** 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 2025 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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