



Sustainability Report



Introduction

2025 was a year of further organizing and strengthening the initiatives that have become an integral part of ATS Display's daily operations in previous years. We focused on practical outcomes, such as maintaining high standards of quality, safety, and ethics, advancing responsible procurement, minimizing our environmental impact, and improving production and organizational processes.

In the past year, we continued our efforts in the areas that matter most to our business as a POS display manufacturer: responsible sourcing of raw materials, efficient energy, water, and waste management, workplace safety, employee skills development, and transparent collaboration with clients and suppliers. A key element of 2025 was also our readiness to meet increasingly stringent regulatory and market requirements, including those related to supply chain management, raw material traceability, and verifying the environmental compliance of products and materials.

This report highlights both the areas where we achieved our intended goals and those that still require work. We view it as a summarizing tool and a benchmark for our next steps. Our aim is for sustainability not to be a standalone project, but an integral part of everyday decision-making—in design, manufacturing, procurement, logistics, and interpersonal relations.

The publication of this report represents another step on a journey that demands continuous improvement. We believe that building the long-term value of ATS Display is inextricably linked with respect for people and the planet, and that the goals set for the coming year will enable us to contribute even more effectively to a sustainable future.

Chapter I. ETHICS, COMPLIANCE AND ORGANIZATIONAL SAFETY

At ATS Display, responsible management is grounded in clear principles of conduct, legal compliance, transparency, and respect for our employees, clients, suppliers, and other stakeholders. In 2025, we focused primarily on the practical application of our existing company policies, monitoring reports, and maintaining employee awareness regarding ethics, anti-corruption, data protection, and information security.

1.1 Our Ethical Principles and Compliance

At ATS Display, key documents governing the standards of responsible business conduct are in force, including the Code of Ethics, Anti-Corruption Policy, Procedure for Internal Reporting of Violations of Law and Whistleblower Protection, Personal Data Protection Procedure, as well as standards regarding confidentiality and information security.

In 2025, these documents were applied in the company's daily operations, particularly in relations with employees, clients, suppliers, and business partners. New employees were introduced to the most important rules as part of the onboarding process.

1.2 Whistleblowing System and Protection

ATS Display operates a whistleblower reporting system that allows for confidential reporting of potential violations of law, ethical principles, or internal procedures. Every report is reviewed in accordance with established procedure.

The company's goal is not to achieve „zero reports“, but rather to maintain an accessible and secure system that allows employees and other eligible individuals to report misconduct without fear of retaliation.

1.3 Anti-Bribery & Corruption, Conflict of Interest, and Fair Competition

ATS Display maintains a zero-tolerance approach toward corruption, bribery, unfair commercial practices, and actions violating the principles of fair competition. Employees are required to avoid conflicts of interest and to act transparently and in the best interests of the company.

In 2025, these principles were applied in ongoing operations with clients, suppliers, and business partners, including the review of contracts, client inquiries, compliance questionnaires, and requirements related to a responsible supply chain.

1.4 Data Protection & Information Security

ATS Display processes personal data in accordance with applicable regulations, including the GDPR (General Data Protection Regulation), and internal data protection policies. The company employs organizational and technical measures to mitigate the risk of unauthorized access to confidential information and personal data. In 2025, we continued our collaboration with the Data Protection Officer (DPO) and maintained ongoing oversight of data protection, confidentiality, and information security matters.

0

Internal Reports Received in 2025

0

Confirmed Breaches of the Code of Ethics and Anti-Corruption Policy in 2025

0

Personal Data Breaches / Incidents in 2025



100%

Percentage of Employees Informed of the Internal Reporting Procedure in 2025

These metrics allow us to track the effectiveness of key ethical and compliance frameworks at ATS Display. Rather than viewing the absence of reports as an ultimate goal, we treat it as an indicator to monitor. ATS Display remains committed to providing an accessible, confidential, and widely recognized grievance mechanism for employees and stakeholders alike.

Chapter II. EMPLOYEES AND WORK ENVIRONMENT

ATS Display is committed to building a work environment grounded in employment stability, safety, professional development, and equal opportunity. In 2025, we maintained consistent tracking of key metrics across employment, occupational health and safety (OHS), training, and diversity, ensuring three-year data comparability.

We placed particular emphasis on enforcing equal opportunity standards, preventing discrimination and harassment, safeguarding workplace health and safety, and fostering career growth aligned with our organizational capabilities.

2.1 Workforce & Job Stability

ATS Display relies predominantly on standard employment contracts, providing workforce stability, transparent conditions, and full statutory labor benefits. We continuously track workforce demographics, turnover rates, and average tenure to align human resource planning with organizational needs.

Table 1. ATS Display Employment Data

	2023	2024	2025
Headcount	84	82	79
Staff Turnover	15,5%	23,1%	22,8 %
Permanent / Direct Contract Employees	100%	100%	100%
Annual Hours Worked per Employee (Average)*	1546	1672	1722

*Actual hours worked during the calendar year (excluding paid leave and sick leave), divided by the average number of employees.

In 2025, we celebrated 7 employee work anniversaries: four marking 10 years, two marking 15 years and one celebrating 20 years of service at ATS Display.

8,2Years

Average Tenure at ATS Display

2.2 Workplace Health and Safety



Workplace safety continues to be a cornerstone of workforce management at ATS Display. We systematically conduct required OHS training, occupational medical checks, workplace risk assessments, and regular reviews of equipment and workstations.

Throughout 2025, we advanced our occupational safety prevention efforts, addressing findings from audits, inspections, and daily manufacturing processes without delay. Strengthening our safety culture, we conducted practical first aid training to equip staff with vital emergency response skills. This engaging, hands-on program enhanced our team's preparedness for health and life-safety critical events.



Tabela 2. Workplace Health & Safety at ATS Display

	2023	2024	2025
Work-Related Accidents	1	0	0
Days Lost (Work-Related Injuries, Fatalities & Ill Health)	12	0	0
Employees Receiving OHS Training	100%	100%	100%
Employees Covered by Occupational Medical Examinations	100%	100%	100%

2.3 Training and Skill Development

Workforce skill development is key to high project quality, operational safety, efficiency, and long-term organizational growth. In 2025, our training programs spanned job-specific, technical, OHS, quality, sales, legal, and compliance topics. Through our structured Employee Performance Appraisal System, regular evaluation dialogues help identify individual training needs and align development plans with position demands and business resources.



