

GRUPA BORYSZEW

Boryszew S.A.

**REPORT OF THE MANAGEMENT BOARD ON ACTIVITIES OF BORYSZEW CAPITAL
GROUP FOR THE FINANCIAL YEAR 2025**

(incorporating disclosure requirements for the Report of the
Management Board on the operations of the Parent Company in the
above mentioned period)

*Publication date:
23 April 2026*



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1. INTRODUCTION

COMPANY DETAILS

The head office of Boryszew Spółka Akcyjna is located in Warsaw. The company is registered with the District Court for the capital city of Warsaw in Warsaw, 12th Commercial Division of the National Court Register under KRS number 0000063824. The Company was assigned statistical number REGON 750010992 and NIP 837-000-06-34. The company is established for an indefinite period of time.

COMPANY'S HISTORY

The history of Boryszew S.A. ("Company", "Issuer") dates back to 1911, when the Belgian Society of the Sochaczew Rayon Factory was established. Following the II WW the factory was nationalised. In 1991, as a result of privatisation of the state-owned enterprise Boryszew ERG, a joint stock company Boryszew S.A. with 100% private capital was established.

The Company is listed on the Warsaw Stock Exchange since May 1996.

In 1999 Boryszew S.A., offering a wide range of chemicals (such as Borygo, a widely known coolant) gained a strategic investor, Mr Roman Krzysztof Karkosik.

The new shareholder initiated a dynamic growth of the company. Acquisitions of manufacturing companies in the same industry combined with restructuring, mergers as well as organic growth of sales in Group's companies contributed to significant improvement of results.

Boryszew Capital Group is one of the largest industrial groups in Poland, with production facilities on 4 continents, involved in automotive, metals and chemical industry.

The Capital Group employs approximately 6 200 people.

2. PREPARATION OF THE REPORT

This report on the activity of Boryszew S.A. and Boryszew Capital Group in 2025, an integral part of the consolidated financial statements of Boryszew S.A. for 2025, was approved for publication by the resolution of the Management Board of Boryszew S.A. on 22 April 2026 and presents the situation of Boryszew S.A. and Boryszew Capital Group in accordance with legal requirements for the period between 1 January 2025 and 31 December 2025, including any events which occurred by the date of preparation of this report for publication. A significant part of the information contained herein was presented in more detail in the Company's current announcements which are available at Company's website www.boryszew.com.pl, which also contains a great deal of other information on the Company and Boryszew Capital Group.

This report contains information the scope of which is specified in § 72 and § 73 of the Regulation of the Minister of Finance of 6 March 2025 on current and interim information to be submitted by issuers of securities and on conditions under which information required by legal regulations of a third country may be recognised as equivalent (Journal of Laws 2025.755 of 10.06.2025 (hereinafter: Regulation)).

Under § 71(8) of the Regulation, this report includes disclosures of information required for the report on the Issuer's activities referred to in § 72 section 1 item 4 of the Regulation, and thus the Issuer did not prepare a separate report on the activities of the Parent Company.

Part of this report is the sustainability report referred to in Art. 63p (et seq.) of the accounting act of 29 September 1994.

The consolidated annual financial statements of Boryszew Capital Group and the separate annual financial statements of Boryszew S.A. were prepared in accordance with the International Financial Reporting Standards as approved by the European Union.

The report is available on the Company's website - www.boryszew.com.pl from 23 April 2026.

3. ORGANIZATIONAL STRUCTURE

BORYSZEW S.A.

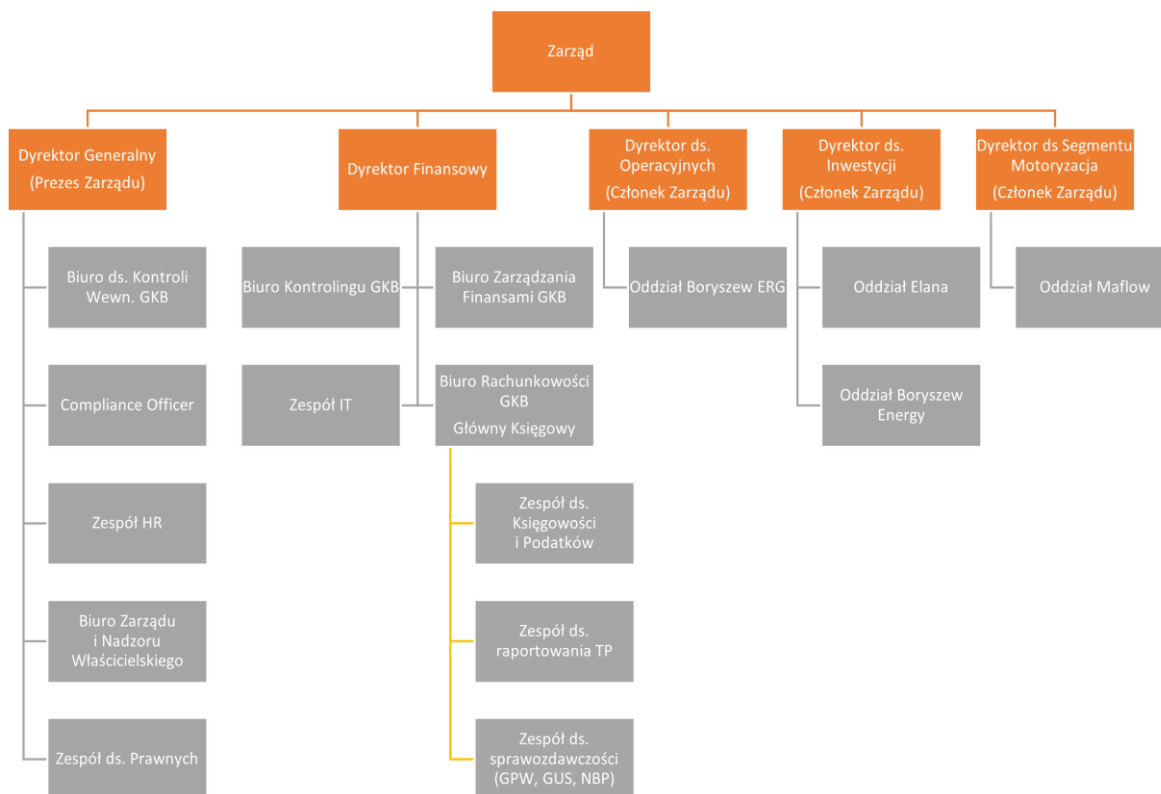
Boryszew S.A. is the Parent entity of Boryszew Capital Group. The Group features both domestic and foreign subsidiaries and affiliates. As the Parent company, it performs management and supervisory functions with regard to other companies of the Capital Group.

The core business of the Head Office in Warsaw is management of the Capital Group, and its objective is to increase the Company's goodwill in the long run.

In 2025 Boryszew S.A. carries out its activity through the following units:

- Maflow Branch in Tychy – manufacturer of tubes for the automotive industry, including mainly air-conditioning tubes, power steering systems and rubber hoses for different applications. The Branch's assets, constituting the largest productive assets of Maflow Group;
- Elana Branch in Torun – manufacturer of polyester fibre and plastics for a wide range of applications. The main products include staples and silicon spheres.
- Boryszew ERG Branch in Sochaczew - manufacturer of chemical and construction products. Company's flagship product in "Borygo" coolant,
- Boryszew Energy Branch in Toruń - involved in sales of energy utilities (electricity, gas) for the companies of Boryszew Capital Group and 3rd parties.

SIMPLIFIED ORGANISATIONAL CHART OF BORYSZEW S.A. (WITH RESPONSIBILITIES OF INDIVIDUAL MEMBERS OF THE MANAGEMENT BOARD) AS AT 31 DECEMBER 2025



STRUCTURE OF BORYSZEW GROUP

As of 2025, Boryszew Group's operations are based on five business segments: Metals, Automotive, Circular Economy, Chemicals, Energy.

Development of Boryszew Group

1. In 2005 Boryszew SA seized control of Impexmetal S.A., a company listed at the Warsaw Stock Exchange, a parent company of manufacturing enterprises involved in non-ferrous metals and bearing industry.
2. In 2010, the Company seized control of the Maflow Group, one of the largest manufacturers of air-conditioning tubes, power steering systems and active suspension systems for automotive industry. It was then that the automotive sector became the key segment of the Group's activity.
3. In the years 2011-2012, the Company continued its development strategy through acquisitions of automotive companies. In July 2011, the Company signed takeover agreements in respect of two German capital groups (AKT/ICOS – Theysohn) in the plastics processing sector, and in March 2012 share acquisition agreement for shares of YMOS Group, leading European producer of plastic, galvanized and chromium-plated components for the automotive industry.
4. Continuing to invest in the automotive segment, in June 2014 Boryszew S.A. assumed control over Tensho Poland Corporation Sp. z o.o. based in Ostaszewo (currently: Maflow Plastics Poland Spółka z o.o.), a manufacturer of high-quality plastic products.
5. In 2019, Boryszew Group assumed control over Alchemia Capital Group and the following Alchemia Group companies: Alchemia S.A., Huta Bankowa Spółka z o.o. and Laboratoria Badań Batory Spółka z o.o.
6. In November 2020, Boryszew S.A. acquired from Impexmetal S.A. shares in Impexmetal Group companies. On 6 November 2020 Boryszew S.A. sold Impexmetal S.A. to a third party (Gänges AB).
7. The following companies were sold to third-party investors in 2021: Elana PET Spółka z o.o., based in Toruń and FŁT Polska Spółka z o.o., based in Warsaw, together with FŁT's holdings in subsidiaries.
8. In 2022 Boryszew S.A. sold Nylonbor Spółka z o.o., based in Sochaczew, to a 3rd party investor.
9. In January 2023, NPA Skawina Spółka z o.o. (until 31 December 2022 operating in the structure of Boryszew S.A. Modern Aluminum Products Skawina Branch) launched its operations.
10. In 2022 - 2023, Boryszew S.A. acquired a total of 28 000 000 shares of "onesano" S.A. (formerly: Skotan S.A.), representing approximately 42.50% of the share capital of this Company.
11. As of 1 May 2025, due to the declared bankruptcy of Boryszew Kunststofftechnik Deutschland GmbH, the Group lost control over Boryszew Kunststofftechnik Deutschland GmbH and its subsidiaries: Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration, Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, and Boryszew Plastic RUS Sp. z o.o.
12. In August 2025, Boryszew S.A. established a special purpose vehicle Hornet - Polskie Drones Spółka z o.o. with the intention of developing a new business segment, i.e. the production of unmanned aerial weapon systems in cooperation with the Air Force Institute of Technology (ITWL).

BUSINESS SEGMENTS OF THE CAPITAL GROUP BUSINESS (ON 31.12.2025)

In 2025 Boryszew Group operated in five business segments.

OPERATING SEGMENTS

Automotive	Boryszew S.A. Oddział Maflow w Tychach, Maflow Spain Automotive S.L.U., Maflow France Automotive S.A.S., Maflow BRS s.r.l., Maflow Components Dalian Co. Ltd., Maflow do Brasil Ltda., Boryszew Automotive Mexico S.DE R.L.DE C.V., MAFMEX S.DE R.L.DE C.V., Maflow Polska Sp. z o.o., Maflow India Private Limited, Boryszew Automotive Plastics Sp. z o.o., ICOS GmbH in bankruptcy under self-administration, Theysohn Kunststoff GmbH in bankruptcy under self-administration, Theysohn Formenbau GmbH in bankruptcy under self-administration, Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy (*), AKT plastikářská technologie Čechy, spol. s.r.o., Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration (*), Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration (*), Boryszew Plastic Rus Sp. z o.o. (*), Maflow Plastics Poland Sp. z o.o., Boryszew Deutschland GmbH in liquidation (**), Boryszew HR Service Sp. z o.o., Boryszew Maflow Sp. z o.o.
Metals	Walcownia Metali Dziedzice S.A., ZM SILESIA S.A., NPA Skawina Sp. z o.o., Metal Zinc Sp. z o.o., Alchemia S.A., Huta Bankowa Sp. z o.o., Laboratoria Badań Batory Sp. z o.o., RAPZ Sp. z o.o.,
Circular Economy	Polski Cynk Sp. z o.o., Baterpol S.A., Baterpol Recycler Sp. z o.o., Zakład Utylizacji Odpadów Sp. z o.o.,
Chemical products	Boryszew S.A. Elana branch, Boryszew S.A. Oddział Boryszew ERG, Elimer Sp. z o.o.
Energy	Boryszew S.A. Boryszew Energy branch, Boryszew Green Energy & Gas Sp. z o.o., Boryszew Inwestycje Sp. z o.o.,
Other non-allocated	Boryszew S.A. - Head Office, Boryszew Real Estate Sp. z o.o., Boryszew Assets Sp. z o.o., Boryszew Property Sp. z o.o., "onesano" S.A.

(*) Group companies until 30.04.2025 – loss of control

(**) The company was deleted from the commercial register of the Brunswick District Court on 20.11.2025 – completion of liquidation.

AS AT 31 DECEMBER 2025 THE FOLLOWING COMPANIES WERE INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS:

Company name	Seat	share of the parent in share capital (%)	subsidiary of:	Business segment
<i>Head Offices</i>	Warsaw			Unallocated
<i>Elana Branch</i>	Toruń			Chemical products
<i>Boryszew Energy Branch</i>	Toruń			Energy
<i>Maflow Branch</i>	Tychy			Automotive
<i>Boryszew ERG Branch</i>	Sochaczew			Chemical products
Elimer Sp. z o.o.	Sochaczew	52,44	Boryszew S.A.	Chemical products
Boryszew Maflow Sp. z o.o.	Tychy	100.00	Boryszew S.A.	Automotive
Maflow BRS s.r.l	Italy	100.00	Boryszew S.A.	Automotive
Maflow Spain Automotive S.L.	Spain	100.00	Boryszew S.A.	Automotive
Boryszew Automotive Mexico S.DE R.L.DE C. V	Mexico	100.00	Maflow Spain Automotive S.L. (90.00%), Maflow Poland Sp. z o.o. (10.00%)	Automotive
Maflow France Automotive SAS.	France	100.00	Boryszew S.A.	Automotive
Maflow Plastics Poland Sp. z o.o.	Ostaszewo	100.00	Boryszew S.A.	Automotive
Boryszew HR Service Sp. z o.o.	Toruń	100.00	Boryszew S.A.	Automotive
Maflow India Private Limited	India	100.00	Boryszew S.A. (99.99%), Maflow Polska Sp. z o.o. (0.01%)	Automotive
Maflow do Brasil Ltda	Brazil	100.00	Boryszew S.A. (79%), Maflow Polska Sp. z o.o. (21%)	Automotive
Maflow Polska Sp. z o.o.	Tychy	100.00	Boryszew S.A.	Automotive
MAFMEX S.DE R.L.DE C. V ⁽¹⁾	Mexico	100.00	Maflow Polska Sp. z o.o. (96.66%), Maflow Spain Automotive S.L. (3.34%)	Automotive
Maflow Components Dalian Co. Ltd.	China	100.00	Maflow Polska Sp. z o.o. (80.56%) Boryszew S.A. (19.44%)	Automotive
Boryszew Automotive Plastics Sp. z o.o.	Tychy	100.00	Maflow Polska Sp. z o.o.	Automotive
Boryszew Deutschland GmbH in liquidation ⁽²⁾	Germany	100.00	Boryszew Automotive Plastics Sp. z o.o.	Automotive
AKT Plastikářská Technologie Čechy, spol. s.r.o.	Czech Republic	100.00	Boryszew Automotive Plastics Sp. z o.o.	Automotive
ICOS GmbH in bankruptcy under self-administration	Germany	100.00	Boryszew Automotive Plastics Sp. z o.o.	Automotive
Theysohn Kunststoff GmbH in bankruptcy under self-administration	Germany	100.00	ICOS GmbH in bankruptcy under self-administration	Automotive
Theysohn Formenbau GmbH in bankruptcy under self-administration	Germany	100.00	ICOS GmbH in bankruptcy under self-administration	Automotive
NPA Skawina Sp. z o.o.	Skawina	100.00	Boryszew S.A.	Metals
Walcownia Metali Dziedzice S.A.	Czechowice-Dziedzice	100.00	Boryszew S.A.	Metals
ZM SILESIA S.A.	Katowice	100.00	Boryszew S.A.	Metals
Metal Zinc Sp. z o.o.	Katowice	100.00	ZM SILESIA S.A.	Metals
Alchemia S.A.	Warsaw	100.00	Boryszew S.A.	Metals
Huta Bankowa Sp. z o.o.	Dąbrowa Górnicza	100.00	Alchemia S.A.	Metals

Company name	Seat	share of the parent in share capital (%)	subsidiary of:	Business segment
Laboratoria Badań Batory Sp. z o.o.	Chorzów	100.00	Alchemia S.A.	Metals
Zakład Utylizacji Odpadów Sp. z o.o.,	Konin	59.97	Boryszew S.A.	Circular Economy
Polski Cynk Sp. z o.o.	Oława	100.00	Boryszew S.A.	Circular Economy
Baterpol S.A.	Katowice	100.00	Polski Cynk Sp. z o.o.	Circular Economy
Baterpol Recycler Sp. z o.o.	Oława	100.00	Polski Cynk Sp. z o.o.	Circular Economy
Boryszew Green Energy & Gas Sp. z o.o.	Toruń	100.00	Boryszew S.A.	Energy
Boryszew Inwestycje Sp. z o.o.	Warsaw	100.00	Boryszew S.A.	Energy
Boryszew Assets Sp. o.o.	Warsaw	100.00	Boryszew S.A.	Unallocated
Boryszew Property Sp. z o.o.	Warsaw	100.00	Boryszew S.A.	Unallocated
Boryszew Nieruchomości Sp. z o.o.,	Warsaw	100.00	Boryszew Property Sp. z o.o.	Unallocated

(1) Maflow Spain Automotive S.L. 3.34%, 1 share worth MXN 100, 100 votes; Maflow Polska Sp. z o.o. - 96.66%, 1 share worth 2 900 MXN 2 900 votes; Boryszew S.A. holds 239 398 865.86 series B shares - without voting rights.

(2) The company was deleted from the commercial register of the Brunswick District Court on 20.11.2025 (completion of liquidation).

Group companies measured using the equity method

Company name	Seat	share of the parent in share capital (%)	subsidiary of:	Business segment
RAPZ Sp. z o.o. (1)	Dąbrowa Górnicza	42.67	Huta Bankowa Sp. z o.o.	Metals
"onesano" S.A. (2)	Chorzów	42.50	Boryszew S.A.	Unallocated

(1)RAPZ Sp. z o.o., in which the parent company holds 42.67% of shares, is valued in these consolidated financial statements using the equity method.

(2)"onesano" S.A., in which the parent company holds a 42.50% equity interest, is valued in these consolidated financial statements using the equity method.

Group companies until 30.04.2025 - loss of control.

Company name	Seat	share of the parent in share capital (%)	subsidiary of:	Business segment
Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy	Germany	100.00	Boryszew Automotive Plastics Sp. z o.o.	Automotive
Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration	Germany	100.00	Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy	Automotive
Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration	Germany	100.00	Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy	Automotive
Boryszew Plastic RUS Sp. z o.o.	Russia	100.00	Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy (89.1%), Boryszew S.A. (10.9%)	Automotive

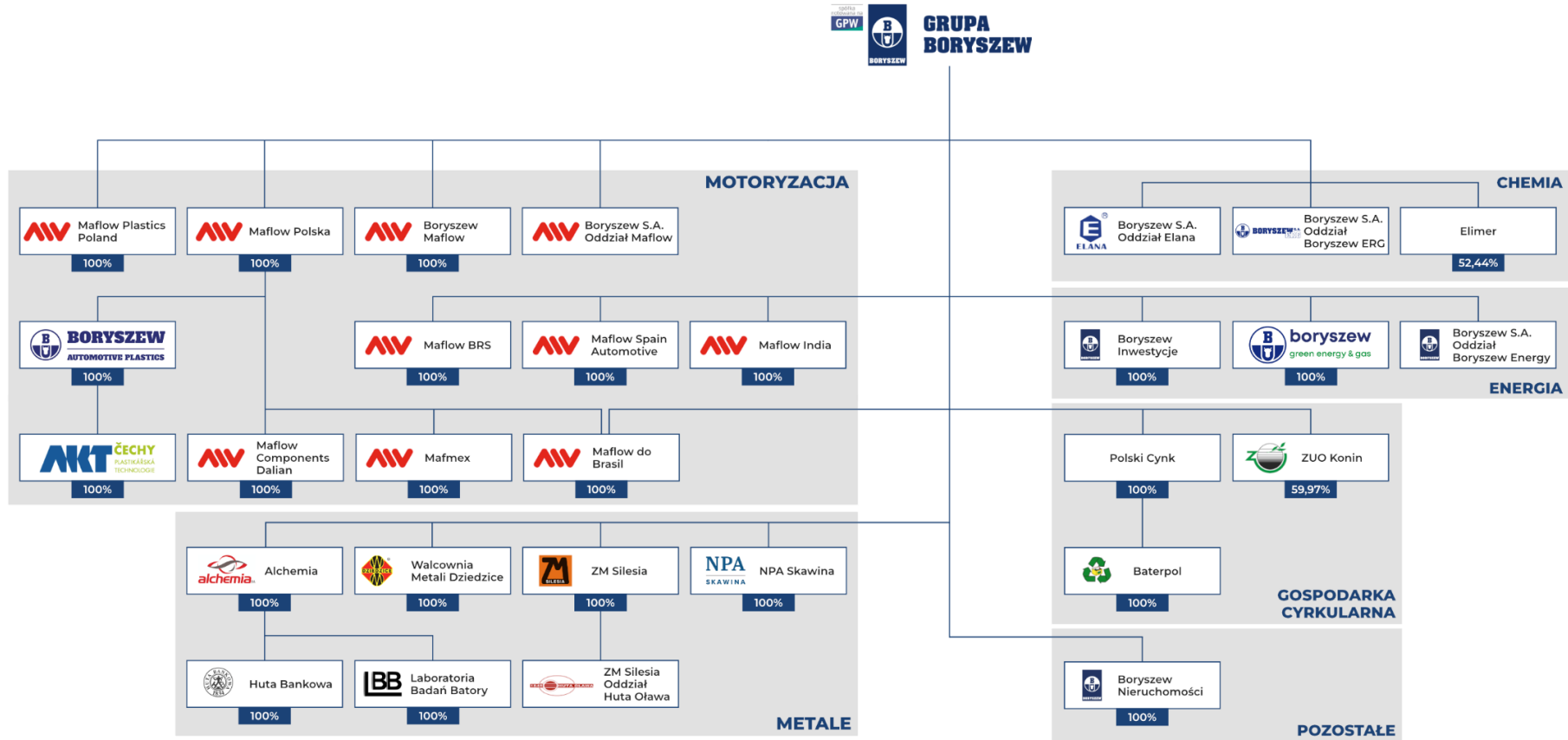
COMPANIES THAT WERE NOT INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS

Exclusion from consolidation was on the grounds of lack of materiality, and the applied simplification has no impact from the perspective of the total consolidated statements and the assessment of the Group's financial position.

Company name	Seat	share of the parent company in capital (%)	share in votes (%)	Core activity
Elana Ukraina Sp. z o.o.	Ukraine	90	90	dormant company
Brasco Inc	the US	100	100	dormant company
Zavod po pererobce vtorychnykh resursov "Vostochny" Sp. z o. o.	Belarus	30	30	trade, production of secondary raw materials
ZPIOE BRS WISE Spółka z o.o.	Poland	50	50	dormant company
ZPO BRS WISE Spółka z o.o.	Poland	50	50	dormant company
AGICORP-BOR Sp. z o.o.	Oświęcim	25	25	dormant company expenses
Hornet – Polskie Drony Spółka z o.o.	Poland	48	48	dormant company

Apart from the above-mentioned companies, the Issuer has no other significant equity investments.

SIMPLIFIED ORGANISATIONAL CHART OF BORYSZEW GROUP WITH AGGREGATE HOLDINGS IN INDIVIDUAL ENTITIES AS AT 31.12.2025



4. INFORMATION ON THE ISSUER'S ORGANIZATIONAL OR CAPITAL RELATIONS WITH OTHER ENTITIES AND SPECIFICATION OF ITS MAIN DOMESTIC AND OVERSEAS INVESTMENTS, IN PARTICULAR IN SECURITIES, FINANCIAL INSTRUMENTS, INTANGIBLE ASSETS AND REAL ESTATE, INCLUDING CAPITAL INVESTMENTS OUTSIDE THE GROUP OF RELATED ENTITIES AND DESCRIPTION OF THEIR FINANCING METHODS

CAPITAL INVESTMENTS

The list of shares and stocks held by Boryszew Capital Group companies is presented in point 3 of these financial statements.

Capital investments in entities outside the Group as at 31.12.2025:

Company name	Seat	share of the parent company in capital (%)	share in votes (%)	Core activity
KIC INNOENERGY S.E.	The Netherlands	0.37	0.37	Innovations in clean technology
Repono AB	Sweden	6.6	6.6	Operator, energy storage facilities

The Company did not acquire or dispose of significant equity interests in 2025.

LOANS GRANTED

Information on loans granted by other entities of the Capital Group is presented in point 13 of the report.

REAL ESTATE TRANSACTIONS

Boryszew Nieruchomości Spółka z o.o.

On 19 June 2023 Boryszew Nieruchomości Spółka z o.o. signed a preliminary agreement with Boryszew S.A. for the acquisition of real estate at M. Skłodowska-Curie street No. 73 in Toruń, for a net price of PLN 50 000 000.00. Part of the price in the amount of PLN 25 000 000.00 was paid on 16 June 2023. The second tranche of PLN 10 000 000.00 was paid on 14 June 2024. The third tranche of PLN 10 000 000.00 was paid on 17 June 2025.

On 24 September 2025, Boryszew Nieruchomości Sp. z o.o. and Boryszew S.A. decided to conclude an Agreement on termination of the preliminary sales agreement; the down payments were reclassified as a loan in the amount of PLN 45 000 000.00.

On 28 January 2025, Boryszew Nieruchomości Spółka z o.o. purchased from Boryszew S.A. real estate located in Konin district for the net amount of PLN 833 361.00.

On 5 February 2025, Boryszew Nieruchomości Spółka z o.o. acquired real estate located in Toruń for the net amount of PLN 2 600 000.00.

On 27 November 2025, Boryszew Nieruchomości Spółka z o.o. acquired real estate in the Konin district from Boryszew S.A. for the net amount of PLN 974 975.00.

BORYSZEW ERG BRANCH OF BORYSZEW S.A. IN SOCHACZEW

On 27 November 2025 Boryszew ERG Branch sold land of a total surface area of 0.5892 ha and shares in roads for a total net price of PLN 4 267 288.00.

On 26 February 2026, the Boryszew ERG Branch sold land of a total surface area of 0.2393 ha and shares in roads for a total net price of PLN 850 000.

In 2025 and until the date of publication of the report, Boryszew S.A. acquired or disposed of no other significant real estate.

Boryszew Capital Group holds no other significant investments in securities, financial instruments, intangible assets or real estate outside Boryszew Capital Group, except for those disclosed in the report.

5. SIGNIFICANT EVENTS

BORYSZEW S.A.

Adoption of the revision of Boryszew Capital Group Strategy

Following the resolution of the Supervisory Board of the Issuer of 23 June 2025 on approval of the: "Business Strategy for Boryszew Capital Group for 2025-2029" (Strategy), the Company adopted on the same date the development strategy of the Group until 2029, which is a revision of the 2024-2028 business strategy adopted by the Company in April 2024.

For more information on the adopted Strategy refer to section 23 of the Report.

Selection of an auditor to audit the financial statements of Boryszew S.A. and attest sustainability reporting for 2025 - 2027

On 10 June 2025 the Supervisory Board, acting under § 15 of the Articles of Association of Boryszew S.A. appointed BDO Spółka z ograniczoną odpowiedzialnością sp. k. with registered office in Warsaw to:

- conduct review of separate interim financial statements of Boryszew S.A. drafted in accordance with the International Financial Reporting Standards and regulations on public trading in securities for the periods of 6 months ended 30 June 2025, 30 June 2026 and 30 June 2027,
- conduct review of consolidated financial statements of Boryszew Capital Group drafted in accordance with the International Financial Reporting Standards and regulations on public trading in securities for the periods of 6 months ended 30 June 2025, 30 June 2026 and 30 June 2027, respectively
- conduct audit of separate annual financial statements of Boryszew S.A. drafted in accordance with the International Financial Reporting Standards and regulations on public trading in securities for the periods ending on 31 December 2025 - 2027.
- conduct audit of the annual consolidated financial statements of Boryszew Capital Group drafted in accordance with the International Financial Reporting Standards and regulations on public trading in securities for the periods ending on 31 December 2025 - 2027.

On 7 July 2025 the Supervisory Board, acting under § 15 of the Articles of Association of Boryszew S.A. appointed BDO Spółka z ograniczoną odpowiedzialnością sp. k. with registered office in Warsaw to attest the sustainability reporting of the Company and Boryszew Capital Group for the periods ending 31 December in 2025 - 2027.

Conclusion of cooperation agreement

On 17 October 2025, Boryszew S.A. and the Air Force Institute of Technology (ITWL) signed a cooperation agreement, based on which the Issuer will provide financing to the extent necessary to commission and cover the costs of research and development work and the implementation of the BPSU trial batch, as well as lease to the special-purpose vehicle an industrial site for production in Boryszew ERG Branch in Sochaczew.

The detailed rules of cooperation, including the mutual obligations of the parties regarding the target production of BPSU will be included in a separate investment agreement, with ITWL planning to make a contribution to the SPV in the form of know-how involving the production of BPSU, and the Issuer planning to provide financing for the company's operations and support based on the existing infrastructure of Boryszew ERG Branch.

On 28 November 2025, the President of the Office of Competition and Consumer Protection approved the formation of a joint venture by the Issuer and ITWL. The joint venture will be formed on the basis of an existing company, i.e. Hornet - Polskie Drony sp. z o.o., based in Warsaw, and will be involved in the production of unmanned aerial weapon systems.

Hornet – Polskie Drony Spółka z o.o. is scheduled to launch operations in the second quarter of 2026.

Decision on collective redundancies

In 2025 the Management Board of Boryszew S.A. made a decision to conduct collective redundancies based on the Act of 13 March 2003 on specific rules applying to termination of employment contracts for reasons not due to the employees ("Act") in Boryszew S.A. Maflow Branch in Tychy. Given the planned reorganisation of the business of Boryszew S.A. Maflow Branch in Tychy, involving optimisation of processes and consolidation of production facilities, actions were undertaken in order to adapt the organisational structure to the present needs of Maflow Group, including through a gradual extinguishing of production in Chelmek 1 Plant. As a consequence of the above, a decision was made to conduct group layoffs relating in particular to Chelmek 1 Plant. The employer, Boryszew

S.A. Maflow Branch in Tychy, has established regulations for group layoffs on 4 June 2025 and 30 June 2025, respectively.

The projects implemented as for now in Chelmek 1 plant will be transferred to facilities in Tychy and Toruń.

Group layoffs will be completed by 31 December 2026. If employees accept job offers at other facilities of the Group, the layoffs will involve no more than 273 employees in different occupational groups and will apply in particular to the reorganised Chelmek 1 facility. In the absence of acceptance of proposals to continue employment at other facilities, more employees will have to be laid off and, consequently, the number of people mentioned above may increase to some 50 employees. Where possible, employees of the reorganised facility will be offered jobs in other areas of the company.

The Parent Company's Management Board believes that the maximum amount of severance payments for employees made redundant will amount to some PLN 6 million, the amount of severance payments for employees made redundant in 2026 depends on the extent to which the circumstances described above materialise. Accordingly, the Company will recognise severance payments when they are actually paid.

BORYSZEW CAPITAL GROUP

Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy

On 3 March 2025 the Management Board of indirect subsidiary of Boryszew S.A., Boryszew Oberflächentechnik Deutschland GmbH (BKD) in bankruptcy filed a petition with competent court to announce bankruptcy of this company.

According to the proposal, the petition is for ordinary bankruptcy, in accordance with German bankruptcy law.

The aforementioned decision results from the deteriorating situation in the execution of existing contracts (decline in volumes) which caused major decrease of sales and a reduction in new orders from major customers. An additional factor negatively affecting the situation of the aforementioned entity involves high fixed costs in particular for salaries, energy and raw materials. These circumstances, as per relevant assessment, prevent achieving the minimum satisfactory profitability of the business and the potential of achieving self-financing of the business by BKD in a reasonable time perspective.

BKD holds 100% of shares in Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration, and 89.11% of shares in Boryszew Plastic Rus Sp. z o.o.

Following Boryszew Kunststofftechnik Deutschland GmbH bankruptcy petition, the Management Board of Boryszew S.A. decided to disclose a write-off in the separate financial statements for 2024 on loans granted to BKD and other receivables from the period 2011 to 2024 in the total amount of PLN 256.5 million.

Considering the above, the Management Board of Boryszew S.A. decided to deconsolidate Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy, Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration and Boryszew Plastic Rus Spółka z o.o.

On 1 May 2025, the German bankruptcy court based in Stendal declared the opening of the bankruptcy of Boryszew Kunststofftechnik Deutschland GmbH (BKD) and appointed a receiver. The company's existing Management Board, upon the opening of bankruptcy, was no longer able to manage and dispose of BKD's assets, including shares in subsidiaries

Considering the above, the Management Board of Boryszew S.A. decided to exclude BKD and BKD's the following subsidiaries from consolidation as of 1 May 2025: Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration, and Boryszew Plastic Rus Spółka z o.o.

The exclusion of the aforementioned companies from consolidation as of 30 April 2025 led to a decrease in the consolidated financial result of Boryszew Capital Group in 2025 by PLN 12.2 million.

Alchemia S.A.

Rurexpol branch with headquarters in Częstochowa

On 25 August 2025, the Management Board of Alchemia SA, a subsidiary with registered office in Warsaw ("Alchemia"), signed a letter of intent with a foreign entity ("Purchaser") concerning the sale of an organised part of an enterprise (OPE) i.e. Rurexpol Branch with registered office in Częstochowa, which includes real estate, movable

property (including machinery and equipment), certificates, concessions, licenses and permits, intellectual property rights, inventories of spare parts, documents on business operations, in particular, technical and process as well as service documentation of a set of equipment, part of OPE process line for an assumed sale price of PLN 71.5 million net (\$19.5 million). OPE is in liquidation and has no production operations. The Purchaser will conduct a detailed, end-to-end due diligence of the OPE before concluding the sale agreement.

On 24 October 2025 the Management Board of Alchemia S.A., following the failure to conclude an OPE sales agreement (or preliminary OPE sales agreement) by the date originally agreed between the parties, i.e. 15 October 2025, submitted a statement declaring the letter of intent to be ineffective. Due to the ineffectiveness of the letter of intent, neither party has any claims against the other party. Notwithstanding the above, the parties intend to continue discussions regarding the potential sale of OPE.

Alchemia S.A. is planning to dispose of assets in 2026.

Walcownia Rur Andrzej Branch with registered seat in Zawadzkie

On 27 August 2025, the Management Board of Alchemia S.A., based in Warsaw, concluded a preliminary agreement to sell Alchemia's real estate and movables, located in Zawadzkie, belonging to Walcownia Rur Andrzej Branch, surface area of approx. 25.7 hectares, for a net price of PLN 42 million. The final agreement is scheduled to be concluded by 30 November 2025.

On 9 October 2025 the Management Board of Alchemia S.A. decided to withdraw from the preliminary agreement for the sale of the above-mentioned real estate and also the ownership of movable property. The reason for the withdrawal was the purchaser's failure to secure funds for the contract.

Maflow Group

In 2025 the reorganisation of production processes and consolidation of production facilities continued in the operations of Boryszew S.A. Maflow Branch in Tychy. This included the gradual phasing out of the production activities of Zakład Chelmek 1, which required adapting organisational structures to changing production needs and cost optimisation of the Maflow Group.

In September 2025, Boryszew S.A. joined, on a joint and several liability basis, the investment loan agreement with BNP Paribas Bank Polska S.A. This loan was originally granted to Boryszew Maflow Sp. z o.o. and Mafmex S. de R.L. de C.V. for financing the e-cars project and guaranteed by Boryszew SA.

The total amount of the acquired liability after conversion to EUR was EUR 10 744 053.10 (approx. PLN 45.99 million).

In the reporting period no other events occurred than described that would be significant for the assessment of human resources, property, financial standing, financial result and the Capital Group's ability to meet its obligations.

Events after the balance sheet date

Walcownia Rur Andrzej Branch with registered seat in Zawadzkie

On 2 March 2026 the Management Board of Alchemia S.A., a subsidiary based in Warsaw, concluded a final agreement for the sale of the right of perpetual usufruct of movable and immovable property, surface area approximately 25.7 ha located in Zawadzkie, owned by Walcownia Rur Andrzej Branch, for a total net price of PLN 43.0 million.

The right of perpetual usufruct of the real estate along with the ownership of the buildings located on it is transferred to the purchaser as of the date of entries in the land and mortgage registers, with such entries having retroactive effect from the date of conclusion of the final agreement.

DEVELOPMENT INVESTMENTS AT BORYSZEW GROUP

Zakład Utylizacji Odpadów Spółka z o.o.

Given the increasing demand for hazardous waste management in recent years, the Management Board of Zakład Utylizacji Odpadów Spółka z o.o. (ZUO) decided in 2021 to build an additional line for thermal treatment of hazardous waste featuring a capacity of up to 15 800 tonnes.

The implementation of the additional thermal treatment line will improve the environment through the controlled and safe thermal management of hazardous waste. It will also improve the competitive position of the company, impact its business performance in subsequent years of operation, and contribute to a significant increase in its valuation.

In January 2026 ZUO obtained the final decision of the Mayor of the city of Konin on the approval of the construction project for the investment "Construction of a new thermal waste conversion facility," planned for implementation in Konin.

The construction of a thermal waste conversion facility is one of the elements of the Boryszew Group's Business Strategy for 2025 - 2029. The facility under construction is scheduled to be operational by the end of 2028.

Boryszew Nieruchomości Spółka z o.o.

On 20 October 2023, Boryszew Nieruchomości Sp. z o.o. signed an agreement with the National Fund for Environmental Protection and Water Management on a funding for an investment involving the construction in Toruń of an installation for thermal transformation of municipal waste with energy recovery. Funding will be provided in the form of a loan (PLN 63.95 million) and a non-refundable grant (PLN 63.95 million).

The capacity of the processing line in the new plant will be sufficient to process more than 23 thousand tonnes of waste per year. The installation will be constructed as a combined heat and power plant, generating electricity and heat through the thermal conversion of high-calorie fraction of municipal waste (pre-RDF/RDF fuels). It will generate electricity and heat in high-efficiency cogeneration with a total capacity of more than 7 MW per year.

The installation will be constructed as a combined heat and power plant, generating electricity and heat through the thermal conversion of high-calorie fraction of municipal waste (pre-RDF/RDF fuels). It will generate electricity and heat in high-efficiency cogeneration with a total capacity of more than 7 MW.

The plant will be constructed based on proven grate furnace technology with a water (or steam) boiler featuring an efficient flue gas cleaning system, with the necessary infrastructure.

Boryszew Nieruchomości Spółka z o.o.

The company launched the construction of a facility in Toruń for the processing and recovery of energy from industrial waste in high-efficiency cogeneration where the thermal energy will be utilised internally. The investment will involve a facility featuring an annual processing capacity of nearly 3 500 tonnes of waste. The installation will generate thermal energy in high-efficiency cogeneration with a total capacity of more than 2 MW. The current stage of the investment is obtaining the required decisions and permits.

Boryszew Inwestycje Spółka z o.o.

Boryszew Inwestycje Sp. z o.o. commenced works on projects for the construction of electricity storage facilities in locations belonging to Boryszew Capital Group (Sochaczew, Toruń and Skawina). The scope of activities includes, in particular, the submission of applications for grid connection conditions for different projects and the development of feasibility studies, decisions and certifications for these projects.

On the date of publication of the report, Boryszew Inwestycje is in the process of obtaining the required decisions and permits, as well as conditions for connection to the power grid of relevant DSO, necessary to launch the investment.

NPA Skawina Spółka z o.o.

NPA Skawina Sp. z o.o. is pursuing further development the production of overhead conductors due to planned investments and modernisations of the power grid in many European countries (Poland, Germany, Austria). These operations are related to the development and implementation of overhead conductors and the certification of NPA Skawina Sp. z o.o. as a qualified supplier to transmission and distribution system operators. Owing to these measures the Company will be able to participate in public tenders, especially long-term tenders (so-called framework agreements). In 2025 product certification was completed with operators from countries such as Germany, Austria and Sweden. The positive results of these activities are the reason for the decision and further investment in capacity development - the development of the wire division.

Walcownia Metali Dziedzice SA

The company launched works (the contract was signed on 29 December 2023) on the project: "EG BRASS DW® (extra grade brass for drinking water) – a new assortment group of brass extruded and drawn products with increased resistance to dezincification dedicated to drinking water installations" subsidised by the EU. The estimated value of the project is PLN 36.5 million, which includes the planned value of funding of PLN 12.3 million. The company is mainly focused on the possibility of expanding its product portfolio to include lead-free alloys. The introduction of the new products is intended to better tailor the offer to the needs of customers, to meet increasing environmental requirements and to improve the Company's competitiveness in the domestic and overseas markets. The development of this product is the most important element of assortment diversification.

In addition, the company also places great emphasis on consistently increasing the share of brass tubes in the sales structure, i.e. technologically more processed and thus higher-margin products.

Events after the balance sheet date

No other material events took place after the balance sheet date.

Information on other important events was provided in the form of current reports of the Company, which are available at: www.boryszew.com.pl.

6. CORE BUSINESS, MARKETS, SOURCES OF SUPPLIES AND COMPETITION

In 2025 Boryszew Capital Group changed the structure of operating segments in order to align it with the current management model and internal reporting system. This change is reflected in the segment presentation in accordance with IFRS 8 principles. The comparative figures for the corresponding period of the previous year were restated to ensure comparability with those presented for the current year.

The following four operating segments are now distinguished at Boryszew S.A. :

- Automotive,
- Chemical products,
- Energy,
- Other non-allocated

The applied principle is that each entity belongs to only one operating segment. Key segments of Boryszew S.A. are described below in terms of core business, sales, markets, competition, sources of supply and key parameters.

Automotive

- Business

This segment includes Boryszew S.A. Maflow Branch, the largest entity of the Maflow Group, operating three production facilities:

- Facility in Tychy - Maflow Group’s largest plant. Involved in manufacture of aluminium air-conditioning tubes,
- Chelmek 1 facility, which manufactures aluminium air-conditioning tubes and components (endings) for steel and aluminium air-conditioning tubes. In 2025, organisational and technological changes aimed to improve the economic and financial situation forced a decision to close the facility by the end of 2026,
- Chelmek 2 facility, which manufactures preformed rubber for air-conditioning tubes and other tubes for transmission of liquids and gases,
- Production facility in Toruń, similar to the production facility in Tychy, in manufacture of aluminium air-conditioning tubes and installation of steel air-conditioning tubes. This facility is the only installation in the Group that manufactures air conditioning tubes using R744 (CO2) refrigerant,

- Sales and Markets

The table below is a summary of information on the sale of products, goods and services of major business units with the Automotive Segment in 2025 – 2024:

Company	Product range	Value [PLN ‘000]	
		2025	2024
Boryszew Maflow Branch	Air-conditioning tubes and other*	761 238	780 756
Total - Automotive Segment		761 238	780 756

(*) other products refer mainly to power-steering tubes, rubber tubes, brake tubes and active suspension tubes.

2025 ended with lower sales revenues for the Automotive Segment mainly due to the failure to meet the sales target for electric cars in the market.

