

AKOMEX Group

Akomex Group ESG Report

2023



*A sustainable path
in the world of packaging*

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01 ● Foreword

Dear Sirs,

I am pleased to present a report on our activities in the ESG area. As a packaging production group, we recognise our responsibility to society and the natural environment. We therefore prioritise issues of sustainable development and corporate social responsibility.

The document below represents a further step towards greater transparency and accountability, as expected by our stakeholders, including customers, suppliers, employees and the communities in which we operate. We are pleased to report our achievements to date, but also recognise the challenges we face in terms of sustainable development.

In each chapter, we present not only our current initiatives related to environmental protection, such as reducing carbon dioxide emissions, but also our activities for local communities, such as social programmes or investments in the development of sports.

Our ESG report is not just a document; it is a manifesto of our commitment to building a better future for our Group, our stakeholders and our planet. We encourage you to read it and share your comments and suggestions that will help us achieve our mission even better.

Thank you for your commitment and support of our sustainability efforts. We believe that only by working together can we bring about the positive change the world so desperately needs.

Best regards,

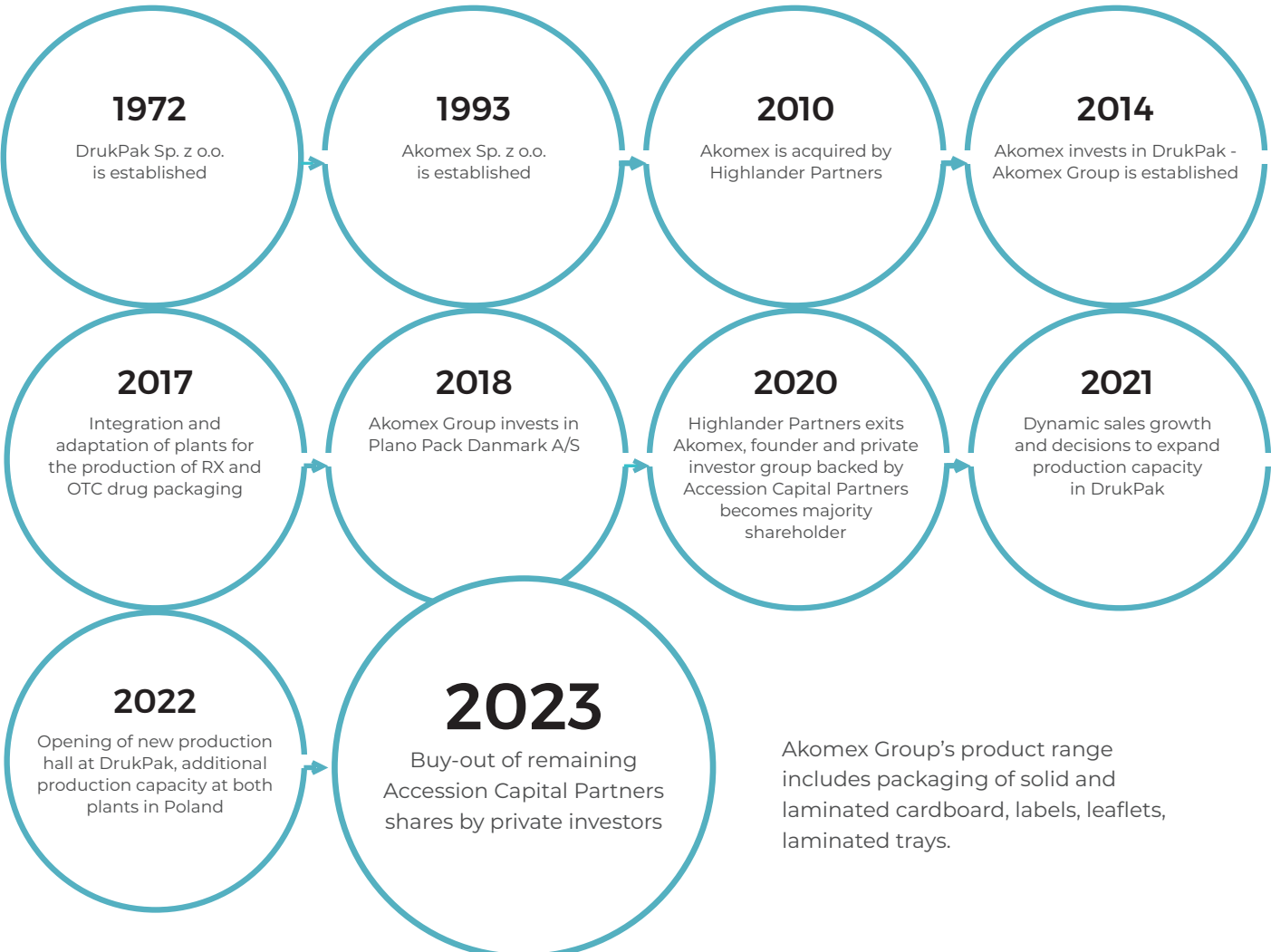
Grzegorz Łajca
CEO

Akomex Sp. z o.o.,
DrukPak Sp. z o.o.



02. Who are we?

Akomex Group is a leading Polish manufacturer of cardboard packaging. We produce the highest quality solid cardboard packaging, leaflets, labels, as well as laminated trays and sheets in three modern factories in Poland and Denmark (Akomex, DrukPak and PlanoPack plants).



50

YEARS OF EXPERIENCE IN THE PHARMACEUTICAL INDUSTRY

Our products...

...are designed for sectors such as pharmaceuticals, food, personal care, electronics and technology or home accessories. We have 50 years of experience in pharmaceutical packaging and over 30 years of experience in food packaging.

Our state-of-the-art machinery allows us to offer a wide range of finishing options, including hot stamping, embossing (Braille) and various types of varnishing. All to make the product stand out on the shelf. We also specialise in anti-counterfeiting methods on packaging such as holograms, microprinting or twin effect.

Akomex Group is also PEFC and FSC® certified, ensuring that our raw materials come from responsible sources. Akomex Group is also BRC, ISO 9001, ISO 15378 and ISO 14001 certified.



The mark of responsible forestry



PEFC



Akomex Group...

...undergoes an annual audit by EcoVadis, a leading global rating agency that assesses the activities and practices from a corporate social responsibility perspective, including environmental commitment.

Portfolio of companies



Location: Starogard Gdański (Poland)
Markets: Poland, European Union
Business scope: solid cardboard packaging, laminated trays and sheets



Location: Aleksandrów Kujawski (Poland)
Markets: Poland, European Union
Business scope: solid cardboard packaging, leaflets, labels



Location: Ikast (Denmark)
Markets: European Union, Poland
Business scope: laminated trays and sheets

Akomex Group in figures



3 modern plants in Poland and Denmark



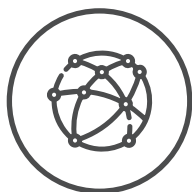
Over 50 years of experience in the manufacture of solid cardboard packaging for the pharmaceutical sector