At ATS Display, investing in team competence is fundamental to our long-term growth strategy. Alongside structured internal and external training programs, we support employee participation in global industry events, ensuring our team stays at the forefront of innovation and emerging design trends.

In 2025, our designers participated in two key industry benchmarks: Maison&Objet in Paris (September 4–8, 2025) and Feria Hábitat Valencia (September 29–October 2, 2025), further reinforcing our commitment to global exposure and cutting-edge design trends.

Participating in Maison&Objet 2025 offered direct exposure to emerging interior design trends, innovative materials, and decorative solutions.



Attending these events enabled our design team to deepen their expertise in emerging trends and materials, translating new inspirations into enhanced POS solutions - more functional, visually compelling, and aligned with contemporary retail environments.

At Feria Hábitat Valencia 2025, key focuses included craftsmanship, natural textures, refined detailing, innovative uses of light and transparency, and ethno-design influences.



2.4 Equal Opportunity, Diversity, and Non-Discrimination

ATS Display is committed to equal opportunity across recruitment, remuneration, skill development and daily operations. All HR decisions are strictly merit-based, evaluating qualifications, professional experience, role requirements, and business demands.

In 2025, we continued our efforts to combat discrimination, workplace bullying, and harassment. To reinforce a respectful workplace culture, we conducted employee training in October 2025 focused on preventing anti-mobbing, harassment, and discrimination. The sessions covered equal treatment standards, examples of prohibited conduct, and reporting channels for grievances. This initiative strengthens employee awareness regarding labor rights, psychological safety, and a work culture based on respect.

Our talent acquisition practices prioritize inclusivity and non-discriminatory criteria in job postings and selection processes. The scope of duties, job requirements, and recruitment decisions are based on substantive criteria, such as qualifications, experience, and suitability for the role.

Furthermore, in 2025, we engaged with emerging talent at two recruitment fairs: the Job and Internship Fair at SWPS University (April 10) and the Job and Entrepreneurship Fair in Otwock (June 17), engaging directly with applicants to showcase career opportunities and key projects at ATS Display.



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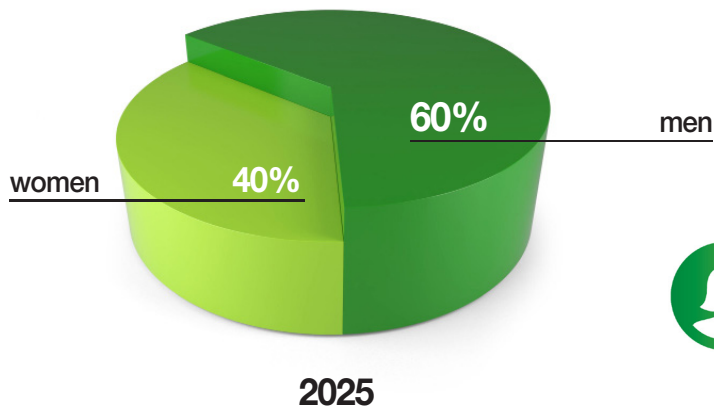
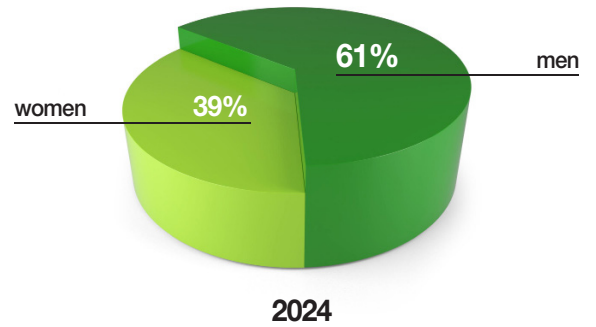
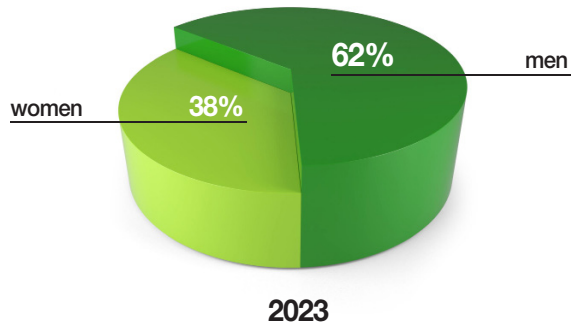
Reported Cases of Discrimination, Bullying, or Harassment

100%

of employees trained in equal treatment, non-discrimination, anti-mobbing, and harassment prevention

Employment Structure

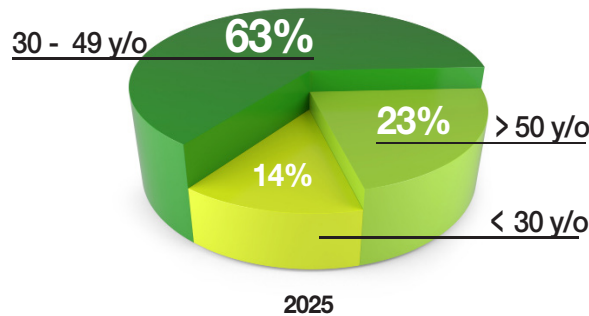
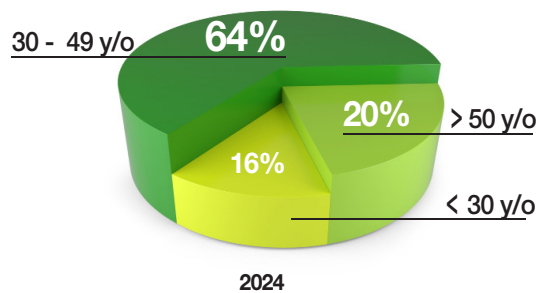
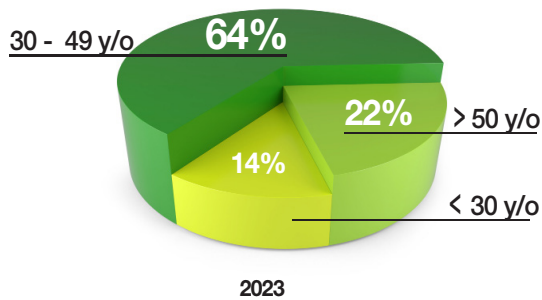
Gender Diversity



