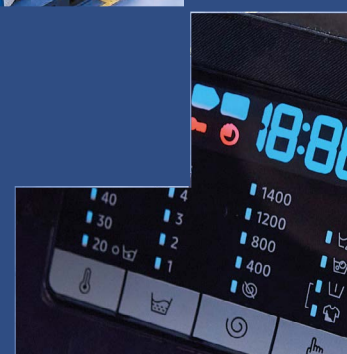
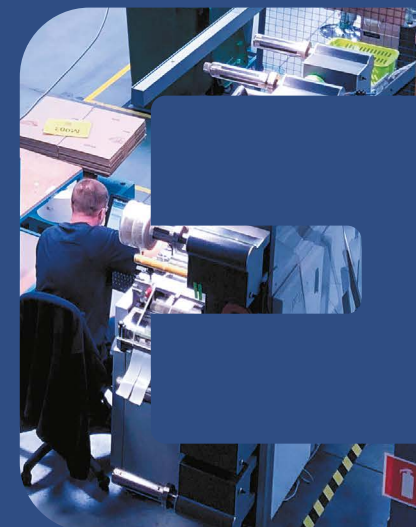


ETISOFT

ANNUAL REPORT 2025

Communication on progress



CONTENT

| | |
|-------------------------------------------|----|
| Our statement | 5 |
| Who we are | 6 |
| Business model & market context | 8 |
| Portfolio and product development in 2025 | 10 |
| 2025 in numbers | 12 |
| Demographics | 13 |
| Customer satisfaction survey | 16 |
| Marketing, events, and market presence | 17 |
| Team and organizational culture | 18 |
| ESG — Sustainable development | 20 |
| Double materiality assessment | 21 |
| Environmental area | 22 |
| Social area | 24 |
| Future | 26 |

From Labels to Industry 4.0



Etisoft's Annual Report for 2025 presents the key activities, projects, and development directions of the Company in the past year. The document summarizes operating performance, the development of the technology portfolio, and initiatives implemented across environmental, social, and governance (ESG) areas.

The purpose of this report is to transparently present how Etisoft creates value for customers, employees, and business partners. The publication presents both business achievements and actions supporting the responsible development of the organization.

The report covers Etisoft's activities in 2025 and was prepared based on operational data and information provided by individual organizational areas.



*Michał Majnusz
the president of Etisoft Sp. z o.o.*

Dear Stakeholders,

Last year made it even clearer that in industry you don't win with declarations, but with consistency. At Etisoft, we had both easier and more challenging moments — which makes it all the more satisfying that we delivered what matters most: reliable day-to-day execution, the continued development of our offering, and the readiness to keep pace with — often even stay ahead of — our customers' expectations.

It wasn't an easy year, but it was a very concrete one: many deliveries, numerous implementations, and a wealth of experience that we are already putting to use today.

We are consistently pursuing the strategy „From Labels to Industry 4.0“. In practice, this means developing not only products, but above all the capabilities that enable us to support customers comprehensively in the safe, long-term transformation of their processes.

In 2025, we strengthened our portfolio in the areas of labels and marking, Auto ID, RFID, software, and intralogistics automation. Implementations delivered for customers across many industries show that we are increasingly an end-to-end partner — not merely a supplier of a single solution.

A milestone of the past year was the completion of the SALMA (Automated Logistics, Storage and Notification System) project implementation in Etisoft's Central Warehouse. Automating transport, warehousing and packaging with the use of mobile robots enabled us to increase the efficiency, repeatability and scalability of our own processes. At the same time, we gained experience that we now successfully offer to our customers as well. The SALMA project does not end here — we plan to continue developing it this year.

An important element of our development last year was strengthening our device offering and launching sales of Auto ID solutions under Etisoft's own brand — so as to ensure the availability of proven solutions also for customers who are more price-sensitive. In parallel, we continued developing our proprietary ETILABEL software, which gained new functionalities and received a certificate of compliance with GS1 standards.

This is another step toward structuring data, eliminating errors, and supporting traceability in our customers' supply chains.

The year 2025 was also an important stage in organizing our approach to sustainable development. We carried out a double materiality assessment, which enabled us to better identify key areas of environmental, social and governance impact and take them into account in the company's further development.

These achievements would not have been possible without the Etisoft team. I would like to thank all employees for their professionalism, responsibility and daily readiness to take on challenges. I am pleased that alongside technological development we consistently also care for organizational culture, integration and employee well-being.

Looking ahead, I see both opportunities and challenges. Increasing automation, the need for data standardization, and the development of logistics and e-commerce support our strategy. At the same time, they require us to continue investing in competencies, technologies and information security. Therefore, in the coming year we will focus, among other things, on further automation development, including AI-enabled projects, and preparations for implementing the TISAX and ISO 27001 standards.

I would like to thank our customers and partners for their trust and for our shared projects, and Etisoft employees for their commitment and for co-creating a company that develops responsibly and with the future in mind.

Our statement

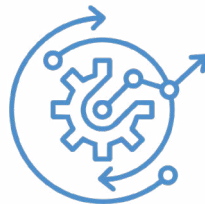
From labels to Industry 4.0 — we support customers in the safe, long-term transformation of their processes.