A team of over 600 highly qualified employees



Over 2 billion packages per year



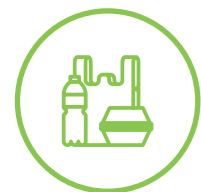
Export 53%, 47% domestic



Over 300 million leaflets per year



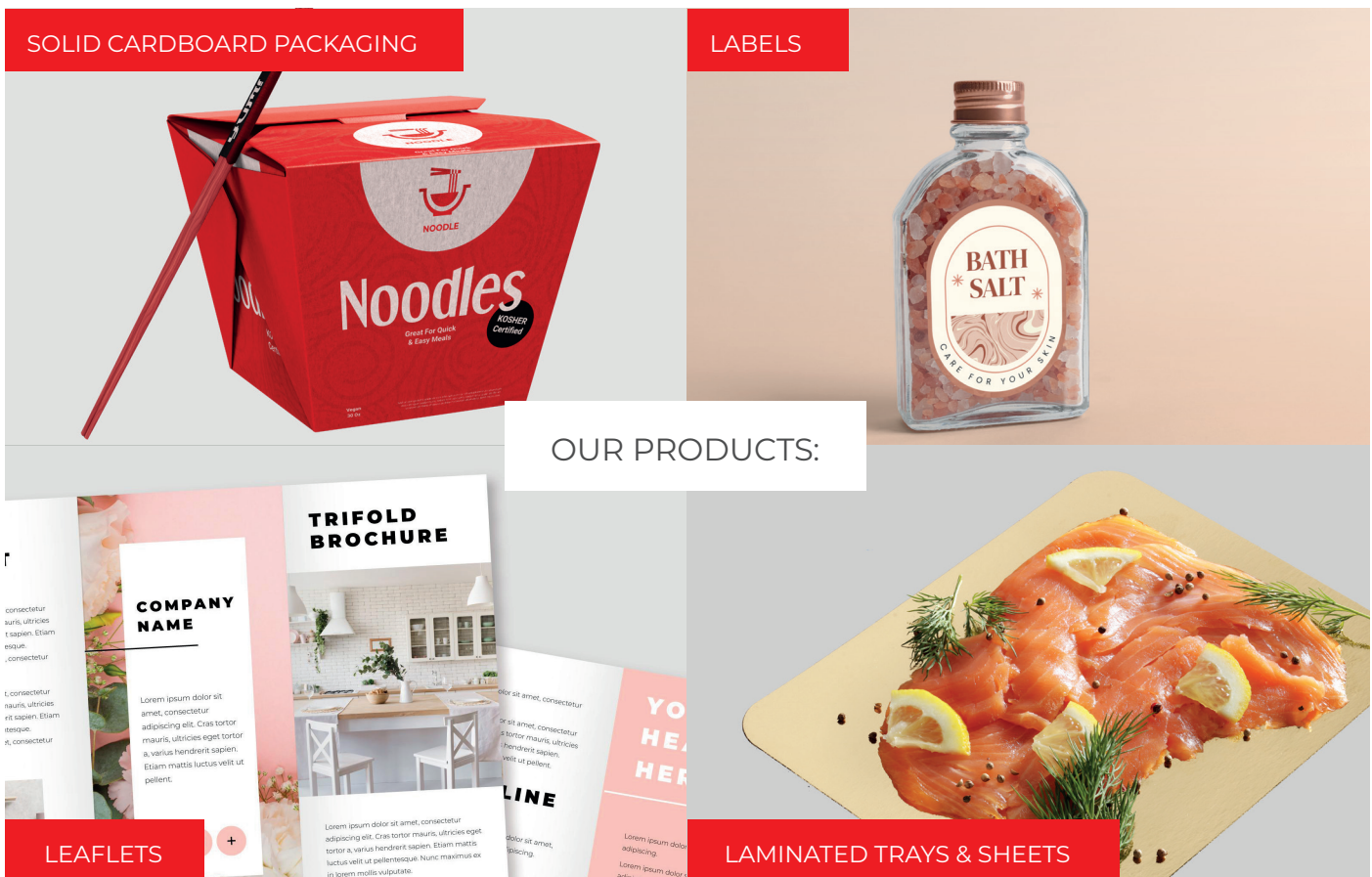
Dedicated customer service



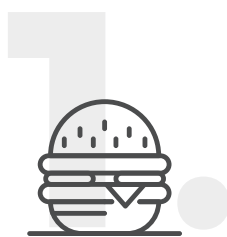
Over 30 years of experience in the manufacture of solid cardboard packaging for the food industry

Product portfolio and key markets

Our business has an impact on the socio-economic environment, creating jobs and increasing household incomes in Poland and Denmark. All the companies that make up Akomex Group are based and operate within the European Union.



Key markets



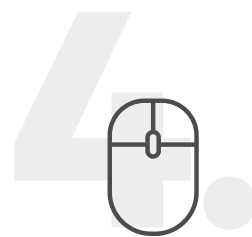
FOOD & DRINK



HEALTH CARE & PHARMACEUTICALS



PERSONAL CARE



CONSUMER GOODS

Awards and distinctions

Over the years, Akomex Group has won prestigious awards and distinctions that confirm our commitment and position in the market. Here are some of our most important achievements.



“Forbes Diamonds” by “Forbes” magazine, 2024

Awarded by “Forbes” magazine to the companies that have achieved the greatest growth in value over the past few years. This prestigious award demonstrates our financial stability and the effectiveness of our business strategy.



Laureate of the “Gazelles of Business” ranking, 2023

An award for the fastest growing companies in Poland, presented by the editors of “Puls Biznesu” magazine. It is a recognition of our dynamic growth and ability to adapt to changing market conditions.



“Eagle” Award of the weekly magazine “Wprost”, 2019

Prestigious award of the weekly magazine “Wprost” to the most innovative and dynamic companies in Poland. It is a sign of recognition of our achievements and contribution to the economic development of the country.



Art of Packaging Professional 2023 - Award of the President of the Jury

The Chairwoman of the Jury Award, presented in the prestigious “Art Of Packaging Professional” competition for outstanding achievements in the field of packaging. This is confirmation of our excellence in packaging design and production of packaging.



Winner of the Art of Packaging Professional 2022 - Award in the “Opakowanie Smaku” (“Tasteful Packaging”) category

An award in the “Opakowanie Smaku” (“Tasteful Packaging”) category in the “Art Of Packaging Professional” competition. This is in recognition of our innovative solutions in food packaging design.



Winner of the Art of Packaging Professional 2019 - Award in the “Opakowanie Smaku” (“Tasteful Packaging”) category

An award in the “Opakowanie Smaku” (“Tasteful Packaging”) category in the “Art Of Packaging Professional” competition. This is another award for creative approach to packaging design.



Winner of the Art of Packaging Professional 2018 - Award in the „Opakowanie Smaku” („Tasteful Packaging”) category

An award in the “Opakowanie Smaku” (“Tasteful Packaging”) category in the “Art Of Packaging Professional” competition. This is a testament to our continued commitment to excellence and leadership in the packaging industry.



Membership of sustainable development initiatives

Akomex Group not only undertakes its own sustainable development activities, but also actively participates in various initiatives and associations that promote the idea of sustainable development. One of our main partners in this field is the Natureeef Association, of which we are a proud member.

03. Akomex Group ESG Policy

As part of its ESG policy, Akomex Group is committed to actions that promote sustainable development in all areas of its business.

Our ESG strategy sets out the main directions of our actions, which are based on three pillars:

E - Environment, S - Social and G - Governance.



Our policy includes these pillars:

E - ENVIRONMENT

In the environmental area, we focus on minimising the negative impact of our operations on the environment and promoting planet-friendly practices. Our activities include reducing greenhouse gas emissions, minimising water and energy consumption, minimising waste and promoting sustainable management of natural resources.



S - SOCIAL

In the social context, we focus on building strong relationships with our employees, customers, suppliers and local communities. We strive to create workplaces based on the principles of equality, safety and dignity at work. We aim to promote diversity, provide decent working conditions and support the professional and personal development of our employees. We are also committed to local social initiatives, supporting charities and initiatives that improve the quality of life for local communities.





G - GOVERNANCE

At a corporate level, we focus on ensuring transparency, integrity and responsible management of the Group. We aim to promote ethical business practices, prevent corruption and maintain high standards of corporate governance. We strive to ensure effective oversight and accountability in the management of our business. We also strive to earn and maintain the trust of our stakeholders through transparent reporting and acting in accordance with the highest ethical and legal standards.



Mission, vision and values

In today's world, where the challenges of environmental protection, social responsibility and good corporate governance are becoming ever more pressing, the Group's mission, vision and values are key to determining the direction we take as an organisation. For packaging manufacturer Akomex Group, sustainability is not just a concept or a priority, but an integral part of our identity.

Our mission, vision and values form the foundation of our business and go beyond traditional business objectives. Our commitment to sustainability stems from a deep belief in the need to care for the environment and communities, and to build honest, ethical relationships with our stakeholders.

Our Mission

Akomex Group's mission is not just about making a profit or delivering products to customers. Our commitment to sustainability stems from a strong belief in the need to care for our environment and communities, and to build honest, ethical relationships with our stakeholders. Our mission is to create packaging that not only protects products, but also protects the environment by using sustainable materials and minimising our impact on the planet. We aim to be an active participant in the community, engaging in social projects and supporting local initiatives.



Our Vision

Our vision extends far beyond the boundaries of traditional business. We see ourselves as a leader in the packaging industry, not only providing innovative solutions, but also setting new standards in sustainability. We want to pioneer the use of modern technologies and production processes that minimise our environmental impact. Our vision is also to build strong relationships with our stakeholders based on trust, integrity and shared values.

Our Values

The values that guide us reflect our commitment to sustainable development and our determination to achieve our mission and vision. Transparency, accountability, innovation, sustainability and social responsibility are the core values that underpin our business. We aim to be a leader not only economically but also morally, acting in accordance with the highest ethical and social standards.



Akomex Group values statement

All our decisions, strategies and actions are in line with our values, which are our compass on the journey to a better future. Therefore, sustainability is not only a priority for us, but an integral part of our identity that defines us as Akomex Group and guides our path into the future.