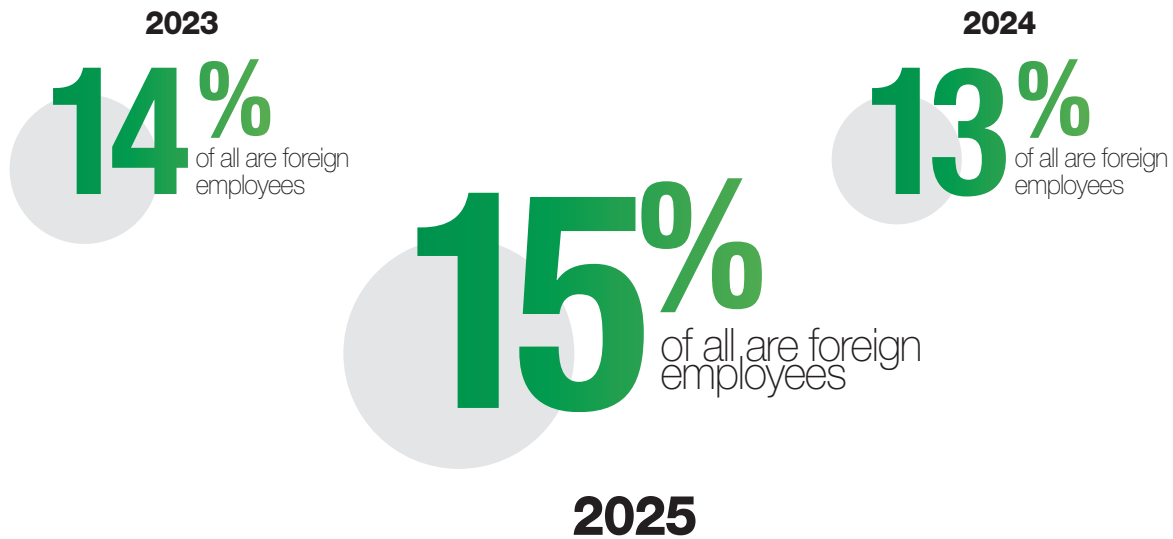
43% of leadership positions hold **women**

matching our 2024 results and marking a 5-percentage point increase compared to 2022–2023.

Age Demographics



National Origin



2.5 Internal Mobility and Career Development

ATS Display actively fosters professional growth by entrusting employees with new challenges, expanding their scope of responsibility, offering on-the-job training, and providing cross-functional experience across diverse business areas.

Given the organization's scale, internal mobility goes beyond formal job title changes. In practice, it includes promotions, expanded responsibilities, lateral department shifts, participation in key projects, and targeted competency development that empowers staff to work with greater autonomy.

9 Promotions, Role Changes, and Expanded Responsibilities in 2025

100% of employees covered by the Employee Performance Appraisal System

Chapter III. SUSTAINABLE SUPPLY CHAIN

3.1 Supply Chain ESG Monitoring

In 2025, we rolled out the 2nd edition of our sustainability self-assessment for key material and service suppliers. The assessment benchmarked practices across labor rights, OHS, business ethics, and environmental protection, drawing on the ATS Display Supplier Code of Conduct and international frameworks such as the ILO, ETI, and UN Global Compact.

Feedback covered core procurement categories - including steel, timber, paints and coatings, and logistics. The findings provided valuable insight into our partners' ESG maturity and highlighted key focus areas for ongoing dialogue.

Crucially, **100% of participating suppliers acknowledged the ATS Display Supplier Code of Conduct** and pledged adherence to its principles. All respondents verified full alignment with core standards: lawful employment, minimum wages, fair working hours, voluntary labor, and zero tolerance for child labor. Every respondent also confirmed operational OHS policies and ongoing staff training. While basic compliance is strong, the survey highlighted varying maturity in formal environmental, ethical, and ESG management systems. We treat these insights as a baseline to drive continuous collaboration and enhance transparency throughout our supply chain.

Number of material and service provider categories subject to self- assessment

6

100%

Respondents confirming review of the ATS Display Supplier Code of Conduct

Respondents declaring lawful employment, compliance with minimum wage and working hours standards and freely chosen employment

100%

100%

Respondents declaring absence of child labor

Respondents declaring the existence of OHS policies and regular employee training

100%

100%

100% of respondents track energy and water consumption, CO² emissions, or waste, either fully or in part

3.2 Responsible Wood Sourcing and EUDR Readiness

Wood, wood-based materials, and paper packaging materials are essential elements of our supply chain. Therefore, we maintain mechanisms to control the origin of selected raw materials and collaborate with suppliers who can confirm material compliance with certification and regulatory requirements.

In 2025, maintaining FSC® Chain of Custody certification remained one of our key tools for managing the responsible sourcing of wood and wood-based materials. FSC certification supports raw material traceability and confirms its origin for selected projects and orders executed according to customer requirements.

At the same time, we continued our preparations to meet the requirements of the EU Deforestation Regulation (EUDR). As part of these efforts, we identified the material categories covered by the regulation, analyzed documentation needs, and maintained ongoing dialogue with suppliers regarding the origin and legality of raw materials.

0 non-conformities identified during the 2025 FSC CoC audit

100% FSC training completion rate across Operations and Sales Departments

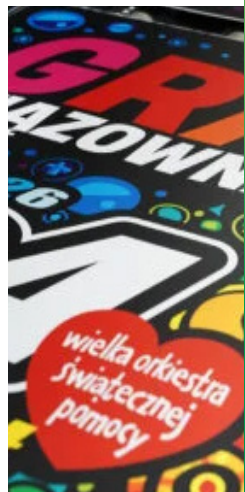
70% FSC certification rate among wood and wood-derived material suppliers

around **75%** FSC certification rate for purchased paper packaging

Chapter IV. SOCIAL ENGAGEMENT

4.1 WOŚP 2025

In late January 2025, ATS Display actively supported the 33rd Grand Finale of the Great Orchestra of Christmas Charity (WOŚP) in Wiązowna. Our team rallied behind this year's cause - pediatric oncology and hematology - putting our belief that „together we can do more” into action. By engaging locally in this nationwide movement, we contributed to funding state-of-the-art diagnostic and medical equipment for children. Participating in the WOŚP Finale embodies our corporate values, particularly empathy, as we continue to act as a responsible corporate neighbor.