Based on safe cooperation and continuous improvement, we deliver solutions that:



Ensure reliable identification and process control

We create solutions that start with a label and end with integrated Industry 4.0 systems—supporting full traceability, quality, and compliance of production and logistics processes.



Increase efficiency and readiness for automation

We help organize data, standardize markings, and automate label printing and application—making processes repeatable, scalable, and prepared for further development.



Build product and partnership security

Safe cooperation is more than a commercial relationship—it is accountability for the quality, durability, and compliance of the solutions we implement together with customers and partners.



Reduce risk, losses, and errors

Through the right selection of materials, technologies, and systems, we help minimize human error, downtime, and losses resulting from incorrect labeling and identification.



Support customers' continuous development

We grow together with our customers—from individual implementations to end-to-end systems—providing consulting, testing, service, and ongoing optimization.

Who we are

We support customers on the path from labels to Industry 4.0 - from correct product marking and data quality, through identification automation, to system integrations and automated material flow.

We provide comprehensive solutions in identification, marking, and process automation that help customers increase efficiency, reduce errors, and meet quality and industry requirements. We combine expertise across several complementary areas:



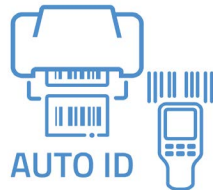
Labels and marking

We design and manufacture solutions tailored to the product's operating environment (e.g., resistance to temperature, chemicals, abrasion), legal requirements, and identification standards. We advise on the selection of materials, adhesives, and printing technologies so that the marking remains durable and legible throughout the product lifecycle.



RFID

We deliver radio-frequency identification solutions (labels/tags, parameter selection, testing) that support faster inbound/outbound operations, inventory counting, and tracking the flow of goods and components.



Auto ID

We select and implement automatic identification devices (e.g., printers, scanners, terminals), configuring workstations and processes to ensure data consistency and reduce manual work.



Software

We provide tools to design, manage, and control the labeling process (including versioning, permissions, approvals) to reduce the risk of incorrect prints and streamline work across multiple locations.



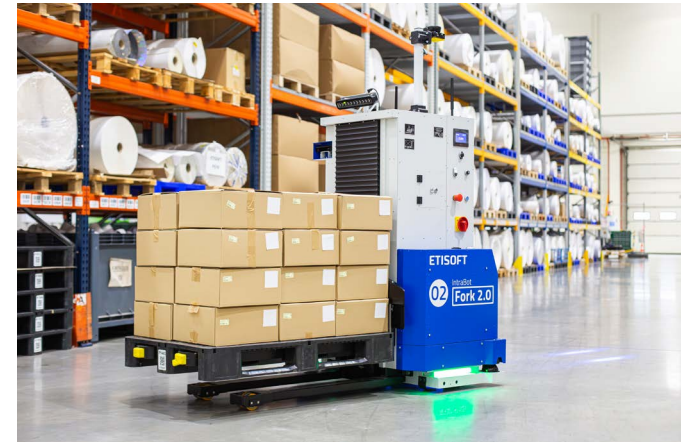
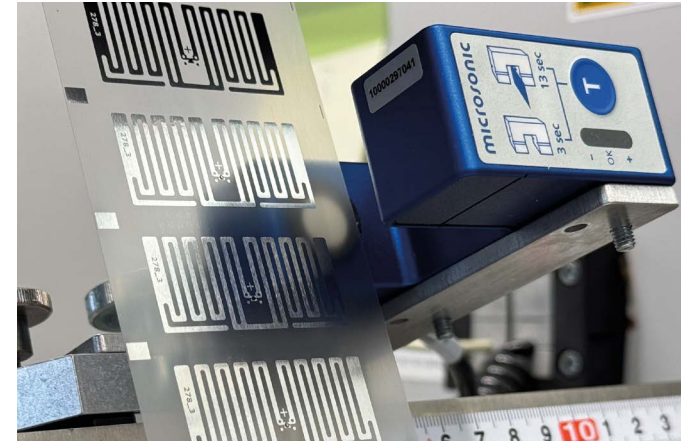
IT integrations

We connect marking and identification solutions with customer systems (e.g., ERP/WMS/MES), automating data flows and eliminating manual re-entry.



AGV/AMR mobile robots

We implement intralogistics automation: internal transport of materials and components, route mapping, traffic safety rules, and integration with warehouse and production processes.



Business model & market context

Business model

Etisoft develops and delivers solutions supporting product identification, process automation, and material-flow management in production and logistics.

The Company's business model is based on integrating three areas:

- identification technologies (labels, marking systems),
- software supporting data and process management,
- automation and intralogistics solutions.

As a result, Etisoft offers customers comprehensive systems supporting product traceability, process optimization, and organizational readiness for Industry 4.0 implementations.

Competency Map & Key

Etisoft's competency map covers solutions from printing and identification to intralogistics automation: Auto ID, RFID, software and system integrations, AGV/AMR mobile robots, as well as implementation and maintenance services.