Main directions of sales in the Segment for 2025 - 2024 are shown in the following table:

Sales structure [%]	2025	2024
Domestic	11%	7%
Germany	26%	30%
Sweden	13%	9%
Czech Republic	8%	6%
Belgium	7%	7%
France	5%	7%
The Netherlands	4%	4%
United Kingdom + Northern Ireland	4%	6%
Italy	4%	4%
Slovakia	3%	4%
Mexico	3%	2%
China	2%	2%
Spain	2%	4%
Hungary	1%	3%
Other	5%	6%
Export sales as % of total sales	89%	93%

Maflow Branch sells primarily overseas. Exports in 2025 accounted for 89% of total sales, slightly down from 93% in 2024. Only the sales structure changed slightly. Germany continued to be the largest market in 2025, accounting for 26% of sales, down 4 p.p. compared to 2024. A significant increase in share was recorded in Sweden (13% vs. 9%).

- Market share

Maflow Group's share of the global automotive air conditioning duct market remains stable at around 7%. On the European market, Maflow ranks third among suppliers, directly after ContiTech and Hutchinson. Volkswagen AG (VAG A.G.) remains the largest customer for Maflow Group products. The BMW Group, Volvo Car Corporation and Renault are also important customers, however they generate lower sales volumes.

- Competition

Direct competitors in the automotive industry, in which the Company operates, include such corporations as *Contitech, Eaton/ Xandor, TI Automotive, Daytech, Hutchinson, Parker, Hanon, SAAA, Tenglong*. Some of these companies are multinational corporations where production of air-conditioning tubes is neither the only nor primary business.

- Sources of supplies

The Automotive Segment mainly imports its supplies. The largest purchase items are aluminum tubes and blocks, sensors, rubber hoses.

- Particularly key parameters for the Segment
 - currency exchange rates (EUR, USD),
 - energy prices and prices of other utilities,
 - unstable geopolitical situation,
 - prices and availability of materials and raw materials,
 - delivery cost,
 - profitability of acquired contracts,
 - operational efficiency of the Segment production plants,
 - the automotive industry market situation (detailed description in the financial analysis section).
 - labour costs,
 - inflation levels,
 - stable supply chains (no disruption to logistics processes or restrictions on international trade).

Chemicals segment

- Business

The Chemicals Segment includes the following branches: Elana and Boryszew ERG.

The entities of the Chemicals Segment operate in several sectors:

- staples, continuous filaments – used mainly in textile, automotive, furniture and clothing industries,
 - chemical (including: plasticizers, stabilizers, grease used for production of plastics),
 - automotive (including: engine coolants, brake fluids, installation fluids, de-icing fluids),
 - construction (including: wall siding, doors, coffers),
 - packaging (including: Styrofoam moulds, polyethylene drums),
 - hand and surface disinfection fluids.
- Sales and Markets

The table below is a summary of information on the sale of products, goods and services of major business units with the Chemicals Segment in 2025 – 2024.

Company	Product range	Quantity [T]		Value [PLN '000]	
		2025	2024	2025	2024
Boryszew Elana Branch	Elana (staples, elball)	9 048	8 646	47 094	46 163
	Goods and materials	247	493	477	1 348
	Other services (processing)			1 533	2 094
	Total	9 295	9 139	49 104	49 605
Boryszew Branch RG	Chemicals	4 038	4 166	27 388	33 243
	Automotive and de-icing fluids	7 676	7 605	34 879	34 440
	Construction materials			17 171	18 551
	Packaging			6 250	8 117
	Other (including disinfectant)			12 836	12 146
	Total	11 714	11 771	98 524	106 497
Exclusions between branches					-1 349
Chemicals Segment total		21 009	20 910	147 628	154 753

For the Chemicals Segment 2025 ended with slightly higher volume sales for almost all products and lower value sales (Boryszew ERG branch).

Main directions of sales in the Segment for 2025 - 2024 are shown in the following table:

Sales structure [%]	2025	2024
Domestic	70%	70%
Czech Republic	10%	11%
Germany	8%	5%
Ukraine	3%	4%
Other	9%	10%
Export sales as % of total sales	30%	30%

The domestic market is the main market for the Chemicals Segment companies, generating 70% of the business, in line with the previous year. As for exports, the Czech and German markets continue to be the main customers for products.

- Market share

The market share in the Chemicals Segment should be analysed by product ranges mainly due to their diverse applications and customer groups.

Boryszew ERG Branch

Product range	Market share % in domestic market
Coolants	15-20%
Installation fluids	45%
De-icing fluids	35%
Plasticisers	5%
Construction - siding	70%
Construction - headliner	30%
EPS packaging	5%
Decorative elements	15%

Elana Branch:

The interior design sector accounts for 20% of total fibre demand. Furniture manufacturing accounts for a larger share, generating 33% of consumption, while industrial applications remain the largest market, accounting for 47% of total staple fibre consumption.

- Competition

Competitors on the filaments includes:

- *Tesil* (Czech Republic): on markets throughout Europe mainly for more qualified fibres for technical and hygienic purposes. Manufacturer of only regenerated fibers in wool assortments.
- *Green Tech* (Romania): on markets throughout Europe for fibres for furniture and the automotive industry for products with lower quality requirements. Manufacturer of only regenerated fibres in wool and cotton assortments.
- Turkish manufacturers: operation throughout Europe; in fibres for furniture and filling purposes. Manufacturers of only regenerated fibres in wool assortments.
- Far Eastern manufacturers – *Huvis, Far Eastern Textile, Toray, Taekwang, Nan Ya* - South Korea, Taiwan: operations throughout Europe; technical nonwovens, furniture and fillings. Manufacturers of virgin fibres in cotton and wool assortments.

Competitors on the automotive market include:

- *Orlen Oil, Parys, Autoland* - automotive fluids,
- *GLI Therm, Ekomax, Waba, Procoldl* - installation fluids,
- *UAB Esspo, UAB AIR STEGA* - de-icing fluids.

Competition for auxiliary products in plastics processing: *ZA Kędzierzyn, Perstorp, DEZA* and Eastern market - primarily Korean plasticiser manufacturers, with integrated production.

Competitors on the building materials market are: *Gamrat S.A., VOX, Kaczmarek, Budmat, Cellfast. PTMB Group and Galeco.*

Competitors on the packaging market are: *Knauf Industries, HSV, Yetico, Arpack, Shaumaplast, Hirsch.*

- Raw materials

Main raw materials for Chemicals Segment include:

- octyl and ethyl alcohol (production of chemicals),
- ethylene and propylene glycol (automotive production),
- potassium formate,
- PET flakes (fibre production),

Energy Segment

- Business

The Energy Segment includes the Boryszew Energy branch.

The branch supplies electricity - including from renewable energy sources (RES) - and gas to businesses and local authorities. It also offers energy cost optimisation services, purchases energy generated from RES installations and is a distribution network operator in industrial sites of Skawina, Sochaczew and Toruń.

- Sales and markets

The table below summarises information on the sales of products, goods and services in key business of the Energy Segment between 2025 and 2024:

Company	Product range	Quantity [MWh]		Value [PLN '000]	
		2025	2024	2025	2024
Boryszew Energy branch					
	Sale and distribution of electricity	700 794	789 737	331 116	371 109
	Sale and distribution of gas	1 707 302	1 611 812	372 187	350 691
	Other sales			155	142
Total Energy Segment		2 408 096	2 401 549	703 458	721 942

- Market share

The branch operates exclusively on the domestic market and has no operational activities outside Poland. The share of sold methane gas in the national consumption of this fuel is about 0.64%, while electricity is 0.43%.

- Competition

The competition by product group is as follows:

- Electricity trading market:

PGE Polska Grupa Energetyczna S.A., Enea S.A., Energa-Obrót S.A., Axpo Polska Sp. z o.o., Tauron Polska Energia S.A., Fortum Power and Heat Polska Sp. z o.o., Respect Energy S.A.

- Gas trading market:

PGNiG Obrót Detaliczny Sp. z o.o., Respect Energy S.A., ORLEN S.A., Vitol S.A.

- Raw materials

The electricity and gas trading market includes not only trading in the energy carriers as such, but also in related primary commodities, in particular natural gas, as well as regulatory instruments such as CO₂ emission allowances. Guarantees of origin (GOs) and generation-related property rights also play an important role, impacting price levels and competitive conditions in the market.

Other non-allocated

- Business

The Other non-allocated segment includes:

- The Head Office in Warsaw – its activity includes management of the Capital Group (several dozen companies, both domestic and overseas), and its objective is to increase the goodwill of the Company and of the Group in the long run. The company generates revenue from the sale of services, dividends and interest on loans granted and bonds subscribed.

BORYSZEW CAPITAL GROUP

MAIN ENTITIES OF BORYSZEW GROUP BY OPERATING SEGMENTS

Boryszew Capital Group is one of the largest Polish industrial groups. It includes several dozen entities with their registered offices located on four continents.

In 2025, the Group changed the identification and presentation of operating segments. The new segmentation is now aligned with the current way in which the Group manages its operations and the internal reporting system used by management for operational decisions. In order to ensure comparability of the data, the information for the corresponding period of the previous year has been restated and presented in accordance with the new segmentation insofar as this was possible on the basis of the available information.

According to IFRS No. 8, the following six operating segments have been identified in Boryszew Group:

- Automotive,
- Metals,
- Circular Economy
- Energy,
- Chemical products,
- Other non-allocated

As the Group introduced a new division of operating segments in 2025, reassignment of areas within the historical segments was done at the same time. In doing so, the assumption was made that each company belongs to one operating segment only. Comparative figures were restated accordingly to ensure full comparability with the presentation according to the new segmentation. Described below are segments of Boryszew Capital Group in terms of business activity, sales, markets, competition and sources of supplies.

AUTOMOTIVE SEGMENT

The Automotive Segment within the Boryszew Capital Group includes: Maflow Group and Boryszew Automotive Plastics Group, controlled by Boryszew S.A. Maflow Branch in Tychy acting as the Headquarters for both Groups.

- Business

Maflow Group is one of the leading manufacturers of air-conditioning tubes and systems for the transport of fluids and gases in passenger and commercial vehicles. The Group is also developing a rubber division, focused on the production of flexible components used in media handling systems in all key automotive systems.

The core business of Boryszew Automotive Plastics Group in the automotive segment is the production of plastic components for vehicle equipment. In the non-automotive segment the Group offers a broad product portfolio, including battery housings, folding boxes, cable reels, hinge systems for washing machines and dryers, as well as window and door fittings and transport boxes.

Companies that make Maflow Group and Boryszew Automotive Plastics Group function on the basis of individualised local structures with a clearly defined scope of competences, responsibilities and organisational subordination. At the same time, in conjunction with the central management structures, they form a coherent, integrated operating model to ensure effective interaction and the achievement of the strategic objectives of both Groups.

Groups' Headquarters supervises the companies of the automotive segment of Boryszew Capital Group:

- Operating companies:
 - BORYSZEW S.A. MAFLOW BRANCH
 - Maflow Polska sp. z o. o.
 - Boryszew Maflow sp. z o. o.
 - Maflow India Private Limited

- Maflow do Brazil Ltda.
 - Maflow Components (Dalian) Co. Ltd.
 - MAFMEX S. de R.L. de C.V.
 - Maflow Spain Automotive S.L.
 - Maflow France Automotive S.A.S
 - Maflow BRS S.r.l
 - Boryszew Automotive Mexico S. de R.L. de C.V.
 - Maflow Plastics Poland Sp. z o. o.
 - AKT plastikářská technologie Cechy, spol. s r.o.
 - Boryszew Automotive Plastics Sp. z o.o.
- Companies in bankruptcy under self-administration:
- ICOS GmbH in bankruptcy under self-administration
 - Theysohn Formenbau GmbH in bankruptcy under self-administration
 - Theysohn Kunststoff GmbH in bankruptcy under self-administration
- Deconsolidated companies (these are entities excluded from consolidation as a result of loss of control, which results in them no longer being fully recognised in the Group's consolidated accounts):
- Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy
 - Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration
 - Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration
 - Boryszew Plastic Rus Sp. z o.o.

Following a specific analysis of the activities of different Maflow Group companies, as well as the markets in which they operate, the situation is as follows:

- Boryszew S.A. Maflow Branch - described in the part concerning Boryszew S.A.,
- Maflow Spain Automotive S.L. - operating in Spain, manufacturing for the European markets, mainly Spain and Portugal. The main customer is the VW and Nissan Group, to which the air conditioning hoses are sold.
- Maflow do Brazil Ltda - with registered office in Brazil, a partner to the VW Group operating on the same territory where Maflow do Brazil Ltda sells air conditioning ducts. In addition, the facility in Brazil is a manufacturing site for air brake hoses for Scania in Brazil;
- Maflow Components Dalian Co. Ltd – based in China, manufacturing air conditioning hoses for passenger cars and rubber hoses for air conditioning and power steering installations. Currently, the company is involved in projects for BMW Group for the local market, Volvo Car Corporation and BMW in China, with Maflow Group's overall share in the Chinese passenger car air conditioning duct market being negligible.
- Maflow India Private Limited - operating in India - manufacturing air conditioning ducts for the VW Group, Renault India and Tata Motors and Mahindra.
- MEFMEX S. de R. L. de C.V. – based in Mexico, in the reporting period manufactured air conditioning ducts for: Volkswagen AG, Audi, BMW Group, Volvo and International Motors (formerly Navistar).
- Maflow BRS S.R.L. - acts as a supporting facility for other production plants of the Group by supplying rubber hoses in the form of semi-finished products and also carries out direct sales to external customers.

Boryszew Automotive Plastics Group ("BAP Group") is a group of companies involved in series production of high quality plastic parts for the automotive sector, used in vehicle interior and exterior.

In the reported period the bankruptcy process under self-administration continued in ICOS, TKS and TFB. Furthermore, as of 1 May 2025, due to the declared bankruptcy of Boryszew Kunststofftechnik Deutschland GmbH, the Group has lost control over Boryszew Kunststofftechnik Deutschland GmbH and its subsidiaries: Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration, Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, and Boryszew Plastic RUS Sp. z o.o.

Presented below are entities, which are an active part of the Group and pursue its current business objectives, continuing operations in 2025:

- AKT plastikářská technologie Cechy, spol. s r.o. – based in the Czech Republic, manufacturing for the Czech, with customers including Škoda Auto and also for the German market where the main customers of the company are Daimler, Audi and VW;
- Maflow Plastics Poland sp. z o.o. – operating in Poland in Ostaszewo, mainly for local VW production facilities located in Poznań and Września and Toyota Motor Corporation facility in Wałbrzych. In Europe the customers of the company include mainly VW Sachsen, Hannover and Wolfsburg, as well as the Toyota Motor Corporation facility in France.

- Sales and Markets

Car sales are up in 2025 compared to the previous year. According to ACEA (European Automobile Manufacturers' Association) the passenger car market in Europe (UE, EFTA i UK) increased by 2.4% compared to the same period of last year. The main customer for the Automotive segment – Volkswagen Group - recorded an increase y/y in car sales on the European Market of 5% in 2025.

The following table presents the initial results of registration of new cars in the territory of the European Union and EFTA states.

	JANUARY - DECEMBER				
	% share		Quantity		% change
	2025	2024	2025	2024	25/24
Volkswagen Group	26.9%	26.3%	3 571 429	3 407 242	4.8%
Stellantis	14.3%	15.2%	1 892 556	1 969 594	-3.9%
Renault Group	10.2%	9.9%	1 358 242	1 282 453	5.9%
Hyundai Group	7.9%	8.2%	1 042 509	1 063 517	-2.0%
BMW Group	7.3%	7.1%	970 279	923 202	5.1%
Toyota Group	7.0%	7.8%	931 051	1 006 073	-7.5%
Mercedes-Benz	5.1%	5.4%	680 830	696 907	-2.3%
Ford	3.2%	3.3%	426 459	426 307	0.0%
Volvo Cars	2.5%	2.9%	333 129	369 689	-9.9%
Tesla	1.8%	2.5%	238 656	327 034	-27.0%
Nissan	2.2%	2.4%	291 920	307 276	-5.0%
Suzuki	1.3%	1.6%	173 475	203 132	-14.6%
Mazda	1.2%	1.3%	155 512	172 347	-9.8%
Jaguar Land Rover Group	0.9%	1.2%	125 280	150 657	-16.8%
Honda	0.5%	0.6%	71 825	74 682	-3.8%
Mitsubishi	0.4%	0.5%	46 655	60 873	-23.4%

Source: Reports - ACEA: NEW CAR REGISTRATIONS BY MANUFACTURER 2025 EU+EFTA+UK (data pertaining to 2025);

ACEA: NEW CAR REGISTRATIONS BY MANUFACTURER 2024 EU+EFTA+UK (data pertaining to 2024).

An important parameter with an impact on the dynamics and results of Boryszew Capital Group is the global and European level of car sales (the Automotive segment accounts for some 28% of Boryszew Group's turnover).

Sales revenues in the Automotive Segment between 2025 and 2024 are presented in the table below:

Company	Product range	Value [PLN '000]	
		2025	2024
Maflow Group			
Boryszew S.A. Maflow Branch	Air-conditioning tubes and other ⁽³⁾	761 238	780 756
Maflow BRS s.r.l	Rubber tubes	141 429	145 270
Maflow France Automotive SAS.	Air-conditioning tubes and other ⁽³⁾	0	344
Maflow Spain Automotive S.L.	Air-conditioning tubes and other ⁽³⁾	68 105	74 174
Maflow do Brasil Ltda	Air-conditioning tubes and other ⁽³⁾	54 820	54 486
Maflow Components Dalian Co. Ltd.	Air-conditioning tubes and other ⁽³⁾	56 812	38 617
MAFMEX S.DE R.L.DE C. V	Air-conditioning tubes and other ⁽³⁾	116 834	94 250
Maflow India Private Limited	Air-conditioning tubes and other ⁽³⁾	21 968	17 058
Boryszew Maflow Sp. z o.o.	Air-conditioning tubes and other ⁽³⁾	39 195	8 840
Total for Maflow Group		1 260 401	1 213 795
BAP Group (Plastics)			
AKT plastikářská technologie Čechy Spol. s.r.o.	Plastic components	111 299	122 604
Maflow Plastics Poland Sp. z o.o.	Plastic components	91 666	81 866
Boryszew HR Service Sp. z o.o.	Outsourcing of employees	21 035	14 080
Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy ⁽¹⁾	Plastic components	59 091	168 321
Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy - Ymos branch ⁽¹⁾	ZnAl elements	18 026	69 160
Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration ⁽¹⁾	Plastic components	2 549	74 256
Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration ⁽¹⁾	Injection moulds production	72	13 304
Boryszew Plastic RUS Sp. z o.o. ⁽¹⁾	Plastic components	5 961	17 192
ICOS GmbH in bankruptcy under self-administration	Plastic components	102	409
Theysohn Formenbau GmbH in bankruptcy under self-administration	Injection moulds production	0	2 199
Total for BAP Group (Plastics)		309 801	563 391
Consolidation adjustments		-222 249	-209 322
Total - Automotive Segment		1 347 953	1 567 864

⁽¹⁾ Group company until 30.04.2025- loss of control.

⁽²⁾ The company was deleted from the commercial register of the Brunswick District Court on 20.11.2025 (completion of liquidation).

⁽³⁾ Other products are mainly power-steering tubes, rubber tubes, brake tubes and active suspension tubes

In 2025 the Automotive Segment reduced its sales revenue, but some companies in the Segment reported slight increases in revenue. The largest increases in revenue were recorded in Maflow Group companies based in Mexico and China, as well as Maflow Plastics Poland Sp. z o.o.

The main sales destinations for in the Automotive Segment for the period 2025 - 2024 are presented in the table below:

Sales structure [%]	2025	2024
Domestic	14%	9%
Germany	23%	29%
Czech Republic	10%	9%
Mexico	7%	5%
Sweden	6%	4%
Brazil	5%	5%
China	4%	3%
Spain	4%	7%
France	3%	4%
Belgium	3%	3%
United Kingdom + Northern Ireland	3%	3%
Other	18%	19%
Export sales as % of total sales	86%	91%

In terms of sales, almost entire sales volume of Maflow Group is exported. Some small quantities of Maflow Group products are also sold in Poland and the customers include VW Poznań and Września, FCA Poland. The main sales market for the Automotive Segment is still that of the European Union countries.

- Market share

Maflow Group sells vast majority of its production overseas. It is estimated that Maflow Group currently holds some 26% of the European market share and about 7% of the global automotive market share in its business segment. Sales on the domestic market are at a level of 9% and include small quantities of products supplied to Volkswagen Poznań and Września facilities and FCA Poland.

The BAP Group has a similar sales structure, where almost all sales volume is also sent overseas. Domestic sales include relatively small quantities of products supplied to TI Poland, Toyota Motor Manufacturing Poland, Magna International and Volkswagen Poznań, and others.

- Competition

Direct competitors in the automotive industry, in which the Company operates, include such corporations as Contitech, Eaton/ Xandor, TI Automotive, Daytech, Hutchinson, Parker, Hanon, SAAA, Tenglong. Some of these companies are multinational corporations where production of air-conditioning tubes is neither the only nor primary business. Maflow Group operates on the basis of contracts of several years' duration concluded with the world's leading car manufacturers.

Competitors for BAP Group include: *Plastic Omnium*, *FORVIA (formerly Faurecia and Hella)*, *Magna International*, *Lear*, *Adient*, *Grupo Antolin*. These are global corporations for which the production of car parts made of plastics is neither the sole nor primary activity. These companies are integrators of complete products used in automotive industry, the so called Tier 1. At the same time, part of the relationship with other actors is of a cooperative nature. An example is the collaboration with *Adient* – a supplier of complete seat systems to OEMs and Tier 1 module suppliers. The facility of Maflow Plastics Poland in Ostaszewo is currently a supplier of components to Adient. The company has its own extrusion lines that maintain profitable production at its facilities. Also competing in the automotive interior components market is Grupo Antolin, a global supplier of technology and components for vehicle interiors offering a broad portfolio of solutions for OEMs.

- Sources of supplies

For the purpose of production of air-conditioning tubes, companies of Maflow Group purchase mainly such raw materials as: rubber compounds, aluminium tubes and aluminium blocks, sensors, rubber hoses.

Companies of BAP Group purchase pure raw materials and mixes based on polypropylene, ABS, polycarbonate, polyamides etc. Suppliers of the aforesaid raw materials are global chemical corporations or manufacturers of zinc alloys.

- Particularly key parameters for the Segment

- energy prices and prices of other utilities,
- unstable geopolitical situation,
- prices and availability of materials and raw materials,
- delivery cost,
- profitability of acquired contracts,
- operational efficiency of the Segment production plants,
- situation on the automotive market
- labour costs,
- inflation levels,
- FX rates
- the increase in market share in Europe of competitors from China,
- stable supply chains (no disruption to logistics processes or restrictions on international trade).

The operations of Maflow Group and BAP Group are greatly dependent on the situation in the global automotive sector, which in recent years has experienced high volatility and high sensitivity to regulatory, macroeconomic and technological factors. Consequently, the level of risk for the Group remains moderately high and is driven by both market and operational factors.

In procurement the Group deployed measures to improve cost efficiency by implementing a cost optimisation programme covering all three main product groups. The programme included aspects such as the renegotiation of terms and conditions with suppliers, the analysis and implementation of alternative materials and increased insourcing of selected production processes.

In sales and market development, non-European markets, in particular Asia and the Americas, remain a key growth direction. Particular growth potential is identified in the markets of India and China, as well as Brazil. In Europe the market share is assumed to stabilise at around 25%. An important factor supporting growth will be to further exploit the potential of the Chinese market, resulting from very high volumes of car production and sales. In this context, the development of rubber hose production at the Dalian plant in China is important. At the same time, the Group plans to further diversify its customer and product portfolio by attracting new contracts in different segments of the automotive market.

Strengthening the presence in India is also an important part of the growth strategy. In the coming periods the Group plans new production deployments at the Pune plant and further sales activities aimed at attracting new projects from local vehicle manufacturers, including Tata Motors and Mahindra. The growth of the business in this region is also supported by the Technical Centre in India, established in 2025, which provides important support for engineering, development and sales activities in the Asian market.

Another important element of the foreseen development is also the further strengthening of the Group's competitive advantage in hose technology for R744 (CO₂) refrigerant, where the Company has many years of experience and developed technological competence. The growing importance of this solution in modern vehicle air-conditioning systems represents an additional opportunity to increase market share and win new projects.

The operational and strategic actions in 2025 are part of the adaptation of Maflow Group's and BAP Group's activities to the changing market conditions in the automotive industry and aim to further improve the Group's operational efficiency and competitiveness in future periods.

METAL SEGMENT

The Metals Segment comprises: Aluminium, Brass, Zinc and Lead, Steel, and Trade and Other.

ALUMINIUM

- Business

The Aluminum business includes NPA Skawina (hereinafter NPA Skawina, NPA).

Main products of the Aluminium business include:

- aluminium and alloys wire rods, an input product for manufacturing of wires, power cables,
- non-wire rods, which are used in steel-forming as deoxidizers,
- overhead wires for the power industry,
- bare aluminium conductors/wires.

The Group's aluminium products are primarily used in the automotive industry, construction industry, electrical engineering and production of packaging materials.

- Sales and Markets

Volume sales and sales revenues of the Aluminum business in 2025 - 2024 are shown in the table below:

Company	Product range	Quantity [T]		Value [PLN '000]	
		2025	2024	2025	2024
NPA Skawina					
	Wire rods	35 431	36 649	485 210	498 170
	Non-wire rods	1 178	2 046	16 584	28 621
	Alloy rods	4 830	4 359	74 448	65 487
	Wires and cables	13 615	9 918	220 817	163 817
	Class V aluminum conductors	655	608	13 352	12 195
	Extruded products	1 919	1 428	31 014	22 632
	Other (goods, materials, services)	1 982	1 064	14 033	17 743
Total for the Aluminium business		59 610	56 072	855 459	808 664

In 2025 the company operated in less favourable market conditions, facing rising aluminum prices and exchange rate volatility, including a decline of the dollar.

In contrast, increased volume sales were a favourable factor. The main reason for the drop in profitability are high price expectations of customers. Margins in 2025 were lower. Despite higher sales volume to 2024, profitability suffered due to a lower dollar rate and a higher premium on aluminium. A result similar to that of previous years was made possible by selling more products. EU energy policy and the development of electromobility will drive increased demand for products from the NPA Skawina portfolio.

Main directions of sales in the Segment for 2025 - 2024 are shown in the following table:

Sales structure [%]	2025	2024
Domestic	25%	39%
Czech Republic	30%	21%
Italy	12%	10%
Germany	9%	7%
Sweden	6%	3%
The Netherlands	3%	2%
Luxembourg	0%	2%
Slovakia	0%	2%
Switzerland	1%	1%
Other	14%	13%
Export sales as % of total sales	75%	61%

In 2025, the share of exports increased by 14 p.p., compared to 2024, to 75%. In the structure of export sales, the largest changes were in sales to the Czech Republic, up 9 p.p., Italy, up 2 p.p., and Germany, up 2 p.p..

- Market share

NPA Skawina share of aluminium wire rod and non-conductor wire rod in the domestic market was 14% in 2025. Imports of these products came mainly from Romania - 19% (Alro), Malaysia -17% (Press Metal), United Arab Emirates - 13% (Ducab), Mozambique - 12% (Midal), Egypt - 9% (Egytalum), Bahrain - 8% (Midal), other suppliers accounted for 22% of imports.

Overhead conductors on the domestic market outside NPA Skawina are manufactured by FPE Będzin and Eltrim. NPA Skawina sells its products mainly on the European market. NPA products are rated highly in terms of quality. The main customers are cable and wire manufacturers as well as power grid operators.

- Competition

The largest competitors of NPA Skawina include:

- in rolled products: Alcoa Island, Alro Vimetco Romania, Ducab ZEA, Egytalum Egypt, Hydro Aluminium Norway, Inotal Hungary, Lamifil Belgium, Midal Mozambique/Bahrain, Press Metal Malaysia, Rusal Russia, Trimet France.
- in processed products: FPE Będzin, Fux of Hungary, Lumpi of Austria, Heneken (Slovakia), WDI of Germany, Trefinasa of Spain, Midal Cable of Bahrain, De Angeli Prodotti, and manufacturers from Turkey, China and India.

- Raw materials and sources of supplies

The basic raw materials for production at NPA Skawina include aluminium pig sows and blocks, as well as aluminium scraps, which are imported (pure metal, alloys) or purchased at home (scraps).

- Particularly key parameters for the Segment

- the amount of trade bonus that affects revenues and results,
- the amount of subsidies for the main raw material (aluminium), scrap price level, which affect production costs.
- development of competition in aluminum wire rod production from: Malaysia, Mozambique, India and China,
- instability of electricity and gas prices in Europe,
- unstable macroeconomic conditions in the foreign exchange market.

BRASS

- Business

In Brass business, the Boryszew Group has one producer: Walcownia Metali Dzierżycze S.A.

The key products in the Segment are:

- brass alloy tubes and multi-component alloys for power industry (including condenser tubes), shipbuilding industry and heat engineering,
- brass alloy rods and wires – for construction, electronics and electrical engineering industries.

Key markets for the Company include the construction, electronic and electrotechnical industries, as well as the metallurgy and energy sectors.

- Sales and Markets

The sales volumes and revenues from sales of the Brass business in 2025 and 2024 are presented in the table below:

Company	Product range	Quantity [T]		Value [PLN '000]	
		2025	2024	2025	2024
Walcownia Metali Dziedzice S.A.					
	Drawn brass bars	10 812	10 554	233 988	224 522
	Extruded brass bars	5 758	5 518	107 209	98 760
	Drawn brass tubes	1 811	1 360	36 060	29 192
	Extruded brass tubes	1 435	1 354	31 599	29 007
	Condenser tubes	1 167	1 230	51 493	57 686
	Other	168	223	19 749	17 275
Total for Brass business		21 151	20 239	480 098	456 441

Y/y revenues were approximately 5% higher, mainly due to an increase in sales volumes. The increase in sales was achieved despite significant challenges related to the restriction of sales to the US market - the 50% import tariff on copper alloy intermediates introduced by the US (from 1 August 2025).

The actual sales volume in 2025 amounted to 21 151 tonnes, an increase of 912 tonnes y/y. Sales growth was recorded in both the brass tube and brass bar ranges.

The main sales destinations in the Brass business in 2025 – 2024 are presented in the table below:

Sales structure [%]	2025	2024
Domestic	38%	39%
Germany	18%	22%
U.S.A.	13%	6%
United Kingdom + Northern Ireland	8%	7%
Czech Republic	7%	7%
Finland	3%	2%
Italy	3%	3%
Canada	2%	2%
Denmark	2%	2%
Slovakia	1%	5%
Other	6%	5%
Export sales as % of total sales	62%	61%

In 2025, the share of exports was 62%, marking an increase by 1 p.p., while domestic sales decreased by 1p.p. The largest customers for the Company's products within the European Union in 2025 were countries such as Germany with 18%; Czech Republic - 7%; Finland - 3%, the domestic market accounted for 38% of total sales. Outside the EU, the largest sales were made to the USA 13% and the UK 8%.

- Market share

The market share in the Brass business should be analysed by product ranges mainly due to their diverse applications and customer groups.

European Market:

Product range	shares in %
Brass bars and pipes	1-1.5%

Domestic market:

Product range	shares in
Brass bars and pipes	37-40%

- Competition

The following multinational corporations are examples of strong overseas competitors in the Brass business:

- HME – formed after the acquisition of the rod portion of KME by the Hajliang concern. It has manufacturing facilities in Italy, Germany and France,
- Wieland Group – a German company with 9 production facilities worldwide, involved in production of non-ferrous metal products.
- Diehl – Germany's third-largest manufacturer of high-quality brass bars and pipes, headquartered in Röthenbach; production units are located at 13 locations in Europe, Asia, South America and the US.
- Eredi Gnutti S.p.A., Almag, Metalurgica San Marco - Italian companies based in Brescia. They produce brass bars and rolled products in the form of strips.
- Garay - a Spanish company, main competitor for lock bars and profiles.

Domestic competitors include:

- Wholesalers: Złomrex (Cognor Group), Profmetkol Sp. z o.o., KME Metale Sp. z o.o., Metall Expres Sp. z o.o., Metkom Sp. z o.o

- Raw materials and sources of supplies

The main raw materials in the Brass business include: copper and brass scraps and copper cathodes. These raw materials are purchased mainly on the domestic market and are supplemented with imported supplies.

- Particularly key parameters for the Brass business:
 - level of copper and zinc prices, due to the existence of alternative materials for plumbing copper pipes, used in the construction industry,
 - repair policy in the energy sector, the main customer of condenser tubes.
 - economic situation in Poland and in the world,
 - foreign exchange rate trends, in particular the EUR and USD exchange rates,
 - limited and unstable supply of scrap raw materials,
 - competition from large non-ferrous metal product groups in Europe,
 - replacing copper alloy products with cheaper products (plastics) when copper prices are high,
 - an increase in the minimum wage,
 - high interest rates on loans.

ZINC AND LEAD BUSINESS

- Business

Zinc and Lead business includes ZM SILESIA S.A., a manufacturer, and a non-manufacturing entity, Polski Cynk Sp. z o.o.

The basic products from this segment include:

- zinc and zinc-and-titanium sheets for roof coverings and flashing,
- zinc and zinc-and-aluminium wire used in cold spray coating,
- zinc anodes used in electroplating,
- casting alloys for metal-forming,
- zinc oxides – used in tyre manufacturing, pharmaceutical production and animal feed production,
- lead oxides – used in batteries.

Products of this segment are used mainly in construction industry, rubber industry, electroplating and metal-forming.

- Sales and Markets

The sales volumes and revenues from sales of the Zinc and Lead Segment in 2025 and 2024 are presented in the table below:

Company	Product range	Quantity [T]		Value [PLN '000]	
		2025	2024	2025	2024
ZM Silesia (Katowice)					
	Metal sheets	5 335	6 671	75 505	97 187
	Anodes	1 619	1 416	22 170	19 885
	Wire	1 716	1 663	27 817	27 575
	Other			3 110	3 064
	Total	8 670	9 750	128 602	147 710
ZM Silesia (Oława Branch)					
	Zinc white	13 087	9 878	145 204	112 474
	Lead tetroxide	2 856	4 092	27 324	43 284
	Total	15 943	13 970	172 528	155 758
Total Zinc and Lead		24 613	23 720	301 130	303 468

Sales volume in 2025 amounted to 24 613 tonnes, higher than sales in 2024. In value terms, however, this is a decrease of 0.77% against 2024. Price pressures and competition in the markets have forced margins down, despite volume growth.

The main sales destinations in the Zinc and Lead business in 2025 – 2024 are presented in the table below:

Sales structure [%]	2025	2024
Domestic	39%	40%
Germany	22%	22%
France	8%	7%
Czech Republic	6%	5%
Austria	3%	4%
Spain	2%	1%
Other	22%	21%
Export sales as % of total sales	61%	60%

In 2025 the sales share in the domestic market dropped by 1 p.p. and export increased by 2 p.p. Exports to countries such as: Germany, France, the Czech Republic and Austria remained at the same level as last year.

- Market share

The market share in the Zinc and Lead business should be analysed by product ranges mainly due to their diverse applications and customer groups.

European Market:

Product range	shares in %
Lead oxides	12%
Zinc wire	6%
Zinc oxides	11%
Zinc anodes	4%
	6%
Zinc-titanium sheets	12%

Domestic market:

Product range	shares in %
Lead oxides	59%
Galvanised wire	55%
Zinc oxides	49%
Zinc anodes	55%
Zinc-titanium sheets	50%

- Competition

Foreign competitors in the zinc-titanium sheets and strips market include six of the most prominent companies – *Rheinzink, VM Zinc, El Zinoc*.

In the zinc oxide market, the main competitors are: *EverZinc, Grillo-Werke AG, Silox, Brueggeman, Zincol Ossidi*.

- Raw materials and sources of supplies
- The Zinc and Lead business procures mainly zinc and lead on the domestic market. Key parameters of Zinc and Lead business
 - gas and electricity prices,
 - LME quotation levels for zinc and lead, which significantly determine the demand and competitiveness of the products manufactured by the Company,
 - demand of the automotive and construction industry, two main customers of the Zinc and Lead business.
 - unstable macroeconomic conditions in the foreign exchange market – strengthening of PLN
 - economic slowdown, including in Poland and Germany, manifesting itself in declining orders and price pressures,
 - competition from large non-ferrous metal product groups in Europe,

STEEL BUSINESS

- Business

This business includes: Alchemia S.A, Huta Bankowa Sp. z o.o. and Laboratoria Badań Batory Sp. z o.o.

In 2024, the Management Board of Alchemia S.A. decided to liquidate the following branches: Walcownia Rur Andrzej branch w Zawadzkie (05.2024), Kuźnia Batory branch w Chorzów (12.2023), Rurexpol branch w Częstochowa (11.2024) - production of this branch ceased at the end of February 2025. Administrative support, maintenance of energy infrastructure, and maintenance of other machinery and equipment are still in progress. Liquidation of branches was mainly due to the situation of the industry and the inability of these units to achieve positive profitability in the future without significant capital expenditures.

Currently, operations are concentrated in two branches of Alchemia S.A., i.e.

- Walcownia Rur Batory in Chorzów - hot-rolled seamless pipes,
- Stalownia Batory in Chorzów - ingots.

The key products in the Segment are:

- steel pipes and ingots,
- long rolled products,
- forged-rolled rings and rims,
- forged products,
- steel processing services,

- Sales and Markets

The most important markets for the Steel business products are oil, gas, chemical, power, construction, infrastructure, machinery and general engineering sectors.

Revenues from the sale of the Steel business in 2025 - 2024 are presented in the table below:

Company	Product range	Value [PLN '000]	
		2025	2024
Alchemia S.A.			
	Steel pipes and ingots,	284 074	459 297
	Semi-finished steel products	99 777	57 368
	Forged products and steel processing	0	3 293
	Other	10 172	15 336
	Total	394 023	535 294
Huta Bankowa:			
	Long products	303 379	259 921
	Forged and rolled products	99 181	102 269
	Other	8 761	8 526
	Total	411 321	370 716
Laboratorium Badań Batory			
	Services	6 923	7 986
	Total	6 923	7 986
Consolidation adjustments		-112 080	-70 009
Total Segment Steel		700 187	843 987

Lower result on product sales in the Steel business in 2025 was influenced by the global situation in the steel market and the very significant change in the prices of steel products, raw materials, gas and energy, as well as the liquidation of branches, which resulted in write-offs and liquidation provisions

The past year saw significant disturbances in the global, European and domestic steel markets, which experienced numerous perturbations. The European market continues to feel the effects of the energy crisis – despite the observed stabilisation of prices, the pressure from falling industrial demand being a consequence of the economic downturn persists. At the same time, European steel producers are facing increasing competition from manufacturers in Turkey and Asian countries. In 2026, indirect duties (CBAM) are in place in addition to steel quotas in mid-2026. The above should bring about increased profitability for steel products.

- Competition

Competitions for the Steel business should be analysed per the target market. The main competitors are players from Europe and China.

The Group's competitors in this business include:

- Interpipe (Ukraine)
- Productos Tubulares/Tubos Reunidos (Spain)
- Dalmine Tenaris (including in Italy, Romania)
- Moravia (Czech Republic)
- Liberty (Czech Republic)
- Chomutov (Czech Republic)
- Rustavi (Georgia)
- BMZ (Belarus)
- Mittala Group (including in Romania).

- Raw materials and sources of supplies

Alchemia Group companies source materials necessary for production mainly on the domestic market. Supplies include materials (mainly steel semi-finished products), finished products (such as spare parts). Alchemia Group also works with companies that provide services to its subsidiaries, in particular repair or transport services.

TRADE AND OTHER BUSINESS

- Business

The Trade and Other business within the Metals Segment included in 2025 Metal Zinc Sp. z o.o.

CIRCULAR ECONOMY SEGMENT

- Business

The Circular Economy Segment includes Baterpol S.A. and Zakład Utylizacji Odpadów Sp. z o.o. (ZUO) as well as Baterpol Recycler Sp. z o.o., anon-manufacturing company. Each company operates in different product markets. Baterpol S.A. is a battery recycling and lead processing company, and Zakład Utylizacji Odpadów Sp. z o.o. is involved in the storage and neutralisation of hazardous waste.

The basic products from this segment include:

Baterpol S.A.:

- refined lead and lead alloys with tin, selenium, calcium, antimony, mainly for automotive battery manufacturers,
- crystalline sodium sulphate - used in the chemical industry, mainly for detergents, glass, paper and textiles,
- polypropylene - used by manufacturers of plastic products.

Zakład Utylizacji Odpadów Sp. z o. o.:

- storage of waste from waste generators and waste brokers,
- waste stabilisation and cementation for generators and intermediaries,
- thermal treatment of waste, including incineration of medical waste from health care facilities,
- waste treatment at RDF production facility,
- neutralisation of liquid waste,
- storage of asbestos waste as part of the comprehensive services provided to municipalities and asbestos removal operators.

- Sales and Markets

ZUO operated in the domestic market. In particular, the main service providers are medical facilities in both the public and private sectors. Baterpol S.A., on the other hand, operates in both the domestic and European markets.

The following table is a summary of the sales of products, goods and services by key business units of the Circular Economy Segment from 2025 to 2024:

Company	Product range	Quantity [T]		Value [PLN '000]	
		2025	2024	2025	2024
Baterpol					
	Lead and alloys	39 230	32 847	378 835	349 295
	Polypropylene, sodium sulphate	8 665	6 735	8 150	6 206
	By-products	0	0	0	0
	Other			817	689
	Total	47 895	39 582	387 802	356 190
Zakład Utylizacji Odpadów					
	Incineration plant	7 171	6 693	41 612	38 806
	Landfill			15 233	13 722
	Sewage Treatment Plant			1 473	1 945
	Process steam			733	727
	Recovery of R12 WSC			2 584	1 615
	Other			2 190	1 707

Total	7 171	6 693	63 825	58 522
Consolidation adjustments			-3 117	-297
Total Segment Circular Economy	55 066	46 275	448 510	414 415

The main sales trends in the Circular Economy Segment between 2025 and 2024 are presented in the table below:

Sales structure [%]*	2025	2024
Domestic	53%	57%
Czech Republic	26%	28%
Germany	10%	9%
Austria	4%	4%
Italy	5%	1%
Other	2%	0%
Export sales as % of total sales	47%	43%

(*) structure includes data of Baterpol S.A. only.

Export sales in 2025 accounted for 47% of sales recording an increase of 4 p.p. and were mainly to the Czech Republic and Germany, as well as to other EU countries. ZUO operated exclusively in the domestic market.

- Market share

According to own estimates, Poland's share of the European lead and alloy market exceeds 8%. Baterpol S.A.'s share of this market, on the other hand, is estimated at around 2%, while in the domestic market the company has a share of around 24%.

- Competition

ZUO's waste incineration plant and hazardous waste landfills are the only major installations in the Wielkopolskie province that meet the legally required standards.

Competition for ZUO will come from the establishment of other hazardous waste incineration plants, particularly for infectious medical waste, in the Wielkopolskie province and neighbouring provinces.

In the domestic market, Baterpol S.A. operates in a highly concentrated environment with two dominant players, Orzeł Biały S.A. and Baterpol S.A., whose combined market share accounts for the vast majority of the lead-acid battery recycling market in Poland, with complementary competition from non-ferrous metal producers, including KGHM Polska Miedź S.A. and Huta Cynku Miasteczko Śląskie S.A., as well as traders and raw material procurers.

- Raw materials

For Zakład Utylizacji Odpadów Sp. z o.o. "raw materials" in practice means the types of waste and materials that are accepted and processed at its facilities, since the company does not produce its own raw materials but uses raw materials supplied by waste generators.

Baterpol S.A. uses waste lead-acid batteries, primary and waste lead, electrolytes, plastics and other secondary metals as raw materials, which are processed through recycling and lead alloy production, forming the basis of the company's secondary raw material recovery and environmental protection activities.