We outline Akomex Group’s core ESG values that underpin our business and guide our decisions and actions. We focus on three key areas: care for the community, care for the environment and ethical management.



Care for the community

As an integral part of the local communities in which we operate, we are committed to actively supporting and participating in community projects. We aim to make a positive impact on the community by investing in sport, culture and the development of children, young people and people with disabilities.



Care for the environment

We are committed to promoting sustainability by minimising the negative impact of our operations on the environment and taking active steps to protect nature and natural resources. Our packaging is designed and manufactured with the aim of reducing CO₂ emissions, water and electricity consumption and minimising waste.



Ethical management

The highest standards of ethics and integrity underpin everything we do. We strive to ensure fair working conditions for our employees and colleagues throughout our supply chain. We avoid corrupt practices and ensure transparency in our business relationships.

04.

Akomex Group cares for people

UN Sustainable Development Goals, that we support as part of the “Akomex Group cares for people”



Whether we are talking about our customers, employees or partners, we put people first. Akomex Group places great emphasis on continuous development and equal opportunities for our employees, ensuring their safety and comfort in the workplace. In addition, we are actively involved in social projects to support the local community. We have also long supported sporting initiatives, recognising the value of social integration and a healthy lifestyle.


Labour Policy and human rights

At Akomex Group, we make it a priority to ensure fair working conditions and respect for human rights at every stage of our operations. Our Labour Policy is based on national legislation, international standards, including the FSC® Principles on Fundamental Labour Rights, and our own Ethical Codex. We take all possible measures to protect the dignity and rights of our employees. This is the foundation of our business



1. Prohibition of employment of children

Our Group complies with national laws on the employment of persons under the age of 18 and the provisions of the Labour Code on the employment of juveniles. We comply with the provisions of the International Labour Organisation on the health, safety and morals of adolescents.



We do not accept child labour and therefore we do not employ workers under the age of 16 for any work.

We ensure that our suppliers and contractors comply with the same requirements. As a Group, it is important to us that our suppliers respect human rights standards, prohibit child and forced labour, and apply rules on fair competition, anti-corruption and environmental protection.

2. Prohibition of forced labour

We do not tolerate any form of forced labour or slavery. We ensure that our employees have freedom of choice and control over their employment and working conditions.

We guarantee the right to personal security, respect for private life and the right to start a family, freedom of thought and freedom of expression.



3. Human rights and discrimination

We oppose any act of harassment or intimidation designed to undermine an employee's self-esteem, isolate them or exclude them from the team. We respect the dignity of others and the principles of personal culture. We treat all employees with equal respect, regardless of their employment status.



We do not discriminate on the basis of gender, age, origin, nationality, religion, sexual orientation, appearance, health, disability or trade union membership.

We reject bullying attitudes that violate the dignity of employees, including any behaviour that ridicules, discriminates, insults or violates their personal rights.

4. Compliance with the Labour Code

We comply with all the provisions of the Labour Code and Labour Regulations that define the rights and obligations of employees and employers. We provide our employees with fair wages, safe working conditions and opportunities for professional development.

Summary

Through our Labour Policy and Ethical Codex, we not only provide decent working conditions for our employees, but also have a positive impact on the community and economic development. We are committed to building relationships based on trust and respect and to creating a working environment where everyone can develop and achieve their career goals. Our commitment to human rights is an integral part of our commitment to social and economic sustainability.





Health and safety at work

Health and safety at work is a priority for Akomex Group. Our efforts in this area are aimed at providing employees with safe working conditions and minimising the risk of accidents.

Implementation of the Safety Bulletin

As part of our prevention efforts, we have introduced a safety bulletin that regularly informs employees of potentially hazardous incidents and current safety procedures. This ensures that our employees are aware of the risks and know how to respond in emergency situations.

Goal: Zero accidents at work

One of our key strategic goals is to achieve zero accidents at work by 2024. We are committed to ensuring that every employee goes home healthy and safe at the end of the working day. This is a fundamental aspect of our health and safety policy and an integral part of our sustainability strategy.

To achieve our goal, we are constantly improving our safety procedures. We regularly review and update our protocols to incorporate the latest industry standards and practices. We actively monitor working conditions at our manufacturing, office and logistics sites. Regular inspections and risk assessments allow us to identify potential hazards and take appropriate remedial action.

A key element of our strategy is to educate employees about safety and risk awareness. We organise regular training courses, first aid courses and educational campaigns to raise employees' awareness of safe working practices and how to prevent accidents. Akomex Group also has its own phantom for employee first aid training.



**GOAL: ZERO
ACCIDENTS
AT WORK**



The facilities are equipped with professionally stocked medical bags and automatic defibrillators (AEDs), which are key to providing immediate assistance in an emergency. Our employees are also trained in pre-medical assistance.

There is also a fully equipped pre-medical aid room on the premises of the Starogard Gdański plant.

In addition, we regularly organise evacuation drills in cooperation with the fire brigade to ensure adequate preparation and rapid response in the event of a fire hazard.

In 2023, we recorded six accidents at work. Although this is a challenging figure, it is an additional motivation for us to intensify our safety measures.



We analyse each incident to understand its causes and take appropriate steps to prevent similar situations from recurring in the future. Striving for zero accidents in the workplace is an ambitious goal...

...however, we are convinced that this can be achieved through the cooperation, commitment and consistent action of all our Group's employees. Safety is a value that we constantly nurture and protect, looking after the wellbeing of our employees and supporting them in their daily professional challenges.

Regular HSE training

We regularly organise health and safety training for all Akomex Group employees, covering topics such as hazard identification, use of personal protective equipment and accident handling.

“BOB – Będę Osobą Bezpieczną” (“BOB – I will be a safe person”) initiative

As part of our educational activities, we have launched an initiative called “BOB – Będę Osobą Bezpieczną”. This programme is an integral part of our health and safety strategy. Through this initiative, we aim to promote safe practices in the workplace and to raise employees' awareness of the risks associated with the tasks they perform.

The “BOB” programme aims to raise awareness among employees of potential hazards and risks in the workplace. Through education, we want every employee to be aware of their role in maintaining a safe working environment.

The “BOB” initiative promotes adopting a proactive approach to safety by encouraging safe practices and procedures in the workplace. Employees are encouraged to identify potential hazards and report them to the relevant services. The programme also aims to bring about positive changes in employee behaviour by developing appropriate safe habits in the workplace. Through regular reminders, training and management support, we aim to embed positive safety practices.



Summary

Through consistent efforts in health and safety management, we aim to create a safe and healthy working environment for all employees. Our efforts are focused not only on minimising the risk of accidents, but also on building a safety culture that is an integral part of our business.

Community involvement

As a Group with deep local roots, we play a significant role in the communities by engaging in various initiatives that support the cultural, sporting and social development of the regions in which we operate. Our efforts are aimed at building social bonds and integrating the local community.

Cultural events sponsorship

By sponsoring cultural events such as the Days of Starogard Gdański, we support cultural organisations and institutions that play a key role in the cultural development of the region. Our support for children's initiatives, such as the Little Spectator Theatre in Starogard Gdański, provides young residents with access to educational and cultural attractions that contribute to their all-round development.

Akomex Group expresses its commitment to the development of culture and local communities by supporting events, such as the Days of Starogard Gdański, which promote the cultural heritage of the region. They also provide a platform that integrates the community and supports local artists and creators.

In cooperation with the Starogard Cultural Centre, we actively support the Little Spectator Theatre initiative, which plays a very important role in the life of our community. This unique theatre not only provides entertainment for children, but also serves as an invaluable source of quality education, helping to develop their creativity and imagination. Through our financial support, we want to ensure that children have access to diverse educational and cultural attractions that have a significant impact on their personal and social development.

We take pride in supporting local cultural organisations and institutions, helping to enrich the cultural life of our region. We intend to continue our efforts in this regard to further strengthen social bonds and support the development of our community.



Sports sponsorship

At Akomex Group, we believe that sport is not just about competition and winning medals. It's primarily about learning perseverance, teamwork and healthy rivalry. That is why we proudly support sporting passions.

As a sponsor, we are affiliated with the Kociewskie Diabły sports club, which serves not only as a symbol of local identity, but also promotes a healthy lifestyle, sporting competition and social integration. Thanks to our financial support, the club is thriving and achieving success in the premier league, providing young talents with opportunities to develop their skills and promoting sportsmanship values within the local community.





Employee initiatives sponsorship

As well as supporting the local community, we are committed to nurturing the passions and talents of our employees. As part of our community initiatives, we sponsor various events organised by our staff.