ETISOFT GROUP

Etisoft consists of 18 capital-related companies



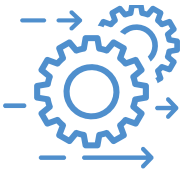
11

Companies with manufacturing, commercial and R&D profiles



8

Etisoft branches (Kraków, Warszawa, Germany, Denmark, Hungary, Chechia, Slovakia, Ukraine)



1

Company AWT Labels&Packaging operating in the USA

Certificates held by Etisoft

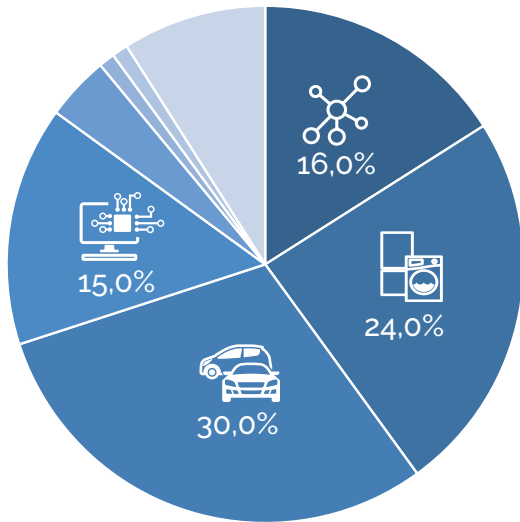
- PN-EN ISO 9001:2015 Certificate
- PN-EN ISO 14001:2015 Certificate
- IATF 16949:2016 Certificate
- FSC Certificate



Our customers

We work with manufacturing, logistics, and trading companies that need reliable traceability, process security, and efficient automation. We support both large international organizations and mid-sized enterprises, tailoring solutions to the scale and specifics of their operations.

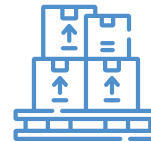
Key industries served include: automotive, home appliances (AGD) and electronics, logistics and e-commerce, construction, FMCG, pharmaceuticals, chemicals, and cosmetics.



- DISTRIBUTORS
- HOME APPLIANCES
- AUTOMOTIVE
- ELECTRONICS
- CONSTRUCTION
- CHEMISTRY
- FOOD AND FMCG
- OTHERS



1700
CLIENTS
[companies]



7400
SHIPPED PALLETS
[pcs/year]



2175
SHIPPED PARCELS
[pcs/year]



40
COUNTRIES
around the world

Portfolio and product development in 2025

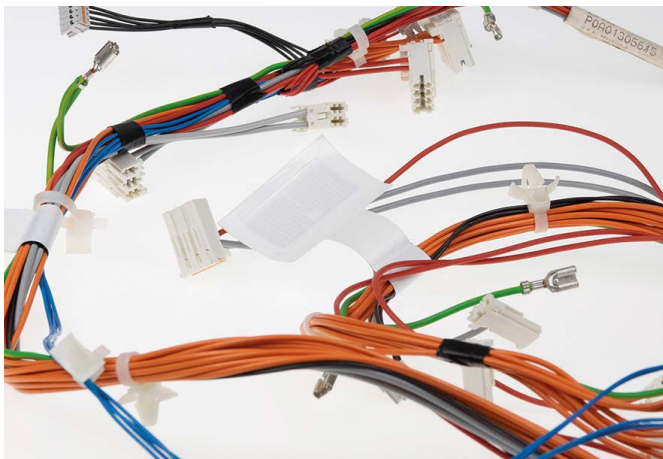
We introduced to our offering:

- RFID systems for tracking returnable transport containers, production traceability, searching court files and documents, and employee evacuation,
- RFID labels for courts and archives,
- RFID labels with LED diodes,
- High-temperature RFID tags,
- Etisoft printers and applicators,
- Toshiba label applicators,
- IMA Labeling labelers.

In addition, our proprietary ETILABEL label design and printing software received further enhancements, including new GS1 label templates aligned with the requirements of selected retail chains. The software also obtained a GS1 compliance certificate, confirming that it meets the stringent requirements of the logistics sector.

Etisoft's online store underwent rebranding and is continuously expanded with new products. By the end of 2025, it offered approximately 600 products from our current portfolio.





Trends

Companies are increasingly focusing on labeling automation—speed and error elimination are key. At the same time, the importance of traceability is growing: consistent product data and tracking of batches/components. In logistics and e-commerce, warehouse automation is accelerating, including deployments of AGV/AMR mobile robots that stabilize throughput and shorten lead times.

For Etisoft, this naturally confirms the “from labels to Industry 4.0” direction: customers increasingly expect one partner who can deliver everything—labels and marking, Auto ID, RFID, software, IT integrations, automation (including AGV/AMR), and service. This enables us to meet customers’ full needs—from correct product marking to solutions supporting warehouse and logistics process integration.