4.2 45. Wiązowna Half Marathon

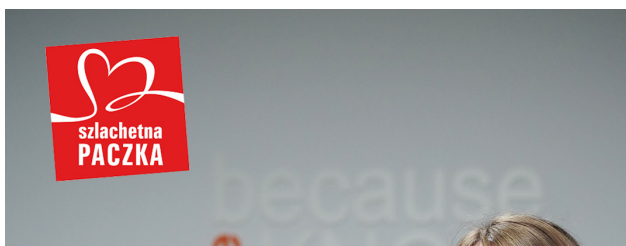
Promoting active lifestyles, personal passions, and community integration is core to our corporate culture. Once again, ATS Display proudly partnered with one of the region's premier athletic events – the 45th Wiązowna Half Marathon on February 23, 2025. As part of our sponsorship, we built the official victory podium for the award ceremonies. Our team also joined the action on the course, with company runners competing in the 5 km companion race under the ATS Display banner.



4.3 „Senior+” Day Care Center

In 2025, we deepened our ongoing partnership with the „Senior+” Day Care Center in Wola Karczewska to support our local elderly community. For the center's 10th anniversary on October 24, 2025, our team produced custom graphic displays and prints for the exhibition „For the world is a miracle, and every person is a miracle,” showcasing the seniors' creative works. This initiative reflects our core

belief that corporate social responsibility means showing up consistently to make a positive local impact.



4.4 Szlachetna Paczka 2025 Initiative

On December 13–14, 2025, ATS Display employees rallied together for the nationwide „Szlachetna Paczka” (Noble Gift) campaign. Through dedicated employee contributions, we fulfilled the tailored needs of a local family, delivering essential supplies and holiday support. Our yearly involvement in this initiative is integral to fostering an internal culture of empathy and unity, reinforcing the powerful impact of coming together for a good cause.



4.5 Local Job Market & Young Talent Support

In 2025, we broadened our social initiatives to focus on vocational education and early-career support. We engaged with emerging talent at the SWPS University Job & Internship Fair on April 16, 2025, highlighting career pathways and trends in the POS sector. On June 17, 2025, we also joined the outdoor Job & Entrepreneurship Fair in Otwock. By facilitating direct dialogue, offering professional advice, and sharing best industry practices, we actively foster regional human capital development and workforce readiness.



4.6 Industry Education & Promoting Sustainable Innovations

In 2025, ATS Display led efforts to raise environmental awareness across the retail and marketing industries. By publishing expert content - such as our article „Ecology in the Spotlight: How Sustainability Drives Innovation in the POS Industry” in the H1 2025 issue of OOH magazine - we shared insights on embedding sustainability into modern marketing. We encouraged business partners and designers to rethink POSM standards through full lifecycle thinking. This ongoing dialogue supports our broader goal of creating a responsible market ecosystem where green transformation fuels meaningful innovation.

Chapter V. ENVIRONMENTAL IMPACT REPORT

ATS Display’s environmental impact primarily stems from manufacturing processes, energy and water consumption, materials used, logistics, and waste generation. In 2025, we focused on tracking key environmental performance indicators and implementing initiatives to promote efficient resource management.

This chapter presents data on water and energy consumption, greenhouse gas (GHG) emissions, waste management, and solutions aimed at mitigating the environmental impact of our operations. It also covers responsible design, safe product usage, and the documentation of environmental activities to enable performance comparison in subsequent years.

The report has been prepared with reference to selected Global Reporting Initiative (GRI) indicators relevant to the scale and nature of ATS Display’s business. In the environmental section, we present quantitative data allowing for year-on-year performance tracking, particularly regarding energy and water consumption, GHG emissions, and waste management.

5.1 WATER CONSUMPTION

In 2025, potable water consumption was lower than in the previous year, decreasing by 28 m³, or approximately 4.3% compared to 2024. This represents a partial mitigation of the increase recorded the year before.

Water consumption at ATS Display depends primarily on ongoing operational needs, cleaning maintenance, and selected manufacturing processes. In subsequent years, we will continue to monitor usage to more swiftly identify deviations and opportunities for further optimization.

Table 3. Total potable water consumption.

Potable Water Consumption (m3)	Potable Water Consumption (m3)	Potable Water Consumption (m3)
2023	2024	2025
485	648	620

100% of used potable water recycled through the municipal water supply network

In 2025, we continued to utilize the ATS Assemble QR application to provide digital assembly instructions for our products. This solution reduces the need for printed paper manuals while making it easier for clients and assembly teams to access up-to-date materials.

Thanks to the digitization of instructions, we saved 159,635 liters of water in 2025, representing an increase of approximately 8% compared to 2024. This result demonstrates that even simple digital solutions can yield tangible resource savings in our day-to-day operations.

? Did you know that producing a single sheet of A4 paper consumes approximately 5 liters of water?

159635 liters of water saved thanks to the digitization of instructions.

5.2 WATER RECYCLED AND REUSED IN 2025

All water used at ATS Display is sourced entirely from the municipal water supply network. In 2025, water consumption was divided between domestic needs and selected manufacturing processes.

The vast majority of the water used, namely 614.4 m³, was discharged into the sewage system as domestic wastewater and subjected to further treatment. The remaining 5.6 m³ consisted of wash-water from manufacturing processes, which was transferred to a specialized entity for recovery.

In the surface preparation process for powder coating, we utilize a closed-loop spray-wash system with a total capacity of 6,500 liters, including a retention tank. The water remains in circulation until its washing properties are depleted, typically over a period of 6 to 12 months. It is then transferred for recovery under process D-9, which involves precision filtration to enable the reused of purified water in industrial circulation.