- Particularly key parameters for the Circular Economy business
 - gas and electricity prices,
 - price level and availability of battery scrap,
 - LME lead quotation levels, which significantly determine the demand and competitiveness of the products manufactured by the Company,
 - unstable macroeconomic conditions in the foreign exchange market – strengthening of PLN
 - competition from Asia.

ENERGY SEGMENT

- Business

The Energy Segment covers electricity and gas traders: Boryszew S.A. Boryszew Energy Branch and Boryszew Green Energy & Gas Sp. z o.o. and non-operating entity: Boryszew Inwestycje Sp. z o.o.

- Sales and Markets

The table below summarises information on the sales of products, goods and services in key business of the Energy Segment between 2025 and 2024:

Company	Product range	Quantity [MWh]		Value [PLN '000]	
		2025	2024	2025	2024
Boryszew Energy branch					
	Sale and distribution of electricity	700 794	789 737	331 116	371 109
	Sale and distribution of gas	1 707 302	1 611 812	372 187	350 691
	Other sales			155	142
	Total	2 408 096	2 401 549	703 458	721 942
Boryszew Green Energy&Gas					
	Sale and distribution of electricity	56 782	45 025	34 042	30 104
	Sale of nitrogen			185	163
	Other sales			568	634
	Total	56 782	45 025	34 795	30 901
Consolidation adjustments				-17 771	-16 579
Total Energy Segment		2 464 878	2 446 574	720 482	736 264

- Market share

The companies in the Energy Segment operate exclusively in the domestic market and have no operational activities outside Poland. The share of sold methane gas in the national consumption of this fuel is some 0.64%, while electricity is some 0.43%.

- Competition

The electricity and gas trading market in Poland features both large, integrated energy groups with State Treasury participation, such as *PGE Polska Grupa Energetyczna S.A.*, *Enea S.A.*, *Tauron Polska Energia S.A.* and *ORLEN S.A.*, as well as specialised trading companies and private entities, including *Energa-Obrót S.A.*, *PGNiG Obrót Detaliczny Sp. z o.o.* and *Respect Energy S.A.*, plus international energy traders such as *Axpo Polska Sp. z o.o.*, *Fortum Power and Heat Polska Sp. z o.o.* and *Vitol S.A.*

- Raw materials

The electricity and gas trading market includes not only trading in the energy carriers as such, but also in related primary commodities, in particular natural gas, coal and oil as well as regulatory instruments such as CO₂ emission allowances. Guarantees of origin (GOs) and generation-related property rights also play an important role, impacting price levels and competitive conditions in the market.

CHEMICALS SEGMENT

- Business

The Chemicals Segment includes the following entities: Boryszew S.A. Oddział Elana, Boryszew S.A. Oddział Boryszew ERG, Elimer Sp. z o.o.

The entities of the Chemicals Segment operate in the following sectors:

- *staples, continuous filaments – used mainly in textile, automotive, furniture and clothing industries,*
 - *chemical (including: plasticizers, stabilizers, grease used for production of plastics),*
 - *automotive (including: engine coolants, brake fluids, installation fluids, de-icing fluids),*
 - *construction (including: wall siding, doors, coffers),*
 - *packaging (including: Styrofoam moulds, polyethylene drums),*
 - *hand and surface disinfection fluids.*
- Sales and Markets

Sales volume and sales revenues of the Chemicals Segment in 2025 - 2024 are presented in the table below:

Company	Product range	Quantity [T]		Value [PLN '000]	
		2025	2024	2025	2024
Boryszew Elana Branch					
	Elana (staples, elball)	9 048	8 646	47 094	46 163
	Goods and materials	247	493	477	1 348
	Other services (processing)	0	0	1 533	2 094
	Total	9 295	9 139	49 104	49 605
Boryszew Branch RG					
	Chemicals	4 038	4 166	27 388	33 243
	Automotive and de-icing fluids	7 676	7 605	34 879	34 440
	Construction materials			17 171	18 551
	Packaging			6 250	8 117
	Other (including disinfectant)			12 836	12 146
	Total	11 714	11 771	98 524	106 497
Elimer Sp.z o.o.					
	Services			3 609	4 073
	Total	0	0	3 609	4 073
Consolidation adjustments				-2 026	-2 488
Chemicals Segment total		21 009	20 910	149 211	157 687

For the Chemicals Segment 2025 ended with an increase in sales volumes with a decrease in sales values in most product groups. A decrease in value was recorded in chemical products of Boryszew ERG Branch, which was a consequence of significant price pressure in the market. Intense price competition from Asian producers meant lower price levels, reducing revenues despite maintaining sales activity.

Main directions of sales in the Segment for 2025 - 2024 are shown in the following table:

Sales structure [%]	2025	2024
Domestic	70%	70%
Czech Republic	10%	11%
Germany	7%	5%
Ukraine	3%	4%
Other	10%	10%
Export sales as % of total sales	30%	30%

The domestic market is the main market for the Chemicals Segment companies, generating 70% of the business, in line with the previous year. As for exports, the Czech and German markets continue to be the main customers for products.

- Market share

The market share in the Chemicals Segment should be analysed by product ranges mainly due to their diverse applications and customer groups.

The share of the most important product groups on the domestic market in 2025 was as follows:

- products for the automotive industry – cooling liquids approximately 15-20%, installation liquids approximately 45%, defrosting agents approximately 35%
- chemical products market (auxiliary products for processing) – depending upon product range, app. 3%,
- construction – siding 70% ; counter ceiling 30%,
- packaging – 5%.

Product range	Market share % in domestic market
Coolants	15-20%
Installation fluids	45%
De-icing fluids	35%
Plasticisers	5%
Construction - siding	70%
Construction - headliner	30%
EPS packaging	5%
Decorative elements	15%

The interior design sector accounts for 20% of total fibre demand. Furniture manufacturing accounts for a larger share, generating 33% of consumption, while industrial applications remain the largest market, accounting for 47% of total staple fibre consumption.

Companies of the Chemicals Segment are minor suppliers on the European market.

- Competition

Competitors on the filaments includes:

- *Tesil* (Czech Republic): on markets throughout Europe mainly for more qualified fibres for technical and hygienic purposes. Manufacturer of only regenerated fibers in wool assortments.
- *Green Tech* (Romania): on markets throughout Europe for fibres for furniture and the automotive industry for products with lower quality requirements. Manufacturer of only regenerated fibres in wool and cotton assortments.
- Turkish manufacturers: operation throughout Europe; in fibres for furniture and filling purposes. Manufacturers of only regenerated fibres in wool assortments.
- Far Eastern manufacturers – *Huvis, Far Eastern Textile, Toray, Taekwang, Nan Ya* - South Korea, Taiwan: operations throughout Europe; technical nonwovens, furniture and fillings. Manufacturers of virgin fibres in cotton and wool assortments.

Competitors on the automotive market include:

- *Orlen Oil, Parys, Autoland* - automotive fluids,
- *GLI Therm, Ekomax, Waba, Procoldl* - installation fluids,
- *UAB Esspo, UAB AIR STEGA* - de-icing fluids.

Competition for auxiliary products in plastics processing: *ZA Kędzierzyn, Perstorp, DEZA* and Eastern market - primarily Korean plasticiser manufacturers, with integrated production.

Competitors on the building materials market are: *Gamrat S.A., VOX, Kaczmarek, Budmat, Cellfast. PTMB Group and Galeco.*

Competitors on the packaging market are: *Knauf Industries, HSV, Yetico, Arpack, Shaumaplast, Hirsch.*

- Raw materials

Main raw materials for Chemicals Segment include:

- octyl and ethyl alcohol (production of chemicals),
- ethylene and propylene glycol (automotive production),
- potassium formate,
- PET flakes (fibre production),

OTHER NON-ALLOCATED

- Business

Boryszew S.A. - Head Office, Boryszew Nieruchomości Sp. z o.o., Boryszew Property Sp. z o.o., Boryszew Assets Sp. z o.o.

Boryszew S.A. - Head Office, based in Warsaw, manages the Capital Group (several dozen companies, both domestic and overseas) and its objective is to increase the value of the Company and of the Group in the long run. The Head Office earns income mainly from dividends and interest on loans and bonds.

The other entities are mainly involved in rental of office space, warehouses and land (Boryszew Nieruchomości Sp. z o.o.).

ANALYSIS OF MARKET SITUATION IN 2025
ECONOMIC SITUATION
Structure of revenues by segments [PLN '000]

	2025		2024	
Metals	2 335 436	48.3%	2 411 749	47.1%
Circular Economy	448 510	9.3%	414 415	8.1%
Automotive	1 347 953	27.9%	1 567 864	30.6%
Energy	720 482	14.9%	738 467	14.4%
Chemical products	149 211	3.1%	157 687	3.1%
Other non-allocated (*)	-165 091	-3.5%	-174 176	-3.4%
TOTAL	4 836 501	100.0%	5 116 006	100.0%

Geographical structure of revenues, PLN '000

	2025		2024	
Poland	1 817 701	37.6%	2 009 413	39.3%
Germany	758 639	15.7%	915 134	17.9%
Other EU countries	1 746 786	36.1%	1 707 607	33.4%
Other non-allocated (*)	513 375	10.6%	483 852	9.6%
TOTAL	4 836 501	100.0%	5 116 006	100.0%

* this item includes consolidation exclusions between segments

Market sentiment - PMI and GDP:

The significant share of sales by Boryszew Group on the European market (92.6%) makes the macroeconomic situation in the European Union, especially in Germany, of key importance for the results achieved.

2025 in the European and Polish economies featured a moderate recovery in industry and a gradual improvement in business sentiment, with uncertainty related to geopolitical factors and global market fluctuations.

The average values of the PMI index, which determines the level of activity in industry in the Euro zone, Poland and Germany were at a higher level than in the same period of the previous year.

PMI	2025	2024
EU	49.1	45.9
Poland	48.3	47.4
Germany	48.2	43.0

Source: <http://stooq.pl/>

The PMI for Poland's manufacturing sector went up to 48.3 in 2025, from 47.4 in 2024, indicating a gradual improvement in the industrial situation. Although the index remained below the 50-point level, its increase suggests a reduction in the scale of the earlier slowdown. The data show a gradual stabilisation of activity in the industrial sector.

In contrast, the PMIs for the industrial sector in the European Union and in Germany increased significantly compared to 2024. In the EU, they reached 49.1 compared to 45.9 a year earlier, while in Germany they reached 48.2 compared to 43.0, marking a particularly significant improvement in German industry. Although the index values remained below the 50-point level, the data indicate a clear reduction in the scale of the earlier slowdown in the industrial sector.

Forecast of GDP growth for Poland	2026	2027
NBP	3.9%	2.9%
World Bank	3.2%	3.0%
European Commission	3.5%	2.8%

Source: National Bank of Poland, Inflation and GDP projection - March 2026, 6 March 2026, NBP projection; World Bank, Global Economic Prospects, January 2026, s. 67; European Commission, Economic Forecast for Poland, 2025, EC forecast Poland.

Poland's GDP growth projections for 2026 indicate stable economic dynamics. The National Bank of Poland raised its forecast against the November 2025 projection from 3.7% to 3.9%, while the World Bank and the European Commission increased their earlier estimates to 3.2% and 3.5% respectively, reflecting improved expectations for Poland's economic situation.

In 2026, Poland's GDP growth forecasts indicate a continuation of moderate economic expansion, with estimated growth in the range of 3.2-3.9% depending on the source. Poland's projected growth rate remains slightly higher than the European Union average, where GDP growth is forecast at around 2.3-2.5%. Compared to 2025, this represents a stabilisation of the economy and a further reduction in the effects of the slowdown observed in earlier years. The data suggests that Poland maintains a relatively strong economic momentum in the region, supported by public investment and EU funds, while the growth rate in the EU remains moderate.

In 2025, economic sentiment in Europe remained moderate and heavily influenced by geopolitical factors and a volatile macroeconomic environment. The ongoing conflict in Ukraine continued to affect perceptions of regional stability, but its direct impact on current economic activity was less than in the early years of the war. At the same time, the situation in the Middle East, where tensions and armed conflicts caused periodic increases in energy commodity prices as well as volatility in financial markets, remained a greater source of uncertainty. As a result, companies and investors were making decisions under increased uncertainty, which influenced a more cautious approach to investment and international trade.

Market sentiment for 2026 remains under pressure from the high uncertainty brought about by the escalation of the US-Israel-Iran conflict, which converts into increased volatility in prices of key energy commodities, particularly oil and natural gas, and indirectly electricity, and encourages a more cautious approach to investment decisions by market participants.

Market sentiments - sales of cars:

Another important parameter affecting the dynamics and performance of the Group is car sales (the Automotive segment accounts for 27.9% of Group's turnover). According to ACEA data, the passenger car market in Europe in 2025 saw a slight increase of 2.4% versus 2024.

In 2025, the automotive market in the European Union saw a further transformation towards electromobility. Fully electric vehicles (BEVs) increased their market share to 17.4% compared to 13.6% a year earlier. Hybrid-electric vehicles (HEVs) remained the most popular choice for consumers, reaching 34.4% market share, while plug-in hybrid (PHEV) models increased their share to 9.4% against 7.1% in 2024.

At the same time, the internal combustion car market continued its decline, with the share of petrol cars falling to 26.6% and diesel to 8.9%. These trends point to an accelerating shift away from conventional fuels across the EU. The growth of the electric and hybrid vehicle market was supported by growing consumer awareness of environmental issues, the development of charging infrastructure and policies supporting electromobility. The automotive market in 2025 remained dynamic, with particularly rapid growth in the share of the PHEV segment, demonstrating the strong pace of transformation of the sector.

Type of vehicle:	Market share in 2025
Hybrid	34.4%
Internal combustion	26.6%
Electric	17,4%
Diesel	8.9%
Rechargeable hybrids	9.4%
Other	3.3%
Total	100.0%

Source: ACEA Report: NEW CAR REGISTRATIONS, EUROPEAN UNION

The main customer of the Automotive Segment, Volkswagen Group, recorded a 5% increase in car sales in the European market (year-on-year) and continues to be one of the market leaders for car manufacturers in Europe (EU, EFTA and UK).

2025 in the European automotive sector saw a continuation of intense change and a further acceleration of the transformation towards electromobility. The increase in the share of electric and hybrid cars, the development of charging infrastructure, the growing number of plug-in models and the continuing pressure of environmental regulations accelerated the modernisation of the market and influenced changes in the sales mix. Against this backdrop, the European automotive industry was consolidating its position in the global race for dominance in the electromobility segment, but still faced competition from non-European manufacturers.

In 2025 the automotive industry has also focused on sustainability, including recycling materials, reducing its carbon footprint and improving the energy efficiency of its production processes. Manufacturers invested in green materials and technologies to increase the efficiency of electric and hybrid vehicles.

In summary, the automotive sector in Poland and Europe in 2025 faced challenges from global competition, regulatory changes and the energy transition, but at the same time gained opportunities from growing demand for electric and hybrid vehicles, further expansion of charging infrastructure and innovations in materials and manufacturing technologies.

Market sentiment - basic products of the Metals segment and prices of basic raw materials:

Since nearly 48,3% of Boryszew Capital Group's sales is in the metals industry segment, Group's performance is exposed to fluctuations in average prices of metals quoted on the London Metal Exchange (LME). The hedge policy for metal price and exchange rates, followed by the Group, has a significant effect on risk reduction. However, the level of income and working capital still remain sensitive to the volatility of these commodity prices.

The market situation for one of the segment's key products, aluminium wire rod and aluminium alloys, remains favourable. Wire rod is used in the production of wires and cables, with a stable demand growth of several per cent

being observed in the overhead wires and wires segment in particular. NPA Skawina Sp. z o.o. remains the only manufacturer of this type of product in Poland. Further favourable development trends are expected over the next few years, as a result of the directions of energy policy and the development of electromobility in the European Union, which will encourage an increase in demand for the products offered by the Company.

In 2025 the industrial metals market experienced moderate demand and economic uncertainty in many regions of the world. The prices of basic non-ferrous metals such as aluminium, copper, zinc and lead showed increased volatility – in some cases slightly higher than in 2024, but periodic adjustments were also observed during the year due to weaker economic growth prospects and trade tensions.

The situation in the steel sector remained difficult, with demand for steel in Europe constrained by a decline in activity in the construction and automotive industries, which converted into lower order books and a deterioration in the financial performance of many steel companies.

Additional challenges for the industry included high energy costs and a global oversupply of steel, particularly from Asian producers, which increased competitive pressure on European producers and led in some cases to production cuts or the closure of parts of steel plants.

Geopolitical factors, including tensions in the Middle East and the continuing conflict in Ukraine also had an impact on prices and market sentiment, affecting energy cost and the stability of global supply chains. At the same time a slowdown in industrial activity was observed in many regions of the world, including parts of Asia-Pacific, which limited the dynamics of demand for industrial metals and steel.

In response to the worsening situation in the metal sector in Europe, the European Commission launched measures to support the industry, including through the Steel and Metals Action Plan, which aims to strengthen the competitiveness of the industry and protect the market from the negative effects of global oversupply and trade tensions.

Market sentiments - significant currency pairs

Due to the fact that transactions are mainly closed in foreign currencies, the impact of foreign exchange rates is of great importance. The level of US dollar and Euro rates has an impact on revenues of the Group, as it is linked to metal rates, which are the major component of product price. The factor stabilising the achieved results are transactions hedging the purchase prices of aluminium, zinc and copper, as well as, in part, the natural hedging, which is the quoting of products based on current quotations of raw materials. The level of currency quotations is important for the Group, due to the margins of processing expressed in currencies.

In 2025 PLN strengthened against USD by 6.0% and against the Euro by 1.5%, which affected the quotations of basic metals expressed in PLN. The EUR/USD exchange rate stood at 1.13, some 5.0% higher than in the previous year.

Detailed data on the development of the above-mentioned key parameters (average annual quotations of basic metals and exchange rates) are presented in the table below:

	2025	2024	% change
Aluminium [USD]	2 630	2 419	8.7%
Copper [USD]	9 939	9 144	8.7%
Zinc [USD]	2 867	2 777	3.2%
Lead [USD]	1 963	2 072	(5.3%)
	2025	2024	% change
EUR/PLN	4.24	4.30	(1.5%)
USD/PLN	3.75	3.99	(6.0%)
EUR/USD	1.13	1.08	5.0%
	2025	2024	% change
Aluminium [PLN]	9 855	9 640	2.2%
Copper [PLN]	37 240	36 442	2.2%

Zinc [PLN]	10 742	11 069	(3.0%)
Lead [PLN]	7 356	8 260	(10.9%)

Source: Daily listings of LME, NBP

In 2025 exchange rates were influenced by the monetary policies of the major central banks, changes in the global economic climate and geopolitical tensions. The US dollar (USD) and the euro (EUR) remained the key currencies of the market, with periodic weakening of the dollar due to political uncertainty in the US and a change in expectations for the future development of interest rates. At the same time, the exchange rates of many other currencies showed increased volatility due to local economic conditions and global capital flows.

VOLUME OF SALES

Sales volumes were presented according to the new segment structure, with comparative data for 2024 restated to the current layout. In 2025 Boryszew Group recorded a slight increase in sales volumes (5.5 thousand tonnes) compared to the previous year.

in thousand tonnes	2025	2024	change
Volume of sales, including:	330.4	324.9	5.5
Metals Segment	256.2	259.8	(3.6)
Circular Economy Segment	48.4	39.8	8.6
Chemicals segment	25.8	25.3	0.5

The increase in sales volumes by 8.6 thousand tonnes (i.e. 21.6%) was mainly recorded in the Circular Economy Segment at Baterpol S.A. On the other hand, the Metals Segment recorded a slight decrease (3.6 thousand tonnes) mainly in Alchemia Group (a total decrease of 9.0 thousand tonnes).

BORYSZEW S.A.

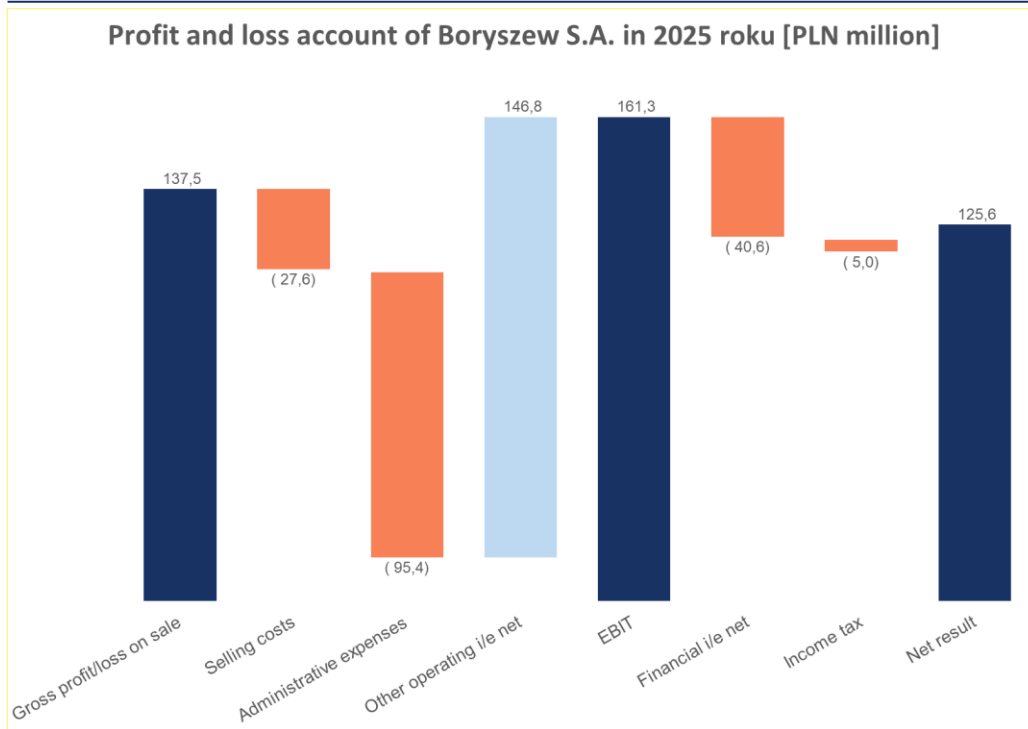
ANALYSIS OF SELECTED ITEMS OF INCOME STATEMENT

Selected items of the income statement of Boryszew S.A. for 2025, as compared to 2024, are presented in the table below:

in PLN million	2025	2024	change
Revenues from sale	1 624.1	1 669.4	(45.3)
Gross profit on sales	137.5	150.4	(12.9)
Profit on sales	14.5	31.2	(16.7)
EBITDA ¹⁾	204.3	231.8	(27.5)
Operating profit	161.3	187.8	(26.5)
Gross profit	120.7	(151.3)	272.0
Total net profit	125.6	(147.4)	273.0

¹⁾ Operating profit (loss) + depreciation, respectively

The following chart presents the impact of individual components of the income statement on the net result for 2025.



SALES REVENUES BY SEGMENTS

in PLN million	2025	2024	change
Revenues from sale, including:	1 624.1	1 669.4	(45.3)
Automotive Segment	761.2	780.8	(19.6)
Energy Segment	703.5	721.9	(18.4)
Chemicals segment	147.6	156.1	(8.5)
Other non-allocated (*)	11.8	10.6	1.2
Export sales as % of total sales	45%	47%	-2p.p.

In 2025 sales revenues amounted to PLN 1 624.1 million, down 2.7%

OPERATING RESULTS

The gross result in 2025 dropped by PLN 12.9 million to PLN 137.5 million.

Average gross margin on sales went up from 9.0% in 2024 to 8.5% today.

Costs of sales were lower by PLN 10.1 million, or by 57.8% against the same period of the previous year.

General and administrative expenses fell by PLN 6.2 million.

The balance of other operating income/expenses amounted to PLN 146.8 million and was lower by PLN 9.8 million against previous year. The aforementioned decrease was mainly due to dividends received.

EBITDA for major operating segments was as follows:

in PLN million	2025	2024	change
EBITDA, including:	204.2	231.8	(27.6)
Automotive Segment	53.9	80.0	(26.1)
Energy Segment	19.6	5.0	14.6
Chemicals segment	22.5	9.5	13.0
Other non-allocated (*)	108.2	137.3	(29.1)

The decrease in EBITDA in 2025 compared to last year by segment was a consequence of:

- lower result in the Automotive Segment - the decrease in result was a consequence of higher special transport costs, associated the execution of more operationally and logistically demanding orders, which converted into an increase in cost burdens,
- higher results in the Chemicals Segment - mainly due to the sale of assets in the Boryszew ERG branch,
- higher results in the Energy Segment - a result of the release of impairment losses on receivables,
- dividends received in the Other segment.

FINANCIAL REVENUES AND COSTS, NET RESULT

The balance of financial income/expenses amounted to PLN -40.6 million and was PLN 298.5 million higher as compared to previous year. Higher result in 2025 is mainly due to the fact that in 2024 Boryszew S.A. made a write-off of granted loans and other receivables to BKD from 2011 to 2024 in the total amount of PLN 256.5 million. Net income from continuing operations in 2025 amounted to PLN 125.6 million and was by PLN 273.0 million higher than in the same period of the previous year.

BORYSZEW CAPITAL GROUP

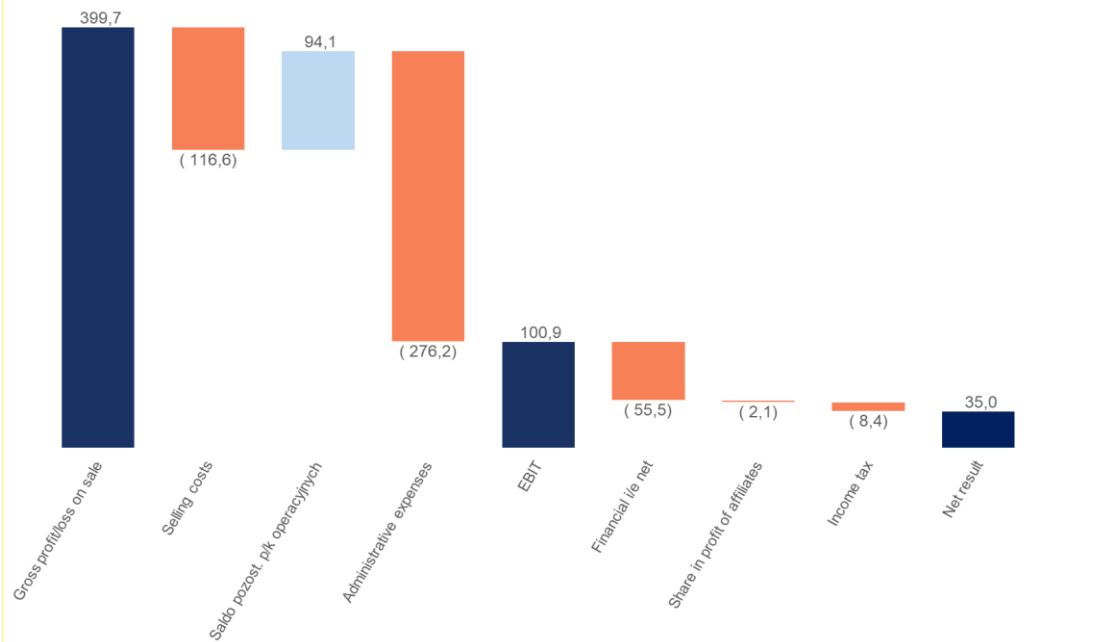
Selected items of the income statement of Boryszew Capital Group for 2025, as compared to 2024, are presented in the table below:

ANALYSIS OF SELECTED ITEMS OF INCOME STATEMENT

in PLN million	2025	2024	change
Revenues from sale	4 836.5	5 116.0	(279.5)
Gross profit on sales	399.7	368.5	31.2
Profit on sales	6.8	(30.3)	37.1
EBITDA	251.9	337.2	(85.3)
EBITDA (without one-off events)	257.3	248.8	8.5
Operating profit	100.9	178.5	(77.6)
Gross profit	43.4	103.5	(60.1)
Net profit on continuing operations	35.0	120.8	(85.8)
Net profit on discontinued operations	-	-	-
Total net profit	35.0	120.8	(85.8)

The following chart presents the impact of individual components of the income statement on the consolidated net result for 2025.

Profit and loss account of Boryszew Group in 2025 roku [PLN million]



SALES REVENUES BY SEGMENTS

in PLN million	2025	2024	change
Revenues from sale, including:	4 836.5	5 116.0	(279.5)
Metals Segment	2 335.4	2 411.7	(76.3)
Circular Economy Segment	448.5	414.4	34.1
Automotive Segment	1 348.0	1 567.9	(219.9)
Energy Segment	720.5	738.5	(18.0)
Chemicals segment	149.2	157.6	(8.4)
Other non-allocated (*)	(165.1)	(174.1)	9.0

* including consolidation adjustments

Sales revenues in 2025 decreased by 5.5% to PLN 4 836.5 million. Growth was only recorded in the Circular Economy and Other Segments. The largest decreases were recorded in the Automotive segment (down 14.0%) and the Chemicals segment (down 5.3%). The decrease in revenue in the **Automotive Segment** was due to lower sales volumes and the closure of German companies in the area of plastic components.

The **Metals Segment** suffered a decline in revenues as a result of price pressure and lower sales volumes coming from weakened market demand.

The largest year-on-year decrease in revenue was recorded at Alchemia S.A., mainly due to strong price competition pressure in an environment of reduced demand, as well as a reduction in the scale of operations due to the closure of some branches, which resulted in lower production and sales volumes. At ZM SILESIA revenues decreased due to price pressure and the need to reduce margins, and the increase in sales volume did not bring higher revenues. In other segment companies: NPA Skawina Sp. z o.o., Walcownia Metali Dziedzice S.A. and Huta Bankowa Sp. z o.o. saw an increase in revenue, which partially offset the negative impact of the above entities.

The **Circular Economy segment**, which includes Baterpol S.A. and Zakład Utylizacji Odpadów Sp. z o.o., saw an increase in revenue. The level of revenues at Baterpol S.A. was significantly influenced by the increase in the volume of sales of lead and its alloys, but this effect was partly neutralised by the fall in lead quotations on LME, lowering the achieved sales prices. The increase in sales revenue at Zakład Utylizacji Odpadów Sp. z o.o. is due

to the acceptance of a higher volume of waste at the treatment facilities and landfill site in 2025, which brought about an increase in the scale of operations.

In the **Energy Segment**, which includes the Boryszew Energy branch and Boryszew Green Energy & Gas Sp. z o.o., a decrease in revenues was recorded versus the same period last year. On a consolidated basis, revenues dropped in y/y terms due to different dynamics in the Segment companies. In Boryszew Energy Branch revenues decreased to a greater extent, while Boryszew Green Energy & Gas Sp. z o.o. recoded an increase including due to the start of cooperation with a new customer (PPA contract - cooperation with photovoltaic farms - energy repurchase) and change of volume structure. The reason for the drop in revenue at the Boryszew Energy branch was a decrease in energy volume sales. These changes reflect the process of adapting the operating model to current market conditions.

The decrease in the **Chemicals Segment** is mainly due to the decrease in sales in the Boryszew ERG branch another year in a row.

The **Other non-allocated segment** includes several companies with limited impact on the Group's consolidated results. The differences between the results in 2025 and the corresponding period in 2024 are mainly due to consolidation adjustments between segments within the Group.

ACHIEVED FINANCIAL RESULTS

The gross sales in 2025 increased by PLN 31.2 million to attain the level of PLN 399.7 million. The costs of sales as well as general and administrative expenses dropped by PLN 5.6 million in total against the previous year. The balance of other operating income/expenses was 94.1 million, down by 114.7 million compared to 2024.

OPERATING RESULT

- Consolidates figures:

In 2025, EBITDA excluding non-recurring events on continuing operations amounted to PLN 257.3 million, compared to PLN 248.8 million in 2024. In relevant operating segments, the EBITDA result was as follows:

in PLN million	2025	2024	change
EBITDA, including:	251.9	337.2	(85.3)
Metals Segment	53.8	152.1	(98.3)
Circular Economy Segment	65.9	65.8	0.1
Automotive Segment	104.5	70.8	33.7
Energy Segment	21.3	8.7	12.6
Chemicals segment	22.4	9.6	12.8
Other non-allocated (*)	(16.0)	30.2	(46.3)

in PLN million	2025	2024	change
EBITDA (excluding non-recurring events), including:	257.3	248.8	8.5
Metals Segment	53.8	63.7	(9.9)
Circular Economy Segment	65.9	65.8	0.1
Automotive Segment	104.5	70.8	33.7
Energy Segment	21.3	8.7	12.6
Chemicals segment	11.8	9.6	2.2
Other non-allocated (*)	0.0	30.2	(30.2)

* including consolidation adjustments

1. Automotive Segment

The Automotive segment recorded a decrease in sales levels in 2025, while EBITDA increased compared to the previous year. The increase in EBITDA was influenced by ongoing optimisation measures, effective cost management and decommissioning of selected low-profitability companies (in BAP Group).

2. Metals Segment

The Metals segment recorded a decrease in EBITDA in 2025 compared to 2024 (excluding one-off events). The decline in EBITDA was primarily a consequence of continued pricing pressure from customers, which meant lower margins in 2025. In addition, results were negatively impacted by unfavourable market conditions in the metals sector as well as a lower US dollar.

A decrease in EBITDA was seen in almost all entities in this Segment. The main factor behind the lower EBITDA results were unfavourable market conditions - oversupply in the global market (especially imports from Asia) depressed prices of steel products, which directly reduces revenues, even with stable volumes.

NPA Skawina Sp. z o.o. was the only company in the Segment to maintain EBITDA at a level similar to that of last year. This result was achieved despite continued price pressure from customers resulting in lower margins in 2025. The increase in sales volumes versus 2024 did not convert into improved profitability, which was negatively impacted by unfavourable market conditions, including a lower US dollar and an increase in the aluminium premium. Alchemia CG recorded the largest decline. The decrease in EBITDA achieved by Alchemia CG in 2025 was influenced by continued cost pressures related to inflation (in particular in the areas of labour, energy and service costs), lower production volumes resulting in an increase in unit fixed costs, as well as incurring costs related to the closure of selected branches.

3. Circular Economy Segment

EBITDA in the Segment was decisively influenced by:

- in Zakład Utylizacji Odpadów Sp. z o.o., by higher sales revenue,
- in Baterpol S.A. - by an increase in fixed costs and waste disposal costs.

4. Energy Segment

The Segment's higher result was significantly influenced by the release of reserves for receivables recognised in earlier period, reflecting improved portfolio quality and more effective collection of trade receivables.

5. Chemicals segment

The Chemicals segment recorded an increase in EBITDA compared to the previous year. The higher EBITDA generated in 2025 was mainly due to the sale of non-operational assets and the release of a provision in Boryszew ERG branch.

6. Other non-allocated

The Other non-allocated segment includes several companies of limited importance to the Group's financial performance. The y/y differences observed are mainly due to consolidation adjustments between business segments and the revaluation of investment properties and their sale in Boryszew Nieruchomości Sp. z o.o..

FINANCIAL REVENUES AND COSTS, NET RESULT

The balance of finance income/expenses was -55.5 million, up by 17.0 million on last year's balance.

Net income from continuing operations amounted to PLN 35.0 million, down by PLN 85.8 million on the 2024 result.

7. DESCRIPTION OF ASSETS, EQUITY AND LIABILITIES STRUCTURE

BORYSZEW S.A.

ANALYSIS OF SELECTED BALANCE SHEET ITEMS

Selected items of Boryszew S.A. separate balance sheet are presented in the table below:

in PLN million	2025	2024
Non-current assets	1 296.1	1 305.0
including:		
tangible assets	133.5	149.1
investment property	13.5	11.2
intangible assets	11.4	12.1
right-of-use assets	94.5	100.9
shares in related parties	891.3	887.7
financial assets	83.1	60.1
other	68.8	83.9
Current assets	694.4	640.1
including:		
inventory	100.5	123.2
trade receivables and other receivable	450.8	350.7
cash and cash equivalents	16.6	12.4
other	126.5	153.8
Total assets	1 990.5	1 945.1
Equity	1 027.2	973.8
Total liabilities	963.3	971.3
including:		
Long-term liabilities, including:	141.1	192.6
<i>financial obligations</i>	71.8	64.2
Short-term liabilities, including:	822.1	778.7
<i>trade liabilities</i>	264.5	278.3
<i>financial obligations</i>	456.0	380.8
Balance sheet total	1 990.5	1 945.1

The increase in total assets was mainly due to an increase in the level of receivables at the Maflow branch. At the same time, an increase in financial liabilities in this unit was recorded, which was the main factor shaping the changes on the liabilities side.

ANALYSIS OF WORKING CAPITAL

in PLN million	2025	2024	change
Working capital (PLN million)	221.2	144.2	77.0
Inventory turnover (in days)	22.6	26.9	(4.3)
Receivables turnover (in days)	98.7	74.5	24.2
Liabilities turnover ratio in days	71.6	69.9	1.7
Working capital turnover (in days)	49.7	31.5	18.2

Working capital = inventories + trade and other receivables - short-term trade and other payables as of the end of the period

Turnover ratios are calculated based on revenues

2025 saw an extension the receivables turnover cycle to 98.7 days compared to 74.5 days in the previous year, implying a slower flow of funds from customers (including BCG companies) and a greater commitment of capital to finance sales (an increase in receivables was recorded in the Automotive Segment in particular, mainly due to an increase in receivables from Group companies). This change was one of the main factors behind the increase in working capital (from PLN 144.2 million to PLN 221.2 million) and the extension of its turnover. At the same time, the turnover of payables remained at a similar level, indicating that the Group did not compensate for the slower collection of receivables by extending payment terms to suppliers. The shortening of the inventory turnover cycle remains a positive element, but this has not fully compensated for the extended recovery period.

ANALYSIS OF INTEREST BEARING DEBT

The main ratios of interest liabilities in Boryszew S.A. are presented in the table below:

in PLN million	2025	2024
Interest liabilities, including:	549.8	502.1
Long-term interest liabilities	71.8	64.2
including: bonds	-	-
including: loans, borrowings, leases	71.8	64.2
Short-term interest liabilities	478.0	437.9
including: bonds	-	-
including: credits, loans, leasing, factoring	478.0	437.9
Cash and cash equivalents	16.6	12.4
Interest payable to related parties	169,7	154.9
Net debt	363.5	334.8
EBITDA	204.2	231.8
Net debt/EBITDA	1.8	1.4
Value of gross (total) debt to assets	19.1%	17,8%

Interest-bearing liabilities = long-term liabilities + short-term liabilities (from loans, credits, leases, factoring)

Net debt = interest liabilities – cash and cash equivalents - loans granted to Capital Group companies (Boryszew S.A. is provides funds to subsidiaries)

Net interest-bearing debt of Boryszew S.A. (less cash and cash equivalents and liabilities related entities) at the end of 2025 amounted to PLN 363.5 million, which was PLN 28.7 million higher than at the end of 2024.

The gross (total) debt to assets ratio was 19.1% at the end of 2024 compared to 17.8% at the end of 2025.

ANALYSIS OF LIQUIDITY

Liquidity ratios are presented in the table below:

in PLN million	2025	2024
Current ratio	0.84	0.82
Quick ratio	0.72	0.66

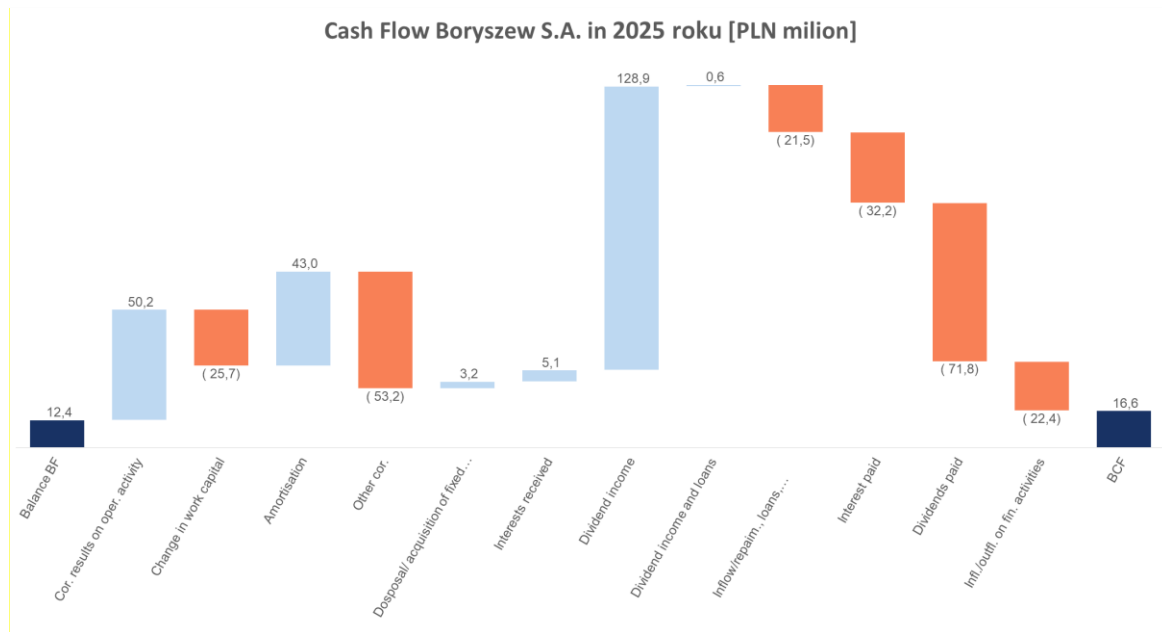
Current ratio = current assets / short-term liabilities

Quick ratio = (current assets – inventories) / short-term liabilities

2025 saw an improvement in the current ratio, while the quick ratio is maintained at the previous year's level. The company retains the ability to pay its obligations on time.

ANALYSIS OF SELECTED ITEMS OF CASH FLOW AND CAPITAL EXPENDITURE

The main items of separate statement of cash flows for Boryszew S.A. in 2025 are presented in the chart below:



The above graph shows main factors that determined the cash flows of Boryszew in 2025.

in PLN million	2025	2024	change
Net cash flow from operating activities	14.3	9.8	4.5
Net cash flow from investment activities	137.9	106.3	31.6
Net cash flow from financial activities	(148.0)	(128.5)	(19.5)
Total cash flow	4.2	(12.4)	16.6

Investing activities saw a year-on-year increase in cash flow, mainly as a result of fewer loans being granted.

BORYSZEW CAPITAL GROUP

Selected items of the consolidated balance sheet of Boryszew Capital Group are presented in the table below:
in PLN million

in PLN million	2025	2024
Non-current assets	1 798.5	1 933.4
including:		
tangible assets	1 206.6	1 310.0
investment property	164.6	148.1
intangible assets	34.6	39.1
right-of-use assets	201.3	245.9
shares and stocks	22.1	26.3
financial assets	27.1	36.1
other	142.2	127.9
Current assets	1 540.2	1 647.4
including:		

inventory	745.2	749.4
trade receivables and other receivable	619.7	672.2
cash and cash equivalents	159.1	208,7
other	16.2	17,1
Assets held for sale	91.8	52.7
Equity	1 457.0	1 621.8
Total liabilities	1 973.6	2 011.8
including:		
Long-term liabilities	485.0	587.4
Short-term liabilities	1 488.6	1 424.4
Balance sheet total	3 430,6	3 633,6

ANALYSIS OF INTEREST BEARING DEBT

in PLN million	2025	2024
Interest liabilities, including:	860.2	821.8
Long-term interest liabilities	190.7	235.0
including: bonds	-	-
including: loans, borrowings, leases	190.7	235.0
Short-term interest liabilities	669.5	586.7
including: bonds	-	-
including: credits, loans, leasing, factoring	669.5	586.7
Cash and cash equivalents	159.1	208,7
Net debt	701.1	613.1
EBITDA	251.9	337.2
EBITDA (without one-off events)	257.3	248.9
Net debt/EBITDA	2.8	1.8
Net debt/EBITDA (excluding one-off events)	2.7	2.5
Value of gross (total) debt to assets	25.1%	22.6%

Interest-bearing liabilities = long-term liabilities + short-term liabilities (from loans, credits, leases, factoring)

Net debt = interest liabilities – cash and cash equivalents - loans granted to Capital Group companies (Boryszew S.A. is provides funds to subsidiaries)

Relative debt as measured by the ratio of net debt to EBITDA (excluding non-recurring events) increased compared to the previous year and stood at 2.7.