33

YEARS
OF EXPERIENCE



2025 in numbers



40M

TURNOVER
[euro]



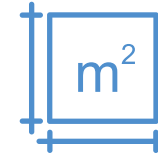
5B

LABEL
PRODUCTION
[pcs/year]



20M

ANNUAL RIBBON
PRODUCTION
[m²/year]



15000

TOTAL AREA
[m²]



290

EMPLOMENT
[persons]

Turnover (EUR million)

| | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------------|------|------|------|------|------|------|------|------|
| Etisoft | 42 | 40 | 42 | 42 | 44,6 | 44 | 45 | 40 |
| Etisoft Group | 60 | 66 | 80 | 80 | 76 | 85 | 83 | 80 |

Floor Area (m²)

| | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|
| Etisoft | 9 620 | 9 620 | 15 527 | 15 527 | 15 500 | 15 500 | 15 500 | 15 500 |
| Etisoft Group | 18 000 | 22 000 | 33 000 | 33 000 | 35 000 | 32 000 | 32 000 | 31 000 |

Demographics



| Distribution according to gender | | |
|----------------------------------|-----|-----|
| Women | 145 | 50% |
| Men | 145 | 50% |

| Distribution according to education | |
|-------------------------------------|-----|
| Higher education | 133 |
| Secondary education | 129 |
| Vocational and below | 28 |

| Number of employees with disabilities | Average age - women | | Average tenure at Etisoft |
|---------------------------------------|---------------------|----|---------------------------|
| | Men | 42 | |
| | Women | 39 | |
| 11 | | | 10 years |

| Number of employees | | | | | | | | |
|---------------------|------|------|------|------|------|------|------|------|
| | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
| Etisoft | 363 | 361 | 359 | 359 | 354 | 301 | 292 | 290 |
| Etisoft Group | 750 | 880 | 905 | 905 | 925 | 773 | 736 | 700 |



Key projects and implementations in 2025

| Municipal services | |
|-----------------------------------|--------------------------------------------------------------------------------|
| Challenge: | fast inventory of bags and municipal waste containers and repair tracking. |
| Solution: | RFID on containers and bins combined with automatic reading. |
| Outcome: | efficient asset tracking, repairs, and assignments to locations/users. |
| Manufacturing / automotive | |
| Challenge: | standardization and faster printing, elimination of operator errors. |
| Solution: | ETILABEL Integration with centrally managed templates + ERP/MES integration. |
| Outcome: | fewer mistakes, faster production support, full traceability. |
| Metallurgy | |
| Challenge: | identification in extremely harsh conditions. |
| Solution: | durable RFID tag resistant to environmental factors. |
| Outcome: | permanent marking and stable reading where traditional solutions fail quickly. |
| Manufacturing | |
| Challenge: | quick marking of defect locations in the process. |
| Solution: | integration of a label applicator with the machine. |
| Outcome: | unambiguous NOK identification and better quality control. |

| Packaging industry | |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Challenge: | supplying production departments with raw materials, semi-finished goods, and consumables; collecting finished products and waste; eliminating or reducing forklift traffic intersecting with pedestrian movement. |
| Solution: | deployment of 3 IntraBot Fork mobile robots and creation of an automated, two-way buffer at the warehouse entry/exit. |
| Outcome: | handling several hundred loads per day and a significant reduction of forklift movement within production departments. |
| Logistics | |
| Challenge: | loading errors (wrong pallet loaded into the truck). |
| Solution: | pallet label reading system during transport to loading. |
| Outcome: | reduced incorrect shipments and complaint costs. |
| Home Appliances | |
| Challenge: | automatic labeling of home appliances on the production line. Solution: a Print & Apply system applying labels directly onto the appliance. Result: repeatability, shorter operation time, and fewer errors. |
| Solution: | a Print & Apply system applying labels directly onto the appliance. |
| Outcome: | repeatability, shorter operation time, and fewer errors. |

| Automotive | |
|--------------------------|----------------------------------------------------------------------------------------|
| Challenge: | automatic wire labeling in a robotic cell (flag). |
| Solution: | Print&Apply in a robotic cell. |
| Outcome: | consistent marking quality and reduced errors. |
| Food retail chain | |
| Challenge: | controlling circulation and reducing losses of packaging. |
| Solution: | RFID marking of returnable packaging. |
| Outcome: | optimized utilization, movement monitoring, and identification of "stagnation" points. |
| E-commerce | |
| Challenge: | increased efficiency of carton labeling. |
| Solution: | 6 Print&Apply systems for logistics labels. |
| Outcome: | higher throughput and fewer shipping errors. |
| Jeweler | |
| Challenge: | automation of inventory counting. |
| Solution: | aesthetic RFID jewelry labels integrated with an inventory system. |
| Outcome: | faster inventory and higher stock accuracy. |



Launches / Milestones

We completed the implementation of SALMA (Automated Logistics, Storage and Notification System) in Etisoft's Central Warehouse. The system automates key intralogistics stages: transport, storage, delivery to packing, and packing. Across 6,000 m², 13 robots operate, handling both warehouse replenishment with KLT containers and pallets and the delivery of logistics carriers to packing stations.

The SALMA implementation increased efficiency and repeatability of warehouse processes, shortened operation times, and reduced the risk of errors resulting from manual handling of flows. Automation also supported better planning and control of material flow, increasing continuity of work and warehouse scalability during peak loads. Last year, within SALMA we transported 261,200 KLT containers. We also used Fork 2.0 mobile robots for 4,800 pallets and Lift 2.0 robots for 2,640 pallets. We offer the SALMA solution to our customers as well.