100% of used water was recycled or recovered

5.3 ELECTRICITY GENERATION AND CONSUMPTION

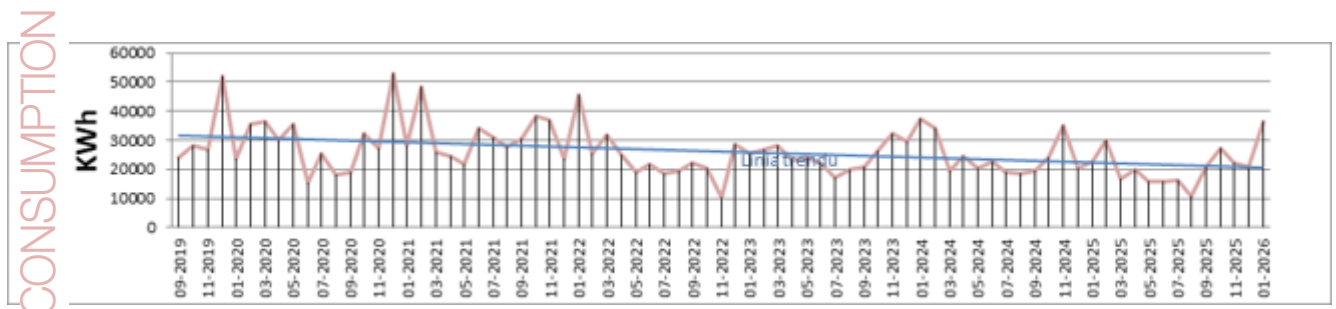
In 2025, we recorded a significant decrease in grid electricity consumption - down by 58,440 kWh, or approximately 19.6% compared to 2024. At the same time, solar energy generation from our photovoltaic installation increased by about 6.8%, and the amount of energy fed back into the grid was roughly 41.2% higher than in the previous year.

The improvement in our energy balance was driven both by the results of infrastructure modernizations carried out in the preceding period - including the transition to LED lighting and improved thermal insulation in parts of the production hall - as well as ongoing operational monitoring of electricity consumption. Our onsite photovoltaic system continues to mitigate grid reliance and increase the share of renewable energy sources (RES) in our overall energy mix.

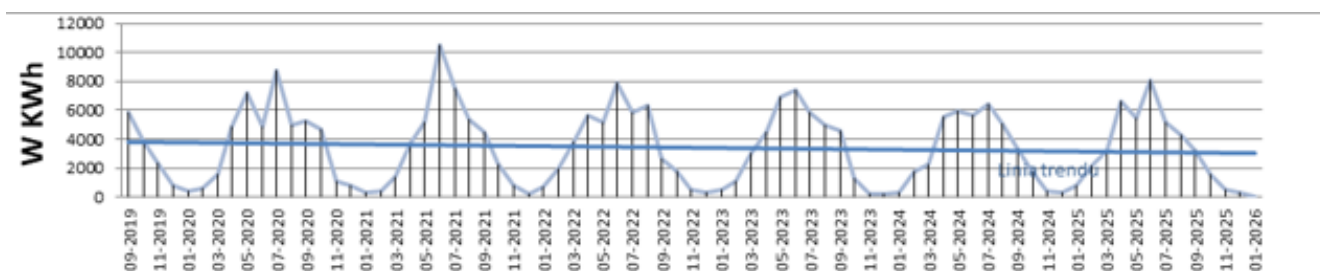
In 2025, activities in this area focused primarily on sustaining the results of previous improvements, the rational use of energy, and data analysis to enable faster identification of consumption deviations.

Table 4. Consumption, generation, and sale of electricity using the photovoltaic installation

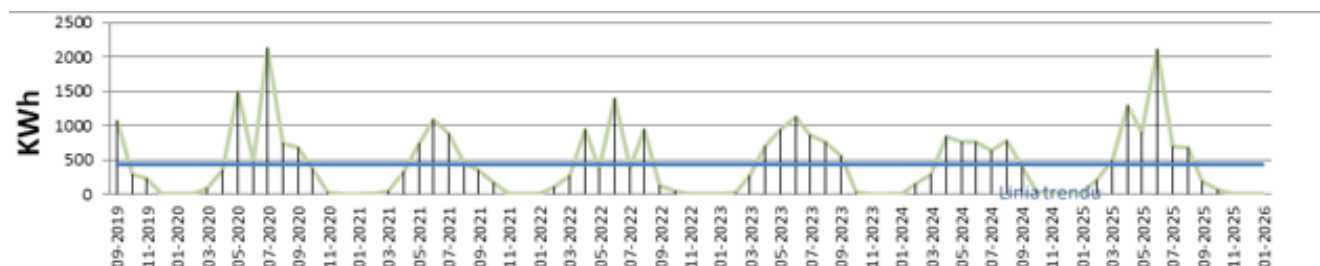
Reporting Period	Total Grid Electricity Consumption (kWh)	Total Generation (kWh)	Total Energy Sold (kWh)
2023	294757	40437	5262
2024	298338	38582	4694
2025	239898	41213	6627



GENERATION



SOLD



5.4 GREENHOUSE GAS (GHG) EMISSIONS

In 2025, we continued to monitor our greenhouse gas emissions across Scope 1 and Scope 2. The calculations encompass direct emissions arising from fuel oil combustion and fuel consumed by our corporate fleet, as well as indirect emissions associated with purchased electricity.

Scope 1 and Scope 2 emissions were calculated based on actual operational data, including volumes of purchased fuel oil, electricity consumption, and corporate fleet metrics. For our vehicle fleet, we track indicators such as mileage, fuel efficiency, and fuel consumption per vehicle, enabling precise tracking of emissions related to company-owned transport. The calculations were conducted using emission factors applied in the EcoVadis Carbon Estimator tool.

Scope 3 data has not been published in this report, as it remains estimated and requires further refinement of both methodology and input data quality. In subsequent years, we will evaluate the feasibility of gradually reporting Scope 3 emissions to the extent that the data becomes sufficiently reliable and comparable.