At the end of 2025 the gross (total) debt-to-assets ratio was 25.1%, compared to 22.6% at the end of 2024.

The net interest debt of the Capital Group, less cash and cash equivalents, as at the end of 2025 amounted to PLN 1 149.1 million and was higher by PLN 88.0 million than at the end of 2024.

ANALYSIS OF WORKING CAPITAL

in PLN million	2025	2024
Working capital (PLN million)	626.9	687.6
Inventory turnover (in days)	56	53
Receivables turnover (in days)	45	46
Liabilities turnover ratio in days	54	50
Working capital turnover (in days)	47	49

Working capital = inventory + trade receivables - trade liabilities.

*Turnover ratios calculated based on revenues, i.e. the level of inventories at the end of the period/revenues from sale * 365 days.*

Demand for working capital as at the end of 2024 amounted to 626.9 million PLN and dropped as compared to the end of 2024 by PLN 60.7 million.

The actual level of working capital in Boryszew Capital Group, computed as a turnover ratio (calculated based on revenues) expressed in days was 47 days.

ANALYSIS OF LIQUIDITY

in PLN million	2025	2024
Current ratio	1.1	1.3
Quick ratio	0.6	0.7

Current ratio = current assets / short-term liabilities

Quick ratio = (current assets – inventories) / short-term liabilities

The current and quick liquidity ratios at the end of 2025 reached levels lower than in 2024.

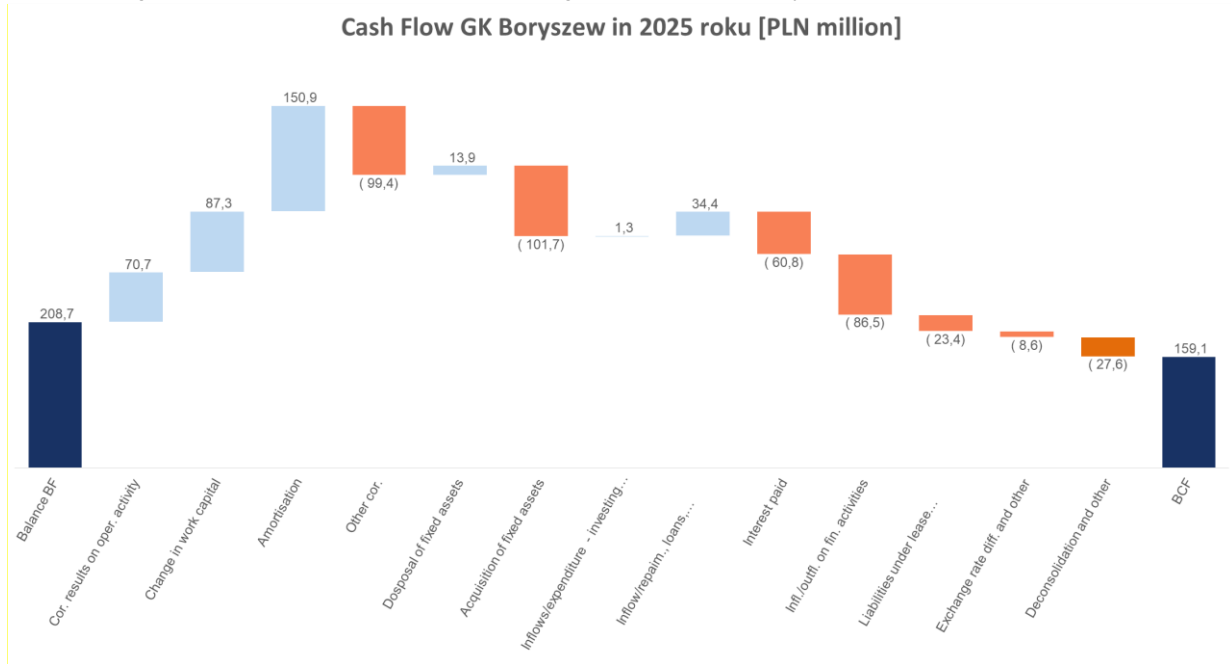
The above ratios confirm that the Group has sufficient financial liquidity to pay current and future liabilities.

ANALYSIS OF SELECTED ITEMS OF CASH FLOW AND CAPITAL EXPENDITURE

The main items of the consolidated cash flow statement of the Boryszew Capital Group in 2025 compared to last year are presented in the table below:

in PLN million	2025	2024
Net cash flow from operating activities	209,4	86.6
Net cash flow from investment activities	(86.5)	(22.7)
Net cash flow from financial activities	(145.0)	(71.8)
Total cash flow	(22.1)	(7.9)

The following chart presents the main factors shaping the cash flow of Boryszew Capital Group in 2025:



In 2025 the Group generated positive cash flows from operations and investing activity, which were allocated mainly to service debt (payment of loans and borrowings, payment of interest) and investments.

The Group has the financial capacity to implement development plans and the ability to carry out planned investments

In 2025, following the decision by the Management Board to update the operating segment structure, the segmental breakdown changed compared to 2024. The figures for 2024 were restated accordingly to ensure comparability in line with the new structure. The structure of investment expenditure by the six segments is shown in the table below.

in PLN million	2025	2024
CAPEX, including:	101.6	134.2
Automotive Segment	22.4	49.5
Circular Economy Segment	17,2	15.4
Metals Segment	52.5	60.2
Energy Segment	0.9	1.1
Chemicals segment	2.6	1.3
Other non-allocated (*)	6.1	6.6

The largest investments in fixed assets in 2025 were made by companies in the Metals Segment.

Metals, NPA Skawina Sp. z o.o. - approximately PLN 30 million (increasing production capacity: modernisation of the hall, purchase of machinery), Walcownia Metali Dziedzice S.A. - PLN 11.2 million (new technology for the production of semi-finished products in the form of extruded bars and photovoltaics), Alchemia S.A. - PLN 10.5 million (modernisation).

Automotive: MAFMEX S.DE R.L.DE C. V - PLN 6.0 million, Boryszew S.A. Maflow Branch - PLN 4.3 million, Maflow Components Dalian Co. Ltd.- PLN 4.0 million - machinery and equipment.

Circular Economy: Baterpol S.A. - PLN 8.9 million (modernisation and replacement work), Zakład Utylizacji Odpadów Sp. z o.o.– PLN 8.3 million (increasing operating space and enabling further infrastructure expansion).

8. DESCRIPTION OF SIGNIFICANT OFF-BALANCE SHEET ITEMS

Guarantees and sureties on 31 December 2025

Entity for which guarantee or surety was issued	Entity on whose behalf the surety or guarantee was granted	Value of surety	Expiry date of surety
AB Volvo	MAFMEX S. de R.L. de C.V.	21 134	term of the agreement
BMW AG	Maflow Components (Dalian) Co. Ltd.	25 360	contract period + 15 years
	MAFMEX S. de R.L. de C.V.	25 360	contract period + 15 years
Investitionsbank des Landes Brandenburg	Boryszew Oberflächentechnik Deutschland GmbH	21 185	until the expiry of the obligation
PKO Leasing	"onesano" S.A.	457	23.09.2028
Innova Dintel	MAFMEX S. de R.L. de C.V.	9 194	30.06.2030
Total		102 690	

Guarantees and sureties on 31 December 2024

Entity to which surety was granted or guarantee	Entity on whose behalf the surety was granted or guarantee	Value of surety	Expiry date of surety
AB Volvo	MAFMEX S. de R.L. de C.V.	21 365	term of the agreement
Innova Dintel	MAFMEX S. de R.L. de C.V.	12 225	30.06.2030
BMW AG	MAFMEX S. de R.L. de C.V.	25 638	contract performance period +15 years
BMW AG	Maflow Components (Dalian) Co. Ltd.	25 638	contract performance period +15 years
Investitionsbank des Landes Brandenburg	Boryszew Oberflächentechnik Deutschland GmbH	21 417	16.01.2026
Total		106 283	

9. NOTES ON THE SEASONALITY OF THE COMPANY'S BUSINESS IN THE REPORTED PERIOD

Boryszew S.A.

Boryszew S.A. is exposed to seasonality only in a limited extent.

In the Automotive segment seasonality affects primarily holiday months as well as December, when production of cars falls considerably, causing also a temporary fall in component orders. In the Chemicals Segment, seasonality affects only some products manufactured by Boryszew S.A. Boryszew ERG Branch in Sochaczew and is not at a significant level. It applies mainly to cooling fluids for the automotive segment (with peak demand in the third and fourth quarter, shifting to the beginning of the first quarter), de-icing fluids for runways and aircraft (with peak demand in the fourth and first quarter). PWC siding and EPS decorative components follow the seasonality of the construction industry, showing peak demand in second and third quarter. No specific seasonality is observed for other products of Boryszew S.A.

It is important to note that the Christmas period in December is usually the time of scheduled shut-downs at our customers, hence sales also decline.

Boryszew Capital Group

Boryszew Capital Group is exposed to the phenomenon of seasonality to a limited extent.

In the Automotive segment seasonality affects holiday months as well as December, when production of cars falls considerably, causing also a fall in component orders.

In the Metal Segment, seasonality affects the range of products sold for the construction sector, which include:

- brass condenser pipes used for district heating, manufactured by WM Dziedzice S.A.
- zinc-titanium roofing sheets and zinc wire manufactured by ZM SILESIA S.A.

The peak in sales of these products for the construction sector is recorded the second and third quarter, which is predominantly influenced by weather conditions, suitable for construction works, as well as the economic situation in the construction industry. Other products of this segment are not exposed to seasonality.

In the Chemicals Segment, seasonality affects some products manufactured by Boryszew S.A. Boryszew ERG Branch in Sochaczew and is not at a significant level. It applies to cooling fluids for the automotive segment (with peak demand in the third and fourth quarter, shifting to the beginning of the first quarter), de-icing fluids for runways and aircraft (with peak demand in the fourth and first quarter). PWC siding and EPS decorative components follow the seasonality of the construction industry, showing peak demand in second and third quarter.

No specific seasonality is observed for other products of the Capital Group.

10. SIGNIFICANT AGREEMENTS AND CONTRACTS

Companies of Boryszew Capital Group conduct their business on the basis of several cooperation agreements, one-off, yearly or multi-year trade contracts concluded with raw material suppliers and with customers for the manufactured products. These are usually traditional transactions covering purchase (domestic or overseas) of raw materials and materials for production and sale of manufactured products on the domestic and foreign market.

In 2025 the following entities account for more than 10% of sales revenue generated by Boryszew S.A.:

Company	Date of the agreement	Subject matter of the agreement	Contract value in 2025	Share [%]	Relations with the issuer
VW Group	multi-year contracts	deliveries of air conditioning ducts	PLN 277.9 million	17,1%	none

In 2025 the following entities account for more than 10% of sales revenue generated Boryszew Capital Group:

Company	Date of the agreement	Subject matter of the agreement	Contract value in 2025	Share [%]	Relations with the issuer
VW Group	multi-year contracts	delivery of air-conditioning tubes and plastic parts for cars	PLN 575.5 million	11.9%	none

The value of purchase or sale contracts from other contractors of the Company or the Capital Group in 2025 remained below 10% of revenues from sales of Boryszew S.A. or Boryszew Capital Group respectively.

Other important agreements in Boryszew S.A.

BORYSZEW S.A. BORYSZEW ENERGY BRANCH

Date of the agreement	Subject matter of the agreement	Estimated value of the contract in 2025
multi-year contracts	purchase of electricity	PLN 124.0 million
multi-year contracts	purchase of natural gas	PLN 126.6 million

multi-year contracts	sales of electricity and natural gas	PLN 105.7 million
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SIGNIFICANT CONTRACTS IN GROUP COMPANIES

(criterion: contract value exceeding 2% of sales revenues of Boryszew Capital Group)

MAFLOW GROUP

Date of the agreement	Subject matter of the agreement	Estimated value of the contract in 2025
multi-year contracts	sale of parts to automotive	PLN 158.8 million

ZM SILESIA S.A.

Date of the agreement	Subject matter of the agreement	Estimated value of the contract in 2025
January/February 2025	delivery of raw materials	PLN 138.3 million

WALCOWNIA METALI DZIEDZICE S.A.

Date of the agreement	Subject matter of the agreement	Estimated value of the contract in 2025
multi-year contracts	supply of raw materials - copper and brass scrap	PLN 109.3 million

NPA SKAWINA SPÓŁKA Z O.O.

Date of the agreement	Subject matter of the agreement	Estimated value of the contract in 2025
February 2025	sale of aluminium wire rod and aluminium tubes	PLN 169.0 million
periodic orders	purchase of raw materials	PLN 117.5 million

ALCHEMIA GROUP

Date of the agreement	Subject matter of the agreement	Estimated value of the contract in 2025
Multi-year contract	purchase of raw materials	PLN 168.2 million

INSURANCE CONTRACTS

Boryszew S.A. and subsidiaries had insurance policies for 2025 within the framework of general agreements concluded by the Parent Company with several insurance companies for the entire Boryszew Group.

The scope of these agreements covers the insurance of:

1. Boryszew Group property
2. profit lost due to all risks
3. machine damage
4. loss of profit due to damage to machinery and equipment
5. electronic equipment

6. business activity and property owners civil liability insurance
7. tax risks,
8. liability of members of the governing bodies of a limited liability or joint stock company.

Boryszew S.A. and its subsidiaries also signed, depending on the needs, insurance contracts for insurance such as transport cargo insurance, motor insurance, compulsory third party insurance for bookkeeping services and tax advisory services and insurance of trade receivables.

11. SIGNIFICANT CAPITAL INVESTMENTS AND CHANGES IN THE STRUCTURE

Alchemia S.A.

On 4 November 2024 the Management Board of Alchemia S.A. decided to commence the liquidation of the Company's branch i.e. Alchemia S.A. Rurexpol Branch in Częstochowa. The production operations of Rurexpol Branch, due to the ongoing liquidation process, was terminated on 28 February 2025. Administrative support, maintenance of energy infrastructure, and maintenance of other machinery and equipment are still in progress.

Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy

On 3 March 2025 the Management Board of indirect subsidiary of Boryszew S.A., Boryszew Oberflächentechnik Deutschland GmbH (BKD) filed a petition of bankruptcy of this company with competent court. The proposal is for ordinary bankruptcy, in accordance with German bankruptcy law.

On 1 May 2025, the German bankruptcy court based in Stendal declared the opening of the bankruptcy of Boryszew Kunststofftechnik Deutschland GmbH (BKD) and appointed a receiver. The company's existing Management Board, upon the opening of bankruptcy, was no longer able to manage and dispose of BKD's assets, including shares in BKD's subsidiaries. (BKD holds 100% of shares in Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration, and 89.11% of shares in Boryszew Plastic Rus Sp. z o.o.)

Due to the loss of control, the Management Board of Boryszew S.A. decided to exclude BKD and BKD's the following subsidiaries from consolidation as of 1 May 2025: Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration, and Boryszew Plastic Rus Sp. z o.o.

Impact of de-consolidation of subsidiaries

Group companies:	
Boryszew Formenbau Deutschland GmbH Boryszew Kunststofftechnik Deutschland GmbH	
Boryszew Oberflächentechnik Deutschland GmbH Boryszew Plastic RUS Sp. z o.o.	
Assets of Companies in which control was lost	263 868
Liabilities of Companies in which control was lost	566 452
Short term	405 084
Long term	161 368
Net assets of Companies in which control was lost shares of BCG Companies	(302 584)
Net assets of Companies, effect on result due to exclusion of Companies from consolidation as of 30.04 2025	302 584
Consolidation adjustments attributed to excluding Companies from consolidation	(314 826)
Effect on the result of the period due to the exclusion of Companies - loss of control	(12 242)
Write-off of receivables from excluded companies against other operating expenses	(3 775)
Total impact of de-consolidation of subsidiaries	(16 017)

Boryszew Inwestycje Spółka z o.o.

On 12 May 2025, Boryszew Inwestycje Spółka z o.o. acquired:

1. 50 shares in ZPIOE BRS WISE Spółka z o.o., total nominal value PLN 2 500.00, representing 50% of the share capital and the total number of votes at the shareholders' meeting, for a price of PLN 2 500.00;
2. 50 shares in ZPO BRS WISE Spółka z o.o., total nominal value PLN 2 500.00, representing 50% of the share capital and the total number of votes at the shareholders' meeting, for a price of PLN 2 500.00;

Hornet – Polskie Drony Spółka z o.o.

On 30 July 2025, the Management Board of Boryszew S.A. established a company under the business name Hornet - Polskie Drones Spółka z o.o. with its seat in Warsaw, at: Aleje Jerozolimskie 92, 00-807 Warsaw, in which Boryszew S.A. holds 100% of shares. The share capital of the newly formed company is PLN 50.000 and is divided into 50 shares with a nominal value of PLN 1 000.00 each. The Company will be established for an indefinite period of time.

On 17 October 2025, Boryszew S.A. and the Air Force Institute of Technology (ITWL) concluded a conditional agreement, based on which ITWL acquired from Boryszew S.A. 52% of shares in the special-purpose vehicle Hornet - Polskie Drones Spółka z o.o. ("Special-purpose Vehicle"). The SPV was registered in the Register of Entrepreneurs of the National Court Register in August 2025. The remaining 48% of shares in the SPV is held by the Issuer. On 28 November 2025, the President of the Office of Competition and Consumer Protection approved the formation of a joint venture by the Issuer and ITWL. The joint venture will be formed on the basis of an existing company, i.e. Hornet – Polskie Drony sp. z o.o. with its registered office in Warsaw.

On the date of publication of this report, the Company has not launched any business activities.

Events after the balance sheet date

Alchemia S.A. Walcownia Rur Andrzej branch w Zawadzkie

On 2 March 2026 the Management Board of Alchemia S.A., a subsidiary based in Warsaw, concluded a final agreement for the sale of the right of perpetual usufruct of movable and immovable property, surface area approximately 25.7 ha located in Zawadzkie, owned by Walcownia Rur Andrzej Branch, for a total net price of PLN 43.0 million.

The right of perpetual usufruct of the real estate along with the ownership of the buildings located on it is transferred to the purchaser as of the date of entries in the land and mortgage registers, with such entries having retroactive effect from the date of conclusion of the final agreement.

Until the date of publication of the report no other significant changes occurred in the structure of Boryszew Capital Group, except for the events indicated above.

12. RESEARCH AND DEVELOPMENT

Companies of the Capital Group carry out research and development works in order to advance the technologies employed.

BORYSZEW ERG BRANCH OF BORYSZEW S.A. IN SOCHACZEW

In 2025 Boryszew ERG branch in Sochaczew:

- G12 super-concentrate automotive radiator fluid was implemented,
- 2-EH acid was removed from coolant formulations,
- a recipe was developed for a washing agent for PKP railway bogies.

Maflow Group

In 2025 an engineering centre in India was being developed. As part of this process, the structures responsible for product development were strengthened, prototyping facilities were expanded and investments were made in modern laboratory equipment. These activities have significantly increased the capacity for design and test work in the local market, and enabled more effective collaboration with vehicle manufacturers present in India. As a result, the Group secured its first orders for the delivery of components to automotive brands operating in this market, which represents a significant step towards increasing its share in the fluid and gas transfer systems segment in the region.

During the period under review, a project was also carried out to develop new product solutions and manufacturing technologies for air-conditioning ducting that enable effective competition with Asian manufacturers. The solutions developed helped achieve an adequate level of cost and technological competitiveness, which already converted into winning first orders from customers.

The completion of the second generation of the heat exchanger for vehicles dedicated to the US market was also a significant development achievement. The solution developed features increased energy efficiency and makes it possible to reduce the energy used in vehicle heating and air conditioning systems.

Research and development activities related to the potential implementation of the regulation of PFAS substances on the European market were also continued. In view of possible regulatory changes, technological solutions were being developed to enable the use of natural refrigerants such as carbon dioxide (R744) and propane (R290) to prepare the Group's product offering for future environmental and regulatory requirements.

In the business of decorative elements, efforts continued to increase the synergies between the competences in plastic injection moulding technology and fluid and gas transfer systems. At the same time, work was carried out to put new contracts acquired in previous periods into production. Some of the projects will require the use of innovative detail manufacturing technologies, which provides an additional impetus for the further development of technological competence within the Group.

The research and development activities contribute to strengthening the technological potential of Mafrow Group and Boryszew Automotive Plastics, increasing the competitiveness of the offered products and better alignment of the offer to the changing requirements of customers and market regulations.

NPA Skawina Spółka z o.o.

The research and development work carried out at NPA Skawina Sp. z o.o. focuses on strategic areas of the company's production activities. Given the production volume, a key area of activity is work related to the optimisation and customisation of metallurgical processes and the processing of primary and secondary aluminium. In detail, research and development activities included studies in the development of technologies for continuous casting and rolling of aluminium alloys to adapt them to specific customer requirements. A newly developed area of activity is research into the processing of recycled aluminium 1xxx series. The results of production tests confirm the capabilities and point the way forward for the target technology. This issue is particularly important given the growing importance in Europe of the closed-loop economy and the environmental aspect in terms of the amount of CO₂ emissions per product (carbon footprint). Another area of research and development activity was Class II aluminium cable conductors and overhead power cables. The work carried out in this area included drawing and twisting processes for round and profile wires, as well as forming sector strands in twisting processes. Much of the testing was carried out for the manufacture of prototypes and test batches as part of the pre-qualification process of NPA Skawina Sp. z o.o. as a supplier (overhead power cables). The final area of R&D work carried out concerned Class V cable conductors dedicated to the automotive industry. A significant part of the research and development challenges is carried out in-house through an interdisciplinary team of engineers (development, process, quality) with the support of the quality control laboratory and production departments. External support in R&D, in the field of materials research or product testing, is provided by scientific institutions such as: Stanislaw Staszic Academy of Mining and Metallurgy in Krakow, Łukasiewicz Research Network-Nonferrous Metals Institute, the Central Mining Institute in Katowice, and Łukasiewicz Technological Institute Research Network in Krakow.

Walcownia Metali Dzierżycze S.A.

In 2025 the Company conducted research and development activities with a focus on developing material technologies, enhancing product competitiveness and aligning its offering with regulatory and environmental requirements. R&D activities are a key element in building the Company's technological edge.

- **EG BRASS DW® project**

The project, which was launched in 2023, concerns the development of a new group of brass alloys with improved resistance to dezincification for drinking water systems.

In 2025 work was underway to optimise the technology and prepare for industrial implementation.

- **Development of green alloys**

The company continued to develop lead-free and low-lead alloys to meet increasing environmental and regulatory requirements.

The work included process trials, optimisation of production parameters and preparation of market implementations.

- **Development of copper–nickel alloys (CuNi10 and CuNi30)**

In 2025 work was carried out on CuNi10 and CuNi30 alloys for applications in power generation, offshore and installations working in corrosive environments.

The trials confirmed the feasibility of developing the technology for CuNi10 alloy. In the case of CuNi30 alloy, significant technological challenges were identified due to its material properties.

- **Materials and semi-finished products for dual-use applications**

The company worked on the production of copper and copper alloy rods and semi-finished products for civil and special (*dual-use*) applications requiring high material reliability.

These products are used in energy, critical infrastructure, electrical engineering, transport and security systems etc.

- **Materials for special applications**

The company worked on materials for applications requiring high corrosion resistance, operational durability and performance stability under demanding operating conditions.

- **Material efficiency and the circular economy**

Measures to increase the efficiency of raw material use were continued, including the development of technologies for the recovery of process materials and their reuse in production.

- **Directions for future development**

The company continues its research and development work in the areas of high-value-added materials and specialised applications. Further development will depend on research results, market needs as well as economic and regulatory conditions.

All R&D work is initiated by customer needs, adaptation to new requirements or feedback from suppliers and end users of products. In addition to these activities, internal development work is carried out to improve the process and adapt it to the changing and evolving current needs of customers.

ZM SILESIA S.A.

In 2025 development activities were mainly competency- and system-based: building data maturity, tool stability and readiness for further technology and product projects.

- carbon footprint of products - completion of the phase and development of data competence. Carbon footprint calculations and documentation for key products (wires and oxides) were completed. A 'data infrastructure' (sources, formats, frequencies, responsibilities) was developed, which enables cyclical refreshing of calculations and supports the identification of process energy intensity and planning of efficiency measures.
- Payroll as a platform for HR process development and data integration. The structuring and implementation of Payroll is developmental as it lays the foundation for workflow, approvals, notifications and future integration with RCP. Standardisation of HR/time data also supports resource planning and billing in operational processes.
- ISO systems as a 'platform' for development - reinforcing a performance-based approach. The ability to work within the system regime was maintained and developed (IMS audit and ISO 50001 recertification successfully completed). The emphasis shifted from formal conformity to practical closure of the effectiveness of corrective actions and the use of lessons learned, which increases the security of launching further development initiatives.

Alchemia S.A.

In 2025, as in 2024, self-funded investment tasks were carried out at the Company's Branches, mainly aimed at optimising the production process in the technical-technological field and in terms of the quality of the manufactured products.

At Walcownia Rur Batory branch in Chorzów, the modernisation of overhead crane 32 was carried out in 2025 and work began on the design and execution of modernisation of overhead crane 25. Efforts to reduce noise emissions from Walcownia Rur Batory to an acceptable level also continued. The concept of upgrading the acoustic chamber around the pipe cutting saw with innovative solutions was reviewed. A built-in solution was also developed to replace the existing roof louvres along the length of 72 m with acoustic silencers, which will reduce noise emissions into the environment. Discussions continued regarding the reduction of noise emissions to the environment in the Finishing Department, with the installation of an additional acoustic cabin on the Prestar internal surface grinder.

In terms of technology, research and testing was carried out on a new pipe size with a diameter of 462mm, which enabled extension of the range of pipes produced. For testing purposes, test batches of tubes from continuous cast steel round charge with slab dimensions of Ø370mm and Ø430mm were also cast. A positive test result enables emergency replacement of the current batch with STA.

In 2025, Stalownia Batory branch carried out research and development activities and the implementation of solutions in production practice in the following areas:

- the branch continued cooperation with a manufacturer of ceramic high-temperature refractory materials for the lining of ceramic electric arc furnace and ceramic materials for installation in casting ladles in the bottom, metal and slag zones. A number of industrial trials and tests were conducted both in terms of grade and format optimisation of ceramic materials and in terms of the application of dedicated solutions in the process of installing ceramic products in metallurgical equipment,
- trials and tests continued on the application of different types of casting backfill varying in chemical composition and manufacturer, which could be used in the process of siphoning steel casting for ingot moulds,

- research continued with a view to expanding the product range with a new ingot format. Based on programs that involve the finite element method, a series of computer simulations of the casting and rolling processes of the new ingot format were performed. Based on the simulations, it proceeded to initiate activities for industrial testing.
- casting the BN145 ingot format with a short excess material for hot-rolled sheets was launched. In short top extensions for casting excess material of ingots in BN145 format the company used very good lateral thermal insulation materials that effectively reduce the amount of shrinkage during solidification of ingots in this ingot format.

Huta Bankowa Spółka z o.o.

In 2024 the process of implementing an Energy Management System according to ISO 50001 was initiated as part of the activities involving energy management areas. In August 2025 the implemented Energy Management System was certified according to ISO 50001. As a result of the audit, Huta Bankowa Sp. z o.o. was certified for Energy Management System. The implementation of the system helps identify the areas of highest energy consumption, improves the environmental image and ensures conformity with legal requirements, while the systematic optimisation of energy consumption leads to lower operating costs.

A surveillance audit by Bureau Veritas of the Integrated Management Systems to ISO 9001; 14001; 45001, standards took place in August 2025 with a positive result.

In addition, audits were carried out in the area of recognitions held and certificates issued by Classification Societies for Huta's products. All certificates have been maintained.

Other entities of the Group did not implement significant projects within the scope of research and development.

13. TRANSACTIONS WITH AFFILIATED ENTITIES

Transactions between subsidiaries mainly include commercial transactions concluded between companies of the Capital Group with regard to sale or purchase of traded goods and products of typical, conventional nature for the Group's operations.

Also, standard liquidity management measures at the level of the Capital Group involved cash loan agreements between Group's companies. These transactions were intra-group in nature and are excluded from the process of consolidation of financial statements.

All transactions with related parties were at arm's length basis.

Loans granted by Boryszew S.A.

Receivables from loans granted (with interest due) by borrowers	Balance on 31.12.2025	Balance on 31.12.2024
Boryszew Automotive Plastics Sp. z o.o.	48 463	51 471
AKT Plastikarska Technologie Cechy spol.	3 913	13 827
Boryszew Plastic RUS Sp. z o.o.	423	427
Maflow Plastic Poland Sp. z o.o.	58 393	58 808
MAFMEX S. de R.L. de C.V.	41 991	40 160
Maflow Polska Sp. z o.o.	864	500
Boryszew Maflow Sp. z o.o.	21 640	20 150
ZM Silesia S.A.	6 082	3 016
Walcownia Metali Dziedzice S.A.	29	-
Hornet - Polskie Drony Sp. z o.o.	2 506	-
"onesano" S.A.	1 405	-
Total	185 709	188 359

The above summary includes net receivables included in the balance sheet, including write-downs. Write-offs resulting from the estimation of credit losses were recognised based on analysis of historical data, the degree of overdue and individual assessment of debtors.

For loans, bonds and sureties, Company's debt ratings and Moody's data were used

Material loans received by Boryszew S.A. in 2025

Lender	Loan amount [PLN]	Interest rate	Repayment date
NPA Skawina Sp. z o.o.	25 000	WIBORM + margin	31.12.2026
Zakład Utylizacji Odpadów Sp. z o.o., Baterpol S.A.	12 000	WIBORM + margin	31.12.2026
Boryszew Nieruchomości Sp. z o.o., Polski Cynk Sp. z o.o.	8 300	WIBORM + margin	30.06.2026
Boryszew Nieruchomości Sp. z o.o., Polski Cynk Sp. z o.o.	45 000	WIBORM + margin	30.06.2026
Polski Cynk Sp. z o.o.	10 000	WIBORM + margin	27.06.2025
Polski Cynk Sp. z o.o.	10 000	WIBORM + margin	14.08.2025
Boryszew Nieruchomości Sp. z o.o.,	9 000	WIBORM + margin	18.09.2026

Material loans granted by Boryszew S.A. in 2025

Lender	Loan amount [PLN]	Interest rate	Repayment date
ZM SILESIA S.A.	3 000	WIBORM + margin	31.12.2026
Walcownia Metali Dziedzice S.A.	4 000	WIBORM + margin	16.12.2026
Hornet – Polskie Drony Sp. z o.o.	2 500	WIBORM + margin	31.12.2026

Other non-commercial transactions concluded between related parties (outside Boryszew Capital Group)
Boryszew Nieruchomości Sp. z o.o.,

On 17 December 2025 Boryszew Nieruchomości Spółka z o.o. granted a loan to a person personally related to the Issuer in the amount of PLN 2 790 000 with repayment by 31 December 2031. The interest rate on the loan granted by the company was set at market conditions.

14. LOANS AND BORROWINGS

Boryszew S.A.

Loan balances on 31 December 2025 and 31 December 2024, respectively, and the change in loan balances between 1 January and 31 December 2025

Loan details	Loan liabilities 31.12.2025	Loan liabilities 31.12.2024	Change	Loan repayment date as per agreement	interest rate (%)	Loan collateral
ALIOR	35 507	35 692	-185	04.09.2026	WIBOR/EURIBOR + margin	mortgage, pledge, transfer of receivables, guarantee of the BGK Crisis Guarantee Fund.
BGK	74 875	73 270	1 605	30.06.2026	EURIBOR + margin	pledge, transfer of receivables
BNP	17 289	16 384	905	31.07.2026	WIBOR + margin	mortgage, pledge, transfer of receivables
BNP	43 371	-	43 371	30.09.2030	EURIBOR + margin	pledge, transfer of receivables, ECI policy
HSBC	6 593	16 190	-9 597	31.12.2026	EURIBOR + margin	mortgage, pledge
PKO BP	89 490	80 197	9 293	31.03.2027	WIBOR/EURIBOR + margin	mortgage, transfer of receivables
PKO BP	32 546	40 594	-8 048	31.12.2027	EURIBOR + margin	mortgage, transfer of receivables
PKO BP	28	5	23	31.03.2027	WIBOR + margin	mortgage, pledge, transfer of receivables
PEKAO S.A.	30 034	-	30 034	31.12.2026	WIBOR + margin	pledge, transfer of receivables
Total	329 733	262 332	67 401			

Boryszew Capital Group

Change in the balance of loans in between 1 January and 31 December 2025

Loan details	Loan liabilities 31.12.2025	Loan liabilities 31.12.2024	Change
ALIOR	81 719	71 115	10 604
BANCA BPER	524	996	(442)
BANCA INTENSA SANPAOLO	5 546	10 456	(4 910)
BANK POPULAR	4 786	4 710	76
BBVA	1 331	1 205	126
BGK	103 632	99 133	4 499
BNP	135 046	163 916	(28 870)
CAIXA	630	196	434
CREDIT AGRICOLE	58 496	36 355	22 141
ČSOB	-	472	(472)
HSBC	63 170	77 281	(14 111)
ING	32 126	3 868	28 258
LIBERBANK	672	2 243	(1 571)
MILLENIUM	9 332	7 549	1 783
PEKAO	36 945	6 342	30 603
PKO BP	178 540	159 847	18 693
UNICREDIT	7 802	7 444	358
Total Boryszew Capital Group	720 297	653 098	67 199

Interest rates on loans are based on a variable rate.

All loans are secured. Loan collaterals include:

- investment real estate
- tangible fixed assets
- stocks: Boryszew S.A. (in subsidiaries)
- inventories,
- receivables from customers,
- bills of exchange;
- assignment of rights under insurance policies,
- guarantees issued by Capital Group companies.
- loan repayment guarantees from Bank Gospodarstwa Krajowego programs,

A summary of liabilities under loans is presented in the financial statements of Boryszew S.A. for 2025 in Note 24.2.

Termination of credits or loans

None occurred.

Information on breach of material provisions of credit or loan agreements

As at 31 December 2025 no overdue liabilities occurred due to borrowings and loans and no breach occurred of material provisions of borrowing and loan agreements other than those described below for which corrective action has not been taken.

Due to the current market situation in the European Union, the financial covenants in the loan agreements of the Group companies listed below have not been met:

- ZM SILESIA S.A. - net debt/EBITDA ratio,
- Huta Bankowa Sp. z o.o. - net debt/ EBITDA ratio, debt service coverage ratio (DSCR).
- Walcownia Metali Dzierżycie S.A. (WMD) - the net debt/ EBITDA ratio and the level of receivables.
- Alchemia S.A. - net debt/EBITDA ratio and meeting the sales forecast.

At the moment of publication, the aforementioned Companies anticipate no consequences following the non-fulfillment of loan agreements.

The Management Board of the parent company believes that the failure to meet the covenants in the loan agreements described above has no impact on the liquidity of the companies in which these events occurred.

Liabilities under these contracts are presented as short-term loans in the financial statements.

15. GUARANTEES AND SURETIES

Guarantees and sureties granted by Boryszew S.A. as at 31 December 2025

Entity to which surety was granted or guarantee	Entity on whose behalf the surety was granted or guarantee	Value of surety	Expiry date of surety
AB Volvo	MAFMEX S. de R.L. de C.V.	21 134	term of the agreement
Bank Gospodarstwa Krajowego	Maflow Components (Dalian) Co. Ltd.	7 203	27.03.2027
	Maflow Components (Dalian) Co. Ltd.	14 713	30.06.2031
Bank Millennium S.A.	ZM Silesia S.A.	3 300	28.05.2027
Basell Sales & Marketing Company B.V.	Maflow Plastics Poland Sp. z o.o.*)	1 691	31.12.2025
	AKT Plastikarska Technologie Cechy spol. S.R.O*)	2 959	31.12.2025
BMW AG	Maflow Components (Dalian) Co. Ltd.	25 360	contract period + 15 years
	MAFMEX S. de R.L. de C.V.	25 360	contract period + 15 years
BNP PARIBAS S.A.	Boryszew Maflow Sp. z o.o.	13 321	31.07.2029
	ZM Silesia S.A. *)	2 651	31.07.2028
BNP Paribas S.A.	Boryszew Maflow Sp. z o.o.	47 718	30.09.2033
BOLIDEN COMMERCIAL AB	ZM Silesia S.A.	1 680	31.12.2025
Coface Poland Factoring Sp. z o.o.	Alchemia S.A.	5 181	term of the agreement
	NPA Skawina Sp. z o.o.	8 619	term of the agreement
	ZM Silesia S.A.	38 101	term of the agreement
	ZM Silesia S.A.	4 989	term of the agreement
HSBC Bank (China) Company Limited	Maflow Components (Dalian) Co. Ltd.	15 459	18.01.2027
HSBC Continental Europe Italy	Maflow BRS s.r.l.	21 134	05.02.2034
HSBC Continental Europe S.A. Branch in Poland	Maflow Plastics Poland Sp. z o.o.	1 476	31.01.2026
HSBC Mexico SA	MAFMEX S. de R.L. de C.V.	18 008	22.11.2032
Huta Cynku	ZM Silesia S.A.	14 536	31.03.2026
Intesa Bank	Maflow BRS s.r.l.	4 903	30.11.2026
Investitionsbank des Landes Brandenburg	Boryszew Oberflächentechnik Deutschland GmbH	21 185	until the expiry of guaranteed obligation (19.07.2034)
MILLENNIUM.	NPA Skawina Sp. z o.o.	17 504	19.06.2026
PEKAO Leasing Sp. z o.o.	Boryszew Assets Spółka z o.o.	4 957	15.08.2029
PKO BP S.A.	ZM Silesia S.A.	10 025	31.03.2030
	Boryszew Green Energy & Gas Sp. z o.o. *)	2 943	31.07.2026
	Walcownia Metali Dzierżycie S.A. *)	17 500	31.03.2030
Trafigura II PTE. LTD.	ZM Silesia S.A. *)	5 333	31.12.2025
Volkswagen Financial Services Polska Sp. z o.o.	ZM Silesia S.A.	14	15.09.2026
	ZM Silesia S.A.	31	31.05.2027

Entity to which surety was granted or guarantee	Entity on whose behalf the surety was granted or guarantee	Value of surety	Expiry date of surety
Resinex Poland Sp. z o. o.	Maflow Plastics Poland Sp. z o.o.	845	31.12.2025
PKO Leasing	"onesano "S.A. *)	457	23.09.2028
Innova Dintel	MAFMEX S. de R.L. de C.V.	9 194	30.06.2030
GoldenPeaks Capital Holdings	Boryszew Green Energy & Gas	168	30.06.2036
Credit Agricole BP S.A.	Walcownia Metali Dziedzice S.A. *)	17 500	28.02.2028
	Walcownia Metali Dziedzice S.A. *)	10 000	26.03.2027
Total guarantees and sureties granted by Boryszew S.A.		417 152	

*) granted in 2025

Significant sureties granted by Boryszew Capital Group companies

Boryszew Capital Group companies did not grant or receive any significant sureties or guarantees other than those described above and related to their core operations (in particular guarantees related to the performance of contracts).

16. OWN SHARES

In 2025 Boryszew S.A. did not purchase own shares.

On 31 December 2025 and the publication date of the Financial Statements Boryszew S.A. holds directly and indirectly through subsidiaries shares of Boryszew S.A.:

- Boryszew S.A. - 34 795 000 treasury shares, representing 34 795 000 votes at the General Meeting, which accounts for approximately 14.498 % share in the share capital and total number of votes at the General Meeting of Boryszew S.A.,
- Alchemia S.A. - 3 200 000 shares of Boryszew S.A., representing 3 200 000 votes at the General Meeting, which accounts for approximately 1.333 % share in the share capital and total number of votes at the General Meeting of Alchemia S.A.,
- Polski Cynk Sp. z o.o. - 5.000 shares of Boryszew S.A., representing 5 000 votes at the General Meeting, accounting for 0.002% of share capital and the total number of votes at the General Meeting of Boryszew S.A.

17. ISSUES OF SECURITIES

ISSUES OF BONDS

In 2025 and until the publication date of the report, Boryszew S.A. issued no debt securities.

BONDS OF BORYSZEW S.A.

On the date of publication of the Financial Statements Boryszew S.A. has no liabilities under bond issue.

EQUITY SECURITIES

In 2025 and until the date of publication of the report, the Company issued no equity securities.

18. DIVIDEND PAID OR DECLARED

Management Board proposal for distribution of net profit for 2025

The Management Board of the Company recommends that the net profit for 2025 in the amount of PLN 125 633 177.93 be allocated to the Company's reserve capital.

Coverage of net loss for 2024

On 21 May 2025 the Ordinary General Meeting of Boryszew S.A. by resolution No. 18 decided to cover the net loss for 2024 in the amount of PLN 147 397 448.87 from the Company's capital reserve.

Dividend distribution

On 21 May 2025 the Ordinary General Meeting of Boryszew S.A. passed a resolution to pay a dividend to shareholders (from reserve capital, which, according to art. 348 § the commercial companies code may be allocated for distribution) in the amount of PLN 0.35 per share entitled to dividend, that is, in the total amount of PLN 71 821 750.00.

205 205 000 shares were entitled to the dividend. 34 795 000 treasury shares held by Boryszew S.A. were not entitled to the dividend.

The dividend was paid in accordance with resolution No. 19 of the Ordinary General Meeting of Boryszew S.A., which established:

- dividend date: 28 May 2025.
- dividend payment date: 4 June 2025.

Part of the dividend paid by Boryszew S.A. remained in the Group, the value of the dividend paid outside the Group amounted to PLN 70 914 thousand.

19. FINANCIAL RESULT FORECAST

In 2025 the Management Board of Boryszew S.A. published no forecasts of the financial result for the current year.

20. PRINCIPLES OF MANAGEMENT OF FINANCIAL RESOURCES

BORYSZEW S.A.

Boryszew S.A. follows an active policy of financial resources management. The organisational structure of financial departments at divisions is closely adapted to the specific nature of individual entities within the Group. In order to effectively manage financial resources, the Company prepares short-term and long-term cash flow forecasts, through which it controls inflows and outflows.

Boryszew S.A. and its branches service interest debt, both in terms of principal amount and interest repayments. The company and each of its branches monitor receivables overdue and undertake to shorten the receivables payment deadlines and extend repayment deadlines.

BORYSZEW CAPITAL GROUP

Boryszew Group follows an active policy of financial resources management. The organizational structure of the financial divisions of the Group companies is tailored to the specifics of each company. The Group pursues a strategy of continuous improvement of its financing structure, it works with several Polish and overseas banks, but it also works with other financial and insurance institutions to optimise costs in terms of financing the operational activity. The Group uses a wide range of banking and insurance products to efficiently manage cash. Group's entities show no arrears in servicing their interest debt, both in terms of principal amounts as well as interest. Companies monitor the working capital cycle on an on-going basis as well as aim to reduce the collection period of receivables and at the same time to extend the terms for repayment of liabilities of the Company, pursue an active policy of managing financial risks as well as the volatility of raw material prices. Group companies have a hedging policy in place, both in terms of currency and, in the case of metal segment companies, commodity.

21. ASSESSMENT OF POSSIBILITIES OF IMPLEMENTATION OF THE INTENDED INVESTMENTS

The companies of the Capital Group finance their investments from own resources or foreign resources (loans, advances and leasing). Prior to implementation, each investment is assessed by the statutory bodies of the Companies and by the Investment Committee and in case of investments of considerable value – by the Management Board and Supervisory Board of Boryszew S.A.