We also launched Auto ID devices under the Etisoft brand, expanding the portfolio of solutions supporting customer identification and process automation.

Customer satisfaction survey

The Customer Satisfaction Survey, as every year, provides us with valuable information on the quality of our services and recommends key areas for improvement.

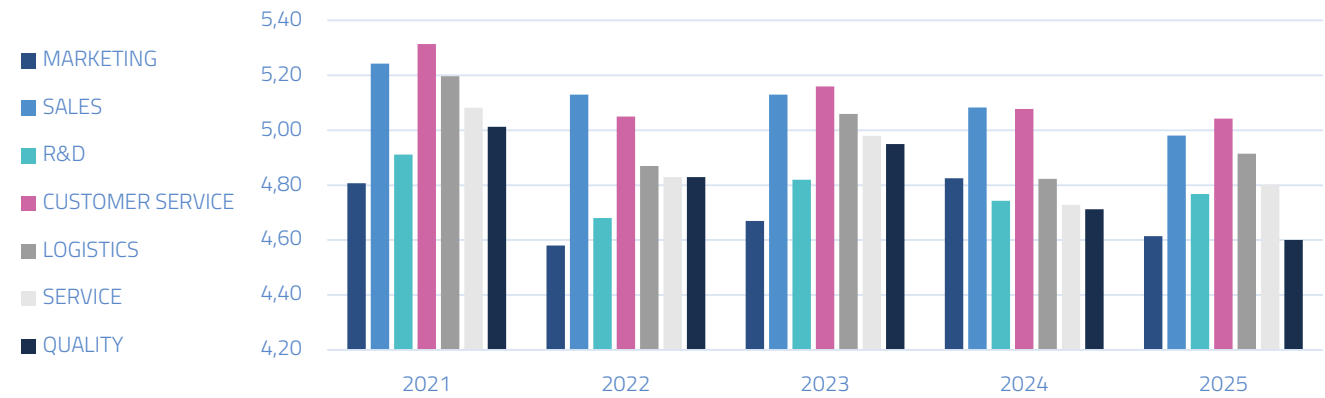
In 2025, we conducted a Customer Satisfaction Survey among Etisoft's key customers. The average satisfaction score was 4.87 (2024: 4.88), confirming a stable, high level of ratings. The highest scores were awarded to Customer Service / BOK (5.04) and the sales area (4.98). The area requiring further improvement remains quality and complaints handling (4.60). The loyalty indicator (willingness to recommend) reached 5.2.

The average total satisfaction score

4.87

The loyalty indicator

5.2



Methodology

- Survey group: 166 key customers (by turnover)
- Number of responses: 36
- Rating scale: 1–6
- Areas covered: marketing, sales, R&D, Customer Service (BOK), production and logistics, service, quality/complaints
- Question consistency: 7 questions unchanged since 2019 (trend comparability)

Key conclusions

- We maintain a stable, high satisfaction level year-on-year.
- Customer service and sales cooperation are our strongest points.
- The greatest improvement potential concerns quality and complaints handling (4.60) and communication/marketing (4.61).

Priorities for 2026

- Improve the complaints process (response time + status communication).
- Shorten and stabilize lead time and increase delivery predictability.
- Strengthen communication of the offer's value and cooperation flexibility.

Marketing, events, and market presence

In 2025, Etisoft strengthened its market presence through participation in key industry events and partner activities.

We took part in:

- Labeling-Tech Poland — presenting marking, identification, and automation solutions and winning an innovation medal
- Warsaw Industry Week — communicating solutions supporting production and logistics
- APPLiA Poland Home Appliances Congress — discussions and networking around AGD needs (including traceability and automation)
- Automotive CEE Days Purchasing Meetings —

contacts with the automotive sector and relationship development

Expert and Partner Events

- SAMBA (with Axians Polska) — meeting for ERP users; live demonstrations at Etisoft production and warehouse
- Workshops with EPSON Polska (Guido Mine) — showcasing color printing applications combined with Etisoft labels (practical industrial use cases)



ETISOFT

Team and organizational culture



Bartłomiej Dengusiak
COO



Michał Majnusz
CEO



Damian Janiga
Vice President, Technical Director



Maciej Jurczyk
Production Director



Krzysztof Mitrowski
Director of Sales and Marketing



Dariusz Wdowiak
Quality Director



Tomasz Kasprzak
Director of IT Department



Łukasz Wiankowski
CFO



Agnieszka Aleksowicz
Director of HR and Administration

Etisoft delivers projects based on cooperation between sales teams, engineering teams (R&D), production, and service, supported by quality, logistics, and marketing departments. This organizational model enables end-to-end customer service—from consulting and design, through stable production and on-time deliveries, to maintaining high quality standards and further solution development.

Employee competency development is a key element of Etisoft's strategy. The Company systematically invests in technical, product, and quality training, as well as certifications that strengthen team qualifications and support high implementation standards.