Table 5. CO₂ emissions in 2023, 2024, and 2025

		CO ₂ emissions in 2023 (tCO ₂ eq)	CO ₂ emissions in 2024 (tCO ₂ eq)	CO ₂ emissions in 2025 (tCO ₂ eq)
Heating oil	Scope 1	90,89	85,44	102,56
Company fleet		22,74	18,58	16,73
Purchased grid electricity	Scope 2	223,87	188,01	103,42
TOTAL EMISSIONS		337,50	292,03	222,71

In 2025, total Scope 1 and Scope 2 emissions amounted to 222.71 tCO₂eq representing a decrease of 69.32 tCO₂eq or approximately 23.7%, compared to 2024. The largest reduction was achieved in emissions associated with purchased grid electricity, which dropped by approximately 45%. Emissions from company vehicles declined by roughly 10%, whereas the approximately 20% increase in heating fuel emissions compared to the previous year resulted from higher fuel oil consumption during the winter season due to lower temperatures.

In 2025, our photovoltaic installation reduced emissions by 33 tCO₂eq annually.

5.5 WASTE MANAGEMENT

Waste management at ATS Display is directly linked to the nature of our manufacturing operations and the materials used, such as wood, metal, plastics, paints, varnishes, and packaging materials. Therefore, we continuously monitor the types and quantities of waste generated, as well as its subsequent management methods.

In 2025, we continued to segregate waste by stream and transfer it to authorized entities for recycling, recovery, or disposal in compliance with applicable legal regulations. Particular attention was paid to reusable waste streams and those requiring specialized handling, including hazardous waste.

Table 6. Types and Quantities of Waste Generated and Rates of Recycling and Recovery

Lp.	Waste codes	Waste types	Year	Waste weight (Mg)	Recycling / recovery (%)
1	03 01 05	sawdust, shavings, cuttings, wood, particle board and veneer other than those mentioned in 03 01 04	2023	13,040	100% recycled
			2024	8,400	
			2025	0	
2	07 02 13	plastics	2023	9,794	60%–80% recycling
			2024	12,745	
			2025	7,2620	
3	08 01 11*	waste paint and varnish containing organic solvents or other dangerous substances	2023	0,813	100% recovery via process D10
			2024	0,2510	
			2025	0,5650	
4	08 02 01	waste powder coatings	2023	2,305	100% recovery via process R12
			2024	0	
			2025	1,7880	
5	11 01 12	aqueous rinsing liquids other than those mentioned in 11 01 11	2023	9,241	100% recovery via process D09
			2024	0	
			2025	5,600	

Lp.	Waste codes	Waste types	Year	Waste weight (Mg)	Recycling / recovery (%)
6	12 01 02	ferrous metal dust and particles	2023	0,060	100% recycled
			2024	0,120	
			2025	0,060	
7	15 01 01	paper and cardboard packaging	2023	5,382	60%-80% recycling
			2024	5,057	
			2025	5,106	
8	15 01 02	plastic packaging	2023	4,026	60%-80% recycling
			2024	2,982	
			2025	2,666	
9	15 01 06	mixed packaging	2023	0	100% recovery via process R12
			2024	0	
			2025	1,2130	
10	15 01 10*	packaging containing residues of or contaminated by hazardous substances, e.g. plant protection products of toxicity class I and II – very toxic and toxic	2023	0,346	100% recovery via process D10
			2024	0,333	
			2025	0,5600	
11	15 02 02*	absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	2023	0,575	100% recovery via process D10
			2024	0,399	
			2025	0,3720	
12	15 02 03	absorbents, filter materials, wiping cloths and protective clothing other than those mentioned in 15 02 02	2023	0,101	100% recovery via process R12
			2024	0	
			2025	0,4630	
13	16 02 13*	discarded equipment containing hazardous components other than those mentioned in 16 02 09 to 16 02 12	2023	0	100% recycled
			2024	0,048	
			2025	0	
14	16 02 14	discarded equipment other than those mentioned in 16 02 09 to 16 02 13	2023	0,013	100% recycled
			2024	0,078	
			2025	0,0071	
15	16 06 05	other batteries and accumulators	2023	0	100% recycled
			2024	0,015	
			2025	0	
16	17 02 01	wood	2023	9,400	100% recycled
			2024	32,900	
			2025	18,800	

Lp.	Waste codes	Waste types	Year	Waste weight (Mg)	Recycling / recovery (%)
17	17 04 01	copper, bronze, brass	2023	0	100% recycled
			2024	0,013	
			2025	0	
18	17 04 02	aluminium	2023	0	100% recycled
			2024	0,420	
			2025	0	
19	17 04 05	iron and steel	2023	28,490	100% recycled
			2024	35,910	
			2025	30,560	

* hazardous waste

Table 7. total amount of waste

	2023	2024	2025
total mass in Mg	83,5860	99,6710	75,0221
total mass of hazardous waste in Mg	1,7340	1,031	1,497
total mass recycled/recovered in Mg	77,8254	85,1222	70,5119
waste recovered / recycled in %	93	85	94

In 2025, the total weight of generated waste amounted to 75.02 Mg, representing a decrease of 24.65 Mg, or approximately 24.7%, compared to 2024. The largest waste streams consisted of metals - primarily iron and steel - which accounted for approximately 40.8% of total waste generation, and wood, which represented a share of roughly 25.1%.

Compared to 2024, there was a significant reduction in the volume of wood waste (waste codes 03 01 05 and 17 02 01), which fell by 22.5 Mg (approx. 54.5%), as well as plastic waste and plastic packaging waste (codes 07 02 13 and 15 01 02), which decreased by a combined total of approximately 5.8 Mg (approx. 36.9%). The weight of metal waste (codes 12 01 02, 17 04 01, 17 04 02, and 17 04 05) also declined by approximately 5.84 Mg, down by about 16% year-on-year.

Hazardous waste (indicated by an asterisk) totaled 1.50 Mg in 2025, accounting for approximately 2% of total waste generated. Compared to 2024, the volume of hazardous waste increased by 0.47 Mg, mainly due to higher quantities of paint and varnish waste and packaging containing residues of or contaminated by hazardous substances. All hazardous waste was handed over to specialized waste management facilities in full compliance with legal requirements.

Chapter VI. RATINGS AND ACHIEVEMENTS

At ATS Display, we believe that transparency, continuous quality improvement, and undergoing independent third-party evaluations constitute the foundation of a trustworthy business. The year 2025 was a period of intensive development for us, resulting in the maintenance of prestigious positions in global ratings, the successful completion of key certification audits, and the receipt of exceptional awards from our commercial partners.