We are proud of our amateur football team made up of Akomex Group employees. This dynamic group actively participates in local and industry-specific sporting tournaments, representing both the Group and the values of fair play. Through financial support, we not only provide the necessary sports equipment and outfits, but also make it possible for them to participate in various sporting events that integrate our employees and promote a healthy lifestyle.

In addition, we financially support the musical initiatives of our employees, encouraging them to develop their passions and talents. For several years, we have been providing financial support for the initiatives of the local Sicut Avis choir. Akomex Group does not forget about techno music lovers either. Sponsoring techno music concerts organised by our employee and providing free tickets to Akomex Group staff is our response to the needs and interests of the employee community.



DAYS OF STAROGARD GDAŃSKI



SICUT AVIS CHOIR



Charity activities

At Akomex Group, we believe that our responsibility does not end at the boundaries of our company, which is why we are involved in charitable activities, supporting organisations and initiatives that serve to improve the living conditions of those in need. Our support for the Great Orchestra of Christmas Charity, the Noble Parcel and other charitable causes, such as humanitarian aid for Ukraine, demonstrates our commitment to building a better and more supportive community. Through these activities, we not only help those in need of support, but also raise public awareness and inspire others to act for the common good.

We also take initiatives to support animal shelters in Aleksandrów Kujawski and Starogard Gdański. We will strive to continue our efforts to improve the living conditions of animals and build a more empathetic community that respects and cares for all forms of life.



Summary

By undertaking the aforementioned actions and initiatives, Akomex Group strives to make a positive impact on the world and contribute to building a better future for communities.

Support for professional and personal development



At Akomex Group, we want to support our employees in their continuous professional development. That is why we offer them full funding for training, courses, postgraduate studies and other forms of education. Our objective is to enable employees to develop their skills, acquire new knowledge and excel in their areas of expertise.

Promoting Lifelong Learning

As part of our commitment to sustainable development and the promotion of Lifelong Learning, we offer our employees financial support for their studies and courses. We are convinced that learning is an ongoing process that lasts a lifetime, so we try to encourage our employees to continually develop both professionally and personally. This approach enables our employees to adapt to changes in the labour market and to improve their skills, which promotes their development and growth in competence.

Funding studies and courses is not only an investment in the development of our employees, but also a way of supporting them in achieving career success and their individual educational goals. Through this action, we aim to create a working environment that is conducive to the continuous improvement and development of our staff, in line with our sustainable development strategy, and to build a strong and engaged employee community.

Library

Akomex Group staff have access to a corporate library, which is an important tool in supporting the development of our employees. The library contains a variety of books and materials related to the development of not only professional skills, but also soft skills, which are essential for effective work and personal development. The library is available to all Akomex Group employees.

Summary

Funding education benefits both the employees and Akomex Group. Our staff can broaden their horizons, develop their skills and increase their value in the labour market. For our Group, investing in employee development means having qualified staff, which translates into increased competitiveness in the market and building an organisational culture based on values such as development and continuous improvement.



Employee benefits

Concerned with the wellbeing of our employees and enhancing the quality of their lives both professionally and personally, we are constantly developing and improving a range of benefits programmes. Our initiatives are not only aimed at increasing job satisfaction, but also at promoting healthy lifestyles and providing support for health issues.

MultiSport cards

With MultiSport cards, our employees have access to a wide range of sports activities in their free time. These include access to gyms, swimming pools, fitness rooms and tennis courts, as well as group fitness classes such as aerobics, yoga or Pilates. This variety allows each employee to find the type of activity that best suits their interests and preferences.

The MultiSport card programme not only allows employees to spend their free time actively, but also helps them to take care of their physical and mental health. By promoting a healthy lifestyle, we create a working atmosphere that is conducive to good condition and increased productivity.

23% of Akomex Group employees participated in the MultiSport card programme in 2023.



Co-funded private healthcare package

By implementing a co-funded private healthcare package as part of our ESG strategy, we are underlining our concern for the wellbeing of our employees and the promotion of social and ethical values.

This package covers a wide range of medical services, from specialist consultations to diagnostic tests and rehabilitation treatments. Importantly, this package is co-funded by Akomex Group, which means that employees do not have to worry about additional healthcare costs. As a result, all employees have equal access to high-quality medical care, regardless of their financial situation.

By implementing a package of co-funded private medical care, we are not only looking after the health of our employees, but also building positive relationships with our staff, increasing employee engagement and enhancing the company's image as a socially responsible employer. It also fits in with our commitment to sustainable development, which emphasises caring for people and their health needs as an integral part of our business.

In 2023, 24% of Akomex Group employees were already benefiting from the co-funded healthcare package.



Meals for employees

Akomex Group is committed to providing decent working conditions for all our employees, especially in difficult environmental conditions such as low temperatures during winter time. Therefore, as one of our activities, we have introduced a programme to provide hot meals to employees working in areas exposed to low temperatures.

The hot meal programme is designed to provide support and comfort to employees during harsh weather conditions that can adversely affect their health and wellbeing. By providing hot meals, we not only ensure an appropriate intake of calories and nutrients, but also the mental comfort of employees working in difficult winter conditions. Seasonally, we also run campaigns related to the availability of fresh fruits and a variety of teas.

Our programme includes not only providing hot meals, but also diversifying and adapting them to the nutritional needs of employees. These measures allow us to not only take care of the health and comfort of our employees, but also build strong relationships based on care and trust.

By introducing a hot meal programme for employees working in areas exposed to cold temperatures, we are fulfilling our objectives of social responsibility and concern for the wellbeing of employees, which is an integral part of our sustainability strategy.

We also provide vending machines for employees at our manufacturing sites. This gives employees quick and easy access to a range of food and drink without having to leave the social area of the plant. The vending machines offer a variety of options from which employees can choose according to their individual needs and preferences.



Non-wage financial benefits

Non-wage rewards to employees for their commitment, effort and achievements at work are an important element of building motivation and increasing job satisfaction in Akomex Group. Through the implementation of our programme, we have sought to express our gratitude and appreciation for the efforts of our employees, which in turn contributes to increased commitment, loyalty and efficiency in the workplace.

Festive season shopping vouchers or additional financial support help employees to cover extra expenses associated with the holiday season, such as gifts for their families or holiday preparations. This helps to improve their quality of life and strengthens their bond with the company by showing care at important moments.



Summary

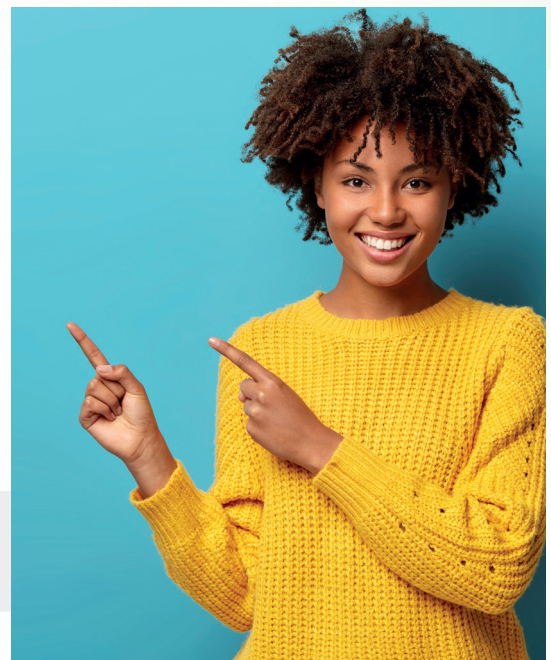
The increase in participation in our benefit programmes, such as the sports programme and the healthcare package, is an important indicator of the acceptance of these initiatives by our employees. The fact that 23% of employees participate in the sports programme and 24% in the medical care package confirms that the programmes are relevant and meet their needs. As a result, we are creating a working atmosphere that is conducive to the development and achievement of the organisation's goals, while increasing employee engagement and motivation.





Equality and diversity

Equality and diversity play a crucial role for us, underpinning our values and shaping our organisational culture. At Akomex Group we not only value diversity, we actively promote and support it. Our approach is based on the principle of equal opportunities for all employees, eliminating all forms of discrimination based on gender, age, ethnicity, sexual orientation or disability.



Representation of women

In 2023, 45% of management positions in Akomex Group were held by women. This reflects our long-term commitment to creating a working environment that promotes diversity and equal opportunities for all employees, regardless of gender.

Our goal is not only to ensure that women are appropriately represented at different levels of the organisational hierarchy, but also to ensure gender balance in areas where women have traditionally been less represented. Within Akomex Group, 40% of the total number of employees are women, demonstrating our commitment to building a balanced and diverse workforce.