Etisoft consistently develops an organizational culture based on engagement, cooperation, and employee well-being. In 2025, initiatives supporting team integration and work-life balance were implemented. Etisoft Running Team was active throughout the year, engaging employees in sports and health initiatives. Particularly high participation accompanied the year-round Gliwice Park Running Provocation, supported by Etisoft, which became an important element of team integration and promoting an active lifestyle. Five-a-side football enthusiasts played under the Etisoft Futsal Team banner. The team finished the 2024/2025 season on the podium of the 2nd League of Five-a-Side Football.



Family Picnic at Legendia

A key integration initiative was the Family Picnic at Legendia Silesian Amusement Park, which enabled employees and their families to spend time together in an informal atmosphere. Etisoft also once again joined the nationwide "Two Hours for Family" initiative, promoting conscious relationship building and a flexible approach to working time.

HumanBE
dwie godziny DLA RODZINY DLA CZŁOWIEKA



ESG — Sustainable development

Etisoft operates with consideration for environmental, social, and governance aspects (ESG). This approach is an integral part of the Company's development strategy and the way it builds long-term value for customers, employees, and business partners.

In 2025, ESG activities were developed in a more systematic manner. The Company carried out a double materiality assessment and began building tools to measure and monitor the environmental impact of its operations. In parallel, initiatives related to organizational development, workplace safety, responsible business relationships, and transparent management were continued.

These activities form the basis for further development of the sustainability management system in the coming years.

ESG Standards and Initiatives

Etisoft develops sustainability efforts based on recognized international standards and business responsibility assessment tools. They enable systematic improvement of management processes and increased transparency toward customers and business partners.

SAQ — Self Assessment Questionnaire

Etisoft also participates in supplier assessment through SAQ (Self Assessment Questionnaire), particularly used in the automotive sector.

The SAQ covers environmental, social, and governance topics and is an important element of supplier evaluation in a responsible supply chain.

UN Global Compact

Etisoft supports the principles of responsible business conduct set out in the United Nations Global Compact, covering ten principles related to human rights, labor standards, environmental protection, and anti-corruption.

In practice, this means operating with respect for employees' rights, responsibly managing environmental impact, and building transparent business relationships throughout the value chain.



EcoVadis

The Company is assessed on the EcoVadis platform, which evaluates corporate activities across four areas:

- environment,
- labor and human rights,
- business ethics,
- sustainable procurement.

In 2025, Etisoft retained the EcoVadis Bronze Medal, confirming its responsible management efforts and development of ESG practices.



Double materiality assessment

Purpose

In 2025, Etisoft conducted a Double Materiality Assessment (DMA) to identify key ESG areas material both from the perspective of the Company’s impact on the environment and society, and from the perspective of how these factors affect the organization’s business activities.



The analysis helped define the most important environmental, social, and governance topics relevant to the Company’s development and stakeholders.

Methodology

The process included identifying potential ESG topics, assessing their impact on the Company’s activities, and analyzing the relevance of individual issues to stakeholders.

The process included:

- identification of potential ESG topics based on an analysis of the Company’s activities and sustainability reporting standards,
- assessment of the Company’s impact on the environment and society,
- analysis of ESG factors’ impact on the Company’s business activity,
- inclusion of stakeholder perspectives, including employees, customers, and business partners.

The analysis was conducted in line with the double materiality approach, covering two dimensions:

- **impact materiality** — the Company’s impact on the environment and society,
- **financial materiality** — the impact of ESG factors on business results, risks, and development.

The SAQ covers environmental, social, and governance topics and is an important element of supplier evaluation in a responsible supply chain.

Results

As a result of the analysis, key areas material to Etisoft’s activities were identified:

| Area | Material impacts | Material risks | Material opportunities |
|---------------|------------------|----------------|------------------------|
| Environmental | 6 | 3 | 0 |
| Social | 8 | 0 | 2 |
| Governance | 3 | 0 | 0 |
| Total | 17 | 3 | 2 |

The largest number of material topics relates to the social area, reflecting the importance of relationships with employees, customers, and business partners.

The results of the double materiality assessment form the basis for defining Etisoft’s sustainability priorities and further development of activities related to managing environmental, social, and governance aspects.

Environmental area



Climate change

Etisoft takes actions aimed at reducing its climate impact by improving energy efficiency and monitoring greenhouse gas emissions.

In 2025:

- the organization's carbon footprint was calculated for three emission scopes using a certified calculation tool,
- a baseline year (2024) was adopted for further analysis and emissions monitoring,
- life-cycle assessment (LCA) analyses of selected products were initiated.

From 2024, the Company uses electricity covered by guarantees of origin from renewable sources. In addition, energy-efficiency improvements were implemented, including changes to energy tariffs and the installation of reactive power compensation systems, reducing energy consumption and operating costs.

In the following years, further decarbonization actions are planned, including installation of a photovoltaic micro-installation and development of emissions monitoring systems.