Investment activities in Boryszew Group can be divided into two kinds:

- 1) activities of holding companies include acquisitions or disposal of assets,
- 2) as part of its investment activities:
 - replacement investments to maintain the ability of fixed assets to service ongoing contracts and the ability of assets to ensure that the economic life of fixed assets is maximised.
 - development investments to introduce a new product or increase production capacity. If new contracts are concluded (such as a successful tender for long-term deliveries of components to car manufacturers),

investments are implemented to enable these contracts to generate maximum return while at the same time maintaining superior quality of products and security of deliveries. Financing of capital expenditure in Boryszew Group provides financing with the term and parameters as close to the economic life of the production assets as possible.

22. FACTORS AND UNUSUAL EVENTS AFFECTING THE RESULT

BORYSZEW S.A.

Major one-off factors and unusual events having a significant impact on the results of 2025 should include:

- continued downward trend in European demand over the long term (one could speak of an economic crisis), including a slowdown in the German economy,
- influx of cheap products from Asia,
- slower pace of car electrification and strong competition from China,
- crisis in the European automotive industry,
- supply chain problems related to the requirements of EU energy policy and armed conflicts in the world,
- fluctuations in raw material prices,
- introduction of tariffs in trade with the United States,
- cost of the energy transition.

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23. INFORMATION ON THE ADOPTED DEVELOPMENT STRATEGY OF THE EMITTER AND EMITTER'S CAPITAL GROUP AND THE ACTIONS TAKEN TO IMPLEMENT THE STRATEGY IN THE REPORTING PERIOD, INCLUDING A DESCRIPTION OF THE PROSPECTS FOR DEVELOPMENT OF EMITTER'S BUSINESS IN THE COMING YEAR

Adoption of the revision of Boryszew Capital Group Strategy

Following the resolution of the Supervisory Board of Boryszew S.A. of 23 June 2025 on approval of the "Business Strategy for Boryszew Group for 2025–2029" (Strategy), the Company adopted the development strategy of Boryszew Capital Group until 2029, which is a revision of the 2024–2028 business strategy of Boryszew Group" adopted by the Company in April 2024.

The strategy assumes, among other things:

1. maintaining a high growth rate of year-on-year EBITDA (operating profit plus depreciation and amortisation) in 2025-2029, and reaching an EBITDA level of app. PLN 570 million in 2029.
2. growth rate of revenue over the Strategy period at a level of 4 - 13%, which is associated with the planned development of new segments and the commercialisation of investments currently in progress.

According to the Strategy, Boryszew Group strives to become a strong leader in global Automotive and Metals sectors and to develop the Energy and Waste Recycling sector (Circular Economy) with an innovative product offering and a diversified customer base. The main assumptions of Strategy include:

1. implementing innovative production processes and optimising them at the same time, as well as increasing production capacity through, among other things, production consolidation;
2. segment, product and geographic diversification;

3. utilising the potential of local markets (including a focus on local suppliers and customers), significant business growth in India and Brazil;
4. development of a new business line – special production;
5. increasing capacity for hazardous waste and upgrading infrastructure;
6. constructing 3 energy storage facilities and development of a strategic customer portfolio;
7. in the Automotive segment: implementation of MES, ML, AI technologies; vertical integration – sensor production, capacity expansion in China, automation and digitalisation of current production lines and industrial processes, regionalisation of rubber hose production, segment strategy: SpeedUp Maflow;
8. in the Metals segment: increase in wire production capacity and introduction of higher value-added products, expansion of production capacity and offer of brass and copper alloy products, expanding the "EG Brass DG" offer, development and "greening" Huta Oława offer, special production;
9. in the Energy segment: constructing photovoltaic plants, constructing electricity storage facilities, investment in green assets;
10. in the Circular Economy segment: increasing the capacity of hazardous waste thermal treatment facilities, constructing new thermal treatment facilities.

In terms of climate risks and adaptation to climate change, Boryszew Capital Group will continue to actively participate in both the development of electromobility and the energy transition, will establish emission reduction targets and continue to invest in the implementation of circular economy and participate in market protection instruments.

The updated Strategy is a response to the rapidly changing market environment and the challenges of the energy transition. The strategy extends the time horizon of the outlined strategic goals indicated in "Business Strategy for the Boryszew Group for 2024-2028" adopted by the Company in April 2024, sets new goals and the dynamics of achieving them, so formally the Strategy replaces the aforementioned document.

Given the remote time perspective and the possibility of occurrence of a number of external factors as well as unpredictability of risk factors resulting from the above, the above presented figures cannot be considered as forecasts for the strategy validity period, but only as an estimation of expected levels of revenues in relevant business areas that Boryszew Capital Group will strive to achieve.

The adopted Strategy is currently being implemented. Due to macroeconomic conditions (including lower economic growth) and competition from the Far East as well as the postponement of asset sales in the Steel segment, the Group's results are below plans. However, the introduction of indirect duties (CBAMs) and quotas on steel should enable reverting to the assumptions made in the strategy.

The Company does not see any threats to the implementation of the Strategy in the assumed time horizon until 2029.

MAFLOW GROUP/BORYSZEW AUTOMOTIVE PLASTICS GROUP

Implementation of strategy and development directions of Maflow Group and Boryszew Automotive Plastics Group

The foreseen development of Maflow Group and Boryszew Automotive Plastics Group (BAP) in the following years will be realised on the basis of a long-term development strategy, defined in the "Speed Up Maflow" Programme. The strategy is to further strengthen the Group's market position through geographical expansion, technological development, cost optimisation and diversification of the customer and product portfolio.

One important development is the adoption of 'North Star Maflow', which indicates the direction for new projects in Maflow Group and BAP. In practice, this means that when deciding on new ventures, the Group will focus on projects that strengthen profitability, utilise existing technological competences and have the potential for stable and scalable production in Maflow Group's international network of production facilities.

In sales and market development, non-European markets, in particular Asia and the Americas, remain a key growth direction. Particular growth potential is identified in the markets of India and China, as well as Brazil. In Europe the market share is assumed to stabilise at around 25%. An important factor supporting growth will be to further exploit the potential of the Chinese market in terms of fluid transfer systems in vehicles, coming from very high volumes of car production and sales. In this context, the development of rubber hose production at the Dalian plant in China is important. At the same time, the Group plans to further diversify its customer and product portfolio by attracting new contracts in different segments of the automotive market.

Strengthening the presence in India is also an important part of the growth strategy. In the coming periods the Group plans new production deployments at the Pune plant and further sales activities aimed at attracting new projects from local vehicle manufacturers, including Tata Motors and Mahindra. The growth of the business in this

region is also supported by the Technical Centre in India, established in 2025, which provides important support for engineering, development and sales activities in the Asian market.

In technology as well as research and development, the Group will focus on using its existing technological competences to increase the profitability of new projects and to ensure scalable and stable production at its production facilities. It is planned to invest in technologies that can be applied to a wide range of products and enable efficient scaling of production. This approach aims to improve the use of existing production infrastructure and increase the efficiency of investment in inputs.

Development in rubber products will include further optimisation of the production of rubber hoses and increasing the cost efficiency of ongoing projects. One of the planned courses of action is to centralise selected production processes for the Indian, Mexican and Brazilian markets in facilities located in China, with the aim of improving the profitability of projects by taking advantage of economies of scale and a more competitive cost structure. At the same time, efforts to reduce production costs at the Ascoli plant will continue, including by implementing new rubber compound suppliers or investing in a mixer line to enable in-house compound production and greater control over raw material costs.

In the operations and procurement the Group will continue its optimisation efforts to improve the cost efficiency of its operations. These include continuing to explore new supply markets, particularly in Asia, introducing new suppliers of components, granulates and materials used in rubber production, and developing cooperation with suppliers in a consignment stock model. These measures aim to optimise stock levels, improve operational liquidity and reduce logistics and transport costs.

An important element of the foreseen development is also the further strengthening of the Group's competitive advantage in hose technology for R744 (CO₂) refrigerant, where the Company has many years of experience and developed technological competence. The growing importance of this solution in modern vehicle air-conditioning systems represents an additional opportunity to increase market share and win new projects.

The development activities are aimed at further strengthening the position of Mafrow Group and Boryszew Automotive Plastics on the global market of components for the automotive industry, with simultaneous increase in operational efficiency, profitability of the realised projects and geographical diversification of operations.

NPA SKAWINA SPÓŁKA Z O.O.

NPA Skawina Sp. z o.o. plans to continuously increase production capacity in overhead conductors and cable strands, which go to end customers. The investment covered by the Polish Investment Zone support decision was completed in 2025; the investment will be finalised and the tax reduction will take place from April 2026. In January 2026 another support decision was obtained for further capacity development. The main aim of the new investment and further plans is to process the company's own wire rod (semi-finished product) into finished products, to increase the importance of a closed-loop economy, and to increase the security of supply of component parts - steel cores used in overhead wires. The basis for these measures is the growing demand for overhead wires driven by the expansion and modernisation of transmission and distribution infrastructure planned for the coming years in Poland, Germany, Austria, Sweden or the Netherlands.

In addition, the following factors can be considered favourable for the planned operations of the company:

- global growth in electricity consumption,
- development of cross-border connections (such as Baltic Ring, PL-UA connection),
- development of photovoltaic and offshore farms and transfer of generated energy inland (for instance Poland, Germany),
- changing the raw material structure by closing conventional power plants and building new generation capacity (for instance nuclear power plant in Slovakia, planned power plants in Poland),
- modernisation of overhead lines to increase transmission capacity, restoration and reduction of line losses (reconstruction of 220kV to 400kV lines - PSE, CEPS, SEPS, TenneT),
- replacement of old power lines due to their service life.

All of the above-mentioned factors result in an increase in demand for cable conductors and power cables as well as aluminium wire rod for their production.

WALCOWNIA METALI DZIEDZICE S.A.

The Company's action plan, in the form of a budget for 2026-2030, is based on an increase in sales volumes close to the planned increase in production capacity due to completed and planned investment projects. The company is firmly focused on introducing new ranges to regular sales, including eco-alloy rods dedicated to drinking water installations and products for the defence industry.

ZM SILESIA S.A.

The action plan developed by the Company, in the form of a budget for 2026 - 2030, was mainly based on sales volume growth. The forecast increase in sales volume for 2026 compared to 2025 is about 7.9 thousand tonnes (by 32%).

ALCHEMIA S.A./ALCHEMIA CAPITAL GROUP

The operating strategy of Alchemia S.A. is consistent with that of the Alchemia Group. All measures are aimed at strengthening the market position of Alchemia Group as the only domestic manufacturer of seamless pipes and railway rims as well as other specialist steel products.

The unchanging aim of the business is to use the increased scale of operations to improve profitability while taking advantage of the synergy effects and to increase sales of products with added value.

The Alchemia Group companies intend to continue and expand their offer in production of seamless pipes, rods and head shapes, forged-rolled rings, railway and tram rims utilising their advantages:

- a large and diversified base of regular customers who are leaders in their industries,
- staff experienced in steel processing technology,
- high potential for modernisation and development,

The key challenge and objective for Alchemia Capital Group is to search for and implement modern and effective processes and process solutions, and consequently to increase its competitiveness and the level of innovation of the offered products.

The main focus of the Capital Group's research projects will be processes to reduce energy consumption of the technologies used and obtain technologically advanced, innovative products with better utility properties, as well as direction in which the products should be developed.

In cooperation with domestic and foreign scientific and research institutions and based on the knowledge and experience of our process staff, Alchemia Capital Group intends to conduct research programs and implement modernization projects.

HUTA BANKOWA SPÓŁKA Z O.O.

In 2024 Huta Bankowa received decisions from NCRD on the formal completion of 2 research and development projects that were carried out under the Smart Growth Operational Program 2014-2020, i.e.:

1. Project No. 0143/16 "Designed rolling of large size long bars with non furnace treatment - a new technology for the production of quality long rolled bars made of alloy steel with designed properties for the engineering industry"
2. Project No. 0208/17: "Automated line for quality control and examination of for rings and rims with intelligent system for identification and measurement of internal defects using the PA method, form measurements by means of 3D measurement heads and the SMART-HARD mechanical properties measurement station"

Thus, for both projects - in accordance with the Grant Agreement - the sustainability period started and will last 5 years. During the sustainability period, the Company is required to submit periodic (annual) reports on the performance of the result indicators, and at certain dates (up to 3 years after the end of the project) to submit.

2025 was the first year in the sustainability period of completed development projects with ERDF funding. The company conducted all activities in accordance with the provisions of the funding agreements. Reporting obligations will continue in subsequent periods. In 2026 it is planned to prepare Implementation Reports on the results of development projects.

In its measures involving energy management areas, the company implemented the ISO 50001 Energy Management System. The implementation of the system helps identify the areas of highest energy consumption, improves the environmental image and ensures conformity with legal requirements, while the systematic optimisation of energy consumption leads to lower operating costs.

When it comes to measures aimed at reducing energy intensity, the company plans to complete the task of installing photovoltaic panels on the roofs of production buildings. The resulting energy will be used internally by the Company, thus reducing the amount of energy currently purchased on the market. This will be stage I of works. Further stages that involve the construction of photovoltaic installations using the construction infrastructure of Huta Bankowa, are planned for the next few years.

In addition, it is planned to implement NATO - AQAP (Allied Quality Assurance Publication) requirements in the Company's operations, the legal basis for which is the NATO standardisation document - STANAG 4107.

OTHER COMPANIES OF BORYSZEW CAPITAL GROUP

Other Capital Group companies do not plan any significant development investments, except for modernisation of the existing production capacities.

24. DESCRIPTION OF SIGNIFICANT RISK FACTORS AND HAZARDS

The activity of Boryszew Group generates exposure to market risk (including interest rate risk, currency risk and risk of change in prices of raw materials and products), credit risk, liquidity risk and risk of volatility of legal regulations.

The fundamental task in the financial risk management process was identification, measurement, monitoring and limitation of primary sources of risk, which include:

- market risks, including, but not limited to:
 - foreign exchange rate risk (change in the exchange rate of PLN to other currencies),
 - interest rate risk (increase in interest rates),
 - risk of change in prices of primary raw materials and products,
- risks associated with the stability of debt and financial flows:
 - liquidity risk,
 - credit risk.
- risk of volatility of legal regulations

Capital management, liquidity risk and credit risk

The policy of the Management Board focuses on maintaining a solid capital standing in order to retain the trust of investors, lenders and the market and ensure future economic growth of the Company/Group. Growth is the absolute priority for the Management Board and it is for this purpose that the Group first and foremost seeks to allocate funds, thus building long-term value for shareholders through acquisitions and new projects. The Management Board strives to ensure the proper proportion of stable financing with equity of undertaken projects. Credit risk is understood as the risk of a counterparty failing to fulfil their contractual obligations, thus exposing the lender to financial loss.

From the perspective of Boryszew and Boryszew Group, credit risk is associated with:

- trade receivables from business partners,
- loans granted,
- guarantees and sureties granted,
- cash and bank deposits.

Boryszew Group is exposed to credit risk associated with credit-worthiness of customers being parties to transactions of sale of products and traded goods. The risk is limited by application of internal procedures for setting credit limits of customers and managing trade receivables. Companies monitor the working capital cycle on an on-going basis as well as aim to reduce the collection period of receivables and at the same time to extend the terms for repayment of liabilities. The security level of the Company's trade receivables is significantly improved by cooperation with Insurance Companies, the use of different types of collateral, the use of services of credit bureau and law firms.

Credit risk associated with cash on banks accounts and bank deposits is low since Boryszew Group enters into transactions with reputable banks having high ratings and stable market standing.

Liquidity risk

Boryszew Group is exposed to liquidity risk due to high proportion of short-term third party financing (overdraft facilities and working capital facilities) in the Group's financing structure. Currently, the Group has access to external financing and extends existing credit limits for further periods.

Foreign exchange rate change risk

Currency risk is an inevitable element of a business activity denominated in foreign currencies. The sources of currency risk to which companies of Boryszew Group were exposed in 2025 included: transactions of raw materials purchase, transactions of product sales, loans and borrowings incurred and cash denominated in foreign currencies. Adverse changes in exchange rates may lead to decrease in the financial results of Boryszew Group.

Market risk - metal prices and currency exchange rates

The main risks arising from the specific activities of the Group are risks associated with the price of metals on the London Metal Exchange (LME) as well as currency exchange rate changes.

Description of exposure

The exposure that has so far been identified at Boryszew Group defines, as a rule, two types of risks:

- risk of changes in metal prices, steel,
- risk of changes in foreign exchange rates

Metals in case of which price changes have an impact on Group's results include: copper, aluminium, lead, zinc. The risk of changes in metal prices occurs at the operating level, whereas the risk of changes in foreign exchange rates occurs at the strategic /fundamental/ as well as operating level.

Operational risk in terms metal prices was identified at: NPA Skawina Sp. z o.o., Baterpol S.A., Walcownia Metali Dziedzice S.A, ZM Silesia S.A., Alchemia S.A., Huta Bankowa Sp. z o.o., and it is associated with future revenues and cash flows that have already been contracted, in other words - with securing the fair value of the contract.

Strategic risk involving currencies is associated with throughput bonus (USD/PLN and EUR/PLN) This risk exists in case of: NPA Skawina Sp. z o.o., Baterpol S.A., Walcownia Metali Dziedzice S.A., ZM SILESIA S.A., Alchemia S.A, Huta Bankowa Sp. z o.o. In case of currency operational risk, the risk source is mainly the operating metal, so to obtain the full effect of hedging it is also necessary to determine the currency exposure. In addition, some operational risk exists from the time the fixed price for sale or purchase is determined (e.g. sales invoice issue) until the moment of making or receiving the payment.

Strategic and operational risk in individual companies is closely related to their business activities. In case of metal the companies determine the so-called net exposure i.e. the sale based on the LME listed prices is set-off by cost items, which are also based on the same base, the difference is the net exposure that is hedged. In case of operational risk, it arises mainly as a result of the mismatch between bases for purchase of raw materials and sales of products. Strategic exposure to currencies associated with the achieved output bonus is calculated by multiplying the output bonus by the sales of finished products.

Due to the fact that companies of Boryszew Group are mainly financed by debt with variable interest coupon, these companies are exposed to changes in interest rates. The profile of the interest rate risk in Companies is characterized by adverse impact of increased interest rates on the level of cost of interest. Due to lower impact of interest rates on costs and revenues of the Companies, the risk of changes in interest rates does not constitute the basic risk from the point of view of its effect on the volume of companies' cash flows. This risk, similarly to metal, steel price risk and exchange rate risk is subject to an on-going monitoring.

Interest rate risk

There is a risk that future cash flows related to a financial instrument will be subject to fluctuations due to changes in the interest rates. The exposure group companies to interest rate risk is mainly caused by the fact that the business operations are financed with the use of variable interest debt. The profile of the interest rate risk in group companies shows an adverse impact of increased interest rates on the level of cost of interest.

Changes in interest rates affect the amount of future cash flows associated with assets and liabilities.

The Group has identified and monitors the interest rate risk, however, in the opinion of the Management Board the risk of interest rates changes does not constitute the main risk from the perspective of its influence on the volume of cash flows and on profit/loss.

Refer to the Consolidated Financial Statements, Note 34 for detailed description of the aforementioned business risks.

OTHER RISKS IDENTIFIED BY BORYSZEW CAPITAL GROUP

Climate risks and issues.

Boryszew Group considers all issues associated with both climate change adaptation and climate risk management to be important. The Management Board identifies and evaluates climate-related risks on an ongoing basis as part of the strategic management, each time also identifying mitigations of individual risks. Due to the industry of Boryszew Group operations and the type of these operations (heavy and automotive industries), its direct impact on the environment results primarily from energy consumption and emissions to the environment, with the greatest impact on the climate taking place due to the Group's own operations.

During the reporting period, a double materiality assessment was conducted from the Group's point of view, including aspects of financial materiality. In accordance with ESRS principles and requirements, the following significant climate-related risks and opportunities were identified:

1. Adaptation to climate change - Boryszew Group does not have operations in areas directly exposed to climate change risks (except regions with significant water deficit), but as almost all of the Group's operations are concentrated in sectors with significant climate impacts, this risk has been identified in the Group's own

- operations, in the short and medium term, with a negative impact. In the long term, due to the alignment and implementation of the objectives of the European Union's economic strategy, this impact will be low positive.
2. Climate change mitigation - the Group is an active participant in changes, as a provider of products and solutions critical to the transformation process. Important assumptions in the business strategy include reducing greenhouse gas emissions, including by improving energy efficiency, using renewable energy sources and implementing lower-emission technologies and products, hence the Group identified the impact in its own operations as positive throughout the time horizon.
 3. Energy - some companies Boryszew Group are highly energy intensive (steel processing and non-ferrous metals). Utilities that are extensively used in production processes include natural gas and electricity. The Group actively participates in activities leading to the preservation of stability in the national electric power system (NPS) through "Demand Side Response" services. This is particularly important in cases of difficult balancing situations or peak electricity demand hours. In the long and medium term, the impact in own operations was identified as negative, while with the development and stabilisation of electricity grids, including through own offering and investments, this impact will be positive.

Sustainable business development, active participation in the energy transition and consistent reduction of emissions and improvement of Boryszew Group's energy efficiency have been included in the 2024 - 2028 strategy as an important aspect of business initiatives.

These issues are described in detail in paragraph 37 of this report: Sustainable Development Reporting.

Personnel rotation risk

The main identified hazards related to HR issues in the Boryszew Group companies are: problem with acquisition of qualified staff, migration of qualified staff and increasing demands as regards remuneration. In order to counteract these phenomena, it is crucial to provide the employees with stable forms of employment with a satisfactory level of remuneration. The Boryszew Group identifies also the need to ensure safe work environment, minimising the risk of injuries and accidents. Limitation of this category of risk is achieved through a series of activities, both of preventive nature (e.g. ensuring an adequate level of training) as well as follow-up activities (analysis of incidents and correction of procedures).

Risk associated with the use of environment (including excessive environment contamination and lack of energy efficiency)

Another area is responsible use of the environment, ensuring energy-efficient production as well as maintenance of the legally admissible level of pollution and waste emission. The Group regularly monitors the consumption of energy supplied in the form of electric power and gas. Water consumption as well as generated waste are analysed in the same degree. Special attention is given to the opportunities related to recycling in the scope of metal scrap plastic waste processing.

Process changes and product innovations

In order to reduce the negative impact on the environment, the Group introduces also product innovations (e.g. lighter aluminium elements, new alloys of non-ferrous metals, waste management) resulting in indirectly reduced consumption of energy among the end recipients. Focus on the aforementioned risks aims at maintaining reputation in the eyes of key business partners, thus ensuring the continuity and repetitiveness of production orders. A simultaneous goal is to maintain the good reputation of Group's enterprises which are perceived as attractive employment places by present and potential employees.

Risk of significant industrial failure

The Capital Group Companies identify the risks related to the possibility of an industrial failure resulting in stoppage or limitation of production in their facilities. In order to reduce the related risks, the company perform periodical inspections of the technical condition of machines and devices used and if needed, their repair and overhaul.

Risks associated with increased competition

In the light of continuously growing competition, the most important factor that could have a significant effect on development and revenues earned by the companies of the Capital Group, is the ability to obtain current and acquire new customers. The Capital Group Companies operate on the competitive metal, automobile and chemicals markets which forces conducting a price and quality competitive business. The Group improves its competitiveness through extension of its product offer, timeliness of deliveries and decrease of costs which, in consequence, convert into the price of the products offered.

Risk of change in law and their interpretation

A threat for the operation of the Companies of the Capital Group are changing legal regulations and interpretations. Frequent amendments, inconsistency and lack of interpretations of the legal regulations in particular the tax law, entail a significant risk related to the legal surrounding in which the Companies of the Capital Group conduct their activities. When combined with the relatively long period of prescription of tax liabilities and immediate enforceability of decisions issued by tax authorities, estimation of tax risk is particularly difficult. The Companies of the Capital Group have contractor reliability verification procedures in place, also in terms of clearance of tax liabilities.

Risk associated with vendor dependency

The Companies of the Capital Group follow a policy of supplier diversification to remain independent from a single supplier which allows to obtain competitive prices for the purchased raw materials.

Risks associated with customer dependency

The Companies of the Capital Group operate on a broad, both domestic and international, market of products offered by them. The Companies of the Capital Group make all effort to eliminate risk of dependency on the main recipients, entering in cooperating with multiple customers. In selection of recipients, the companies of the Capital Group mainly consider the reliability of a potential recipient.

25. FACTORS WHICH WILL INFLUENCE THE ISSUER'S FINANCIAL PERFORMANCE IN 2026

External factors that will affect the results of subsequent quarters include:

- availability and cost of energy carriers,
- costs of adapting production processes to the environmental requirements of the European Union,
- the ongoing armed conflict in the Middle East (attack on Iran) resulting in changes in the price of energy carriers,
- market uncertainty in the face of geopolitical tensions as well as existing and potential armed conflicts (including in Asia and the possibility of military provocations by the Russian Federation in the eastern area of Poland as well as cyber attacks),
- the date and conditions for ending the armed conflict between the Russian Federation and Ukraine,
- the prospect of new trade deals, including change of tariffs and fees by the US and other global economies - primarily the People's Republic of China,
- change of export rules for rare earth metals and semiconductors (introduction of a strict control system) introduced by the People's Republic of China,
- global economic situation, especially in key industries and markets,
- monetary policy of the National Bank of Poland affecting changes in interest rates,
- higher economic protectionism in international trade, resulting in restrictions to access markets,
- insufficient level of business investment, which limits growth potential,
- PLN exchange rate against foreign currencies (affects the margin earned in PLN due to the significant share of export sales),
- changes in consumer sentiment that alter demand for durable goods,
- level of use of funds from the National Recovery Plan,
- an increase in military investment spending, including the possibility of implementing the SAFE programme.

Internal factors significant for the performance in future periods include the following:

- the effect of obtaining new contracts in the Automotive Segment,
- adapting production processes to the requirements of energy transition,
- implementation of investments in upgrading production technologies and in fixed assets necessary for new contracts,
- level of employee turnover.

Conclusion

GDP growth is expected to accelerate/maintain in 2026, with forecasts closing in the range of 3.2% - 3.7%. GDP growth is also expected to be stable in the next few years and investment levels are expected to increase significantly due to access to cheaper finance, increased inflows of EU funds and military investment spending.

An important factor for Poland's economic situation is foreign demand, which was limited for the time being due to the economic slowdown in the Eurozone, so domestic demand will be the main driver of the economy.

Any forecasts regarding the economy should be treated as one of many possible scenarios, not as predictions presented with full conviction.

The Management Board of Boryszew keeps a close look at market trends in the industry and will make decisions on an ongoing basis related to operations on markets of interest to the Company and cooperation with key counterparties, which will be reported in relevant reports.

IMPACT OF WAR IN UKRAINE AND THE MIDDLE EAST ON THE SITUATION OF BORYSZEW CAPITAL GROUP

Ukraine

The invasion of the Russian Federation in Ukraine, which began on 24 February 2022, and the resulting sanctions introduced by the EU and the US against the Russian Federation and Belarus are assessed by Boryszew Capital Group as significant developments for the current macroeconomic situation in the country and the world.

At the same time, the ongoing talks between the US and Ukraine, the US and the Russian Federation, the European Union and Ukraine on the conditions for ending the war are an important part of Poland's current geopolitical environment. The outcome of these talks will be important both for Poland's security and the economic situation as well as the direction of industrial development and investment. Currently predicting the outcome of these talks is not possible.

Poland's location as a neighboring country to Ukraine additionally affects the current situation in the country also due to direct economic contacts, the nature of which has changed due to the ongoing war.

The conflict and the current situation in Ukraine is affecting changes in the prices of raw materials, products and services; disrupting the supply chain and limiting the market for sales. A summary of the total impact of the war in Ukraine and its effects on the economy will only be possible over a longer time horizon, but after more than four years of conflict, it can be summarised that the violent behaviour of the markets after the outbreak of the conflict has been extinguished to some extent.

The initially unstable situation in the energy market has been calmed down, supplies from the Russian Federation have been replaced by other alternatives (new suppliers and increasing our own power generation capacity, which correlates with the EU's Green Deal policy). However, the effects of the surge in energy prices are being borne so far, as can be clearly seen in the higher level of inflation, which has exceeded the inflation targets of the central banks of the various European countries.

Due to the sanctions imposed, trade with the Russian Federation almost froze.

Middle East

The attack by the United States and Israel on Iran launched on 28 February 2026 and the general situation in the Middle East as well as the resulting consequences may have a potential impact on the situation of Boryszew S.A. due to possible increases in the prices of energy carriers, including gas.

BCG actively pursues a hedging policy and for companies with high gas consumption, supplies for 2026 have been in part secured (contracted levels vary from company to company).

Conclusions

In the period up to the end of 2025 no disruptions to Boryszew S.A. operations occurred resulting from the war in Ukraine; the risks described above were mitigated by proactive measures at the operational level and decisions of the Company's Management Board. In addition, companies of Boryszew Capital Group participate in the energy transition, which enables greater independence and lower prices for energy raw materials.

In 2026 we do not expect significant disruptions in the Group due to the situation in the Middle East.

Spending on the defense industry has increased, and further increases are expected in this sector, which could also be an opportunity for the industry in the long term. This becomes relevant in the context of the current geopolitical situation, the development of Europe's defense capabilities and the investment in Shield East and the development of the Narew program.

Boryszew Capital Group, during the revision of the Strategy for 2025-2029, in reference to the development of the arms industry sector in Poland, indicated the development of a special production offer, currently being implemented by concluding an agreement with the Air Force Institute of Technology, launching cooperation in the special purpose vehicle Hornet – Polskie Drony spółka z o.o. in the production of unmanned aerial weapon systems.

At the same time, importantly, the Group's asset is its diversification, both in terms of geography (production plants are located on different continents) as well as product range and customers and supply chain. With this structure, the Group has greater flexibility in responding to the volatility of the global situation.

The Management Board believes that on the day of publication of the report no risk exists of significant impact of the conflict on operating activity and going concern of Boryszew Capital Group. No adjustments have been made to reflect this in this report.

Situation in Maflow/BAP Group

With regard to Maflow Group as well as Boryszew Automotive Plastics Group, the external factors, to a large extent influencing the activity and the possibility of development of both Groups include: the general situation on the automotive market and unfavourable macroeconomic conditions, in particular, high level of inflation and, consequently, high labour costs, rising costs of materials and raw materials and availability of employees.

The current situation of Maflow Group is also significantly affected by the postponed launch of production for a key customer in the electric car industry.

For Boryszew Automotive Plastics Group, restructuring processes are still underway, the difficult situation of the BAP Companies is compounded by increased costs of energy, raw materials and production materials, as well as constantly rising labour costs.

Despite the restructuring agreement for 2024 - 2026, concluded in March 2024 with a key customer of BAP, concerning: Boryszew Kunststofftechnik Deutschland GmbH, Maflow Plastics Poland Spółka z o.o. and AKT plastikářská technologie Čechy, spol. S.r.o., for BKD it was not possible to achieve the minimum profitability assumed in the restructuring plan for its business and the prospects of achieving self-financing of its business within a reasonable period of time. Hence the Management Board of BKD decided to file a bankruptcy petition with the competent court.

BKD holds 100% of shares in Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration, and 89.11% of shares in Boryszew Plastic Rus Sp. z o.o.

Both Groups introduced a number of measures in 2024 to prevent existing difficulties, mainly due to the unfriendly macroeconomic situation.

The Management Board of Boryszew keeps a close look at market trends in the industry and will make decisions concerning the operation on the automotive market also considering the relations with key contractors and their possible engagement in reducing the negative impact of the above mentioned factors for further participants in the supply chain; such decisions will be communicated in relevant reports.

26. EMPLOYMENT

EMPLOYMENT AT BORYSZEW S.A

	Balance on 31.12.2025	Balance on 31.12.2024
Employment structure (in full-time equivalents)		
Blue-collar workers	1 596	1 861
White-collar workers	458	509
Total	2 054	2 370

EMPLOYMENT AT BORYSZEW CAPITAL GROUP

	Balance on 31.12.2025	Balance on 31.12.2024
Employment structure (in full-time equivalents)		
Blue-collar workers	4 816	5 725
White-collar workers	1 329	1 555
Total	6 145	7 280

27. CHANGES IN FUNDAMENTAL PRINCIPLES OF MANAGING THE ENTERPRISE OF THE COMPANY AND OF ITS CAPITAL GROUP

In 2025, no other significant changes occurred in the basic principles of management of the Issuer enterprise and its Capital Group.

28. AGREEMENTS CONCLUDED BETWEEN THE COMPANY AND ITS OFFICERS, PROVIDING FOR COMPENSATION IN THE EVENT OF RESIGNATION OR DISMISSAL OF SUCH PERSONS FROM THE POSITIONS HELD WITHOUT CAUSE, OR WHERE SUCH DISMISSAL IS CAUSED BY MERGER OR TAKEOVER.

According to the managerial contract, in case of contract termination before the end of the Management Board term of office as a result of dismissal from the Management Board, the Management Board member is entitled to a severance pay equivalent to 3 times monthly remuneration.

The Management Board member is not entitled to the severance pay if their dismissal from the Management Board resulted from a material breach of the duties on the position held or of applicable laws, or in the event of their resignation from the Management Board or if their dismissal is due to a merger by acquisition.

29. REMUNERATION OF MANAGEMENT BOARD AND SUPERVISORY BOARD

Gross remuneration of the Management Board of the Parent Company (in PLN '000)

2025	Paid in 2025	Due and potentially due for 2025*
<u>Wojciech Kowalczyk - President of the Management Board</u>	<u>2 350.39</u>	<u>1 800.59</u>
including:		
fixed remuneration	1 800.59	0
variable remuneration for 2024	545.00	1 800.59
other/ additional benefits	4.80	0
<u>Łukasz Bubacz – Member of the Management Board</u>	<u>884.08</u>	<u>457.38</u>
including:		

fixed remuneration	650.76	0
variable remuneration for 2024	160.00	457.38
other/ additional benefits	73.32	0
<u>Adam Holewa - Member of the Management Board</u>	<u>1 005.80</u>	<u>460.77</u>
including:		
fixed remuneration	840.00	0
variable remuneration for 2024	161.00	460.77
other/ additional benefits	4.80	0
<u>Maciej Korniluk – Member of the Management Board</u>	<u>298.54</u>	<u>336.75</u>
including:		
fixed remuneration	295.17	0
variable remuneration for 2024	0	336.75
other/ additional benefits	3.37	0
Total	4 682.81	3 055.50

* remuneration potentially payable includes the variable remuneration payable for serving as a Member of the Management Board in 2025.

The Supervisory Board may grant to the Management Board members additional variable remuneration in the form of an annual bonus. The variable remuneration depends on the performance of the Capital Group or the Company and the achievement of quantitative and qualitative management objectives assigned to each members of the Management Board or the entire Management Board.

Gross remuneration of the Members of the Supervisory Board for the Parent Company (in PLN '000)

	2025
Małgorzata Waldowska* - Chairperson of the Supervisory Board	125.12
Mirosław Kutnik - Vice Chairperson of the Supervisory Board	108.00
Damian Pakulski - Secretary of the Supervisory Board	72.00
Jarosław Antosik – Member of the Supervisory Board	84.00
Janusz Siemienieć - Member of the Supervisory Board	72.00
Wojciech Zymek - Member of the Supervisory Board	84.74
Total	545.86

*including a lump sum for the use of a company car

Gross remuneration for members of subsidiaries' bodies (in PLN '000)

Members of the Supervisory Board

Parent Company

TOTAL: 581.93

including:

Małgorzata Iwanejko	254.05
Mirosław Kutnik	10.93
Damian Pakulski	105.74
Janusz Siemienieć	10.93
Wojciech Zymek	200.29

Members of the Management Board

Parent Company

TOTAL: 345.55

including:

Łukasz Bubacz	264.00
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Adam Holewa	81.55
Maciej Korniluk	84.33

Remuneration of the Members of the Parent's Management Board from other agreements concluded with subordinated entities (in PLN thousand)

	Total
Maciej Korniluk	294.00

The company has no obligations arising from pensions and similar benefits for former managers, supervisors or liabilities incurred in connection with these pensions.

30. COMPANY'S SHARES AND SHARES IN SUBSIDIARY ENTITIES HELD BY MEMBERS OF GOVERNING AND SUPERVISORY BODIES

List of the number of shares in Boryszew S.A. or rights to them held by the Management Board and Supervisory Board of the Company on 31 December 2025 and on the publication date of this report.

Management Board of Boryszew S.A.	On 31.12.2024 [number of shares]	Nominal value of shares [PLN]	Changes in ownership [acquisition/disposal]	On the date of report publication	Nominal value of shares [PLN]
Wojciech Kowalczyk	30.000	30.000	-	30.000	30.000

Stock incentive program for the Management Board of Boryszew S.A.

On 27 May 2022 the Ordinary General Meeting of Boryszew S.A. decided to adopt a stock incentive program dedicated to the Company's Management Board (the "Incentive Program").

The Incentive Programme covered fiscal years 2022-2025, namely the aforementioned fiscal years will be evaluated in terms of the criteria and objectives of the Incentive Scheme. Under the Incentive Scheme, rights to purchase a total of up to 4 000 000 (four million) own shares may be granted, however the President of the Management Board of the Company holding their position on the date of adoption of the Resolution, will be granted the right to acquire a total of 2 000 000 (two million) shares, as follows:

- a) acquisition of up to 50% (fifty percent) of the Own Shares under the Entitlements granted to a Eligible Person is related to the achievement of Market Objective I and may take place only following the achievement of Market Objective I;
- b) acquisition of up to 50% (fifty percent) of the Own Shares under the Entitlements granted to a Eligible Person is related to the achievement of Market Objective II and may take place only following the achievement of Market Objective II;

The criterion for the acquisition of shares was the achievement of the market target which is:

Market objective I - Company's share price calculated as the average of the closing prices on the Warsaw Stock Exchange over consecutive 7 (seven) trading days shall, by 31 December 2023, reach PLN 10.00;

Market objective II - Company's share price calculated as the average of the closing prices on the Warsaw Stock Exchange over consecutive 7 (seven) trading days shall, by 31 December 2025, reach PLN 20.00.

The Programme was terminated on 31 December 2025; no participation agreements were entered into or any entitlements to shares in the Issuer were granted during the term of the Programme.

Shares in Entities affiliated with the Issuer, held by the Management Board and the Supervisory Board members as at 31 December 2025 and as at the date of drafting this report.

On 31 December 2025 and on the day of submitting the report for publication the managing and supervising persons hold no shares of affiliated entities.

31. INFORMATION ON AGREEMENTS OF WHICH THE COMPANY IS AWARE AND UNDER WHICH FUTURE CHANGES MAY OCCUR IN THE PROPORTIONS OF SHARES HELD BY THE EXISTING SHAREHOLDERS AND BONDHOLDERS

Registered pledges on shares of Boryszew S.A. concluded by Boryszew Capital Group member companies following concluded loan agreements are presented in the table below:

Pledge agreement of 5 February 2020

Shareholder	Number of shares	% of share capital of Boryszew S.A.	Pledgee
Alchemia S.A.	3.200.000*)	1.33	Alior Bank S.A.

The pledge was established on the basis of the Agreement on a registered pledge on shares of Boryszew S.A. concluded on 5 February 2020. The pledge expires if the secured claims are paid in full.

The Company has no information on other such agreements.

32. INFORMATION ON THE SYSTEM OF CONTROLLING EMPLOYEE SHARES

In the reporting period concerned, the Company did not offer employee stock programmes.

33. AGREEMENT WITH INDEPENDENT STATUTORY AUDITOR

On 24 July 2025 the Management Board of Boryszew S.A. signed an Agreement on audit services for 2025 - 2027 with BDO Spółka z o.o. sp. k.

On 14 October 2025 the Management Board of Boryszew S.A. signed an Agreement for attestation services of sustainability reporting for 2025 - 2027 with BDO Spółka z o.o. Sp. k.

According to the Agreement, the amount of remuneration for services for 2025 of the key auditor is as follows:

Activity (net amount)	year 2025	year 2024
Remuneration for the review of separate financial statements as at 30.06.2025/30.06.2024.	PLN 83 000	PLN 79 094
Remuneration for the review of consolidated financial statements as at 30.06.2025/30.06.2024.	PLN 115 750	PLN 116 270
Remuneration for the audit of separate financial statements as at 31.12.2025/31.12.2024.	PLN 183 500	PLN 174 898
Remuneration for the audit of consolidated financial statements as at 31.12.2025/31.12.2024, including the assessment of the conformity of the annual financial statements and the annual consolidated financial statements as at 31.12.2025/31.12.2024 in the European Single Electronic Format (ESEF/XBRL format).	PLN 208 200	PLN 217 172
Total	PLN 590 450	PLN 587 434

Remuneration for non-research services	year 2025	year 2024
Evaluation of the report on remuneration of the Management Board and Supervisory Board of Boryszew S.A.	PLN 14 500	PLN 14 482

Auditor's fees for audit services to subsidiaries:

Audit activities	year 2025	year 2024
Attestation service for Group sustainability reporting	PLN 150 000	PLN 166 500
Audit services provided to the parent company and Group companies	PLN 872 010	PLN 989 623

Total value of all audit services	year 2025	year 2024
Audit services provided to the parent company and Group companies	PLN 1 626 960	PLN 1 758 039

The auditor was selected by the Supervisory Board of Boryszew S.A. according to the provisions of the Company's Articles of Association.

The Company used the services of the aforementioned auditor for the audit and review of the financial statements for 2018 - 2021, 2022 - 2024 and in the attestation of sustainability reporting.

34. LITIGATION UNDERWAY

Boryszew S.A. and Boryszew Capital Group Companies, as at the date of this report, were not a party to any significant proceedings concerning liabilities or receivables, pending before a court, a competent arbitration authority or a public administration authority.

Tax proceedings in the Capital Group companies

The Group operates in sectors which, due to their specific nature, are particularly exposed to VAT fraud by dishonest contractors. Group companies are subject to various stages of inspection and audit proceedings on the correctness of VAT settlements. Given the above, the Parent Company has taken steps to recognise the risks that could be estimated and are related to the ongoing proceedings.

ZM SILESIA S.A.

- With regard to the proceedings involving ZM SILESIA S.A. (ZMS) regarding VAT liabilities for 2013 and 2014 (described in the Issuer's current and periodic reports) in the amount of PLN 97.3 million (plus interest on overdue tax), on 9 October 2025, the Supreme Administrative Court issued a ruling dismissing the cassation appeal of the Head of the Fiscal Administration Chamber in Katowice and the cassation appeal of ZMS, holding that the statute of limitations on all tax liabilities sought under the proceedings in question had expired. The SAC upheld the earlier position of the PAC, questioned the correctness and effectiveness of the tax authorities' efforts to possibly suspend or interrupt the course of the disputed tax liabilities.

The above ruling definitively ends ZM SILESIA S.A.'s VAT dispute for the years 2013 - 2014.

In tax proceedings for 2013- 2014, the Head of the First Silesian Tax Office in Sosnowiec submitted requests to land and mortgage departments of district courts for the registration of compulsory mortgages. Following the SAC judgment of 9 October 2025, the Head of the First Silesian Tax Office in Sosnowiec proceeded to make declarations of extinguishment of liabilities, which consequently leads to the deletion of compulsory mortgages.

- With regard to the proceedings involving ZM SILESIA S.A. (ZMS) regarding VAT liabilities for the first half of 2015 (described in the Issuer's current and periodic reports) in the amount of PLN 34.9 million plus interest on overdue tax, on 9 October 2025, the Supreme Administrative Court issued a ruling dismissing the cassation appeal of the Head of the Małopolskie Customs and Fiscal Office in Krakow and the prosecutor's cassation appeal, holding that there had been no effective suspension of the statute of limitations for all tax liabilities sought under the proceedings in question. Thus, the NSA upheld the ruling of the PAC in Krakow of 26 June 2024 revoking the appealed decision in its entirety on the grounds that tax liabilities were time-barred.