By promoting gender equality and providing support for women to advance in their careers, we not only create a fairer and more inclusive working environment, but also harness the full potential of our employees. We strive to ensure that every employee has equal opportunities for development and success, regardless of gender, and we continue our efforts to build an equitable and fair organisation.



Bullying and harassment

We are particularly sensitive to issues of employee relations and the creation of a working environment free from bullying and harassment. We did not record any incidents of bullying or sexual harassment in 2023, which is evidence of effective prevention measures and an open organisational culture in which any such incidents are relentlessly stigmatised.

Any kind of attitude, behaviour with sexual overtones, suggestions of sexual activity, display of lewd or pornographic content, ambiguous gestures, derogatory comments related to sex, offensive questions and manifestations of sexual harassment will be eliminated immediately.



Trade unions

In 2023, Akomex Group continued its commitment to dialogue and cooperation with trade unions and employee representatives who represent staff at different levels of the organisation. The two trade unions operating in our Group play an important role in supporting employees' rights and representing their interests. There are no trade unions at the Starogard Gdański plant, but their role is fulfilled by employee representatives elected by the staff.

We engage in regular dialogue with trade union and employee representatives to better understand their needs, expectations and challenges. Our Group respects freedom of expression and the right to collective bargaining while ensuring the protection due to employee representatives in accordance with applicable labour laws.

Working with trade unions and employee representatives is an important part of our approach to personnel management and creating a working environment based on cooperation, respect and trust. Through dialogue and cooperation with employee representatives, we aim to build positive relationships and take action to meet the needs of our employees to create a supportive working environment for all.



Summary

Our commitment to equality and diversity not only creates a fairer and more inclusive working environment, but also builds a stronger team where different perspectives contribute to better ideas, innovation and organisational development.





Salaries and promotions

All employees of Akomex Group are treated equally in terms of employment conditions, which include, among others, salary. An employee is entitled to remuneration for work specified in the contract in accordance with the work and remuneration regulations. Wages within the Group are paid in accordance with the deadlines set by the internal regulations of the Labour Code.

We ensure that our employees receive fair compensation for their work. The average level of remuneration across the entire Akomex Group in 2023 was higher than the national minimum wage.

We motivate employees to perform. We develop their talents and skills. We want them to identify with Akomex Group and understand the role they play in it. We establish remuneration and bonus systems based on objective criteria. Supervisors evaluate employees' work performance carefully and fairly, using only substantive criteria.

We value professionalism, commitment and results. An employee's career path depends on the needs of the organisation as well as their performance and dedication to work. In 2023, 28 employees were promoted to senior positions, confirming our strong belief in promoting career development and rewarding the achievements of our staff. Through promotions, we aim not only to recognise the efforts and commitment of our employees, but also to encourage them to continue to develop and achieve new successes. We value teamwork based on knowledge and diverse skills.

Summary

We would like to emphasise our commitment to ensuring decent employment conditions for all employees of Akomex Group. Our remuneration policy is based on fairness and transparency in accordance with the regulations of the Labour Code. We are committed to providing decent remuneration for work, as evidenced by the higher level of average salary compared to the national minimum wage.

Access to drinking water

At Akomex Group, providing employees with easy access to drinking water is a priority as it is an important part of maintaining their health and comfort. We do this by providing bottled mineral water and installing water dispensers at strategic locations in production and office facilities. At the Aleksandrów Kujawski plant, employees also have access to locally produced “Krystynka” spa mineral water. Whether they are working on the production line, in the office or in the warehouse, we take great care to ensure that they have access to fresh, clean drinking water at all times.



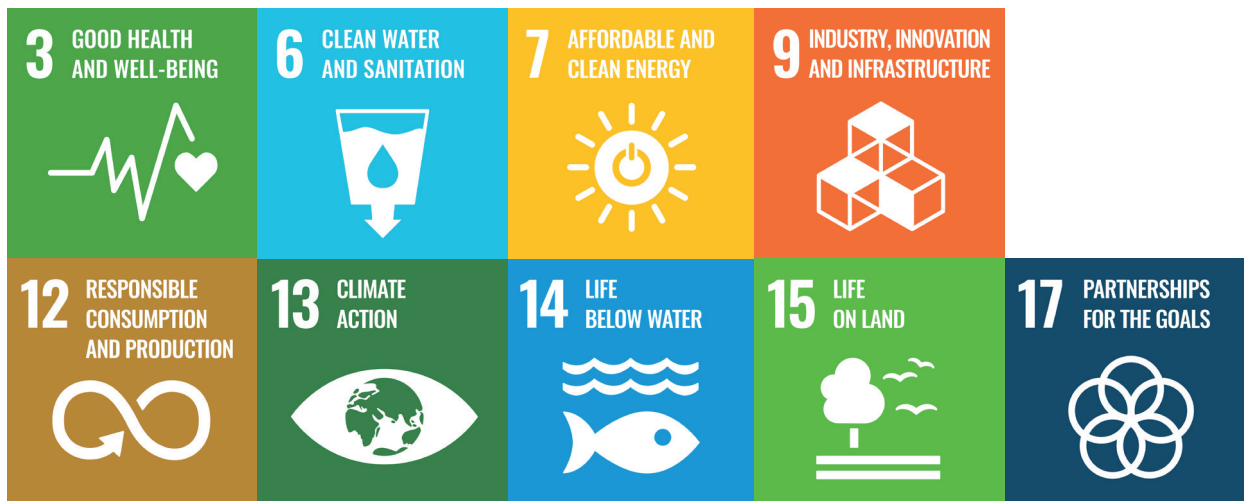
Summary

We believe that providing access to drinking water is not only a matter of comfort, but also a matter of the health and wellbeing of our employees, which translates into their efficiency and commitment to their duties.

05.

Akomex Group cares for the environment

UN Sustainable Development Goals that we support as part of the “Akomex Group for the Planet”



Environmental protection is an integral part of Akomex Group’s operations. In this chapter, we present the measures we have taken in the areas of environmental policy, climate protection, energy saving, waste reduction and forest resource protection.

Environmental Policy

Akomex Group, aware of the impact of its activities on the environment, is committed to reducing its negative environmental impact and, consequently, to improving the state of our planet. Our activities are aimed at complying with environmental legislation and other regulations and obligations for our Group that are essential to fulfil its mission.

In its Environmental Policy, Akomex Group commits to:

 <p>Compliance with environmental legislation and other regulations and requirements applicable to our Group.</p>	 <p>Continuous improvement of the Environmental Management System, respecting the natural environmental resources.</p>	
 <p>Optimise activities related to the identified significant environmental aspects.</p>	<p>i</p> <p>Educate employees on proper environmental practices.</p>	 <p>Fulfil the commitments.</p>

We fulfil our commitments by:

- Setting and regularly reviewing environmental objectives and goals.
- Providing resources to implement environmental policies and goals.
- Establishing emergency procedures to minimise environmental contamination.
- Ensuring regular training for employees.
- Systematically monitoring compliance with environmental legislation.

Summary

Akomex Group recognises that Environmental Policy is the foundation of development and that its understanding, dissemination and implementation at all levels of the organisation are essential to achieving our goals. We place importance on continuously improving our environmental practices so that we can carry on our mission of contributing to the protection and preservation of the environment for future generations.



Environmental Management System



In order to improve the environmental performance of our operations, we implement, review and continually improve our environmental management system, which is compliant with ISO 14001.

Compliance with ISO 14001

We attach great importance to adherence to ISO 14001, which is the international standard that sets out the requirements for effective environmental management in companies. Our operations are based on the principles of this standard, which enables us to identify, control and minimise the environmental impacts of our activities.



Continuous process improvement

Using a continuous improvement approach, we regularly review our procedures and identify areas where we can improve our environmental performance. We aim to minimise the negative impact of our operations on the environment by optimising production processes, reducing raw material consumption and limiting emissions of harmful substances.



Monitoring and reporting

The environmental management system based on ISO 14001 also includes regular monitoring of our activities and reporting of results. This enables us to track progress towards our environmental objectives and to take appropriate corrective action where necessary.



Implementing innovation

Compliance with ISO 14001 also motivates us to implement innovative technological solutions and business practices that can further improve our environmental performance.



We invest in state-of-the-art solutions, such as Ako7Color printing technology, which allows us to reduce energy, water and raw material consumption, as well as waste generation.

Ako7Color is a state-of-the-art solution that is becoming increasingly popular with Akomex Group customers. It enables printing with extended gamut technology, which adds three additional colours (violet, green and orange) to the CMYK colours. This significantly extends the standard CMYK colour space for offset printing. It allows perfect reproduction of 95% of the Pantone palette using only 7 colours.