Below is an overview of our major ratings and awards, which confirm the highest ethical, quality, environmental, and labor standards implemented across ATS Display's organizational structures.

6.1 EcoVadis – Gold Sustainability League

ATS Display maintained its position among the elite recipients of the EcoVadis Gold Medal. As a result of the assessment conducted at the end of 2024, we achieved a score of 78 points, placing us in the 97th percentile of all evaluated entities worldwide. Achieving a spot in the top 3% out of more than 150,000 companies assessed by the EcoVadis platform demonstrates that environmental protection, labor and human rights, business ethics, and sustainable procurement are an integral part of our daily practice.



6.2 Sedex – Joining SEDEX Supplier Plus and Achieving an „Advanced” Rating

In May 2025, we took another step towards supply chain transparency by officially joining SEDEX Supplier Plus on the Sedex platform. As part of the updated Self-Assessment Questionnaire (SAQ) - which evaluates labor standards, health and safety, environmental protection, and business ethics - ATS Display achieved the highest assessment level: Advanced. This self-assessment allows us to better manage risks, continuously refine our practices across key operational areas, and develop with a better future in mind.



6.3 FSC® (Forest Stewardship Council®) Chain of Custody Certification

As a manufacturer of POS (Point of Sale) materials, for whom wood and wood-based materials constitute key product components, we place immense emphasis on the legality and sustainable sourcing of our raw materials. In 2025, we successfully passed the annual surveillance audit for the FSC® Chain of Custody certification.

The FSC certificate guarantees to our clients that the materials used in the manufacturing of their displays originate from responsibly managed forests, respecting the rights of local communities and nature conservation. In 2025, we recorded an increase in the share of FSC-certified raw materials within our overall production volume, bringing us closer to achieving our long-term sustainable management goals.



The mark of
responsible forestry
FSC® C177133

6.4 ISO 9001:2015 Quality Management System

The operational foundation for all production and logistics processes at ATS Display is our certified Quality Management System. In July 2025, our company successfully underwent a rigorous ISO 9001 recertification audit.

An external auditor confirmed full compliance of our design, manufacturing, and customer service procedures with international standards. An effectively operating ISO 9001 system allows us to minimize process errors, optimize raw material consumption - directly supporting our environmental objectives - and ensure repeatability and the highest quality for every display leaving our factory.



Cert. No. 5658

6.5 HH Global: “Distinguished” Status in SPF and Sustainability Award

Success in Global ESG Performance Assessment – HH Global Rating

In 2025, ATS Display submitted its processes to a rigorous international verification under the Sustainable Procurement Framework (SPF) platform, managed by one of our key business partners, HH Global. The assessment, based on the UN Sustainable Development Goals, evaluated areas such as supply chain management and environmental data. In April 2025, our company achieved the high-level status of „Excelling,” which was upgraded in August 2025 - following the implementation of further improvements - to the „Distinguished” level. This represents the highest possible tier on the 5-point ESG maturity scale. This result serves as objective confirmation of our transparency and our position as a trusted, eco-conscious leader among global brands.



Sustainability Award as part of the HH Global Excellence Awards

On December 15, 2025, ATS Display was honored with the Sustainability Award - the highest distinction in the prestigious HH Global Excellence Awards. The scale and significance of this achievement are demonstrated by the fact that our company was selected from among more than 5,600 suppliers collaborating globally with HH Global. This recognition serves as official, international confirmation of our long-term commitment to responsible manufacturing, sustainable development, and the tangible minimization of our production processes' environmental impact at every stage of operation.



6.6 Certificate of Business Credibility

Sustainable development encompasses not only environmental protection and social commitment, but also corporate governance and financial responsibility towards employees and commercial partners. In 2025, ATS Display was honored with the Certificate of Business Credibility awarded under the „Rzetelna Firma” (Reliable Company) program, conducted by Kaczmarek Group Sp. j. in cooperation with the National Debt Register (KRD). The certificate confirms the company's credibility and reliability, with program participants being verified based on data from multiple independent sources. For ATS Display, this recognition serves as confirmation of our stability, business integrity, and consistent building of trust in relationships with clients and partners.



6.7 Dun & Bradstreet Report

In 2025, ATS Display was once again awarded a 2A1 rating in the Dun & Bradstreet report for 2024. The report was prepared by the international business intelligence agency based on financial, industry, and market data, including financial statements, indicators from Statistics Poland (GUS), and data from the Polish Financial Supervision Authority (KNF). The rating achieved confirms ATS Display's high financial credibility, its ability to fulfill obligations, and the company's stable position over the next 12 months.



6.8 Successes and Industry Awards in 2025

In 2025, our durable and eco-friendly displays once again dominated the most prestigious industry competitions in Europe:

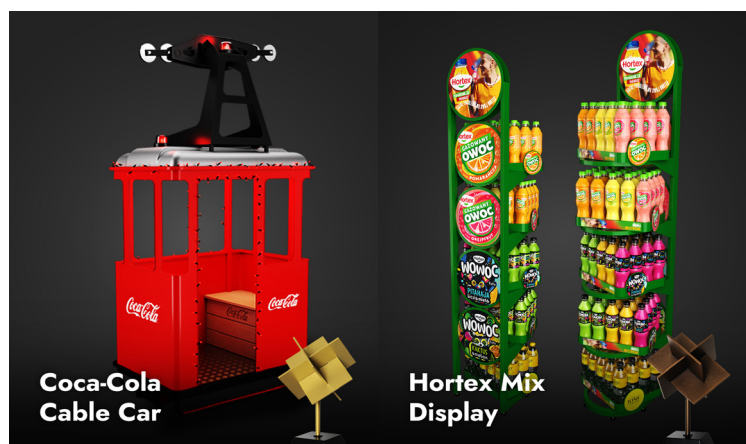
POS STARS 2025

Main Award in the „Design of the Year” category for the **Tequila 1800 Event Bar** project, and a **Special Mention** for the **Coca-Cola Cable Car** project in the „POS EVENT” category.