On 5 February 2026, the Head of the Małopolska Customs and Fiscal Office in Kraków, in appeal proceedings, issued a decision revoking the decision of the first instance authority in its entirety and discontinued the aforementioned tax proceedings.

The above decision finally ends ZM SILESIA S.A.'s VAT dispute for the first half of 2015.

Boryszew S.A. (cases initiated against Hutmen Spółka z o.o.)

- On 14 February 2018 Hutmen Sp. z o. o. (currently Boryszew S.A.) filed a cassation complaint against the judgment of the Provincial Administrative Court in Warsaw dismissing the company's complaint against the decision of the Director of the Tax Chamber in Warsaw concerning VAT settlement for November 2012. The subject of the dispute is the amount of PLN 548 thousand, which the Company paid and recognised in the result for 2018. On 8 March 2022, a hearing was held before the Supreme Administrative Court, which returned the case to the Provincial Administrative Court for re-examination. On 21 November 2022, the Provincial

Administrative Court revoked the decision of the appeal body. The Director of the Fiscal Administration Chamber in Warsaw by the decision of 15 May 2023 revoked the decision of the 1st instance body in its entirety and referred the case for re-examination. On 15 May 2025 the Company received the result of an audit by the Head of Mazovian Tax and Customs Office, stating no irregularities resulting in a tax loss.

The outcome of the audit marks the final termination of the audit proceedings and brings a definitive end to the dispute in this regard.

In addition, on 8 July 2025, the company received a refund of PLN 578 thousand of interest due on a previously refunded overpayment.

- With regard to the proceedings involving Hutmen Spółka z o.o. regarding VAT liabilities for October and November of 2012 in the amount of PLN 1.14 million (described in the Issuer's current and periodic reports) plus interest on overdue tax, on 17 March 2025, in a letter 448000-CKK10-3.5001.62.2024.205, the Head of Mazowiecki Tax and Customs Office withdrew from issuing a decision imposing a VAT liability on Boryszew S.A. for October and December 2012.

The above decision finally ended the tax dispute.

- On 3 April 2019, Hutmen Sp. z o. o. (currently Boryszew S.A.) received the decision issued on 26 March 2019 by the Head of the Lower Silesian Tax and Customs Office, which sets out company's VAT arrears for Q4 of 2014 at PLN 3.04 million plus interest on outstanding tax liability. As claimed by the Office, Hutmen Sp. z o. o. failed to observe due diligence in verifying the tax reliability of some of its contractors, and consequently had no right to apply the VAT rate of 0% for the intra-Community supply of goods. Due to its different assessment of the facts from that of the inspection bodies, Hutmen Sp. z o. o. appealed with the Tax Chamber against the decision of the Office. The appeal was recognised and the case was referred back to the Director of the Tax Administration Chamber in Wrocław for further consideration. On 16 November 2020, the company received a decision of the Head of the Lower Silesian Customs and Tax Office in Wrocław, determining again the outstanding VAT liability for Q4 '2014 in the amount of PLN 3.04 million plus interest on outstanding tax liability. On 29 June 2021, the Director of the Fiscal Administration Chamber in Wrocław revoked the decision of the 1st Instance Body in its entirety and referred the case for re-examination. On 16 November 2021, the Fiscal Administration Chamber issued a decision securing the amount of the tax liability. On 2 December 2021, a security deposit was placed in the Office's account. On 20 December 2021, the company again received a decision on the validity of the tax liability. On 3 January 2022, the company filed an appeal against the aforementioned decision. On 2 January 2023 the company received the decision of the Head of the Fiscal Administration Chamber in Wrocław of 27 December 2022, upholding the decision of the 1st instance body, determining overdue VAT liability of Hutmen for Oct-Dec 2014 in the amount of PLN 3.0 million, plus interest on outstanding tax liability. The company filed a complaint with the Provincial Administrative Court against the above decision.

On 20 June 2024 the Provincial Administrative Court in Wrocław revoked the appealed decision and the preceding decision of the first instance authority. The ruling is not final. On 23 August 2024 the Director of the Fiscal Administration Chamber in Wrocław filed a cassation appeal with the Supreme Administrative Court. Until the date of publication of the report, the NSA had not scheduled a hearing date.

- On 28 December 2020 Hutmen Sp. z o. o. (currently Boryszew S.A.) received a decision of the Head of the Małopolska Customs and Fiscal Office in Kraków of 16 December 2020 determining the outstanding VAT liability of company in the first half of 2015 in the amount of PLN 7.8 million plus interest on outstanding tax liability. As claimed by the Office, the company failed to observe due diligence in verifying the tax reliability of some of its contractors, and consequently had no right to apply the VAT rate of 0% for the intra-Community supply of goods. Due to its different assessment of the facts from that of the inspection bodies, Hutmen Sp. z o. o. appealed with the Fiscal Administration Chamber against the decision of the office. The Director of the Fiscal Administration Chamber in Wrocław revoked the decision of the 1st Instance Body in its entirety and referred the case for re-examination. On 14 October 2021, Hutmen received a decision of the Head of the Małopolska Customs and Fiscal Office in Kraków ("Decision") securing future VAT liabilities for the period January 2015 - June 2015. On 22 October 2021 a security deposit in the amount of PLN 11.7 million was established on the account of the Fiscal Office following the decision of 14 October 2021 on Hutmen's assets the state budget liabilities associated with pending customs and fiscal proceedings. On 23 December 2021, the Head of the Małopolska Customs and Fiscal Office in Kraków again issued a decision on the validity of the tax liability, which was appealed by the company. On 2 January 2023 the company received the decision of the Head of the Fiscal Administration Chamber in Wrocław of 28 December 2022 determining overdue VAT liability of Hutmen for H1 2015 in the amount of PLN 7.8 million, plus interest on outstanding tax liability. The company filed a complaint with the Provincial Administrative Court against the above decision. On 29 February 2024, the Provincial Administrative Court revoked the appealed decision and the preceding decision of the first instance authority.

On 6 May 2024 the Head of the Fiscal Administration Chamber in Wrocław filed a cassation complaint. On 7 June 2024, the Company filed a response to the cassation complaint. Until the date of publication of the report, the NSA had not scheduled a hearing date.

Boryszew S.A. Branch Boryszew ERG

- On 12 April 2021 the Company received a notification from the Head of Mazovian Tax and Customs Office in Warsaw on the initiation of VAT settlements audit for the period December 2015 - March 2016.
On 3 August 2022, the Company received an Audit Result following the audit of tax books, in which the Head of Mazovian Tax and Customs Office in Warsaw stated that Boryszew ERG Branch had failed to exercise due diligence in documenting transactions, which was recognised by the Authority as irregularities in the settlement of the tax on goods and services. The Head of the Mazovian Customs and Fiscal Office in Warsaw questioned, in the Audit Result submitted to the Company, the right to apply 0% rate in intra-Community deliveries of goods to foreign entities and indicated that, given the facts, these deliveries should be taxed at 23% rate of the tax on goods and services in the period between December 2015 and March 2016 in the amount of PLN 9 817 220. According to the National Revenue Administration Boryszew S.A. also wrongfully deducted input VAT from invoices issued for the purchase of rapeseed oil, in the period December 2015 to March 2016, thereby overstating it by a total amount of PLN 12 435 798.
The total amount of the overdue the tax for the above transactions was PLN 22 253 018 plus interest due. Despite the entitlement of Boryszew S.A. to correct the submitted declarations within 14 days of the date of delivery of the audit result, the Company challenged these findings in the tax proceedings.
On 29 August 2022, the Company received a notice that the customs and tax audit had been transformed into a tax procedure.
On 10 November 2023, the Company received a decision of the Head of the Mazovian Customs and Fiscal Office ("Office") in Warsaw, of 27 October 2023, determining the Company's outstanding VAT liability for the period December 2015 to March 2016 in the amount of PLN 23.03 million plus interest due for overdue tax. According to the position of the Office, the Company should not have reduced its output tax by the input tax shown on invoices issued by some contractors who were alleged to have been involved in a chain of transactions with the aim of effecting tax evasion. At the same time, the Office stated that Company had not acted with the so-called 'good faith', which would nevertheless help them maintain the right to deduct input tax despite the occurrence of tax irregularities at earlier stages of the disputed supplies.
In addition, the Office questioned the Company's right to apply a 0% VAT rate to intra-Community supply of goods transactions, resulting in these transactions being subject to a 23% VAT.
For the tax risk arising from the aforementioned proceedings the Company recognised a provision in 2022 in the amount of PLN 30.3 million. Given the different assessment of the above circumstances, the Company filed an appeal against the above decision of the Authority. In order to stop further accrual of default interest, on 20 December 2023 the Company paid the principal amount of the liability, i.e. PLN 23 034 553, together with interest in the amount of PLN 18 964 384, to the account of the relevant tax office, resulting from the decision of the Head of the Mazovian Customs and Fiscal Office in Warsaw of 27 October 2023, while questioning the findings of the auditors. On 3 December 2024, the Company received a decision from the Head of the Fiscal Administration Chamber in Warsaw (appeal authority) upholding the decision of the Head of Mazowiecki Tax and Customs Office in Warsaw of 27 October 2023, determining the overdue VAT liabilities for the period December 2015 to March 2016.
The company appealed the aforementioned decision of the appeal authority to the Provincial Administrative Court in Warsaw.
On 28 May 2025, the Provincial Administrative Court in Warsaw issued a judgment revoking the appealed decision in its entirety.
In the substantiation of the decision, the Provincial Administrative Court questioned the tax authority's ability to consider transactions of intra-Community delivery of goods as domestic transactions and tax them at 23% instead of the 0% rate applied by the Company.
The judgment is not final. The parties have filed cassation complaints with the Supreme Administrative Court. The Issuer decided to correct the liability to the tax authority recognised earlier in the total amount of PLN 22.4 million (including PLN 10.6 million of other operating income) and recognise it in the financial statements for Q3 '2025

BATERPOL S.A.

- On 3 October 2016, a VAT tax inspection by the Head of the First Silesian Tax Office in Sosnowiec began in Baterpol S.A. The inspection was concluded with a protocol of 26 October 2018, on the basis of which the Company recognised a provision in the results for 2018. Following the aforementioned tax inspection, on 20

March 2019, the Head of the First Silesian Tax Office in Sosnowiec initiated VAT proceedings for the period December 2013 to December 2015. On 17 January 2023, the decision issued in the case of 4 January 2023, determining the amount of tax liability for the months of March to October 2014, December 2014, January to March 2015, May 2015 and June 2015, and determining the amount to be paid under Art. 108(1) of the VAT Act for the months of April to August 2014, October 2014, December 2014, January to March 2015 and June 2015, was delivered. The procedure involving the remaining issues was discontinued. The company made a payment of PLN 3.3 million to the tax authority, following the decision, at the same time releasing the provision for this purpose in full. The Company's attorney filed an appeal against the decision to the extent where it determines the Company's tax liabilities and the amount to be paid under VAT Act Art. 108(1) On 29 November 2023 the higher-instance authority (Head of the Fiscal Administration Chamber in Katowice) issued a decision upholding the decision of the first-instance authority in the appealed part. A complaint was filed with the Provincial Administrative Court against the decision in January 2024. The hearing in the case was held on 3 October 2024, and by the judgment of the aforementioned Court the appealed decision was revoked. In November 2024 the parties filed a cassation appeal with the Supreme Administrative Court (no hearing date has yet been determined on the date of this note).

Other pending VAT tax proceedings:

- On 12 March 2019 the Head of the Lower Silesian Tax Office in Wrocław sent Baterpol Recycler Sp. z o.o. a notice of initiation of an investigation by the Regional Prosecutor's Office in Katowice, on 1 April 2016, into a tax offence suspending the period of limitation of company's tax liabilities for the period between January 2014 and June 2015.
- On 3 August 2023, the Head of the Tax Office in Olawa forwarded a notice to Baterpol Recycler Sp. z o.o. that, due to the initiation of proceedings in a fiscal offence case, on 15 February 2023 the statute of limitations for VAT liabilities for the period between 1 October 2013 and 30 September 2016 was suspended.

Due to the fact that there is a risk of instituting new controls that might potentially result in issuing decisions determining tax liabilities of these companies, the Management Board of the Parent Company analysed documentation relevant for the ongoing procedures and estimated risks by classifying them according to the likelihood of emergence:

- probable risk** (high risk) - a high probability of negative tax consequences (negative consequences are more probable to occur than not),
- possible risk** (medium risk) - risk of negative tax consequences, however, their occurrence or not is not equally probable,
- potential risk** (low risk) - some risk of negative tax consequences, but this risk is less probable than probable.

The Group recognised provisions for tax risks following pending proceedings, taking into consideration the probability of an unfavourable outcome of the proceedings.

As estimated by the Management Board, the amount of this provision was recognised up to the possible outflow of resources from the Group, with the maximum being the net value of assets of relevant subsidiary and sureties granted to it.

In the case of an unfavourable scenario of the pending court proceedings in tax matters, as described above, the subsidiary will likely go bankrupt, and then the outflow of resources from the Group will be up to the value of relevant subsidiary's net assets lost as a result of bankruptcy and the equivalent of the sureties granted to that subsidiary.

The balance of provisions for all tax risks in the consolidated financial statement of Boryszew S.A. on the balance sheet date ended on 31 December 2025 is PLN 11.711 thousand (high risk), the Group does not recognise a contingent liability (medium or low risk).

The Management Board of Boryszew S.A. estimated the provisions considering the probability of cash outflow from the Group and chose leave such provisions out in cases where the probability of cash outflow is low.

The Management Board of Boryszew S.A. cannot exclude that in the event of new circumstances, the estimation of risks described above may change.

Other important proceedings in companies of Boryszew S.A. Capital Group

- **Boryszew S.A./Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration**

Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration (BOD) received a decision from the investment bank Investitionsbank des Landes Brandenburg (ILB) revoking the decision received in 2015 on the support of an investment involving the construction of a new production plant, due to failure to meet the condition of maintaining the investment's sustainability period, set for the period until 16 January 2026 (due to the filing of a bankruptcy petition). The amount of funding received was EUR 4 176 thousand (PLN 17 844 thousand). The decision is not yet final. BOD - after exhausting the administrative route - filed a lawsuit with VG Potsdam Administrative Court. ILB filed a claim in the amount of EUR 5 645 208.27 in the BOD's bankruptcy proceedings.

In 2015 Boryszew S.A. granted a surety for BOD's obligations to ILB under the grant up to the amount of EUR 5.1 million for the life of the project, i.e. originally until 12 February 2021 (extended until January 2026). The company identifies a potential risk of ILB pursuing claims against Boryszew S.A. if the decision to revoke the subsidy is upheld.

The company believes that the probability of realisation of the guarantee is low; therefore, Boryszew S.A. recognised this risk as a contingent liability in the books.

- **Boryszew S.A.**

On 22 October 2020 the President of the Office of Competition and Consumer Protection initiated proceedings against Boryszew S.A. due to the company's excessive delays in meeting its cash obligations in the period June-August 2020. On 20 July 2023, the Company received a notice of completion of the evidence hearing in the case, along with the preliminary position of the President of the office, but not yet being a decision on the merits of the case.

On 25 August 2023, the Company received a decision imposing a fine for late payment of monetary dues in the amount of PLN 2.83 million. As a result of the appeal, the President of the OCCP upheld the decision to impose fines, reducing however its amount to PLN 2.6 million, by decision of 16 December 2024. The penalty was paid by Boryszew S.A. in January 2025. The company filed a complaint against this decision of the President of the OCCP with the Regional Administrative Court.

On 10 October 2025, the Regional Administrative Court revoked the decision of the President of the OCCP. The President of the OCCP filed a cassation appeal with the Supreme Administrative Court. No hearing date has been designated.

- **Boryszew S.A. (cases involving the former NPA Skawina Branch):**

The Economic Crime Department of the Regional Police Headquarters in Krakow is conducting pre-trial proceedings for an act under PC Art. 286 and others, supervised by the Regional Prosecutor's Office in Krakow file ref. RP 1 Ds 9.2018 upon notification of Boryszew S.A. against Tacon Sp. z o.o. to enforce the amount of PLN 2.2 million and Q 77 s.r.o. to enforce the amount of EUR 1.9 million (in total approx.: PLN 8.12 million), filed on 17 January 2018. The case is pending.

The lawsuit by Boryszew S.A. for the payment of USD 0.33 million (ca. PLN 1.35 million) with incidental receivables and the amount of USD 1.34 million (ca. PLN 5.50 million) with incidental receivables (currently the amount of USD 1.46 million, i.e. ca. PLN 5.99 million) from SILKADA LTD, Cyprus. The case concerns the collection of receivables under purchase agreements that the company then Nowoczesne Produkty Aluminiowe "Skawina" Sp. z o.o., whose legal successor is Boryszew S.A., concluded in 2009 with SH TRADE, s.r.o., Košice. It is essential to determine whether or not payment of receivables was satisfied, following transfers to the bank account of Komerční banka Bratislava, a.s. under the registered pledge of receivables. On 17 January 2024 the court of first instance dismissed the lawsuit. SILKADA LTD appealed timely the judgement of the Kosice City Court of 17 January 2024. SILKADA LTD assigned the aforementioned receivables to OSP real, s.r.o. In July 2024 the case file was forwarded the Kosice District Court. No hearing date has yet been determined.

Lawsuit by Boryszew S.A. for payment of USD 1.46 million (PLN 5.99 million) with incidental receivables from Komerční banka, a.s., for possible unjust enrichment, conducted in the Bratislava City Court, because it was the bank account of this bank that Nowoczesne Produkty Aluminiowe "Skawina" Sp. z o.o. made transfers to in 2010 and 2011. The proceedings relate to the payment of USD 1.46 million (approx. PLN 5.99 million) with incidental receivables, i.e. the amount paid in 2011, as with regard to the 2010 transfers, the plaintiff Nikola

Jankovicsová (or SILKADA LTD) did not present any legal arguments challenging these transfers. Along with the lawsuit, the company requested a stay of these proceedings pending the conclusion of the aforementioned proceedings in the Košice II District Court (now Košice City Court). A hearing date has not been determined, nor has an order been issued to suspend the proceedings. Both cases involve claims associated with collaboration with SH Trade s.r.o, based in Slovakia.

- **Baterpol S.A.**

Following the investigation by the Provincial Inspectorate for Environmental Protection in Katowice, doubts were revealed in 2023 as to the proper conduct of one of the Company's waste collection contractors. The company filed a notice of possible criminal offense following the start of cooperation with the above-mentioned entity with the District Prosecutor's Office in Katowice. An indictment was filed in the case and it is pending before the court of first instance. The company is acting as an auxiliary prosecutor in the case. Notwithstanding the above, the Company filed a summons for a settlement attempt and named the aforementioned contractor as a participant in these proceedings - no settlement was reached. Given the complexity of the case, neither the direction of the ongoing proceedings nor the possible consequences, including financial consequences for the Company, can be assessed at this time.

On 7 March 2025 the Company received a notice from the Chief Inspector of Environmental Protection that administrative proceedings had been opened by the Chief Inspector of Environmental Protection regarding the illegal shipment of waste disclosed at the site of a recipient of waste produced by the Company. Due to the stage of the proceedings by the authority or the factual and legal circumstances that need to be clarified, the Company is currently unable to indicate both the directions of the proceedings by the authority and the possible consequences, including those of a financial nature, for the Company.

On 30 June 2025 the Company received a protocol of inspection carried out by the Silesian Regional Inspector of Environmental Protection in Katowice. The company disagrees with the contents and findings of the protocol, and has therefore submitted its written position on the matter.

On 10 February 2026 the Company was notified that the collection of evidence in the proceedings had been completed and had again been given a deadline to take action in the case. The Company reviewed the documentation collected by the authority and filed a letter in the case within the indicated timeframe.

On 16 April 2026 the Company received a decision from the Chief Inspector of Environmental Protection to discontinue the proceedings as without merit.

- **Boryszew S.A.**

On 27 May 2025 the Supreme Administrative Court revoked the judgement of the Provincial Administrative Court, as well as the decision of the Kujawsko-Pomorskie Governor and the decision of the Minister of Development, Labour and Technology refusing to allow Boryszew S.A. to confirm the acquisition by operation of law of the perpetual usufruct of the land in Toruń at Bukowa street No. 20-22, Klonowa street No. 1-7, 9 and Wierzbowa street, marked in the land register as plots No. 180/1 of 0.4259 ha, No. 180/2 of 0.8166 ha, No. 189 of 0.0132 ha and No. 99 of 3.7027 ha, recorded in the land and mortgage register No. TO1T/00015747/6.

Boryszew S.A. applied for a statement of acquisition by operation of law of the perpetual usufruct of the above-mentioned land in December 2015.

The aforementioned administrative decisions refusing to confirm the acquisition of perpetual usufruct indicated that land sale agreements concluded as a notarial deed before 1 February 1989 - such as those concluded by Elana in 1977 (whose legal successor is Boryszew S.A.) - could be considered as evidence confirming the right of management to the above-mentioned property, and thus, could be the basis for the governor to issue a decision confirming the right of perpetual usufruct.

The SAC pointed out that contracts entered into in the form of a notarial deed before 1 February 1989 could provide evidence of the right of management to the property. Thus, the interpretation of the regulations by the Court of First Instance and the administrative authorities proved to be incorrect.

The governor should then issue a decision taking into consideration the conclusions of the NSA's ruling. By the date of publication of the report the decision had not been issued.

- **Boryszew S.A. / Boryszew Maflow Spółka z o.o.**

On 19 August 2025, an automotive customer submitted to an arbitration institution, Judicial Arbitration and Mediation Services ("JAMS") a request for arbitration against Boryszew S.A. and Boryszew Maflow Sp. z o.o. for the delivery of automotive parts as per the order and specification, indicating in the request that the amount of the claims sought is USD 37 million (approx. PLN 134 million). On 25 September 2025, Boryszew S.A. and Boryszew Maflow Sp. z o.o. filed a response to the request for arbitration, in which they indicated that the plaintiff

was not entitled to receive any compensation in the aforementioned proceedings. On the basis of the technical evidence gathered to date, the alleged damage is not due to a defect in the workmanship of the goods supplied.

The parties have been referred to mediation proceedings which are ongoing. The date for a possible arbitration hearing has been tentatively set for December 2026.

The company holds a relevant insurance policy that can be exercised if a potential claim materializes. The company considers the potential risk of an outflow of funds as low and therefore no provision has been made for the risk and the company does not recognise the potential claim as a contingent liability.

- **Boryszew S.A.**

On 16 October 2025, Boryszew S.A. filed a lawsuit with the competent commercial court in Russia to exclude Boryszew Kunststofftechnik Deutschland GmbH (BKD) in bankruptcy from Boryszew Plastics Rus LLC (BPRus), due to BKD's lack of involvement as a shareholder in the operations of BPRus and the resulting threat to the operations of this company. On 26 February 2026 the court issued a ruling excluding BKD as a shareholder. The decision is not final and can be appealed to a higher court. If the ruling becomes final, the shares belonging to BKD will be given to BPRus, which will be required to sell them within 12 months.

Boryszew S.A. 10.89% of share capital and Boryszew Kunststofftechnik Deutschland GmbH 89.11% of share capital of Boryszew Plastic Rus Spółka z o.o.

35. SPONSORING AND CHARITY ACTIVITIES

The sponsoring activity of Boryszew S.A. and the Capital Group is primarily focused on promoting the image of the Company and Boryszew Capital Group. The activities carried out are aimed at supporting cultural events, including exhibitions, concerts and festivals, primarily on the local level, at the operation locations of the Group and its members.

The group has supported local communities in charitable, sporting and social activities (including Szlachetna Paczka project and others).

The Group companies also support institutions hosting conferences on the Boryszew Capital Group activity area.

Expenses*) incurred by Boryszew Capital Group in 2024 - 2025

- 2024 – PLN 1 090.7 thousand
- 2025 – PLN 680.7 thousand

*) in-kind and cash expenditure that can be estimated

36. REMUNERATION POLICY

Boryszew Capital Group

The remuneration policies at Boryszew Capital Group are aimed at increasing the human capital management efficiency through effective employee engagement, supporting the implementation of the assumed strategic and business objectives and increasing the competitive advantage of the Boryszew Capital Group.

The remuneration rules are implemented by defining a remuneration and incentive system for employees, including the goals the Capital Group sets in the area of remuneration and financial and non-financial incentives to persons covered by the policy to increase engagement and improve work efficiency by combining motivational elements with employee effectiveness and ensuring a remuneration system corresponding to the type of work performed, competences, skills and the market remuneration levels.

Internal regulations in force in the Companies/branches of Boryszew Capital Group include Remuneration Rules and the Collective Labour Agreements, which define the principles of remuneration for work, the components of remuneration and work-related benefits at the employer and the principles of payment of remuneration. These regulations are the key documents that organise the rules of the Companies/Branches and are intended to establish the rights and obligations of the parties to the employment relationship and to advise employees of the applicable rules.

The Rules and Corporate Collective Labour Agreement contain the following remuneration rules:

- a. employees are entitled to remuneration appropriate to the type of work and qualifications held,

- b. the remuneration received for full-time employment cannot be lower than the minimum wage applicable for a given year – as defined in the national regulations,
- c. part-time employees receive the reference salary and other remuneration components for work proportional to the working time determined in the employment contract,
- d. remuneration is payable for work actually performed. The employees retain the right to remuneration for the period of non-performed work only when the labour law regulations provide so.

The remuneration policy of the Management and the Supervisory Board of Boryszew S.A.

The Ordinary General Meeting of the Company, by Resolution No. 24 of 23 July 2020, adopted the Remuneration Policy for the members of the Management Board and Supervisory Board of Boryszew S.A., later amended by Resolution No. 7 of the Extraordinary General Meeting of the Company of 28 October 2021 and by Resolution No. 26 of the Ordinary General Meeting of Boryszew S.A. of 27 May 2022.

On 20 May 2024, the Ordinary General Meeting of Shareholders of the Company by Resolution No. 21, after consideration, upheld the wording of the "Remuneration policy of the Management and the Supervisory Board of Boryszew S.A." as adopted by the Resolution no. 24 of the Ordinary General Meeting of Boryszew S.A. of 23 July 2020 (with subsequent amendments).

The Policy is available on Boryszew S.A. website [www.boryszew.com.pl/polityka-wynagrodzen/..](http://www.boryszew.com.pl/polityka-wynagrodzen/)

Management Board of Boryszew S.A.

According to the Policy the following rules apply to the remuneration of the Boryszew SA Management Board management members:

1. the Management Board members are employed under management or employment contracts,
2. contracts/agreements with the Management Board members are concluded on behalf of the Company by the Chairman of the Supervisory Board or another representative of the Supervisory Board, based on the authorization granted by way of a resolution,
3. when determining the remuneration amount for Management Board members, the Supervisory Board takes into account the experience, workload necessary to properly perform the duties of a Management Board member, the scope of duties and responsibilities related to the function of Management Board members and the level of remuneration in a similar position offered by other entities operating on the market,
4. the remuneration of Management Board members consists of the following elements:
 - a) fixed remuneration,
 - b) variable remuneration, depending on the performance of the Capital Group and achievement of quantitative and qualitative management objectives assigned to each members of the Management Board,
 - c) the terms of the variable remuneration component payment for Management Board members are determined annually by the Supervisory Board by setting short-term and long-term goals,
 - d) additional benefits for Management Board members include a company car, technical equipment and tools necessary to perform official duties, covering travel and representation expenses in the scope and amount appropriate to the functions entrusted.

The variable remuneration established by the Supervisory Board is motivational and activates the effective achievement of the Company's strategic goals. The Supervisory Board also determines the maximum amount of the Variable Remuneration due to a member of the Management Board for a financial year or for the period to which the management objectives established by the Supervisory Board relate. In accordance with the Policy, the management objectives, specified as short- and long-term goals, are determined with reference to the general criteria indicated below, which are subject to clarification or expansion by the Supervisory Board in accordance with the strategy and long-term interests of the Company and to ensure that its stability is maintained, i.e.:

- operating results achieved by the Company in a financial year including the reported EBIT, EBITDA according to Company's LIFO, EBITDA of the Capital Group;
- the average market price of the Company's shares in a financial year;
- Company's relations with the competent supervisory authorities;
- Company's social interests;
- Company's contribution to environmental protection;
- measures aimed at preventing and eliminating the negative social effects of the Company's activities;

Supervisory Board of Boryszew S.A.

In accordance with the Remuneration Policy, members of the Supervisory Board are entitled to Fixed Remuneration and Additional Benefits (i.e. other allowances and benefits, including other than in cash).

The fixed remuneration of members of the Supervisory Board is determined by the General Meeting of Shareholders of the Company in a resolution, the amount is limited to PLN 5 000. The fixed remuneration of a member of the Supervisory Board should be differentiated with respect to the functions performed, in particular the chairman and the deputy chairman of the Supervisory Board, its secretary, a member of the Audit Committee and the Remuneration Committee. Remuneration of Supervisory Board members meeting the independence criterion should guarantee the status."

A member of the Supervisory Board is entitled to fixed remuneration irrespective of the frequency of meetings of the Supervisory Board.

Members of the Supervisory Board delegated to permanent individual supervision are entitled to a separate remuneration, the amount of which is determined by the General Meeting. The General Meeting may delegate this power to the Supervisory Board in a resolution. For the determination of this remuneration, the provisions of the Remuneration Policy regarding the rules for fixed remuneration and the rules for fringe benefits apply. Members of the Supervisory Board who are employees of a Subsidiary are not entitled to any remuneration for performing their functions in the Supervisory Board.

As per the resolution No. 26 of the General Meeting of Boryszew S.A. of 23 July 2020, the monthly remuneration of the members of Boryszew Supervisory Board is:

1. Chairman of the Supervisory Board – PLN 10 000,
2. Deputy Chairman of the Supervisory Board – PLN 8 000,
3. Supervisory Board Members – PLN 6 000.

Members of the Supervisory Board who perform functions in the Audit Committee receive additional monthly remuneration in the amount of PLN 1 000.

In the opinion of the Boryszew Management Board, the remuneration policies applied in the Group contributes to the long-term growth of the Company's value for shareholders and the stability of the company's operations.

37. SUSTAINABLE DEVELOPMENT REPORTING.

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ESRS 2

[BP-1]

The Sustainability Information Report ("Report") was drafted on a consolidated level for Boryszew Capital Group ("Boryszew Group", "Group", "BCG") for the period between 01 January and 31 December 2025. This report is the second report of Boryszew Capital Group drafted based on ESRS standards.

This report is based on:

- ESRS [European Sustainability Reporting Standards] introduced by the European Parliament and Council Delegated Regulation (EU) 2023/2772 of 31 July 2023. Drafted under Directive 2013/34/EU of the European Parliament and of the Council, as amended by Directive (EU) 2022/2464 (CSRD), to standardise the reporting of sustainability issues by companies in the European Union.
- Commission Delegated Regulation (EU) 2025/1416 of 11 July 2025.
- Accounting Act: Polish Act of 29 September 1994, which regulates accounting and financial reporting in Poland.
- EU Taxonomy - in accordance with the obligation under the reporting requirements of Art. 8 of Regulation (EU) 2020/852 of 18 June 2020, the statement includes information on how and to what extent the Group's activities are related to business activities that qualify as environmentally sustainable on the basis of the eligibility criteria under this Regulation. Disclosures relating to the EU Taxonomy are presented in a separate chapter of this report.
- Greenhouse Gas Protocol - greenhouse gas emissions data are compiled in accordance with the guidelines of the GHG Protocol Standard.

The scope of consolidation in this report is the same as in the case of the consolidated financial statements – it includes all companies of Boryszew Capital Group as at 31 December 2025, subject to full consolidation. None of the consolidated subsidiaries is required to prepare an individual statement for 2025.

The sustainability report covers both Boryszew Group's own operations and the organisation's impact on the entire value chain - both upstream and downstream, where data could be obtained. The statement includes an analysis of upstream and downstream impacts, opportunities and risks in the value chain, conducted in the double materiality assessment process, if applicable. The report does not include value chain data in accordance with the exemption under ESRS 1 p. 10.2, except for disclosures that can be obtained directly or on the basis of reliable estimates. Not all the necessary upstream and downstream value chain information is available due to its diversified and dispersed nature. The units are taking appropriate steps to acquire them in subsequent reporting periods.

Boryszew Group has taken no advantage of omitting information for reasons of confidentiality, protection of intellectual property, know-how or innovation results and the exemption from the obligation to disclose information on expected events or matters under negotiation.

[BP-2]

Sources of estimation and outcome uncertainty:

Boryszew Group strives to report data as accurately and reliably as possible, relying on metrics of the Group's operations. When primary data were not available, generally accepted industry sources were used. However, the Group uses estimates in its reports for specific requirements. In such cases, this information is indicated in the relevant section.

When assessing the value chain, Boryszew Group used metrics estimated based on indirect sources, subject to uncertainty in the results. The level of accuracy was defined as moderate, moderate, due to the lack of full availability of source data from all suppliers and value chain partners. In the coming years, the Group plans to further harmonise the tools and procedures for collecting ESG data within the organisation. Reporting was based on an IT tool developed for the Group in the current period to collect data from individual units, analyse and consolidate them. The process of data verification and reconciliation took place in two tracks.

Calculation of the carbon footprint

The Group carried out an estimation analysis for the elements disclosed for the footprint, more information is included in disclosure E1-6.

Given the bankruptcy of Boryszew Kunststofftechnik Deutschland GmbH (BKD) and the loss of control of this company and its subsidiaries by Boryszew Group (Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration, and Boryszew Plastic Rus Sp. z o.o.) in 2025, the Report includes no information from these companies

Variations and adjustments

Due to the process of improving data collection, the way the sustainability statement is prepared or presented as well as adjustments for the previous period were changed - detailed information is provided under the disclosure to which the adjustment relates.

Information based on other regulations and European standards approved under the European standardisation system.

The units are required to report to the Marshal's Office, National Centre for Emissions Management and BDO. In addition, individual companies in Boryszew Group are ISO-certified, as shown below. The data and procedures used for reporting have been verified by a third-party assurance provider and found to be consistent with ISO/IEC standards. The scope of certification covers key operational areas, including quality, environment, occupational safety, energy and information management. Consequently, some of the data and procedures used in sustainability reporting are subject to independent verification.

List of certificates

ISO 9001 (CERTIFICATE OF QUALITY MANAGEMENT SYSTEM WITHIN THE ORGANISATION)	
Boryszew S.A. Elana Branch	Walcownia Metali Dziedzice S.A.,
Boryszew S.A. Branch Boryszew ERG	Maflow Plastics Poland Sp. z o.o.
NPA Skawina Sp. z o.o.	Huta Bankowa Sp. z o.o.
ZM Silesia S.A.,	Alchemia S.A.
Baterpol S.A.,	
ISO 14001 (ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATE)	
ZM Silesia S.A.	AKT Plastikarska Technologie Cechy spol. s.r.o.
Boryszew S.A. Maflow Branch	Maflow Plastics Poland Sp. z o.o.
All Maflow Group companies	Zaklad Utylizacji Odpadów Sp. z o. o.
Boryszew S.A. Elana Branch	Huta Bankowa Sp. z o.o.
NPA Skawina Sp. z o.o.	Alchemia S.A.
Baterpol S.A.,	
Walcownia Metali Dziedzice S.A.,	
ISO 45001:2018 (HEALTH AND SAFETY MANAGEMENT SYSTEM CERTIFICATE)	
Boryszew S.A. Maflow Branch	ZM SILESIA S.A.
Baterpol S.A.,	Alchemia S.A.
Huta Bankowa Sp. z o.o.	
ISO 27001.(INFORMATION SECURITY CERTIFICATE)	
BORYSZEW S.A. MAFLOW BRANCH	
ISO/TS 16949 (SUPPLY CHAIN QUALITY MANAGEMENT SYSTEM CERTIFICATE)	
Boryszew S.A. Maflow Branch	
all Maflow Group companies,	
Maflow Plastics Poland Sp. z o.o.	
ISO 50001 (ENERGY MANAGEMENT SYSTEM CERTIFICATE)	
ZM SILESIA S.A.,	
Alchemia S.A.,	
Huta Bankowa Sp. z o. o.	
ISO 17025:2018 (TESTING LABORATORY CERTIFICATE)	
Laboratoria Badań Batory Spółka z o.o.	
Boryszew S.A. Elana Branch	
TISAX® (TRUSTED INFORMATION SECURITY ASSESSMENT EXCHANGE).	
<i>It confirms conformity with stringent industry requirements and certifies that the internal and external data and information processed are managed in a responsible and secure manner.</i>	
BORYSZEW S.A. MAFLOW BRANCH	

Benefiting from gradually implemented legislation

In this 2025 Report, the entity omits the following disclosures, in accordance with Commission Delegated Regulation(EU) 2025/1416 of 11 July 2025):

ESRS 2 SBM-1 p. 40(b) and (c), ESRS 2 SBM – 3 p. 48(e), ESRS E1-9, E2-6, E3-5, E5-6, ESRS S1-7, S1-11, S1-12, S1-13, S1-14 as permitted, S1-15, S2.

This Sustainability Statement has been attested with limited assurance in accordance with the National Standard for Sustainability Reporting Attestation Engagements 3002PL - "Attestation engagements providing limited assurance on sustainability reporting" ("KSUA 3002PL") and the National Standard for Attestation engagements other than audits or reviews 3000 (Z) as amended by the International Standard for Attestation Engagements 3000 (Revised) - "Attestation engagements other than audits or reviews of historical financial information" ("KSUA 3000 (Z)"), respectively.

The report uses incorporation by reference and specific references are indicated next to the disclosure.

[GOV-1]

Boryszew S.A. is the Parent entity of Boryszew Capital Group. The Group features both domestic and foreign subsidiaries and affiliates. As the Parent company, it performs management and supervisory functions with regard to other companies of the Capital Group. The core business of the Head Office in Warsaw is management of the Capital Group, and its objective is to increase the Company's goodwill in the long run.

In 2025, the number of members of the Management Board of Boryszew S.A. has changed. On 1 January 2025, the company's Management Board included 3 members:

Mr Wojciech Kowalczyk - President of the Management Board, General Director

Mr Łukasz Bubacz - Member of the Board of Directors, Chief Investment Officer,

Mr Adam Holewa- Member of the Management Board, Automotive Segment Director

On 16 April 2025, the Supervisory Board of the Company, decided to appoint the 4th member of the Management Board, effective 18 April 2025. From 18 April 2025 and until the date of the report for publication, the Management Board of Boryszew S.A. included:

Mr Wojciech Kowalczyk– President of the Management Board, General Director

Mr Łukasz Bubacz - Member of the Board of Directors, Chief Investment Officer,

Mr Adam Holewa- Member of the Management Board, Automotive Segment Director

Mr Maciej Korniluk- Member of the Management Board, Chief Operating Officer.

Throughout 2025, the number of non-executive members in the parent company remained at the same level i.e. 6 members of the Supervisory Board. On 31 December 2025 and the date of submitting the report for publication, the Supervisory Board included the following persons:

Ms Małgorzata Waldowska –Chairperson of the Supervisory Board.

Mr Mirosław Kutnik - Vice Chairperson of the Supervisory Board,

Mr Damian Pakulski - Secretary of the Supervisory Board,

Mr Jarosław Antosik – Member of the Supervisory Board,

Mr Janusz Siemieniec - Member of the Supervisory Board,

Mr Wojciech Zymek - Member of the Supervisory Board.

Boryszew S.A.

Proportion of women and men in Authorities of the organization, on 31.12.2025.

	FEMALES	MALES	% WOMEN	% MEN
Supervisory Board	1	5	16.7	83.3
Management Board	0	4	0	100

The ratio of female non-executive members to male non-executive members is: 1:5

The ratio of female to male executive members is: 0:4

Boryszew Capital Group

Proportion of women and men in Authorities of the organization, on 31.12.2025.

	FEMALES	MALES	% WOMEN	% MEN
Supervisory Board	14	26	35	65
Management Board	3	45	6.25	93.75

The ratio of female non-executive members to male non-executive members is: 14:26

The ratio of female to male executive members is: 3:45

No employee representative were members of Boryszew S.A. Management Board. In 2025, no member of the Management Board of Boryszew S.A. met the criterion of independence. The Management Board of Boryszew S.A. includes the President of the Management Board, in office continuously since May 2021 and on the Company's Supervisory Board, so he does not meet the prerequisites of an independent member of the Management Board.

Member of the Management Board, Chief Investment Officer is the Managing Director of Energy branch and Elana branch. He also holds positions in the authorities of Boryszew Group companies: Boryszew Green Energy & Gas Sp. z o.o., Boryszew Assets Spółka z o.o. and Baterpol SA.

Member of the Management Board, Automotive Segment Director, in order to have greater control over the Segment of his responsibility, sits at the same time in the bodies of the Automotive Segment companies.

Member of the Management Board, Chief Operating Officer is the Managing Director of the Boryszew ERG Branch and sits at the same time in the authorities of the companies of the Metals and Circular Economy Segments (Alchemia SA, ZUO Spółka z o.o.).

CVs of Members of Boryszew S.A. Management Board**Wojciech Kowalczyk - President of the Management Board, General Directory**

Mr. Wojciech Kowalczyk is a graduate of the Foreign Trade Faculty, Main School of Planning and Statistics in Warsaw. Wojciech Kowalczyk worked at Bank Handlowy between 1995 and 2001 to then move to Merrill Lynch International in London, where he was hired as director of the debt securities market. In 2010 he accepted the position of director for Bank Gospodarstwa Krajowego, in charge of the sales and financial markets division, and in the same year moved to the position of vice-president of the bank's management board. He was Deputy Minister of Finance in 2012-2014, Deputy Treasury Minister in 2014 and 2015 -2016, Deputy Minister of Economy in 2014-2015, and Deputy Minister of Energy in 2016-2017. Between 2017 and 2020 he held the position of the Vice President of the Management Board for Capital Investments of PGE Polska Grupa Energetyczna. Prior to his appointment as President of the Management Board of Boryszew S.A., Mr Wojciech Kowalczyk served as a member of the Company's Supervisory Board. In addition, Mr Wojciech Kowalczyk serves as a member of the Supervisory Board in Boryszew Capital Group companies.

Łukasz Bubacz, Member of the Board of Directors, Chief Investment Officer,

Mr Łukasz Bubacz is a graduate of Nicolaus Copernicus University in Toruń, major in Finance and Accounting. Mr. Łukasz Bubacz worked for Bank BGŻ S.A. between 2009 and 2013, where he followed career paths from an advisor to micro-enterprises to an advisor and analyst to Large Companies. He joined Boryszew Capital Group in 2013, where he held numerous positions and was responsible for a number of projects; starting as an analytical and financial specialist, then Board representative for real estate, and branch financial director, to President of the Management Boards for BORYSZEW Capital Group companies. Between 2013 and 2018, he also held the position of Chief Operating Officer of Polish Wind Holdings B.V. (a company under Dutch law) and as a Board Member of special purpose vehicles (SPVs), where he managed renewable energy projects. As of the beginning of 2025 Mr Łukasz Bubacz became Managing Director of Energy Division and President of the Management Board of Boryszew Green Energy & Gas Sp. z o. o. In addition, Mr Łukasz Bubacz holds the position of CEO for Boryszew Group companies. Mr Łukasz Bubacz is Chairman of the Steering Committee for CSRD reporting and is

responsible for sustainability issues within the Group.

Mr Adam Holewa- Member of the Management Board, Automotive Segment Director

Mr Adam Holewa is a graduate of the Faculty of Mechanical Engineering at the Silesian University of Technology in Katowice, majoring in metallurgy and materials science. Mr Adam Holewa has been involved in the automotive sector for more than 26 years. He began his career in 1998 at General Motors, and in 2003 joined the Volkswagen Group, where he has held top management positions, including Central Planning Director, Plant Manager at SITECH Sitztechnik GmbH in Germany. Between 2015 and 2021 he served as Managing Director of Technical Matters, Plant Director, Proxy at SITECH So. z o.o. Volkswagen Group Components. In the past few years he worked at CCC Group, as Vice President of Operations and Corporate Governance, where he was responsible for overseeing investments, Group expansion, projects and subsidiaries. Mr Adam Holewa has many years of experience in creating and implementing effective development strategies and change management. He is an expert in the design and implementation of new solutions for improving production efficiency using best practices in automation and digitalisation of production processes. He led and implemented a number of projects

internationally, including the industrialisation and commissioning of new production facilities. In addition, Mr Adam Holewa holds management positions in Boryszew Capital Group companies in the automotive sector.