EMISSIONS TOTAL (MgCO₂e)

| | Base Year | | |
|----------------------------------------|-------------|----------------|----------------|
| | 2023 | 2024 | 2025 |
| Scope 1 | | | |
| Scope 1: Fugitive emissions | no data | no data | 13,47 |
| Scope 1: Mobile combustion | 251,96 | 250,72 | 253,91 |
| Scope 1: Stationary combustion | 158,19 | 152,3 | 188,07 |
| sum: | 410,15 | 403,02 | 455,45 |
| Scope 2 | | | |
| Scope 2 Location | 1637,74 | 1378,263 | 1150,05 |
| Scope 2 Market | 1637,74 | 1478,506 | 1680,98 |
| Scope 3 Category | | | |
| Scope 3: Capital goods | no data | 8,53 | 9,37 |
| Scope 3: Employee commuting | no data | 105,12 | 208,24 |
| Scope 3: Purchased goods and services | no data | 6 447,97 | 7 032,23 |
| Scope 3: Waste generated in operations | 9,34 | 9,47 | 42,23 |
| Total | 9,34 | 6571,09 | 7292,07 |

Pollution

Etisoft operates in accordance with applicable environmental requirements and holds the required permits for emissions and waste management.

In 2025, regular environmental measurements and controls were carried out. No environmental penalties or exceedances of permissible standards were recorded. One incident related to refrigerant leakage was quickly contained and did not cause lasting environmental effects.

Resource use and circular economy (CE)

The Company strives for rational use of raw materials and reduction of production waste. In 2025, actions were implemented to optimize material consumption and improve production-process efficiency.

Actions included, among others:

- monitoring raw material consumption,
- reducing production waste,
- life-cycle analysis of products,
- implementing more efficient production materials.

QUANTITIES OF HAZARDOUS AND NON-HAZARDOUS WASTE PRODUCED:

| | | 2 021 | 2022 | 2023 | 2024 | 2025 |
|---------------------------------------------------|---------------------|----------------|----------------|----------------|----------------|----------------|
| type of waste | hazardous waste | 12,386 | 11,215 | 10,391 | 8,855 | 9,289 |
| | non-hazardous waste | 47,426 | 59,923 | 59,485 | 52,636 | 49,024 |
| | non-hazardous waste | 624,890 | 805,500 | 836,310 | 855,330 | 778,080 |
| | total | 684,702 | 876,638 | 906,186 | 916,821 | 836,393 |
| natural gas [m ³] | | 102840 | 123669,70 | 77021 | 71461 | 91000 |
| electricity [MWh] | | 1698,77 | 1987,10 | 2163,548 | 2211,293 | 2079,65 |
| water and wastewater management [m ³] | | 2759,87 | 2954,65 | 3106,33 | 3202,20 | 2368,91 |

We support our customers in green choices

- We are a manufacturer of linerless labels, distributor of printers and equipment for their application. So-called linerless labels reduce waste, costs and operation.
- FSC-certified materials - we use paper materials for which raw material from forests grown in accordance with sustainable forest management is used, confirmed by the FSC certificate that guarantees responsible management of forest resources.
- Raw materials optimizing the use of natural resources - thanks to the use of raw materials with reduced basis weight and thickness, we affect the lower consumption of natural resources, which allows a more efficient use of materials, while not adversely affecting the quality and durability of labels.
- Recycled raw materials - we offer partially or fully recycled papers and films.



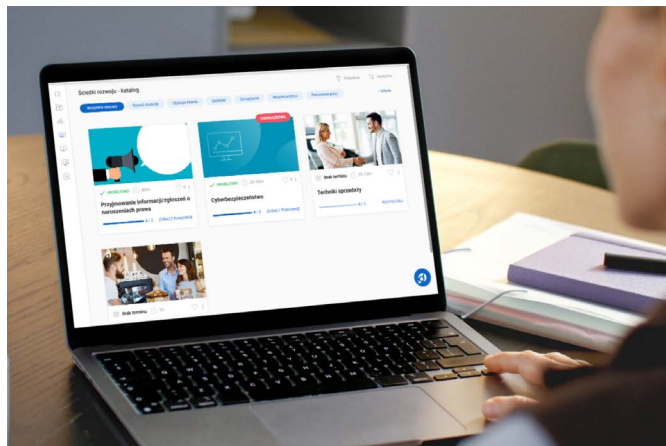
Social area

Employees

In 2025, Etisoft continued initiatives supporting team integration and building a friendly work environment. One such event was another edition of the “Two Hours for Family” initiative, allowing employees to dedicate additional time to activities with their loved ones.

The Company also supports integration initiatives and internal events that foster team relationships and strengthen an organizational culture based on cooperation and mutual respect.

The Company develops systems supporting employee competency growth, including onboarding programs, development paths, and vocational training.



Safety and working conditions

Workplace safety is one of the key elements of human resources management at Etisoft. The Company undertakes actions to ensure safe and ergonomic working conditions and to reduce risks associated with manufacturing operations.

In 2025, initiatives continued to improve workstation ergonomics and standardize workspaces, including optimization of production workstation organization and supporting employees in safe task execution.

The quality of human-capital initiatives was confirmed by receiving the HR Quality Award granted by the HR Practitioners Association, which recognizes the effectiveness of HR activities and the Company's engagement in building a friendly, safe, and responsible workplace environment.