Employee involvement

Our employees play an important role in improving our environmental management system. We support their involvement and active participation in processes concerning environmental activities, which contributes to building an environmental culture throughout the organisation.



Supplier involvement

We also actively involve our suppliers in our environmental policy. We recognise that environmental responsibility extends to the activities of our business partners, so we seek to work with suppliers who share our values and commitment to sustainability.



Summary

Implementing, reviewing and continually improving an environmental management system in accordance with ISO 14001 is a key part of our commitment to the environment. By consistently complying with the standards and taking steps towards sustainability, we aim to minimise the negative impact of our operations on the planet and build a better future for us all.

Carbon footprint declaration

Akomex Group, seeking to support global efforts to combat climate change, takes steps to reduce its own greenhouse gas emissions and encourages its business partners to do the same.

Fit for 55

We declare adherence to the guidelines of the Fit for 55 legislative package, which imposes the obligation to achieve the climate target of reducing carbon dioxide emissions by 55% by 2030, with the ultimate goal of achieving climate neutrality by 2050.

Emissions reduction

We do not limit ourselves to legal requirements. Our actions aim to achieve CO₂ emission neutrality by 2030, followed by net zero CO₂ emissions by 2045. Therefore, reduction efforts are a key element of our sustainable development strategy.





Monitoring and verification

We have implemented a system to monitor and verify our greenhouse gas emissions. Every reduction action is measured and evaluated. We set reduction targets, which are reviewed regularly, and based on these we take further action to improve our practices. We are determined to continue our efforts in this area, so we plan to analyse our carbon performance and that of our suppliers annually. Based on the results, we will define specific actions to improve our practices and reduce our environmental impact.



Expectations towards suppliers

We expect our qualified suppliers to adhere to the same standards and commitment to reducing their carbon footprint. Suppliers are required to provide information on the carbon footprint of their products and a plan to reduce this footprint. We believe that a responsible supply chain is a key part of our success in delivering high quality products while supporting our environmental goals.



Summary

In 2020, we started to study the carbon footprint of our plants - the start of our journey towards climate neutrality. We believe that achieving our goals requires working with both our suppliers and customers who share our values and concern for the environment. We trust that our commitment will contribute to building a sustainable future for current and future generations.

Compliance with environmental requirements

We regularly monitor changes in environmental legislation.



Our goal is to continue the trend of zero fines related to violations of environmental protection regulations in the coming years.

We strive to achieve this through continuous improvement of our processes, strict monitoring of regulatory compliance and effective corrective action where necessary.

Strict compliance with legal regulations

We ensure that all our plants comply with all legal requirements regarding environmental protection. Our operating procedures are in line with current legislation and our employees are properly trained to operate according to the highest environmental standards. In 2023, none of our plants were fined or penalised by public authorities for non-compliance with environmental protection regulations.



Regular assessment of changes in requirements

We systematically review changes in environmental legislation to keep up to date with any new requirements. We carry out comprehensive analyses and assessments to ensure that our plants comply with the latest regulations and that any necessary adjustments are made in a timely manner.



Monitoring compliance with regulations

Our system for monitoring compliance with environmental regulations is based on continuous control and supervision. We regularly check that all activities at our plants comply with legal requirements. This enables us to respond quickly to any potential non-compliance and take corrective action.



Summary

Compliance with all legal requirements regarding environmental protection is an integral part of our business. We regularly assess changes in legislation and the level of compliance at Akomex Group plants to ensure full adherence to legal requirements. Our drive to achieve zero fines is a testament to our dedication to environmental protection and building a positive image of corporate social responsibility.

Protection of forest resources

In the context of Akomex Group's manufacturing operations, environmental protection is paramount to us. As a part of our commitment to sustainable development, we hold both FSC® (Forest Stewardship Council®) and PEFC (Programme for the Endorsement of Forest Certification) certificates. These certifications verify that our products originate from sustainable forest sources.



The mark of responsible forestry



Forests and biodiversity protection

Having FSC® and PEFC certificates ensures that our raw materials come from responsibly managed forests. This contributes to the preservation of forest stands and the maintenance of their biodiversity. Forests are incredibly important ecosystems that play a crucial role in climate regulation, air purification and the provision of drinking water.



Sustainable forest management

FSC® and PEFC certificates require adherence to strict standards for sustainable forest management. Consequently, our operations contribute to maintaining a balance between the use of forest resources and their renewal, thereby ensuring the existence of forests for future generations. Responsible management of forest resources is essential for long-term ecological and social equilibrium.



Preventing deforestation and environmental degradation

By selecting certified forest raw materials, we are actively combating deforestation and environmental degradation. Having FSC® and PEFC certificates enables us to make informed decisions regarding raw material sourcing, which allows us to minimise the negative impact of our operations on forests and the natural environment.



As part of the “Roots of Shared Values” initiative, Akomex Group actively cooperates with partners, including the Posadzimy.pl organisation. Together, we are planting native tree species in areas identified by forestry experts, contributing to the restoration of forests, especially those affected by natural disasters.



Customers ordering packaging from Akomex Group, as part of the “Roots of Shared Values” campaign, will help in the “greening” of Poland. Shared values and the desire to help the environment can have a positive impact on the condition of the forest stand. Akomex Group attaches great importance to the quality of seedlings and the careful selection of locations under the supervision of local forestry experts. Depending on the indications of the municipalities and forest districts, as well as the needs of the areas, the plantings include native tree species such as oak, beech, pine and many others.

Akomex Group also participates in the “FSC® Forest Week” initiative as an integral part of our commitment to sustainable forest management. By taking part in this global campaign, we are actively promoting the benefits of responsible forest management and its importance to the environment.

As part of our commitment to the “FSC® Forest Week”, we are taking steps to raise public awareness of the need to protect forests and promote the benefits of certified forest management. Our efforts focus on educating, informing and inspiring others to take action for the sustainable use of forest resources.

Summary

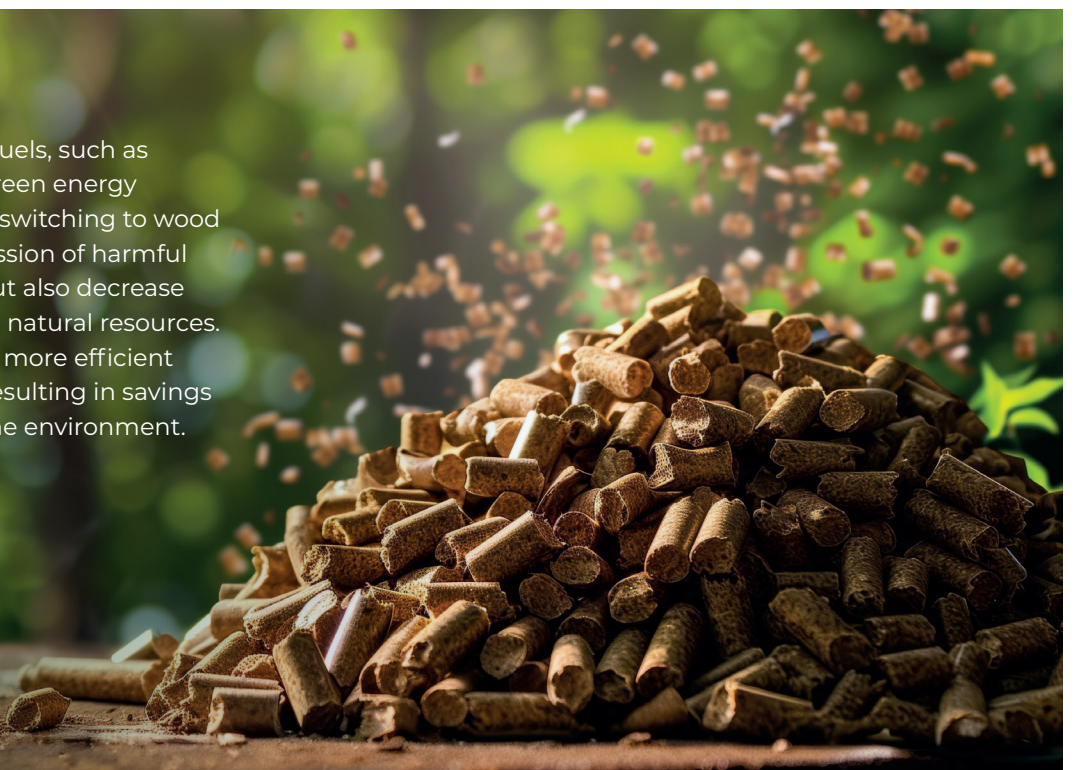
Having FSC® and PEFC certificates not only demonstrates our commitment to adhering to strict sustainable forest management standards, but also highlights our dedication to protecting the natural environment and preserving its richness for future generations. Thanks to these certifications, our Group undertakes responsible actions that contribute to sustainable development and the protection of the planet.