Mr Maciej Korniluk- Member of the Management Board, Chief Operating Officer



Mr Maciej Korniluk is a graduate of the Warsaw School of Economics, majoring in Finance and Banking, and is a certified auditor in Poland. Between January 2018 and July 2024 he served as Vice President of the Management Board at Polimex Mostostal S.A., exercising the CFO role and operational supervision over Polimex Mostostal Group companies (general contracting and manufacturing) as well as strategic projects. Member of the Supervisory Boards and Management Boards of Polimex Mostostal Capital Group subsidiaries, including President/Vice President of Management Boards of two operating companies (Polimex Energetyka and Polimex Infrastruktura). Between February 2017 and December 2017 – Chairman of the Polimex - Mostostal Development Plan Advisory Team and member of the Polimex - Mostostal Investors Committee. Between February 2015 and December 2017 in the Department of Mergers and Acquisitions at PGE Polska Grupa Energetyczna S.A., including as Deputy Director of the Department. At PG, he was involved in the recapitalisation of the Polish Mining Group and Polimex-Mostostal, as well as the acquisition of assets of EDF Poland. He also has nearly eight years of experience

working in PwC's Audit Department. Mr Maciej Korniluk also holds positions on the Boards of Boryszew Group companies: Alchemia S.A., Zakład Utylizacji Odpadów Sp. z o. o. and Boryszew Nieruchomości Sp. z o. o., and is the Managing Director of Boryszew ERG Branch in Sochaczew.

CVs of Members of the Supervisory Board

Małgorzata Waldowska - Chairperson of the Supervisory Board, Boryszew S.A.

Member of the Supervisory Board of Boryszew S.A. since 28 April 2015.

Ms Małgorzata Waldowska graduated from the Law and Administration Faculty of Nicolaus Copernicus University in Toruń. Since 2012 the President of the Management Board of Przedsiębiorstwo Badań Geofizycznych Sp. z o.o., based in Kraków. In recent years she has periodically served as President of the Management Board of NFI Krezus S.A., Taleja Sp. z o.o. and Nova Capital Sp. z o.o. Ms Małgorzata Waldowska is a Member of Supervisory Boards in Boryszew Group companies: Zakład Utylizacji Odpadów Sp. z o. o., Boryszew Nieruchomości Sp. z o.o., Boryszew Green Energy & Gas Sp. z o. o., i NPA Skawina Sp. z o. o.

Mirosław Kutnik - Vice Chairperson of the Supervisory Board, Boryszew S.A.

Member of the Supervisory Board of Boryszew S.A. since 31 March 2011.

Mr Mirosław Kutnik graduated in 1989 from the Faculty of Law at the Nicolaus Copernicus University in Toruń, earning his master's degree in law. In 1994 he was entered in the list of legal advisers under TR - 467 of the District Chamber of Legal Advisers in Toruń. In 1995 - 2005 was ran a General Counsel Practice in Toruń, and since 2005 he has been the Managing Partner of "Kutnik, Kalinowski and Partners" in Toruń. Furthermore, he is an expert of the Tripartite Commission for the amendment of legislation on professional rehabilitation and employment of disabled persons. Since 2002 he sits on boards of public companies. Mr Mirosław Kutnik in an expert in tax law, constitutional law, aid law. He was an attorney in a number of proceedings before the Constitutional Court.

Damian Pakulski - Secretary of the Supervisory Board, Boryszew S.A.

Member of the Supervisory Board as of 11 December 2020.

Mr Damian Pakulski graduated from the Law and Administration Faculty of Nicolaus Copernicus University in Toruń. In 1999 he completed his legal advisor's apprenticeship at the District Chamber of Legal Advisers in Toruń. Mr Damian Pakulski is a legal counselor. He serves and/or has served as a member of the Supervisory Board, including in: Suwary S.A., Torlen Sp. z o.o., Boryszew Green Energy & Gas Sp. z o.o., Krezus S.A., Gold Investments Sp. z o.o. Currently, he also practices his profession under an employment relationship and runs Legal Advisor's Office, and earlier also in the Team of Legal Advisors ELANA S.A. and in the Law Firm "M. Borowicz i s-ka". He is also a member of the Council of the District Chamber of Legal Advisers in Toruń.

Jarosław Antosik – Member of Boryszew S.A. Supervisory Board

Member of the Supervisory Board of Boryszew S.A. since 3 October 2017.

Mr Jarosław Antosik holds a university diploma. He graduated Warsaw School of Economics, University of Finance and Banking (1997) In 1998 he graduated a post graduate program with the French Institute of Management earning his International Management Diploma. In 2008 Mr Jarosław Antosik graduated a PhD program at the School of Law and Administration, Łódź University. In 1997 Mr Jarosław Antosik commenced his employment with Arthur Andersen Sp. z o.o. to earn a tax advisor certificate in 2002.

Between 2002 and 2005 Mr Jarosław Antosik was an employee of the tax department at Ernst &Young Sp. z o.o. Currently he is a Partner at Accreo Sp. z o.o., and a Management Board member as well. Mr Jarosław Antosik holds the Certificate of English for Business awarded by the London Chamber of Commerce and Industry as well as the Certificate of Russian for Business awarded by the Pushkin Institute and the Russian Chamber of Commerce and Industry.

Janusz Siemieniec - Member of the Supervisory Board, Boryszew S.A.

Member of the Supervisory Board of Boryszew S.A. between 2014 and 2019, reappointed on 10 August 2021.

Mr Janusz Siemieniec is a graduate from Wrocław University of Technology, Faculty of Electrical Engineering. He completed training courses at the French Institute of Management (IGF) in management of enterprises and training courses for members of management and supervisory boards of commercial companies, organized by the Ministry of Treasury.

Between 1981 and 1990 Mr Janusz Siemieniec held managerial positions in power and mining sector companies. Between 1990 and 2000 he was employed as director of Nowa Ruda Mine in Nowa Ruda. He also served as President of the Management Board of for Spółka Restrukturyzacji Kopalń SA in Katowice between 2000 and 2006. Mr Janusz Siemieniec has served on the Supervisory Boards of many companies, including: Węglzbyt S.A. and Kopex S.A. Between 2006 and 2013 he managed investment projects in the renewable energy sector, and between 2014 and 2019 he held the position of Vice President of Operations at Alchemia S.A.

Wojciech Zymek - Member of the Supervisory Board, Boryszew S.A.

Member of the Supervisory Board of Boryszew S.A. since 20 March 2023.

Mr Wojciech Zymek is a graduate from the Faculty of Law and Administration at the Jagiellonian University in Krakow, majoring in law (2000). In 2003 he completed his judicial training at the District Court in Katowice and passed the judge's exam. In 2005 he completed his legal training at the District Bar Council in Katowice and passed the bar exam.

Since 2004 he has been practicing as a trustee. He was licensed as a trustee in 2010 and practices the profession of restructuring advisor. In 2006 he joined a law firm in Katowice. Mr Wojciech Zymek also sits on Supervisory Boards in Boryszew Group: Zakład Utylizacji Odpadów Sp. z o. o., Huta Bankowa Sp. z o. o. and from March 2025 also in Baterpol S.A.

Team for implementation of CSRD non-financial reporting in Boryszew Capital Group (BCG)

Boryszew Group has a Team for the implementation of CSRD non-financial reporting in Boryszew Capital Group (Team), the members of which are:

- Leader of the Team - Controlling Director
- Management Board Office
- BCG Controlling Office
- HR Team
- IT Team
- Management Board Representative for Sustainable Development, Group spokesperson

Overseeing the Implementation Team is a Steering Committee which includes:

- Member of the Management Board of Boryszew S.A., Chief Investment Officer
- Group Chief Financial Officer (CFO)

In order to supervise the implementation of the tasks assigned to the Team, a Steering Committee was established, with a delegated Member of the Management Board of Boryszew S.A. and the Chief Financial Officer (CFO). Meetings of the Team with the Steering Committee are held in the last week of each month. The Steering Committee reports to the Audit Committee of the Supervisory Board and the Supervisory Board on the progress of CSRD directive implementation. The person responsible for ESG issues in the Management Board of Boryszew S.A. is Member of the Management Board, Chief Investment Officer. He also sits on the Steering Committee.

Taking into account that issues of sustainable development pertain to all entities of Boryszew Capital Group and have a material impact on their operations, sustainable development is on the agenda of meetings of the Management Board and the Supervisory Board.

Responsibility for different important topics identified in the double materiality assessment is reflected in the scope of duties of Board members and managing directors. The scope of these responsibilities is defined in the Organisational Regulations of Boryszew SA, defining the scopes of tasks and responsibilities of members of the company's management board, approved by a resolution of the Management Board and the Supervisory Board. Management Board member, Chief Investment Officer, responsible for sustainability in the Group, who is also a member of the Steering Committee and oversees the work of the Team on an ongoing basis, is an expert in renewable energy. Chief Financial Officer, on the Group's CSRD Reporting Steering Committee, sits on the Supervisory Boards of Group companies, monitoring the subsidiaries' work on reporting to the parent company.

Members of the Management Board and the Supervisory Board have many years of experience in managing and supervising enterprises. They acquire expertise in sustainable development from specialists in the organisation, including members of the team for the implementation of non-financial reporting in Boryszew Capital Group, and through cooperation with external experts. They will expand their expertise in sustainability in the years to come.

The Management Board is responsible for material impacts, risks and opportunities, makes decisions on courses of action and resource allocation, and monitors the performance of key sustainability initiatives. The Management Board has not set measurable thresholds for reaching the goals set out in the 2025 - 2029 Business Strategy. Members of the Management Board do not have specific areas related to sustainable development assigned in their scope of responsibilities.

The company ensured ongoing access to training, workshops, sustainability issues. During each process at the company, such as the double materiality assessment, opportunity and risk analysis, gap analysis, value chain mapping, presentation of the ESG data collection tool and many others, the Implementation Team and coordinators in individual subsidiaries in the Group as well as Boryszew Capital Group employees involved in the preparation of the report took part in workshops and consultations. 3rd party consulting companies and experts hired by Boryszew Group for the preparation of the report have extensive knowledge in sustainable development. Not only do they train employees, but they also guide them through the entire non-financial reporting process. In addition, the Company, as a member of the Association of Stock Exchange Issuers (SEG), has unlimited access to all training courses and webinars organized by SEG.

During the reporting period, workshops were held for those responsible for sustainability data reporting in Group companies in specific subject areas and will continue as part of the improvement of the data reporting process. A revision of the double materiality analysis (DMA) was also carried out in Q3 2025. The frequency and scope of training and workshops was planned in 2025 based on current demand. A framework plan for internal workshops and team consultations will be developed based on the guidelines relevant for organisational improvement for 2026 and the first quarter of 2027 after the current reporting process has been completed.

Management Board Representative for Sustainable Development and Spokesperson for Boryszew Group.

On 5 August 2024, Boryszew S.A. Management Board Representative for Sustainable Development was appointed by Resolution. The tasks of the Representative include: implementation and monitoring of the sustainable development strategy (ESG), analysis of non-financial disclosures and their reporting, preparation of information materials for stakeholders, including investors and financial institutions, and cooperation with Boryszew Group companies on issues related to sustainable development in respective Company, as well as the Group. In accordance with the Group's Business Strategy adopted in 2024, the area of sustainability is included in the Boryszew Sustainability Horizon 2030 strategic initiative. Management Board Representative for Sustainable Development is a graduate of the Faculty of Law and Administration at Lazarski University (Department of International Law) and the postgraduate program "Strategic ESG Transformation in the Enterprise" at the Warsaw School of Economics. She has more than 15 years of experience in corporate communications as well as supporting strategy development and implementation in organisations. On an ongoing basis she also improves her skills in sustainable development by participating in training sessions, workshops and conferences. She combines the role of the Representative with that of Boryszew Group Spokesperson, supporting the organisation's dialogue with stakeholders. The competencies gained during the postgraduate program ranged from the processes of planning and implementing sustainability strategies in an organisation to models for managing impacts, opportunities, risks, due diligence procedures, principles of stakeholder relations and reporting on sustainability issues.

[GOV-2]

The ESG Steering Committee includes the Chief Financial Officer (CFO) and a delegated Member of the Management Board of Boryszew S.A. Chief Investment Officer, responsible for ESG issues in the Management Board of Boryszew S.A. who, through the Committee, acts as a liaison between the implementation team of Boryszew Capital Group and the Management Board.

The Steering Committee receives periodic (monthly) updates from the Team at meetings held in the last week of the month, including on:

- identified ESG impacts, risks and opportunities: related to transformation, level of implementation of energy (reduction) strategies,
- implementation of due diligence activities,
- effectiveness of ESG policies, metrics and goals.
- analysis of the challenges and risks of sustainability reporting and the progress of preparatory work for the next reporting year.

The Audit Committee of the Supervisory Board and the Supervisory Board are notified by the Steering Committee on the status of ESG activities, including the results of risk assessments, progress in achieving ESG goals and planned corrective actions. Sustainability issues are an item on the agenda of selected meetings of the Management Board and Supervisory Board,

The Management Board of Boryszew S.A., following DMA performed by the Team for the implementation of non-financial reporting in Boryszew Capital Group together with Boryszew Capital Group Companies, was notified about material impacts, opportunities and risks (IRO – Impacts, Risks and Opportunities) identified during the assessment. The Management Board took action in 2025 related to the significant impacts, risks and opportunities identified during the analysis, within the business area, to the extent that they correspond to the 2025 - 2029 business strategy. For the coming years the plan is to identify IRO in ongoing operations. The way impacts, risks, opportunities are addressed in the strategy and influence strategy improvement process will be assessed again in Q3 2026 as part of the process of refining the sustainability objectives embedded in the Group's business strategy.

[GOV-3]

In 2025 sustainable related performance was one of the metrics when determining the compensation for members of the company's management board. The Supervisory Board established financial goals tied to ESG goals. As per the remuneration policy for members of the Management and Supervisory Boards at Boryszew S.A. variable remuneration can be paid by each member of the Management Board. Variable remuneration for members of the Management Board depends on financial performance and the achievement of management goals established for members of the Management Board by the Supervisory Board. The management objectives included in the compensation policy taking into account sustainability issues are:

- Company's social interests;
- Company's contribution to environmental protection;
- measures aimed at preventing and eliminating the negative social effects of the Company's activities;

The aforementioned management objectives are subject to clarification or expansion by the Supervisory Board in accordance with the strategy and long-term interests of the Company and to ensure that its stability is maintained.

According to the remuneration policy, in addition to fixed remuneration, it is possible to pay variable remuneration and other fringe benefits, which do not have to be monetary, but bearing in mind expectations, the main incentive system is the payment of variable remuneration in the form of a cash annual bonus.

In 2025 the Company's Supervisory Board established the following sustainability-related criteria used to evaluate the performance of members of the Management Board:

- ensuring safe and hygienic work conditions for Company's employees; accident rate drop compared to the previous year;
- Company's contribution to environmental protection, a decrease in the energy intensity rate in relation to 2024, a decrease in total greenhouse gas emissions;
- narrowing the wage gap;

Targets are not quantified, and their achievement is evaluated on the basis of the occurrence of a downward trend or completed task.

According to the Remuneration Policy for members of the Management Board and Supervisory Board of Boryszew S.A., the amount of variable remuneration for a financial year may not exceed 250% of the fixed remuneration due for the same period, but the Supervisory Board of the Company determines the maximum level of variable remuneration every year based on the provisions of the remuneration policy. The calculation of the ratio of variable remuneration to fixed remuneration is by comparing the maximum sum of all components of variable remuneration that may be awarded for relevant year and the sum of all components of fixed remuneration and fringe benefits paid or awarded in the same year

For 2025 the Supervisory Board set targets entitling the Management Board members to variable remuneration. Management targets for 2025, which are the basis for variable remuneration for 2025 (paid in 2026):

- financial targets - account for 50% of variable remuneration,
- individual targets - account for 40% of variable remuneration,
- non-financial targets - account for 10% of variable remuneration

The amount of variable remuneration depending on the achievement of all 4 sustainability goals may amount to a maximum of 10% of variable remuneration. Each target was allocated 2.5% of the variable remuneration, respectively.

The Supervisory Board evaluates the extent to which the management objectives established for the members of the Management Board are met and approves the level of achievement. Each year the Supervisory Board establishes management goals separately for each member of the Management Board, considering the scope of their responsibility.

[GOV-4]

Due diligence statement

BASIC ELEMENTS OF DUE DILIGENCE PROCESS	POINTS IN THE SUSTAINABILITY REPORT
Including due diligence in corporate governance, strategy and business model	The issue is addressed in: i. ESRs 2 GOV-2, ii. ESRs 2 GOV-3, iii. ESRs 2 SBM-3. iv. ESRs S1 - Group Policies
Collaborating with affected stakeholders at all key stages of the due diligence process	The issue is addressed in: i. ESRs 2 GOV-2, ii. ESRs 2 SBM-2, iii. ESRs 2 IRO-1, iv. issue-related ESRs: reflecting different stages and objectives of stakeholder engagement throughout the due diligence process;
Identification and assessment of adverse impacts	The issue is addressed in: i. ESRs 2 IRO-1,

	ii. ESRS 2 SBM-3,
Measures to reduce identified adverse impacts	The issue is addressed in: i. ESRS 2 IRO-1, ii. ESRS 2 SBM-3,
Monitoring the effectiveness of these efforts and providing relevant information in this regard	The issue is addressed in: i. ESRS 2 IRO-1, ii. ESRS 2 SBM-3,

[GOV-5]

Risks in sustainability reporting were identified during meetings of the Implementation Team and the coordinators and subject matter representatives of each unit with an external consultant during the process of preparing the sustainability report. Experience from previous years and expert recommendations were applied in preparation for the reporting process. The organisation has no dedicated ERM (enterprise risk management) mechanism, the Group's approach to assessing sustainability reporting risks is based on its own assessment (dedicated persons in each unit) and that of 3rd party advisors.

Sustainability reporting in the Boryszew Group takes into account the practices used in financial reporting, and their quality is supervised by the Group Finance Director, who is also a member of the Steering Committee for non-financial reporting. Source data are entered and aggregated using a dedicated IT system. Given staff changes in the subsidiaries, the list of coordinators in each Group company responsible for providing data is updated, as well as the list of accesses to the IT system. This also applies to access for the Group's external advisors. The IT team at the parent company and subsidiaries is responsible for ensuring the security of systems and the appropriate level of data protection.

RISK	RISK MITIGATION
Incomplete data	Legislative monitoring is carried out on a continuous basis by people with legal training in the Management Board Office and the Board Commissioner for Sustainable Development. Each year, a <i>compliance check</i> of the scope of the reported data with the ESRS Standard and related acts is carried out in two cycles (before the opening of the data collection process and as a control during the process. Multi-faceted verification of data completeness is carried out by controlling at the units and by operational persons from Group level. Workshops and individual consultations for coordinators, consultation meetings with the Plenipotentiary and individual consultations with the Board Members of the subsidiaries responsible for supervising data quality are carried out periodically. There is also support from external advisors and experts in the process.
Delays in the transmission of data	Established reporting schedule taking into account different regions and time zones, and a process of reminders with different priorities (ongoing within the Controlling Department, the Group Management Board Office and the Board representative for Sustainability Officer, as well as supervision from the Steering Committee level, and the responsible Member of the parent company's Management Board). Individual deadlines are set where appropriate.
Estimation errors	Group and individual consultations with those responsible for data preparation in the subsidiaries - establishing data provision rules with prioritisation of primary data and analysis of materiality levels for errors in estimates.
Unreliable data	Data definitions were developed and definitions were communicated at a workshop for coordinators and data contributors. A multi-stage control in the process is implemented, including parallel analyses of source data and consultation with those responsible for providing it. Corrective action is implemented where necessary. The process also has a three-level process for accepting the data provided in the IT system. In order to confirm the correct values, an analysis of the data is carried out in conjunction with reports from other obligations.
Different data sources	A standardised data aggregation tool was implemented and definitions for individual indicators were introduced. A workshop was held for data contributors to refine global definitions.

The Steering Committee receives ongoing and cyclical information (briefs) in accordance with the reporting schedule on the above-mentioned risks and initiates countermeasures when applicable. The data provided by subsidiaries are analysed at multiple levels in the parent company as well as cross-checked by the Steering Committee and consulted at different levels of the organisation in the Group entities. Values for the Group are reviewed on a year-on-year basis and on the basis of the data provided in the financial statements to determine the source and correctness of deviations. The parent company requires evidence from the management systems of subsidiaries where applicable.

The Supervisory Board was notified of the results of DMA and IRO and made no comments on the assessments presented.

The Group has an Internal Audit function that responds to all reported irregularities, but also performs audits according to a pre-planned schedule. In 2025, the internal audit department carried out activities associated with the assessment of the implementation of the environmental policy, including the management of post-production waste. Within the framework of the audit, the application of the regulations in force concerning the coordination and supervision of activities related to the environmental policy in Boryszew Group was examined. The analysis showed that, in the vast majority of cases, procedures are followed, but areas for improvement were identified that should be mitigated through the implementation of controls, communication mechanisms and the quality of data collected, so that to contribute to more reliable ESG reporting. The need for a more complete implementation of the existing order regarding the use of own resources and the disposal of post-production waste within the potential of the Boryszew Group was emphasised. The audit department also highlighted the impact of new regulations limiting lead concentrations in the working environment and biological material, a significant challenge for one company. Consequently, measures are in place to reduce worker exposure, including a review of technological processes, an analysis of personal protective equipment and additional monitoring and control procedures

The Group's risk management and internal controls over ESG reporting is not separate. These issues are managed under existing procedures for the management and control of the Group's operations. The Group controls sustainability reporting internally through data verification by a dedicated ESG expert team, a steering committee, oversight by members of the Management Board, support from 3rd party advisors, oversight by the Audit Committee of the Supervisory Board, and also Group's internal audit and attestation services.

[SBM-1]

Description of important product groups offered

SEGMENT

Metals	Automotive	Circular Economy
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OUR OFFER

Aluminium and alloy wire rods, non-conductor wire rods, wires and bare aluminium conductors/wires, brass alloy and multicomponent alloy tubes, brass alloy rods and wires, zinc-titanium plate, zinc and zinc-aluminium wire, cast alloys for metallurgy, zinc oxides, lead oxides, long rolled products, forged and rolled rings and rims, forged products, seamless steel tubes, steel ingots and steel processing services	A/C hoses for the transport of liquids and gases for passenger vehicles and trucks. Serialised high-quality plastic parts for the automotive sector, used inside and outside of cars	Hazardous waste disposal, industrial waste water treatment, battery recycling, refined lead and its alloys
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CUSTOMERS

Automotive, energy, electrical engineering, construction, chemical, petrochemical, mechanical engineering, shipbuilding and gas industries	Global vehicle manufacturers (OEMs)	Industrial companies, medical sector, local authorities and recycling centres
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SEGMENT

Energy	Chemical products	Other
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OUR OFFER

Gas and electricity trading	Coolants for passenger vehicles, trucks, agricultural vehicles, as well as for electrical vehicles and AC systems, de-icing fluids, automotive cosmetics and plastic products and fibres, plasticisers	Brokerage and property management (investment land, warehouse and production facilities and office space)
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CUSTOMERS

Industrial companies, local authorities	Automotive, agriculture, packaging industry	Manufacturing companies
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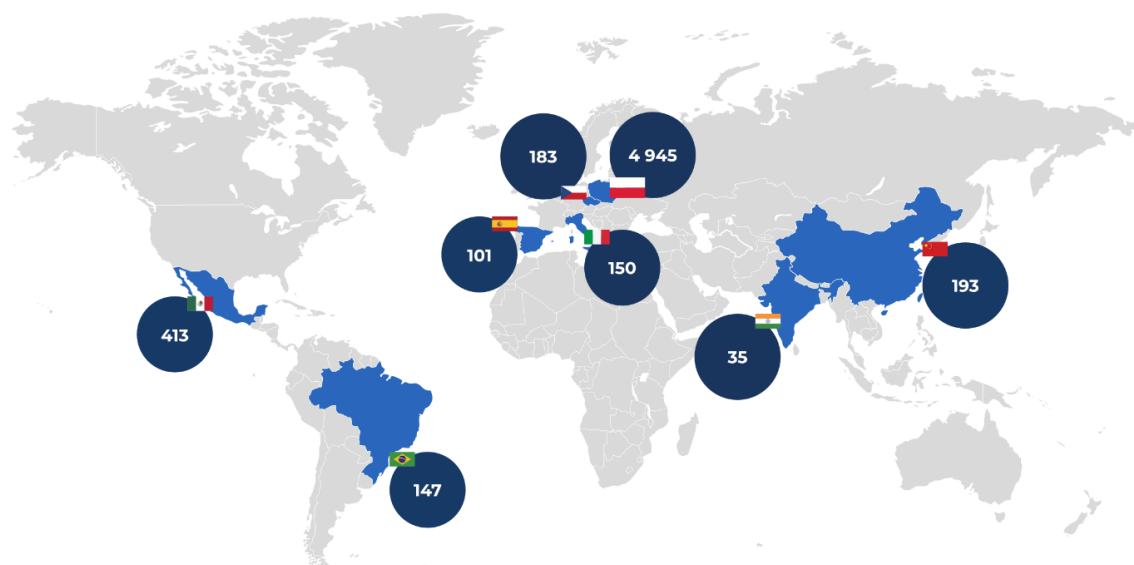
Additional information on customers and markets is available in the Report of the Management Board on activities of Boryszew S.A. Capital Group in 2025 in chapter 6. Core business, markets, sources of supplies and competition

Production facilities in segments:

SEGMENT	FACILITIES
Automotive	Boryszew S.A. Oddział Maflow w Tychach, Maflow Spain Automotive S.L.U., Maflow France Automotive S.A.S., Maflow BRS s.r.l., Maflow Components Dalian Co. Ltd., Maflow do Brasil Ltda., Boryszew Automotive Mexico S.DE R.L.DE C.V., MAFMEX S.DE R.L.DE C.V., Maflow Polska Sp. z o.o., Maflow India Private Limited, Boryszew Automotive Plastics Sp. z o.o., ICOS GmbH in bankruptcy under self-administration, Theysohn Kunststoff GmbH in bankruptcy under self-administration, Theysohn Formenbau GmbH in bankruptcy under self-administration, Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy*, AKT plastikářská technologie Čechy, spol. s.r.o., Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration*, Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Plastic Rus Ltd., Maflow Plastics Poland Sp. z o.o., Boryszew Deutschland GmbH in liquidation, Boryszew HR Service Sp. z o.o., Boryszew Maflow Sp. z o.o.
Metals	Walcownia Metali Dziedzice S.A., ZM SILESIA S.A., NPA Skawina Sp. z o.o., Metal Zinc Sp. z o.o., Alchemia S.A., Huta Bankowa Sp. z o.o., Laboratoria Badań Batory Sp. z o.o., RAPZ Sp. z o.o.,
Circular Economy	Polski Cynk Sp. z o.o., Baterpol S.A., Baterpol Recycler Sp. z o.o., Zakład Utylizacji Odpadów Sp. z o.o.,
Energy	Boryszew S.A. Boryszew Energy branch, Boryszew Green Energy & Gas Sp. z o.o., Boryszew Inwestycje Sp. z o.o.,
Chemical products	Boryszew S.A. Elana branch, Boryszew S.A. Oddział Boryszew ERG, Elimer Sp. z o.o.
Other	Boryszew S.A. – Centrala, Boryszew Nieruchomości Sp. z o.o., Boryszew Assets Sp. z o.o., Boryszew Property Sp. z o.o., "onesano" S.A., Hornet – Polskie Drony Sp. z o.o.

*companies: Boryszew Kunststofftechnik Deutschland GmbH in bankruptcy, Boryszew Oberflächentechnik Deutschland GmbH in bankruptcy under self-administration, Boryszew Formenbau Deutschland GmbH in bankruptcy under self-administration and Boryszew Plastic Rus Sp. z o.o. were consolidated until 30 April 2025

Total number of own employees (expressed in number of persons at the end of the year): **6 167**



Breakdown of total revenues

OPERATING SEGMENTS	REVENUES [PLN MILLION]
Metals	2.335.44
Automotive	1.347.95
Circular Economy	448.51
Energy	720.48
Chemical products	149.21
Other	32.38
Consolidation exclusions	-197.47
TOTAL FROM REPORT [NOTE]	4 836.50

Revenues presented in accordance with the requirements of the EU Taxonomy are described in the section on this disclosure.

Boryszew S.A. Energy Branch in Toruń is involved in natural gas trading for Group's own needs and for 3rd party customers.

Revenue from the sale of gaseous fuel: PLN 336.54 million

Revenue derived from natural gas business consistent with systematics: none.

2025 - 2029 Boryszew Group strategy

Boryszew Group incorporates sustainability-related issues and objectives directly into its ongoing operations and its current business strategy. Boryszew S.A., adopted for implementation the revision of the business strategy for Boryszew Group for 2025-2029 in June 2025. The document is updated by a revision, carried out during the strategy update process, and is an expansion of the document published in April 2024 with a time horizon of 2024 – 2028. The main 2024 strategic objectives were revised and expanded to include additional initiatives, based on an analysis of the dynamically changing macroeconomic and legislative environment. Boryszew Group's value growth in 2025 - 2029 will be built on the basis of four pillars of responding to business trends, risks and opportunities, included in the strategic development platform. Each pillar focuses on one of the key areas of safety: economic, resources, region and organisational development.

Strategic opportunities and risks and Boryszew Group's response (according to the strategy for 2025 - 2029).

ANALYSIS OF STRATEGIC RISKS AND OPPORTUNITIES		RISKS AND OPPORTUNITIES	GROUP RESPONSE	
1	GLOBAL CUSTOMS POLICY	RISKS	<ul style="list-style-type: none"> • MAJOR increase in customs duties • Economic slowdown • Disparities in development • Price pressure 	<ul style="list-style-type: none"> • Increase in added value of products • Focus on local suppliers and customers • Segment, product and geographic diversification
		OPPORTUNITIES	<ul style="list-style-type: none"> • Innovation and value-added growth • CBAM, European market protection 	<ul style="list-style-type: none"> • Building resilience to business cycles • Processing of metals included in the list of strategic and critical METALS for Europe
2	ARMED CONFLICTS	RISKS	<ul style="list-style-type: none"> • Destabilisation 	<ul style="list-style-type: none"> • Development of new business lines – special production based on own resources
		OPPORTUNITIES	<ul style="list-style-type: none"> • Increase in defense spending 	<ul style="list-style-type: none"> • Cross-industry collaboration
3	CLIMATE RISKS / ADAPTATION TO CLIMATE CHANGES	RISKS	<ul style="list-style-type: none"> • Climate change • Transformation • Rising production costs • Pressure from customers (lower emissions) 	<ul style="list-style-type: none"> • Participation in the electromobility development trend • Energy transition - product and offer participation
		OPPORTUNITIES	<ul style="list-style-type: none"> • Energy transformation • Improved efficiency of machinery • Technology development • CBAM, market protection 	<ul style="list-style-type: none"> • Establishing emission reduction targets • Investment in the implementation of circular economy assumptions • Participation in market protection instruments
4	HUMAN CAPITAL	RISKS	<ul style="list-style-type: none"> • Aging society • Changing lifestyle and work expectations 	<ul style="list-style-type: none"> • Production optimisation • Process automation
		OPPORTUNITIES	<ul style="list-style-type: none"> • Digitalisation • Automation • New production technologies 	<ul style="list-style-type: none"> • Competency development, upskilling

Key strategic initiatives include:

- Implementation of Maflow's SpeedUp strategy in the Automotive Segment, i.e., optimisation of the resources held and expansion on markets with high growth potential (Brazil, India, China);
- Development of a higher value-added product offering in the Metals Segment;
- Development of a new business line based on existing resources - specialised production of products for military and civilian applications;
- Expansion and construction of hazardous and municipal waste transformation facilities, modernisation of the Konin and Sochaczew wastewater treatment plants and efficient management of the industrial waste cycle as part of the Circular Economy segment operations;
- Construction of 3 battery energy storage systems (BESS) with capacities of 3 MW, 3 MW and 4 MW, respectively, in the Energy Segment (revision of the target included in the Strategy published on 17 April 2024, previously providing for the construction of BESS with capacities of 50 MW and 5 MW);
- Utilising 100% net green electricity for production by 2030, BESS* and further development of the Boryszew Sustainability Horizon 2030 initiative. (* For Scope 1 and base year 2024 (as the year of first measurement based on GHG Protocol and ESRS Standard))

For a detailed description of the product and service groups and their evaluation, see chapter E1-3 - Activities and resources in relation to climate policy.

Boryszew Sustainability Horizon 2030 is a strategic initiative embedded in the business strategy of Boryszew CG, where the organisation develops and aligns policies, procedures and KPIs with growing expectations of partners and the changing sustainability regulations. The Boryszew Sustainability Horizon 2030 initiative is an initiative of an improvement process on an annual basis, based on data acquired through non-financial reporting and the achievement of goals of strategic initiatives included in business strategy of Boryszew CG, as well as legislative monitoring, dialogue with stakeholders and revisions of IRO, DMA, and gap analyses.

Strategic business initiatives included in the 2025 -2029 document embedded in the assumptions of sustainable development:

- Managing sustainability-related business risks and opportunities (including climate risks, access to human capital, compliance)
- Active participation in the energy transition – at the product and offer level, as well as through investments in own assets
- Active participation in the development of the electromobility market
- Closing the circular loop, increasing recycling levels in production processes
- Developing portfolio of product featuring reduced emissions

The sustainability goals of the Boryszew Sustainability Horizon 2030 were revised during the business strategy revision process, based on the 2024 sustainability reporting. A detailed assessment of the offer in relation to the sustainability objectives is described in section E1-3.

E	CLIMATE CHANGE ADAPTATION	TIME HORIZON
E 1.1	Developing a transition plan (decarbonisation plan)	4Q 2026
E 1.2	Utilising 100% net green electricity for production by 2030, while reducing emissions from fossil sources by 50% (base year 2024, scope 1, GHG Protocol)	2030
E 1.3	Preparing an analysis of energy efficiency improvement	4Q 2026
E 1.4	Increase in energy efficiency - developing measurement KPIs and guidelines - implementation	4Q 2026
E 1.5	Analysis and development of guidelines for reducing the carbon footprint in scopes 2 and 3	4Q 2028
E 1.6	Analysis of the growth of recycling levels in the Group	4Q 2027
E 1.7	Developing rules for industrial waste management	2Q 2026
S	HUMAN CAPITAL DEVELOPMENT	TIME HORIZON
S 1.1	Assessment of potential and implementation of new technologies and production management systems	2030
S 1.2	Reducing the wage gap	2030
S 1.3	Conformity of OHS systems	Ongoing process
S 1.4	<i>Development and implementation of stakeholder dialogue mechanisms</i>	4Q 2025 <i>(implemented)</i>
S 1.5	Analysis of the impacts associated with its own workforce and employees in the value chain	2Q 2026
G	ESG COMPLIANCE	TIME HORIZON
G 1.1	Ensuring compliance of existing policies with sustainable development Directives	Ongoing process
G 1.2	Developing ESG-consistent policies, in particular:	to 2028
	<i>Sustainable development for suppliers</i>	4Q 2025 <i>(implemented)</i>
	<i>Sustainable procurement</i>	3Q 2026

G 1.3	Alignment of policies with CSRD and the "Women on Boards" Directive	2Q 2026
G 1.4	Implementing Enterprise Risk Management ESG into the organisation's processes: mitigating risks associated with transformation	1Q 2028
G 1.5	Implement an end-to-end Cyber Security policy and performance measurement KPIs	2Q 2026

Business Model of Boryszew Group

Boryszew Group is one of the largest private industrial groups in Poland, as well as a leading processor of non-ferrous metals in Poland and Central and Eastern Europe, and one of the largest Polish producers of automotive components. External industry regulations, internal operating procedures established at various organisational levels are taken into account when conducting operations.

The Boryszew Group operates 29 production facilities, located at 4 continents and in 8 countries - Poland, Spain, Italy, the Czech Republic, Mexico, Brazil, India and China. 21 facilities from all Business Segments are located in Poland. Overseas units are exclusively in the Automotive Segment.

Given the internal diversity of Boryszew Group companies and Boryszew S.A. branches, it is advisable to apply different methods of action, proportional both to the identified key risks as well as the nature of a specific company or branch.

Boryszew S.A. as the parent company of the Capital Group acts as the initiator and coordinator of procedures which are then implemented, with some modifications reflecting the nature of relevant entities, in operating units. It is often the case that the initiative in the scope of creation of due diligence procedures is also on the part of entities in which the need for introduction of regulation arose. As a result, the extent of formalised ESG policies varies across Group entities.

Boryszew Group operates in the following operating segments:

- Automotive Segment,
- Metals Segment,
- Chemicals segment.
- Circular Economy Segment
- Energy Segment
- The Other segment (companies, not assigned to the above segments, involved activities related to real estate and Capital Group management, etc.).

Value chain

Boryszew Group pursues an extensive and diversified value chain, due to its diversified business profile. Upstream operations include mining sectors and primary production of steel alloys, non-ferrous metals and plastics, technical raw materials for further processing into products offered by production facilities of the Group as well as electricity producers and entities including industrial companies and recyclers generating waste processed in the units in the Circular Economy Segment.

In proprietary operations, individual value creation processes are tailored to the type of business of the entity, for which the consolidating entity, as a holding company, establishes key good quality and management practices.

Group's downstream operations are equally diversified - consisting mainly of B2B (construction, mining and manufacturing) entities, including when trading and distributing products dedicated to the consumer and end user.

Nearly 93% of sales revenue is generated in Europe. The Group's supply chain is global.

Boryszew Group identifies a wide range of stakeholders throughout its value chain, including upstream (logistics and supply), Group operations, and downstream (distribution, use, waste management). Stakeholders were identified based on actual operations in the supply chain, production and distribution. They also include employees in the value chain and Boryszew Group employees, customers, business partners.

The social and environmental impact of the business was also considered, including relations with the external environment (local communities, government bodies, media).

Value chain

EXTERNAL ENVIRONMENT

EXTERNAL ENVIRONMENT					
		Business partners Financial institutions Capital market Shareholders Investors Equity analysts	Media Business and finance media General news media Local media Industry media Other media outlets Key Opinion Leaders	Social partners Local communities Trade unions Social context Environment Public administration Control and regulatory bodies	
		UPSTREAM	OWN OPERATIONS	DOWNSTREAM	
CRADLE	Business partners	Raw materials suppliers	Processed materials suppliers Energy resources suppliers Products and services suppliers Transport and Logistics Workers in the value chain	Governing bodies Workers Processes of production, operations and support, R&D, sales and customer service Social partners Dialogue processes	Business partners Direct customers Distributors Transport and logistics Waste management Workers in the value chain

In the upstream stage of Boryszew Group's value chain, which includes logistics and supply, numerous business partners play a key role, including suppliers of raw materials, feedstock, energy raw materials as well as products and services necessary for operations. Employees in the value chain, particularly those employed by supply companies, are also involved in the process. Social partners, such as local communities and the environment as the surroundings of the organisation, who may be affected by the mining, transport or energy operations of the business partners of the entities in BCG, also have a significant impact on this phase. In addition, an important role is that of government authorities as well as transportation and logistics entities that support the operation of the supply chain and oversee its conformity with environmental laws and standards.

Where it concerns Boryszew Group itself, internal organisational processes involving the organisation's authorities, employees and social partners, including employee representatives, are crucial. These stakeholder groups play an important role in shaping strategy, implementing policies and managing day-to-day operations.

In the downstream stage of the value chain, different stakeholders involved in the final stages of a product's life play a key role. Business partners are responsible for both the use and further development of products, cooperating with employees in the value chain and social partners, including representatives of local communities. Particularly important are direct customers and end-users who directly use products and influence products' efficiency and operation. Equally important is environment protection, where the environment can be both a beneficiary and a victim of improper waste management. Processes in this area are also supported by public administration, transportation and logistics as well as business partners, responsible for arranging the collection, recovery and further use of products at the end of their life cycle.

In addition to this, the organisation's environment was also identified among the stakeholders: public administration and control and regulatory bodies that shape the legal and regulatory framework, affecting the company's conformity with regulations and the availability of public support. The media also play an important role, including general news, local, industry, and business and financial media, which shape the company's image and keep the public and stakeholders up-to-date on company's operations. This group also includes social partners - such as local communities, trade unions and the broader social environment, representing the interests of society, the environment and employees. Financial institutions support the company's operations at the strategic and operational levels, while the capital market, including shareholders, investors and stock market analysts, monitor and evaluate organisation's financial performance and growth potential. Others include KOL's (Key Opinion Leaders), who influence the perception of a brand in the public space through their expertise or authority in a particular field.

[SBM-2]

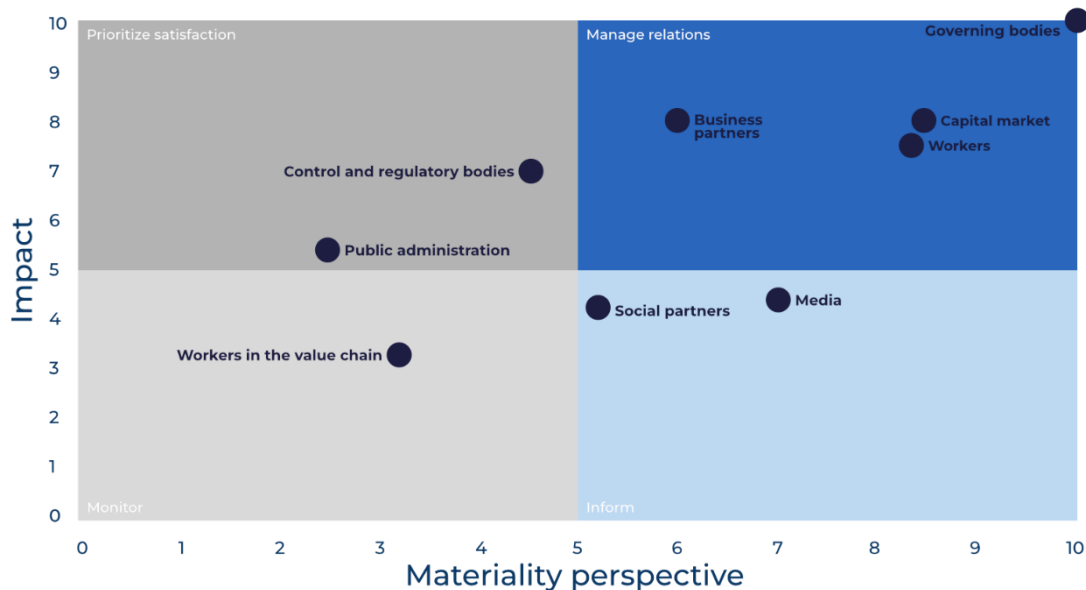
Boryszew Group considers the views and interests of stakeholders obtained in the course of its ongoing operations. Issues that are relevant from a stakeholder perspective are reflected in the business processes and priorities of the units in terms of product development and quality, emission reductions, increasing health and safety levels and ensuring due diligence in own operations and the supply chain. Information on stakeholder expectations is communicated to the Bodies of the organisation.

When assessing the value chain for the double materiality assessment, Boryszew Group identified 9 groups of key stakeholders.