Community and social engagement

In 2025, Etisoft organized the “Warm Blanket on a Winter Night” campaign for the tenth time, supporting animals in shelters and under the care of social organizations. The jubilee edition delivered a record result—over 945 kg of high-quality food collected.

Donations were transferred to the Człowiek dla Zwierząt Foundation in Łętkowice and the Pokochaj i Przygarnij Social Committee in Gliwice. The campaign was possible thanks to employee involvement and Company support. It is an example of a long-term social initiative combining help for those in need with building attitudes of responsibility and social sensitivity.

As part of educational activities, Etisoft organized an employee knowledge contest related to FSC Forest Week, aimed at raising awareness of responsible sourcing and the importance of FSC certification. This initiative combined education with active team engagement, supporting the Company's sustainability goals.

Etisoft also actively supports social and local initiatives using its competencies and resources. In 2025, we supported WOŚP Staff #3883 in Zabrze by providing labels used during the grand finale of this charity event.



Corporate governance

Etisoft operates based on transparency, legal compliance, and responsible business relationships.

Responsible business conduct

In 2025, the Company concluded 54 agreements of various types—commercial, service-related, and cooperation with business partners. The agreements also include commitments to comply with ethical principles and responsible business standards.

Compliance management and partner relationships

Etisoft develops organizational management practices that support process transparency, business accountability, and long-term relationships with employees, customers, and business partners.

In 2025, the Company updated its Supplier Code of Conduct, defining cooperation standards with suppliers in business ethics, respect for employee rights, environmental protection, and compliance with applicable regulations. In parallel, a Sustainable Procurement Policy was implemented, defining principles for responsible supplier

selection and incorporating environmental and social criteria into procurement.

These documents are part of Etisoft’s evolving approach to responsible supply-chain management.

In the coming years, Etisoft plans to further develop a systemic approach to ESG management, including environmental KPIs, energy-efficiency measures, and strengthening responsible governance standards across the organization and supply chain.



Future



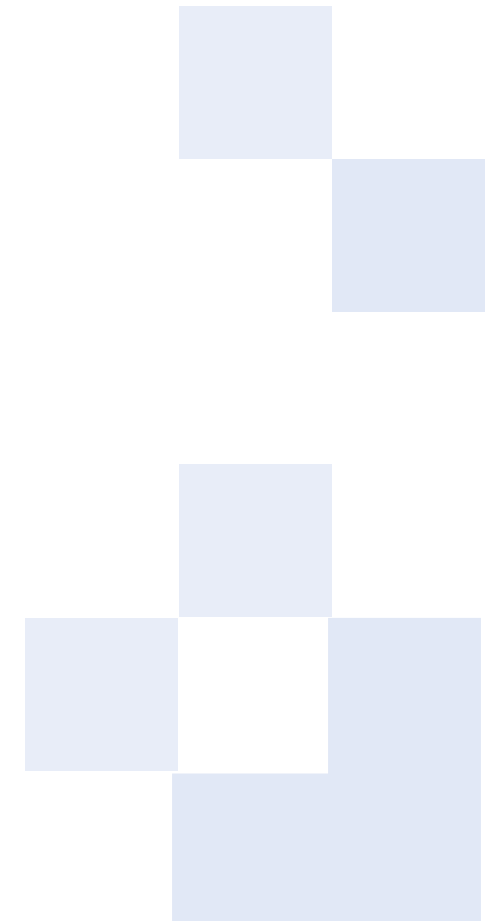
Development directions

- Increasing market share among manufacturers of labels, thermal transfer ribbons, adhesive tapes and die-cuts, front panels and plates, and instructions. Development of the AGV/AMR mobile robots portfolio.
- Renewable Energy Sources (RES) Project
- Implementation of ALICE — an AI-enabled production planning system
- Integration of the EDI system with carriers
- Preparations to implement TISAX and ISO 27001 standards
- Treating information security as one of the key areas for further development, particularly in the automotive sector.
- Strengthening commercial and marketing cooperation with leading Auto ID suppliers
- Epson Polska and Citizen.
- Development of a decarbonization plan and a sustainability strategy
- Supporting the further advancement of ESG activities at Etisoft.

Risks and Opportunities

Etisoft's market environment is characterized by the simultaneous presence of significant growth opportunities and operational challenges. Increasing automation, the need for traceability and data standardization, and the development of logistics and e-commerce support demand for Etisoft's comprehensive solutions. At the same time, macroeconomic volatility, cost pressure, and the rapid pace of technological change require agile management and continuous competency development.

Through consistent investments in people, technology, and automation, as well as diversification of the portfolio and customer base, Etisoft strengthens its resilience to risks and capitalizes on emerging market opportunities.





ETISOFT

Etisoft Sp. z o.o.

Szara 21; 44-100 Gliwice
POLAND

Tel.: +48 32 3328050

Fax: +48 32 3328001

marketing@etisoft.com.pl



www.etisoft.eu

EU VAT: PL6312362213 **KRS:** 0000138415

BDO: 000018097 **INITIAL CAPITAL:** 5 000 000 PLN