Energy saving

Out of concern for the environment and in an effort to reduce energy consumption, Akomex Group has made a conscious decision to change the heating and lighting in our production plants. Our energy saving measures include the use of green energy sources and the modernisation of lighting systems, allowing us to reduce our carbon footprint and contribute to the protection of the environment.

Green energy sources

Traditional heating based on fossil fuels, such as heating oil, has been replaced by green energy sources, including wood pellets. By switching to wood pellets, we not only reduce the emission of harmful substances into the atmosphere, but also decrease our dependence on non-renewable natural resources. Additionally, eco-friendly heating is more efficient and economical in the long term, resulting in savings for our company and benefits for the environment.



Modernisation of lighting to LED

The next step in our energy-saving efforts was to replace traditional light sources with energy-efficient LED lamps. LEDs have a significantly lower energy consumption compared to traditional incandescent bulbs, allowing us to reduce our electricity bills and greenhouse gas emissions. In addition, LED lamps have a longer lifespan and require fewer replacements, reducing the amount of waste generated during their use.



Actions that deliver results

Thanks to the energy-saving changes implemented, Akomex Group is experiencing significant ecological and economic benefits. Our actions have contributed to reducing the negative impact of our operations on the environment, while at the same time bringing financial savings and increasing the efficiency of our production processes.



Summary

The conscious decision to switch the heating and lighting of our production plants to eco-friendly energy sources and efficient LED lighting demonstrates our commitment to saving energy and protecting the environment. We are confident that our actions will contribute to building a more sustainable future, where energy is used efficiently and responsibly, taking into account the wellbeing of our planet and future generations.

Reduction of CO₂ emissions from transport

Akomex Group takes deliberate steps to minimise the CO₂ emissions associated with the transport of our products. We have implemented a comprehensive strategy that not only reduces the emission of harmful substances into the atmosphere, but also contributes to reducing the negative impact of our activities on the climate by applying innovative logistics and transport solutions.

Optimising vehicle use

Optimising vehicle utilisation allows us to transport more products while reducing the number of journeys, resulting in a reduction in CO₂ emissions per unit of cargo transported.



One of the key elements of our strategy is to minimise the number of vehicles used in transport by implementing double-deck loading. This initiative maximises the capacity of our vehicles, resulting in increased transport efficiency.

Route optimisation and logistics planning

We continuously analyse transport routes and optimise logistics planning to reduce distances and minimise fuel consumption. We choose the most efficient and environmentally friendly routes, taking into account factors such as speed limits, road conditions and traffic congestion, which enables us to reduce the CO₂ emissions associated with our transport operations.



Collaboration with transport partners

In our pursuit of reducing CO₂ emissions, we collaborate with transport partners who also focus on minimising their environmental impact. Together, we seek innovative solutions and take action towards sustainable transport. Partnering with transport service providers is a key part of our sustainable development strategy, enabling us to achieve our CO₂ emission reduction targets and promote sustainable transport for our products.



Summary

Akomex Group's efforts to reduce CO₂ emissions from transport are an integral part of its commitment to environmental protection. By optimising logistics processes, we aim to reduce the negative impact of our activities on the climate and the environment. This is not only an expression of our social responsibility, but also an investment in a better and more sustainable future for our planet.

Waste reduction

Awareness of the need to minimise production waste is deeply embedded in our corporate culture. We strive to continuously improve our production processes in order to reduce the amount of waste generated and to reduce the negative impact of our operations on the environment. As part of our waste reduction strategy, we undertake a wide range of activities that include not only optimising our internal processes, but also working with our customers to raise awareness of environmentally friendly measures.

Optimising production processes

We employ advanced printing technologies like Ako7Color, and systematically analyse our production processes to identify areas where we can minimise waste generation.



An example of such optimisation is the use of the technique of cutting with so-called shared blades during packaging production. Through this method, aimed at maximising material utilisation, we reduce waste, thereby reducing the negative environmental impact.



Innovative approach to waste reduction

Moreover, we are constantly looking for innovative solutions to further reduce production waste. We are implementing new technologies that improve the efficient use of raw materials and minimise the waste generated throughout our production processes.



An example of this approach is our state-of-the-art machinery, which allows us to tailor production precisely to our customers' needs, minimising excess material and waste.

Summary

At Akomex Group, waste reduction is not just an economic objective, but an integral part of our mission to protect the environment by producing sustainable packaging. We strive to continuously improve our practices to reduce our impact on the planet and contribute to building a more sustainable future for us all.

Sorting and waste management

Akomex Group's objective is to minimise the negative impact of our activities on the environment, and the separation of production waste plays a key role in achieving this goal.

Waste sorting system

To effectively manage post-production waste, we have implemented a comprehensive waste segregation system in all our manufacturing facilities. Our employees are trained in the proper segregation of different types of waste to ensure efficient and compliant waste handling.

Waste recycling

We strive to maximise the recycling and reuse of the waste generated by our operations. Cardboard, plastic film and other materials can undergo recycling processes, reducing the amount of waste sent to landfills and supporting material circulation.



Minimising wastefulness

We aim to minimise wastefulness by identifying areas where we can reduce the amount of waste generated during the production process. We constantly analyse our production processes and look for ways to optimise them to reduce the amount of waste generated at each stage.



Summary

The segregation of post-production waste at Akomex Group is an integral part of our commitment to environmental protection. We endeavour to minimise the negative impact of our operations on the environment through effective waste management and continuous improvement of our practices. We want our waste separation activities to be an important part of our commitment to sustainable development and environmental protection.

Ecological consumer trends research



As part of our commitment to sustainable development and social responsibility, Akomex Group conducts regular research to monitor trends and changes in the environmental awareness of consumers in Poland. We cooperate with a renowned research laboratory to conduct cyclical EkoBarometr surveys, which allow us to explore consumer preferences, expectations and environmental behaviour.

Cyclical reports

We publish our conclusions from the EkoBarometr survey in the form of a report, which we make available to the public through the media and internally within our organisation. This ensures that all stakeholders, including employees, business partners and the community, have access to up-to-date data on green consumer trends. Such information is extremely valuable as it allows us to better understand our customers' needs and adapt our business strategies to changing market conditions.

Summary

Researching trends and changes in consumer environmental awareness is an integral part of our commitment to sustainability. We are aware of the growing importance of ecology and sustainable lifestyles for consumers, which is why we are constantly developing our activities in this area. Through systematic research and by putting our findings into practice, we aim to build a greener and more responsible business that contributes to the protection of the environment and the community.

06. Akomex Group for sustainable management

UN Sustainable Development Goals that we support as part of the “Akomex Group for Sustainable Business”



Akomex Group is fully committed to developing an ethical business that emphasises a balance between making a profit and caring for communities and the environment. Our approach to sustainable management encompasses not only economic, but also social, ethical and environmental aspects, allowing us to manage our business effectively and build sustainable relationships with our stakeholders.

Integrated Management System Policy

Akomex Group recognises that its Integrated Management System Policy is a key element of our development strategy. It is the foundation upon which our business is built, and its understanding, dissemination and implementation at all levels of the organisation are essential for effectively achieving our goals and gaining customer trust. Our Integrated Management System encompasses quality, environmental, and occupational health and safety issues, allowing us to efficiently manage our business processes, minimise risks and provide our customers with products and services of the highest quality.



Impact on sustainable development

Akomex Group’s Integrated Management System reflects our commitment to sustainable development by integrating environmental and social aspects into our business processes. As a result, we not only minimise the negative impact of our activities on the environment, but also contribute to improving the quality of life of our employees and the local communities in which we operate.



Sustainable goals

It is our policy to continually strive to improve our processes with sustainability in mind. We support innovative solutions to reduce our environmental footprint and increase the efficiency of our operations. By integrating sustainability objectives into our business strategies, we aim to achieve harmony between economic growth, environmental protection and the wellbeing of society.



Summary

Our Integrated Management System is not only a tool to meet legal requirements and industry standards, but also a platform for continuous improvement of our practices in line with the principles of sustainable development. We are committed to developing our approach to management in a way that benefits both our business and the environment in which we operate.

Principia Ethica: the basis of our business

At Akomex Group, the ethical principles outlined in our ethical codes are a priority. These codes serve not only as guidelines for conduct, but also as the foundation of our corporate culture, defining our values and standards of behaviour. We place great emphasis on ensuring that all employees and commercial partners adhere to these principles in all aspects of their business.