Display Superstar Awards 2025 (Mainz):

Gold in the „Display small series – Wood, Plastic, Metal” category for the **Coca-Cola Cable Car** project, and **Bronze** in the „Display main material: wood, plastic, and metal – Floor display” category for the **Hortex Mix Display**.



Smart Retail Award 2025 (Italy)

2nd place in the „Store Design” category for the Chopin. Retail Zone project, and **2nd place** in the „Pop Durevoli” category for the Coca-Cola Cable Car display.



127 awards and special mentions



SUMMARY

The year 2025 was a period of further structuring and strengthening ATS Display's sustainability initiatives. We achieved our target goals across multiple areas, particularly regarding social audits, waste management, Scope 1 and Scope 2 emissions reduction, and the continued deployment of our ATS Assemble QR digital assembly instructions. At the same time, certain measures - specifically concerning Scope 3 emissions and the EUDR - require further refinement of methodologies, input data, and supplier collaboration.

Throughout 2025, we maintained a data-driven approach: continuously monitoring energy and water consumption, greenhouse gas emissions, waste generation, employee training, workplace safety, and key aspects of a responsible supply chain. These results form a solid foundation for setting more measurable and realistic targets for the upcoming year.

Designing and manufacturing durable POS materials using raw materials that can be routed for recycling or recovery at the end of their lifecycle remains a core element of our environmental responsibility. In 2025, **100% of our finished products were manufactured from recyclable or recoverable materials, and we recorded zero product recall incidents.** This confirms the critical importance of quality control, product safety, and responsible material selection right from the design and manufacturing stages.

Progress Against 2025 Targets

SMETA 4-Pillar audit

The target for 2025 was to undergo the SMETA 4-Pillar audit and achieve a result with no major non-compliances. This target was successfully achieved. In 2025, ATS Display passed the SMETA 4-Pillar audit, with the identified non-compliances being minor in nature and addressed through corrective action plans.

Waste Management

The target was to increase the waste recycling and recovery rate to at least 90%. This target was successfully achieved. In 2025, the recycling and recovery rate reached 94%, exceeding the set threshold. Concurrently, total waste volume decreased by approximately 24.7% compared to 2024, confirming an improvement in waste stream management.

Greenhouse Gas Emissions

In 2025, we continued to monitor Scope 1 and Scope 2 emissions based on actual consumption data for heating oil, electricity, and fuel used by company vehicles. Total Scope 1 and Scope 2 emissions amounted to 222.71 tCO₂eq representing a reduction of approximately 23.7% compared to 2024. The most significant

decrease occurred in emissions associated with purchased grid electricity.

The target regarding the continued analysis of Scope 3 emissions was achieved in terms of working calculations and data collection; however, Scope 3 data has not been published in the 2025 report. These figures remain estimates and require further enhancement of input data quality and methodology to ensure reliable comparability in subsequent years.

EUDR and Responsible Sourcing

In 2025, we continued our preparations for EUDR compliance, specifically regarding the identification of regulated material categories and documentation requirements concerning the origin of wood, wood-derived, and paper materials.

This target remains in progress and will continue into 2026, which is also a result of the postponed application date of the EUDR and the fact that obligations under the regulation did not yet fully enter into force in 2025. Further actions will be carried out in close collaboration with key suppliers.

Water Management and ATS Assemble QR Digital Instructions

The target was to increase the volume of water saved through the digitalization of assembly instructions by 40% compared to 2024. This target was not fully met. In 2025, thanks to ATS Assemble QR, 159,635 liters of water were saved, representing an increase of approximately 8% compared to 2024. Despite the lower-than-projected growth, the solution continues to deliver tangible reductions in paper consumption and water usage associated with printing assembly manuals.

OUR SUSTAINABILITY GOALS FOR 2026

Ethics, Compliance, and Organizational Safety

- **Ethics and Compliance in Onboarding** – Covering 100% of newly hired employees with an onboarding program that includes the Code of Ethics, Anti-Corruption Policy, internal reporting (whistleblowing) procedure, equal treatment principles, and anti-mobbing and anti-discrimination policies.
- **Information Security** – Conducting at least one educational awareness campaign regarding the safe use of email, links, and attachments.
- **Conflicts of Interest and Gifts** – Conducting at least one refresher communication for employees in client- and supplier-facing roles regarding the rules on receiving gifts, avoiding conflicts of interest, and reporting potential concerns.

Employees and the Work Environment

- **Occupational Health and Safety (OHS)** – Maintaining 100% coverage of employees with mandatory OHS training and occupational health examinations.
- **Employee Skill Development** – Ensuring an average of at least 5 training hours per employee annually.
- **Internal Mobility and Skill Development** – Identifying at least 3 cases of employee internal development annually, including promotions, role changes, expanded scope of responsibility, participation in new project areas, or skill development enabling greater autonomy.

Sustainable Supply Chain

- **FSC® Certification and Supplier Monitoring** – Maintaining FSC® Chain of Custody certification and continuously monitoring the share of certified suppliers of wood, wood-derived, and paper materials.
- **EUDR Verification of Wood Material Suppliers** – Subjecting key suppliers of wood, wood-derived, and paper materials to EUDR verification in 2026, specifically regarding the availability of information on raw material origin, certificates, and documentation required to confirm the legality and compliance of materials with anti-deforestation requirements.
- **ESG Criteria in Supplier Assessment** – Incorporating environmental, social, and ethical criteria into the periodic evaluation of key material and service suppliers, as well as communicating ATS Display's expectations regarding labor rights, OHS, ethics, environmental protection, and compliance with the Supplier Code of Conduct to key suppliers (at least 1 communication during 2026).

Environmental Report

- **Preparing the Company to Implement EUDR Requirements** – Subjecting 100% of the primary wood and wood-derived material groups used by the company to analysis, defining ATS Display's role in the supply chain, and establishing rules for collecting and transferring required information.
- **Waste Management** – Maintaining a high rate of waste recovery and recycling at a level of at least 90%, and further reducing the volume of waste directed for disposal.
- **Energy Efficiency** – Reducing electricity consumption by at least 2% compared to 2025, while maintaining a comparable scale of production.
- **Water Consumption** – Reducing total water consumption across company operations by at least 2% compared to 2025, provided a comparable level of employment and scale of production is maintained.