Akomex Group Ethical Codex

The Ethical Codex we have adopted forms the foundation of both our internal and external relationships. Within this code, we define our values, our expectations of employees and the standards of conduct that underpin our business.

Our Ethical Codex is a document that promotes inclusive behaviour. It serves as the basis for raising and developing the awareness of all Akomex Group employees. This code underpins our Group's actions and reflects our belief in the importance of adhering to transparent values in modern business. The management and employees of Akomex Group advocate and stand by the principle that our corporate culture is based on values such as equality, integrity, tolerance, transparency and, above all, respect for other people.

Ethical Code of Supplier's Conduct

The collaboration with our suppliers is based on mutual respect and high ethical standards. We have implemented the Ethical Code of Supplier's Conduct, which defines the expected behaviour and standards of conduct in our business relationships.



We aim to collaborate exclusively with suppliers who share our values and adhere to our ethical standards.

Code for Transport Service Providers

Our priority in logistics is safety, ecology, reliability and legal compliance. We have introduced the Code for Transport Service Providers, which sets out the required standards for the provision of transport services. Suppliers are required to comply with certain standards and to ensure safe and eco-friendly transport conditions.



Supplier auditing and evaluation

We regularly audit and assess our suppliers on an annual basis to verify their compliance with our ethical, environmental and quality standards. This helps to ensure that our partnerships are on a sound footing and that our suppliers are able to meet our expectations in terms of quality, timeliness and legal compliance.



Summary

We strive to ensure that ethical principles are an integral part of our organisation and influence all decisions made by our employees and business partners. Adhering to these guidelines is a key element in building a strong organisational culture on the path to sustainable success.





Transparent business

As part of Akomex Group's commitment to sustainable development, we are dedicated to conducting our business in a transparent and integrity-driven manner. Our relationships with customers, business partners and the community are based on the principles of openness, dependability and transparency. We are committed to transparency in our operations and to providing comprehensive information, including financial and non-financial disclosures, about our activities.

In Akomex Group, although not required by Polish law for limited liability companies, we have decided to establish a Supervisory Board and an Audit Committee, which play a crucial role in ensuring effective oversight and accountability. Our Supervisory Board consists of experienced professionals who provide strategic leadership and supervision over the company's operations, and participate in key decisions regarding development, risk management and monitoring of the Management Board's activities.

The Audit Committee, operating alongside the Supervisory Board, is an independent oversight body that monitors the audit process, financial reporting and compliance with legal requirements and ethical standards. Its role is to ensure the effective functioning of internal control and audit systems, thereby minimising risk and preventing irregularities.

Financial reporting under IFRS

Our commitment to transparency and integrity in financial reporting leads us to adopt International Financial Reporting Standards (IFRS). Our financial statements are audited by a reputable auditing firm, ensuring an independent assessment of our financial results and reporting processes.



Implemented GDPR procedures

At Akomex Group, safeguarding personal data and complying with data protection regulations is a top priority. We have implemented comprehensive procedures in line with the General Data Protection Regulation (GDPR), which cover the collection, storage, processing and deletion of personal data in accordance with applicable legislation. These procedures ensure appropriate data security and respect for the rights of the individuals whose data is involved.



Anti-corruption


At Akomex Group, we do not tolerate any form of corruption or unethical behaviour. We are committed to conducting our business with integrity, adhering to the highest ethical standards and complying with all relevant laws. As part of our dedication to fighting corruption, we implement various measures to eliminate risks, promote transparency and integrate business ethics into our corporate culture.

 **One of the most important measures in our anti-corruption strategy is the mandatory training of our employees.**

Upon completion of the training, employees are required to pass an examination to test their knowledge and understanding of corruption and business ethics. A successful outcome on the exam is certified by a diploma issued by the Central Anti-Corruption Bureau, providing further assurance to both the employee and our organisation that our staff are well equipped to address potential corruption risks.

Whistleblower protection

We are committed to providing a safe and transparent work environment where employees can report irregularities or ethical violations without fear of retaliation. We provide protection for whistleblowers who report irregularities or unethical behaviour. Our procedures for safeguarding whistleblowers are in line with the Act on the Protection of Whistleblowers, also known as the Whistleblower Act, which is an act intended to implement the Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 in Poland. This legislation guarantees the confidentiality of reports and ensures that all disclosures are reliably and effectively investigated.

 **Akomex Group employees who witness violations of the law or the Ethical Codex may take independent action to investigate the matter by following the internal reporting regulations outlined in the whistleblowing procedure.**

Ethical competition

Through the Akomex Group Ethical Codex, we are committed to upholding the principles of fair competition and avoiding any form of unethical behaviour towards competitors. We act in accordance with applicable laws and established ethical standards to ensure fair and transparent market conditions.

Akomex Group strictly complies with applicable laws concerning competition principles. These regulations prohibit formal and informal agreements, ventures or coordinated arrangements between competitors regarding their prices, market shares or customers.

We do not engage in activities that restrict or eliminate competition. We act and set standards that are exemplary.



Summary

Akomex Group is committed to conducting business according to the highest ethical standards, ensuring transparency and integrity in every aspect of our operations. Our codes of ethics and principles of conduct form the foundation of our corporate culture and are crucial for building trust with customers and business partners. Anti-corruption, transparent reporting, whistleblower protection and the continuous improvement of business ethics practices are an integral part of our commitment to sustainable development and social responsibility.

07

Challenges and the future

There are many potential areas for further development and challenges that Akomex Group will need to address in the near future. Below, we outline the development opportunities and the biggest challenges we see on the horizon.

FUTURE DEVELOPMENT AREAS



Photovoltaic installation construction

We plan to continue investing in this area to take advantage of the latest technological developments and increase the efficiency of our photovoltaic systems.

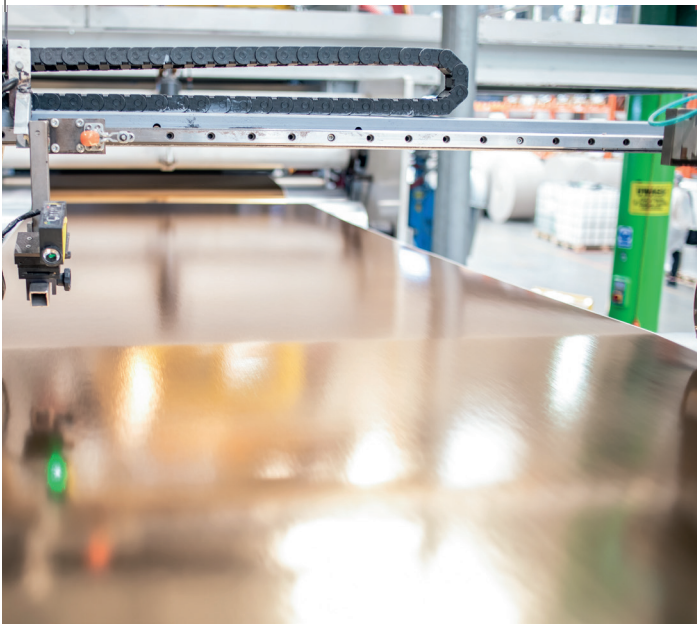


Further reduction of CO₂ emissions. Our goal is to further decrease CO₂ emissions across all stages of our operations, including production, transport and logistics. We will continue to build close cooperation with suppliers and strive to introduce innovative technological solutions to reduce our environmental impact.



Sustainability at community level. We want to expand our sustainability activities at the level of the local communities in which we operate. Our plans include investing in social and educational projects that will have a positive impact on the local community and help build stronger social ties.





Main challenges

- 1.** Search for alternative sustainable technologies, including special coatings, varnishes and barriers, aimed at creating more environmentally friendly packaging.
- 2.** Reduction of CO₂ emissions and consumption of natural resources in the packaging manufacturing process.
- 3.** Implementation of innovative technologies and production processes that will enable the efficient use of sustainable raw materials. We need to continuously monitor technological advancements and ensure that our investments will be properly aligned with the latest technological developments to fully exploit their potential.

ESG challenges and plans will continue to play a key role in our development strategy. We are determined to continue our sustainability efforts and address the challenges that lie ahead to ensure a better future for our company, the community and the environment.

Contact

We would be happy to answer your questions and discuss any issues related to our sustainability practices.

Please do not hesitate to contact us if you have any questions or suggestions about our ESG activities. We are open to dialogue and eager to collaborate with our stakeholders in pursuit of a sustainable future for Akomex Group and our local communities.

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