The stakeholder mapping process was performed at the individual level, then the data extracted from the companies were consolidated to provide a complete picture of engagement and forms of dialogue at the Group level. Values consolidated by the "data informed" analysis method - the result of the consolidating unit was adopted, taking into consideration the analysis, evaluation and correction of unit data. Mathematical average calculations give an underestimated result, for example, where the owner of the dialogue process with a particular stakeholder is singularly absent. Correction of data after considering the following non-count parameters: the owners of the main processes (example: the owners of the dialogue with the media or investors are assigned to the consolidating unit) and the analysis of the forms of dialogue, which is the accepted standard of the organisation.



In 2025 the Group adopted a Stakeholder Dialogue Policy, which establishes a framework for managing stakeholder dialogue, builds transparent, ethical relationships and engages and helps understand the needs and expectations of different stakeholder groups. The document covers all Boryszew Group entities, customers, employees, suppliers, shareholders, local communities, regulatory institutions, NGOs, media and other entities with a significant impact on the company's operations.



The policy is based on the three core principles of the AA1000 standard (accountability principles standard 2008):

1. Basic Inclusivity Principle: active inclusion in the dialogue those stakeholders who are influenced by Boryszew Group and those who influence Boryszew Group companies.
2. Materiality principle: identifying and focusing on the most important business and ESG issues for Boryszew Group or its stakeholders.

3. Responsiveness principle: responding to reported needs of stakeholders affecting Boryszew Group's sustainable development activities, informing and justifying decisions.

The group conducts dialogue based on the following matrix of dialogue forms:

	STAKEHOLDER CATEGORY	PURPOSE OF DIALOGUE	FORMS OF DIALOGUE	MANAGEMENT BOARD/SUPERVISORY BOARD NOTIFICATION METHOD
Internal stakeholders	Manages relationships			
	Authorities of the organization	provides full information, reports takes into consideration in the decision-making process collects and assesses feedback, refers to it implements guidelines maintains relationships	consultation on strategic issues, regular meetings, information flow	direct involvement in the dialogue and in the form of management summaries
	Employees	provides necessary information, applies internal communication practices and employer branding collects and assesses feedback, refers to it	briefings, meetings, internal communication, workshops and training, surveys, whistleblower channel	direct involvement in the dialogue and in the form of management summaries
	Capital market (investors, analysts, shareholders)	provides information, reports implements investor relations tools	conferences on results, interim and current reports, investor chats, meetings with Boards of Directors, communication channel updates	direct engagement in dialogue
	Business partners (suppliers, service providers, and customers and clients)	provides information conveys and meets expectations collects and assesses feedback continuously, proactively manages relationships	audits, meetings, specifications, documentation provision questions, supplier surveys, email correspondence, attendance at trade fairs and industry conferences, contract compliance, whistleblower channel	direct involvement in the dialogue and in the form of management summaries
External stakeholders	Informs			
	Social partners (including an environmental representative and trade unions, local residents and local level authorities)	communicates business decisions evaluates available feedback, anticipates expectations verifies potential risks and possible changes in the weight of influence or interest	dialogue with the employer, meetings, formal correspondence, CSR activities (e.g. sponsorship of local initiatives), whistleblower channel	direct involvement in the dialogue and in the form of management summaries
	Media	implements the communication plan builds relationships	press conferences, meetings and interviews, press releases, communication	direct engagement in dialogue

	positions the organisation's experts	channel updates, media monitoring	
	evaluates available feedback, anticipates expectations		
Maintains satisfaction			
Public administration and regulators	meets expectations and responds to needs	ensures conformity with contracts, reports, provides explanations	direct involvement in the dialogue and in the form of management summaries
	implements policies and procedures		
	fulfils obligations (compliance)		
Monitors			
Employees in the value chain	verifies potential risks and possible changes in the weight of influence or interest	evaluates and monitors potential risks, conducts audits, whistleblower channel	indirectly in the form of management summaries
	conducts audits		
	manages the policy of cooperation with suppliers		
	has procedures for whistleblowers		

The organisation's bodies are regularly informed of the views and interests of stakeholders according to stakeholder categories. The Management Board and the Supervisory Board received documentation of the DMA process and the results of consultations with the Trade Unions. The results of the dialogue with employees and their representatives are reflected in the remuneration rules and working conditions. Trade unions cooperate with the Boards on the issue of working conditions. The expectations of business partners are communicated directly to Management Boards and Supervisory Boards and influence the Group's product offering and corporate culture. The Management Board is a direct addressee of cooperation with media. The expectations of the capital market are communicated and presented directly to the bodies of the organisation.

[SBM-3]

Double materiality assessment identified 8 topics as material, all of which were evaluated over three time horizons (K - short-term, M - medium-term, D - long-term). A description of impacts disaggregated by segment in topics, ESRS E2, and ESRS E5, and on a consolidated basis for ESRS E1, ESRS E3, ESRS S1, ESRS S2, ESRS G1 and own topic of cyber security, is presented in the table below.

Material impacts

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
METALS	E1 CLIMATE CHANGE	Climate change adaptation	negative	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	Production facilities are located in urbanised and industrial areas. Production is exposed to interruptions in the supply of energy, water and raw materials. Extreme weather events (heat, drought, intense rainfall) have the potential to affect process stability, infrastructure and HSE.
		Climate change mitigation	positive	existing and potential	K, M, D	UPSTREAM, DOWNSTREAM	Production facilities in the Metals Segment are actively participating in the process of industrial transformation by developing a lower-carbon offering (through an increase in the proportion of recycled raw materials and new technological processes). Strategy of the Group also involves reducing the impact of fossil fuel emissions. In addition, the Metals Segment's product offering can be used the energy transition process. The products are used in power grid expansion projects, infrastructure projects in the course of transformation and in vehicles of all types of propulsion, so the development of the offer, the development of new products and the reduction of the environmental footprint in the available offer influence the value chain.
		Climate change mitigation	negative	potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	The processing of steel and non-ferrous metals is highly energy intensive and contributes to the generation of greenhouse gas emissions. The high share of fossil fuels in the energy mix, in the medium to long term, is neutralised by investments in own renewable sources, purchasing guarantees of origin. In the long term, also the lower costs of implementing sustainable technologies.
		Energy	negative	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	Processing involves very high electricity and gas consumption. Significant energy use also affects the stability and availability of energy, which can affect the continuity of production processes in and around the organisation.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
	E2 POLLUTION	Air pollution	negative	existing and potential	K, M, D	OWN OPERATIONS	Production processes of the units generate emissions into the air, which are reduced through the use of protective equipment. Monitoring of emissions is in place.
		Water pollution	negative	potential	K, M, D	OWN OPERATIONS	There is a risk of substances from technological processes entering waterways in an accident or improper wastewater management.
		Soil contamination	negative	potential	K, M, D	OWN OPERATIONS	The storage of raw materials, chemicals, auxiliary materials, oils and waste, as well as the operation of technical equipment, involve potential impacts in the form of spills and leakage into the ground.
		Potentially hazardous substances	negative	existing and potential	K, M, D	OWN OPERATIONS, DOWNSTREAM	Operations use potentially hazardous substances, generating potential negative impacts on the environment and employee health, requiring strict control and regulatory compliance.
		Substances of very high concern	negative	existing and potential	K, M, D	OWN OPERATIONS, DOWNSTREAM	The substances or materials produced and some of those used are subject to the regulation of substances of very high concern, but their use is controlled and limited to the necessary technological processes, in compliance with the applicable legal standards.
E3 WATER AND MARINE RESOURCES		Water consumption	negative	existing and potential	K, M, D	OWN OPERATIONS	Production facilities use significant amounts of water in their production processes, which represents a real and potential negative impact on local water resources, especially under conditions of limited availability.
		Water intake	negative	existing and potential	K, M, D	OWN OPERATIONS	Water intake for production activities can affect the availability of water resources especially during periods of drought.
		Water discharge	negative	existing and potential	K, M, D	OWN OPERATIONS	Discharge of run-off and rainwater can be a potential negative impact on the aquatic environment
E5 CIRCULAR ECONOMY		Resources introduced, including resource utilisation	negative	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS	The processing of steel and non-ferrous metals generates a significant impact both in own operations and in the supply chain, due to the significant use of primary raw materials (additionally pre-processed for use in the plant process).
		Discharged resources related to products and services	negative	existing and potential	K, M, D	OWN OPERATIONS, DOWNSTREAM	The offer generates a negative environmental impact with the potential to recycle and reuse materials.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
		Waste	negative	existing and potential	K, M, D	OWN OPERATIONS	Production processes feature low recycling rates and generate a range of non-recyclable industrial waste (requiring disposal). The companies' activities lead to generation of industrial waste, requiring effective management, segregation and recovery
AUTOMOTIVE	E1 CLIMATE CHANGE	Climate change adaptation	negative	existing and potential	K, M, D	OWN OPERATIONS,	Production facilities are located in urbanised and industrial parks. Production is exposed to interruptions in the supply of energy, water and raw materials. Extreme weather events (heat, drought, intense rainfall) have the potential to affect process stability, infrastructure and HSE.
		Climate change adaptation	negative	existing and potential	K, M, D	UPSTREAM, DOWNSTREAM	Production is exposed to sudden weather events (heat waves, droughts, intense rainfall), which affects resource availability and continuity in the supply chain
		Climate change mitigation	negative	existing and potential	K, M, D	OWN OPERATIONS	Production is carried out in conformity with the environmental standards expected by customers (large car companies).
		Climate change mitigation	positive	existing and potential	K, M, D	DOWNSTREAM	Maflow Group's products, due to their use also in electric and hybrid vehicles, achieve a lower environmental footprint during use, which can be assessed as a positive downstream effect.
		Energy	negative	existing and potential	K, M, D	OWN OPERATIONS	The production of components and hoses for gases and liquids in vehicles is carried out using a moderate amount of energy (mainly electricity), which affects CO2 emissions into the atmosphere.
		Energy	negative	existing and potential	K, M, D	UPSTREAM, DOWNSTREAM	Components used in production using aluminium, steel, rubber, plastic, among others, are energy-intensive in the supply chain.
	E2 POLLUTION	Microplastics	negative	existing and potential	K, M, D	OWN OPERATIONS, DOWNSTREAM	Applicable only to BAP companies, the production of plastic components fitted to vehicles can generate microplastic emissions in the process and during use.
	E3 WATER AND MARINE RESOURCES	Water consumption	negative	existing and potential	K, M, D	OWN OPERATIONS	Production processes feature low water consumption.
		Water intake	negative	existing and potential	K, M, D	OWN OPERATIONS	Production processes feature low water consumption.
		Water discharge	negative	existing and potential	K, M, D	OWN OPERATIONS	Water from washing and etching processes is treated as waste.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
	E5 CIRCULAR ECONOMY	Resources introduced, including resource utilisation	negative	existing and potential	K, M, D	OWN OPERATIONS	Introduced resources: aluminium, plastic, steel, rubber - affect the depletion of natural resources due to the use of primary raw materials for processing.
		Resources introduced, including resource utilisation	negative	existing and potential	K, M, D	UPSTREAM	Introduced resources: aluminium, plastic, steel, rubber - affect the depletion of natural resources due to the use of primary raw materials for processing.
		Discharged resources related to products and services	negative	existing and potential	K, M, D	OWN OPERATIONS	Oil filtering, material recovery (e.g. plastic mill), use of process cuttings, reuse of plastic and cardboard packaging.
		Discharged resources related to products and services	negative	existing and potential	K, M, D	DOWNSTREAM	The range features a long life cycle (up to 15 years from first installation) - which affects the use of natural resources. Due to the combination of components from different materials, recycling products is a challenge.
		Waste	negative	existing and potential	K, M, D	OWN OPERATIONS	The production process generates waste that requires further management, some of which is reused in the production process.
		Waste	negative	existing and potential	K, M, D	DOWNSTREAM	The production process generates industrial waste that requires further management, some of which is reused in the production process.
CIRCULAR ECONOMY	E1 CLIMATE CHANGE	Climate change adaptation	negative	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	Production facilities of the Circular Economy Segment are primarily responsible for the thermal conversion of hazardous waste. Production facilities are located in urbanised and industrial areas. Production is exposed to interruptions in the supply of energy, water and raw materials. Extreme weather events (heat, drought, intense rainfall) have the potential to affect the environment, process stability, infrastructure and health and safety.
		Climate change mitigation	positive	existing and potential	K, M, D	DOWNSTREAM	ZUO Konin facility processes waste into alternative fuels, a raw material that replaces fossil fuels in the cement production process. Group's strategy is to develop its plant portfolio to include plants that use waste as an alternative source of heat and power (medium and long-term perspective) - thus closing the circular loop for non-recyclable waste. Lead production from ores (primary) is an extremely energy- and emission-intensive process (mining, crushing, transport, roasting). Lead production from battery scrap (secondary) uses an estimated 75% less energy than primary production. By providing recycled lead,

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
							Baterpol is realistically reducing the global carbon footprint of the automotive industry.
		Climate change mitigation	negative	existing and potential	K, M, D	OWN OPERATIONS	Hazardous waste treatment facilities are part of the closure of the (non-recyclable) waste cycle, thus contributing to the region's waste security, but the disposal processes generate emissions to the environment, thus having an impact on the generation of greenhouse gases and other pollutants resulting from the process. Among other things, ZUO Konin participates in projects to decommission hazardous waste landfills. Improperly managed waste pollutes the soil, water and air, and landfills are a significant source of methane (CH ₄), a greenhouse gas. Baterpol recycles batteries, which reduces the need for primary raw materials and reduces the carbon footprint over the product lifecycle, but the process itself is carbon intensive.
		Energy	negative	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	The plants in Katowice, Świętochłowice and Konin have high energy consumption.
E2 POLLUTION		Air pollution,	negative	existing and potential	K, M, D	OWN OPERATIONS, DOWNSTREAM	Waste disposal generates emissions of substances from the process into the air - these are mitigated by flue gas cleaning processes, in accordance with integrated permits and BAT conclusions.
		Water pollution	positive	existing and potential	K, M, D	UPSTREAM	ZUO Konin plant is active in the treatment of industrial wastewater, thereby reducing the pollutants emitted into the water from the surrounding industrial plants.
		Water pollution	negative	potential	K, M, D	OWN OPERATIONS	Potential risks of ingress of substances treated or that are the end product of a waste disposal process (e.g. lead stored on site) as a result of an industrial accident or natural disaster. Risks are mitigated.
		Soil contamination	negative	potential	K, M, D	Own operations	Potential risks of ingress of substances treated or that are the end product of a waste disposal process (e.g. lead stored on site) as a result of an industrial accident or natural disaster. Risks are mitigated.
		Potentially hazardous substances	negative	existing and potential	K, M, D	OWN OPERATIONS, DOWNSTREAM	Potential risks of substances that are treated or that are the end product of the waste disposal process (e.g. lead, potential risk of heavy metals, petroleum substances, inorganic pollutants entering soil and water) as a result of an accidental event. Risks are mitigated.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
		Substances of very high concern	negative	existing and potential	K, M, D	OWN OPERATIONS, DOWNSTREAM	Potential risks of substances that are treated or that are the end product of the waste disposal process (e.g. lead, potential risk of heavy metals, petroleum substances, inorganic pollutants entering soil and water) as a result of an accidental event. Risks are mitigated.
	E3 WATER AND MARINE RESOURCES	Water consumption	negative	existing and potential	K, M, D	OWN OPERATIONS	Processing involves moderate water use.
		Water intake	negative	existing and potential	K, M, D	OWN OPERATIONS	Processing involves moderate water use.
		Water discharge	negative	existing and potential	K, M, D	OWN OPERATIONS	Processes generate low levels of water discharge, which is additionally treated on site before it enters the municipal network.
	E5 CIRCULAR ECONOMY	Resources introduced, including resource utilisation	negative	existing and potential	K, M, D	UPSTREAM,	Input resources are hazardous waste - mainly battery scrap and hazardous waste, contaminated soil and industrial effluent.
		Resources introduced, including resource utilisation	positive	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	Input resources are hazardous waste - mainly battery scrap and hazardous waste, contaminated soil and industrial effluent generated by other companies and market players. Another organisation's waste becomes a raw material at the Segment's facilities.
		Discharged resources related to products and services	positive	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS	Minimising downstream use of primary raw materials, reducing fossil fuel consumption. Mainly lead and lead alloys, alternative fuel from waste.
		Waste	negative	existing and potential	K, M, D	DOWNSTREAM	The waste disposal process generates waste that requires further management
ENERGY AND REAL ESTATE, HEADQUARTERS AND OTHER	E1 CLIMATE CHANGE	Climate change adaptation	negative	existing and potential	K, M, D	UPSTREAM, DOWNSTREAM	Office and industrial spaces (energy consumers and tenants) are located in urban and industrial areas where climate change (heat waves, intense precipitation, possible utility interruptions) can affect the safe operation of installations, technical infrastructure, water management and working conditions for employees.
		Climate change mitigation	negative	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	A significant impact is due to the high consumption of gas and the low share of renewable electricity.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
		Energy	negative	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	The high share of fossil fuels in the energy mix, in the medium to long term, is neutralised by investments in own renewable sources, purchasing guarantees of origin.
	E3 WATER AND MARINE RESOURCES	Water: water consumption, water abstractions, water discharges	negative	existing and potential	K, M, D	OWN OPERATIONS	The Segment generates high intake and discharge of water for domestic use which affects water resources.
CHEMICAL PRODUCTS	E1 CLIMATE CHANGE	Climate change adaptation	negative	existing and potential	K, M, D	OWN OPERATIONS	Production facilities are located in urbanised and industrial areas. Production is exposed to interruptions in the supply of energy, water and raw materials. Extreme weather events (heat, drought, intense rainfall) have the potential to affect process stability, infrastructure and HSE.
		Climate change mitigation	negative	existing and potential	K, M, D	OWN OPERATIONS	Production facilities feature a moderate energy intensity, however, due to the energy mix in Poland, it is still mainly fossil fuels that contribute to atmospheric emissions.
		Energy	negative	existing and potential	K, M, D	OWN OPERATIONS	The high share of fossil fuels in the energy mix, in the medium to long term, is neutralised by investments in own renewable sources. In the long term, also the lower costs of implementing sustainable technologies and raw materials with a reduced carbon footprint, which are currently difficult to replace.
	E2 POLLUTION	Air pollution,	negative	existing and potential	K, M, D	OWN OPERATIONS, DOWNSTREAM	Production processes of the units generate emissions into the air, which are reduced through the use of protective equipment. Monitoring of emissions is in place.
		Water pollution	negative	existing and potential	K, M, D	OWN OPERATIONS	There is a risk of substances from technological processes entering waterways in an accident or improper wastewater management.
		Soil contamination	negative	existing and potential	K, M, D	OWN OPERATIONS	The storage of raw materials, chemicals and the operation of technical equipment involve potential impacts in the form of spills and leakage into the ground.
		Potentially hazardous substances	negative	existing and potential	K, M, D	OWN OPERATIONS	Substances that are ingredients in products can have a negative impact on humans and the environment. ERG:R&D is working on changes to formulations that do not have potentially hazardous substances in them
		Substances of very high concern	negative	existing and potential	K, M, D	OWN OPERATIONS	Operations use SVHC substances, generating potential negative impacts on the environment and employee health, requiring strict control and regulatory compliance. R&D Department of Boryszew ERG is working on changes to formulations that do not

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
							have SVHC substances in them, aiming to exclude SVHC substances from circulation
		Microplastics	negative	existing and potential	K, M, D	OWN OPERATIONS	PET raw material are used in production, which can result in its release during the process and impact on the environment and humans.
		Microplastics	negative	existing and potential	K, M, D	DOWNSTREAM	The raw material used in production can release plastic microbeads at the operational stage, which can affect the environment and humans.
	E3 WATER AND MARINE RESOURCES	Water consumption	negative	existing and potential	K, M, D	OWN OPERATIONS	Production facilities use moderate amounts of water in their production processes, which represents a real and potential negative impact on local water resources, especially under conditions of limited availability.
		Water intake	negative	existing and potential	K, M, D	OWN OPERATIONS	Water intake for production activities can affect the availability of water resources especially during periods of drought.
		Water discharge	negative	existing and potential	K, M, D	OWN OPERATIONS	Water discharges can affect the security of water resources.
	E5 CIRCULAR ECONOMY	Resources introduced, including resource utilisation	negative	EXISTING AND POTENTIAL	K, M, D	UPSTREAM, OWN OPERATIONS	The processing of PET raw material and liquids (chemicals) generates a significant impact both in own operations and in the supply chain.
		Discharged resources related to products and services	negative	EXISTING AND POTENTIAL	K, M, D	OWN OPERATIONS, DOWNSTREAM	Products can have a negative impact on the environment and humans(industrial chemicals) and present challenges for end-of-life recycling, which can affect levels of waste pollution.
		Waste	negative	EXISTING AND POTENTIAL	K, M, D	OWN OPERATIONS	The companies' activities lead to generation of industrial waste, requiring effective management, segregation and recovery Impact is also identified in the value chain due to the need to manage waste generated during the use stage of products.
CONSOLIDATED	S1 OWN EMPLOYEE RESOURCES	Job security	negative	actual	K, M, D	OWN OPERATIONS	In the reporting year, the process of production facilities closures and the associated redundancies reduced the sense of job security for some employees, constituting a negative impact, despite the application of statutory and additional protection mechanisms (severance payments and redundancy conditions).

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
		Job security	positive	actual			With more than 6 000 employees, the Group provides stable employment conditions and income continuity (based on long-term employment contracts), which has a positive impact on the security and professional stability of employees and low turnover. Representatives of the Social Side unanimously confirmed the high stability of employment. The Group employs staff under employment contracts, does not use non-standard contracts and labour laws are complied with. Participants unanimously rated this area as important and the impact of the organisation as positive.
		Operation time	negative	potential	K, M, D	OWN OPERATIONS	The organisation of work time, including the use of a shift system for production workers, can have a negative impact on workers. Despite following the Labour Code in terms of work hours, the shift system has the potential to adversely affect the wellbeing of employees.
		Adequate pay	negative	potential	K, M, D	OWN OPERATIONS	The level of remuneration has a significant impact on the financial security and wellbeing of employees, being one of the key issues raised by employees and their representatives. The Group's remuneration policies, which take into account the minimum wage levels in force in each country, have the effect of reducing the risk of inadequate pay.
		Social dialogue	positive	actual	K, M, D	OWN OPERATIONS	The activities of the companies in the Group foster the implementation of social dialogue, which is important for employees and trade unions.
		Freedom of association, works councils and workers' rights to information, consultation and participation	positive	actual	K, M, D	OWN OPERATIONS	Companies support, within the limits of the applicable law, the right of employees to freedom of association and consultation, which is important from the perspective of employees and their representatives.
		Collective bargaining, including percentage of employees covered by collective agreements	positive	actual	K, M, D	OWN OPERATIONS	Some of the employees are subject to bargaining, within the limits of the applicable law, which has a positive impact on the employees in the organisation.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
		Work-life balance	negative	potential	K, M, D	OWN OPERATIONS	Work organisation affects employees' work-life balance and wellbeing. The Group's impact is significant from a stakeholder perspective. No incidents of violations of workers' rights in this regard are ever recorded.
		Occupational health and safety (OHS)	negative	existing and potential	K, M, D	OWN OPERATIONS	The Group's heavy manufacturing operations involve significant actual and potential negative impacts on employee health and safety due to the risk of occupational accidents, including serious accidents. In the automotive sector, meanwhile, the impact is also significant from the perspective of customers, for whom occupational safety standards are an important part of their expectations of suppliers.
		Gender equality and equal pay for work of equal value	negative	potential	K, M, D	OWN OPERATIONS	The specific nature of industrial activity can negatively affect gender equality aspects, which can have a negative impact on the motivation and quality of employees' work. The Group carries out its equality duties within the limits of existing law.
		Training and skills development	negative	potential	K, M, D	OWN OPERATIONS	Moderate levels of training and competence development programmes can affect the motivation and professional development of employees. Insufficient training can result in loss of access to qualified staff and reduced competitiveness.
		Employment and integration of persons with disabilities	negative	potential	K, M, D	OWN OPERATIONS	Due to the type of production, it is not fully possible to adapt all workstations for people with disabilities, which may result in a lack of career opportunities for this group of employees.
		Measures to prevent violence and harassment in the workplace	negative	potential	K, M, D	OWN OPERATIONS	The formation of an appropriate organisational culture and the functioning of mechanisms to prevent violence and harassment in the workplace affect the safety of employees. Preventive policies and reporting methods are in place - these are measures within the limits of current law.
		Diversity	negative	potential	K, M, D	OWN OPERATIONS	A potential for gender inequality exists. Due to the type of activity (industrial production), some jobs are filled more often by men. No cases of other types of inequality or exclusion were observed.
		Privacy	negative	potential	K, M, D	OWN OPERATIONS	The processing of employees' personal data affects the right to privacy, and a negative potential impact may exist in the case of data protection breaches.
S2 WORKERS IN		Job security	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the job security of suppliers' employees. The organisation identifies negative

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
	THE VALUE CHAIN						impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Operation time	negative	potential	K, M, D	UPSTREAM	The Group can have a negative impact on the organisation of the work time of suppliers' employees. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Adequate pay	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the salaries of suppliers' employees. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Social dialogue	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the freedom of social dialogue of supplier employees. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Freedom of association, works councils and workers' rights to information, consultation and participation	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the freedom of association, organisation and consultation of supplier employees. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Collective bargaining, including percentage of employees covered by collective agreements	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the freedom of collective bargaining of supplier employees. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Work-life balance	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the work-life balance of suppliers' employees. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
		Occupational health and safety (OHS)	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the occupational safety of suppliers' employees, particularly those carrying out contracted work on its own sites. Due to the nature of production (heavy industry), workers are particularly vulnerable to the occurrence of accidents at work. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Gender equality and equal pay for work of equal value	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on gender balance and equality among supplier employees. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Training and skills development	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the development of supplier employees' skills. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Employment and integration of persons with disabilities	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on increasing levels of job availability and professional development for supplier employees due to the type of production. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Measures to prevent violence and harassment in the workplace	negative	potential	K, M, D	UPSTREAM	The group can have a negative impact on the shaping of the organisational culture and thus the comfort, sense of security and well-being of suppliers' employees. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Diversity	negative	potential	K, M, D	UPSTREAM	The Group may have a negative impact on the level of diversity among its supplier employees due to the type of production. The organisation identifies negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Child labour	negative	potential	K, M, D	UPSTREAM	The potential selection of unethical suppliers may influence the occurrence of child labour incidents in the supply chain. The organisation identifies potential negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
		Forced labour	negative	potential	K, M, D	UPSTREAM	The potential selection of unethical suppliers may influence the occurrence of forced labour incidents in the supply chain. The organisation identifies potential negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Adequate housing	negative	potential	K, M, D	UPSTREAM	The potential selection of unethical suppliers may influence the occurrence of incidents related to the failure to provide adequate housing for workers in the supply chain. The organisation identifies potential negative impacts and applies elements of the human and labour rights due diligence process to its relationships with suppliers and subcontractors.
		Privacy	negative	potential	K, M, D	UPSTREAM	The processing of personal data of suppliers' employees affects the right to privacy, and a negative potential impact may exist in the case of data protection breaches.
G1 Business conduct		Corporate culture	positive	existing and potential	K, M, D	OWN OPERATIONS	The goal of Boryszew Group is to build a strong, diversified company that is resilient to business cycles and to continuously increase stakeholder value. The Group also pursues its mission and vision through policies and codes relating to important aspects of its relationship with the environment. Boryszew S.A. was subject to the principles of corporate governance in 2025, which were set out in the document "Corporate Governance. "Best Practices for Companies Listed on the WSE 2021" ("DPSN 2021"). Issuers apply the DPSN 2021 rules voluntarily. The company's COMPLY ratio is 87% (comparatively for the steel sector and the WIG80, the ratio is 80%.
		Protecting whistleblowers	negative	potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	Given the long and varied value chain and the significant number of employees, GKB identifies a potential negative impact, which may be due to fear of reporting incidents (reports are not anonymous) or inadequate knowledge of the possibility to report via the platform (insufficient knowledge of the tool and whistleblowers' rights).
		Supplier relationship management, including payment practices	negative	existing and potential	K, M, D	UPSTREAM, OWN OPERATIONS	The Group is experiencing delays and payment bottlenecks that can affect liquidity in the supply chain. The Group influences the relationship through its procedures and policies for working with suppliers.

SEGMENT	ESRS TOPIC	ESRS SUB-TOPIC	NATURE AND TYPE OF IMPACT	TYPE OF IMPACT	PERSPECTIVE	PRESENCE IN VALUE CHAIN	IMPACT DESCRIPTION
		Corruption and bribery Prevention and detection, including training	negative	potential	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	The organisation is vulnerable to the occurrence of corrupt incidents both as an actor and as a source of the incident, which can negatively affect the principles of cooperation and competitiveness in the business environment. The Group implemented an anti-corruption policy.
		Corruption and bribery Incidents	positive	actual	K, M, D	UPSTREAM, OWN OPERATIONS, DOWNSTREAM	Incidents of corruption did not occur.
	Own topic	Cyber security	negative	potential	K, M, D	OWN OPERATIONS	Cyber security is an important area for both the Group and its stakeholders, as inadequate security can have a negative impact on data security, operational stability and the trust of partners and customers.

RISKS AND OPPORTUNITIES

ESRS TOPIC	ESRS SUB-TOPIC		DESCRIPTION	MEGATRENDS AND TRENDS	GROUP RESPONSE
E1 CLIMATE CHANGE	Climate change adaptation	Risk	Regulatory risk: Introduction of new regulations and legal requirements to reduce greenhouse gas emissions and adapt to climate change may increase companies' operating and investment costs.	Climate transformation	Including reduction targets and energy efficiency gains in the 2025 - 2029 business strategy
	Climate change adaptation	Risk	Financial risk Companies may face problems in access to financing if they fail to demonstrate adequate climate change adaptation measures, which could affect their creditworthiness.	Climate transformation	
	Climate change mitigation	Risk	Risk of taxes and emission fees: An increase in the cost of greenhouse gas emissions through the Emissions Trading Scheme (ETS) or other forms of fees could affect the profitability of companies, in particular those that emit a lot of CO2.	Climate transformation	
	Climate change mitigation	Risk	Risks due to the transition to renewable energy: Investments in renewable technologies such as solar, wind and geothermal energy can be costly and time-consuming. In addition, some technologies may require significant infrastructure redesign.	Energy transformation	The business strategy and model respond to the challenges and see opportunities to increase the value of the company in active participation in the process of energy transformation
	Energy	Risk	Regulatory risk: Changing rules and regulations on energy consumption and emissions may force companies to make costly adjustments and invest in new technologies.	Energy transformation	
	Energy	Opportunity	Investments in renewable energy sources: Companies can invest in renewable energy sources such as solar or wind power, which can lead to cost savings in the long run and reduce dependence on fossil fuels.	Energy transformation	
E2 IMPURITIES	Air pollution	Risk	Regulatory risk: The introduction of stricter air emissions regulations could increase companies' operating and investment costs, forcing adjustments to production processes and technology.	Climate transformation	High level of risk mitigation in day-to-day operations, conformity with environmental standards and best available practices, monitoring of emission.

ESRS TOPIC	ESRS SUB-TOPIC		DESCRIPTION	MEGATRENDS AND TRENDS	GROUP RESPONSE
	Air pollution	Opportunity	Improving energy efficiency: Implementing solutions to reduce air pollutants is often associated with improvements in energy efficiency, which can lead to cost savings and improve company's competitiveness.	Climate transformation	
	Water pollution	Risk	Regulatory risk: The introduction of stricter water pollution regulations could increase companies' operating and investment costs, forcing them to adapt their production processes and technologies to the new regulatory requirements.	Climate transformation	
E3 WATER AND MARINE RESOURCES	Water	Risk	Risks associated with water pollution: Exposure to consequences of contamination of drinking water or rivers, which can lead to inadequate availability of water.	Climate transformation	High level of risk mitigation in day-to-day operations, conformity with environmental standards and best available practices, monitoring of emission.
E5 CIRCULAR ECONOMY	Resource impacts, including resource utilisation	Opportunity	Leveraging the circular economy. The opportunity to introduce business models based on the principles of a circular economy, in which products are designed to be reused or recycled at the end of their useful life, which can help reduce waste and pollution.	Circular economy	Company sees business opportunities in active participation in processes related to the circular economy
	Impact of resources related to products and services	Risk	Increase in raw material costs. Fluctuations in raw material prices can lead to higher production costs for companies, especially those that are heavily dependent on specific raw materials or that import raw materials from abroad.	Reindustrialisation	Issue managed at the level of day-to-day operations as a material business risk.
	Impact of resources related to products and services	Opportunity	Investment in efficient use of natural resources. The ability to invest in technologies and processes to increase resource efficiency, which can reduce consumption of raw materials, energy and water, and reduce environmental impact.	Reindustrialisation	
	Waste	Opportunity	Investment in waste recovery and treatment technologies can enable companies to use waste as recyclable materials or energy, helping to reduce landfilled waste and environmental impact.	Reindustrialisation	Included in the 2025 - 2029 business strategy as a new Circular Economy Segment

ESRS TOPIC	ESRS SUB-TOPIC		DESCRIPTION	MEGATRENDS AND TRENDS	GROUP RESPONSE
S1 OWN EMPLOYEE RESOURCES	Work conditions	Risk	Increased risk of accidents. Poor health and safety conditions can lead to an increase in workplace accidents, thus increasing compensation costs and worker absenteeism.	Aging population, limitations in access to skilled workforce	Issue managed at the level of day-to-day operations as a material business risk.
	Work conditions	Risk	Problems in hiring talent. Companies with poor working conditions may face difficulties in attracting and retaining talented employees, thus limiting their competitiveness.	Aging population, limitations in access to skilled workforce	
	Work conditions	Opportunity	Increasing productivity. Improved working conditions can lead to higher employee productivity, which directly leads to better financial performance of the company.	Aging population, limitations in access to skilled workforce	
	Equal treatment and equal opportunities for all	Risk	Legal risks and sanctions. Failure to ensure equal opportunity and treatment can lead to lawsuits, fines and legal sanctions, which can be costly for the company.	Gender gap	
	Equal treatment and equal opportunities for all	Opportunity	Conformity with laws and regulations. Equal opportunity measures can help companies comply with legal requirements, avoiding potential sanctions and costs associated with non-compliance.	Gender gap	
	Equal treatment and equal opportunities for all	Opportunity	Monitoring and auditing systems in place to ensure that employees' rights are respected and unsustainable practices are countered.	Corporate responsibility	
S2 WORKERS IN THE VALUE CHAIN	Work conditions	Risk	Improper work conditions: Failure to ensure safe and sanitary work conditions at different stages of the value chain, which can lead to accidents and health problems for employees.	Corporate responsibility	Compliance
	Work conditions	Risk	Human rights violations: Risk of human rights violations related to forced labour or lack of respect for employees' privacy, which can lead to lawsuits, fines and damage to company's reputation.	Corporate responsibility	
	Work conditions	Opportunity	Supplier audit: Conducting regular audits of suppliers to assess conformity with child and forced labour laws and implement corrective measures for violations.	Corporate responsibility	

ESRS TOPIC	ESRS SUB-TOPIC		DESCRIPTION	MEGATRENDS AND TRENDS	GROUP RESPONSE
G1 BUSINESS CONDUCT	Corporate culture	Opportunity	Developing employee potential. Investing in the development and training of employees can increase their competencies and skills, which will help increase productivity and meet their development needs.	Human capital development	Development projects at individual companies within the Group, aligned with labour market challenges
	Supplier relationship management, including payment practices	Opportunity	Building trust and reputation. Companies with fair and transparent practices in supplier management can gain a reputation as reliable business partners, which may attract new customers and investors.	Corporate responsibility	Compliance
	Corruption and bribery	Opportunity	Avoiding financial and legal penalties. Effective prevention of corruption and bribery helps companies avoid heavy financial and legal penalties to protect their resources and financial stability.	Corporate responsibility	
	Protecting whistleblowers	Opportunity	Preventive and corrective actions. Preventive measures in place to minimise the risk of irregularities and effectively taking corrective action should irregularities occur can improve the efficiency of the incident reporting process.	Human capital development	
	Supplier relationship management, including payment practices	Risk	Supply chain disruptions. Inadequate supplier relationship management can lead to delays or interruptions in deliveries, thus affecting company's ability to fulfill orders and maintain production continuity.	Resilience	Issue managed at the level of day-to-day operations as a material business risk.
	Supplier relationship management, including payment practices	Opportunity	Improving supply chain flexibility. Good supplier relationship management can increase the flexibility of supply chain so it can more quickly adapt to changing market conditions.	Resilience	
OWN TOPIC	Cyber security	Risk	Inadequate protection of IT networks can pose a risk of information leak, leak of sensitive and confidential data of both customers, employees and organisation and result in high costs of restoring network stability and repairing effects of attacks.	Zero Trust Model	Issue managed at the level of day-to-day operations as a material business risk.
	Cyber security	Opportunity	When investing in the security and stability of ICT networks organisation can both build trust with counterparties and avoid the costs associated with cyber security risks.	Zero Trust Model	

ESRS E1 (sub-topics: Climate change adaptation, Climate change mitigation, Energy), ESRS E2 (sub-topics: pollution of air, pollution of water), ESRS E5 (sub-topics: Resource inflows, including resource use, Resource outflows related to products and services, Waste), ESRS G1 (sub-topics: Supplier Relationship Management, including payment practices, Corruption and Bribery), and its own topic Cyber Security have been considered as relevant financially.

The Group benefits from an exemption from disclosure of expected financial impacts.

The Group did not conduct an analysis of resilience of strategy and business model in terms of its ability to counter its material impacts and risks and to take advantage of material opportunities. Boryszew Group identified no current and anticipated effects of material impacts, risks and opportunities on the business model, value chain, strategy and decision-making process as intended by the legislator and the ESRS Standard, but the aforementioned issues are part of the organisation's current operations and are reflected in the strategy.

Compared to the previous year, the presentation of significant impacts in ESRS E1, ESRS E2, ESRS E3, ESRS E5 topics was disaggregated compared to previous year. It is due to the method of carrying out the review by Business Segment for these issues. More on the review process is revealed in IRO-1.

[IRO-1]

The double materiality assessment for Boryszew Group in 2024 included the identification and assessment of key aspects of sustainable development. The process was carried out in accordance with ESRS conformity standards. The double materiality assessment and determination of opportunities and risks was performed between 1 September and 15 October 2024 in accordance with due diligence principles, together with representatives of all companies in Boryszew Group, representing all geographies in which the company operates. More than a dozen in-depth meetings with representatives of the Group were held during the assessment. The DMA and IRO process was followed by consultations with stakeholders. The results of the dialogue were analysed in the process of refining the Strategy. The results of assessments were internally audited and reported to the Steering Committee. As of today, not all risks are incorporated in the Group's risk management system. Risks associated with climate transformation, emissions and pollution, access to skilled labour and corporate governance are managed by the business risk management process. For the double materiality assessment the Group used data from available regulations, including maximum penalties, as well as internal analyses and reasonably available estimates of the costs of materialising risks.

The results of the double materiality assessment were approved by the Parent Company's Management Board and communicated to the Supervisory Board.

In the third quarter of 2025 the Group launched the process of revising the double materiality assessment. As a result of the review by Segments, the Group identified relevant topics in E areas in the disaggregation into Segments and from S and G areas on a consolidated basis.

The financial thresholds applied during the original DMA process were also reviewed. The process for determining the reasonableness of the 2026 revision is scheduled for the third quarter.

Methodology and scope of the analysis

The dual materiality assessment was performed according to the following scope:

1. Defining the time horizon:

The assessment covered three time horizons, consistent with the perspective indicated in ESRS:

- Short-term - the period consistent with the reporting period in financial statements;
- Medium-term - the period from the end of the short-term reporting period to five years;
- Long-term - more than five years.

2. Preliminary analysis of ESRS topics:

Topics irrelevant to Group's operations that are not directly or indirectly related to Group's operations were excluded.

3. Assessment of impact of activities

Group's positive or negative impact on the topic was determined. In conflicts of impacts, the one of greater materiality was selected. During meetings it was determined if the impact was more material in the company's own operations or in the value chain. The results show the area in which the impact was more significant.

IROs were analysed by actual, present in the reporting year and potential. Materiality in the case of an actual impact is based on severity, which in the case of a negative impact involves scale, extent and irreversible nature. In

contrast, in the case of a positive impact, materiality is based only on scale and scope. For potential impacts, materiality additionally includes an assessment of the likelihood of their occurrence.

4. Identification and assessment of risks and opportunities:

During in-depth meetings with Group teams, risks and opportunities were assessed for each topic identified in ESRS. Impacts in the short, medium and long-term horizons were assessed. A five-point rating scale was used:

- 5 - critical
- 4- high
- 3- moderate
- 2 - low
- 1- minimal

In total, more than 700 risks and opportunities were assessed

5. Ocena wpływu pośredniego i bezpośredniego

It was assessed whether Group's activities have a direct impact on its operations or an indirect impact through the value chain.

6. Determining the severity of impact:

Representatives of Group companies defined for in each area how the company's operations affect the environment and people and what risks and opportunities may be involved. It was determined whether the impacts are actual impacts - those that have occurred or are ongoing - and potential impacts, i.e. those that are likely to occur in the short, medium or long term. For each topic, in the case of positive actual impacts, the scale and scope of the impact was defined and in the case of negative impacts, the scale, scope, nature of irreversibility was defined, while in the case of potential impacts the probability is also defined. Assessments covered three time horizons.

Scale:

5 – full (At this level, the organisation generates very serious consequences of its activities. Actions carried out on this scale in the case of negative impacts may involve catastrophic effects on the environment or society, and in the case of positive ones significant improvements in the environment or social conditions)

4 - high (at this level, activities of the organisation have serious positive or negative effects. Negative effects can be controlled or minimised using appropriate measures and positive effects can trigger changes in the local environment or community)

3 - medium (at this level, the scale of impact is clear, but it is time-limited in nature. Activities with negative impacts may cause disruptions that are felt by stakeholders but do not lead to long-term or serious damage, those with positive impacts are not material for the environment or people)

2 - low (at this level, the scale is minimal and hardly noticeable to the environment or community. The activities and their effects can be easily controlled, posing no material threat or positive change to ecosystems or community)

1- minimum (The scale of activities and impacts are minimal and hardly noticeable to the environment or community, can be easily controlled and pose no threat to ecosystems or community)

Range:

5 - Global (world) - the number of people affected or the magnitude of the environmental impact is very large – the scope is global (across all continents)

4 - Widespread (Europe) - number of people affected or magnitude of environmental impact is high – scope is international

3 - Medium (Poland) - the number of people affected or the magnitude of the environmental impact is moderate the scope is national or affects most of the Group

2 - Concentrated (county, province) - the number of people affected or the environmental impact is small, the scope is regional or affects a few people in the organisation

1 - Limited (site, locality) - minimal or no negative or positive impact

Nature of irreversibility:

5 - elimination is not possible

4 – very difficult to eliminate

3 – difficult to eliminate

2-elimination is possible

1– reversible

7. Assessment of financial effect:

Financially material issues in the context of sustainable development were identified. The assessment covered issues that could significantly affect the Group, including its growth, financial condition, performance, cash flow, access to financing and cost of capital over different time horizons. The assessment was based on prior identification of opportunities and risks and estimation of costs should they occur in the short, medium and long term. Financial impacts from potential risks and opportunities were identified using a five-point financial impact scale. The financial levels were determined taking into consideration Group's revenues in the financial statements.

Financial effect:

Group revenue in 2024: 5 116 PLN million;

5 - very high (PLN 80 million or more);

4 - high (approximately PLN 32 million);

3 - medium (approximately PLN 24 million);

2 - low (PLN 12 million);

1 - very low (less than PLN 1 million);

5 - very high risk/financial opportunity - increase/decrease in the price of raw materials in the value chain, outlays, profits/start-ups, impact on liquidity or the cost of raising capital is estimated to be above PLN 80 million;

4 - high risk/financial opportunity - increase/decrease in the price of raw materials in the value chain, outlays, profits/starts, impact on liquidity or cost of raising capital is estimated to be between PLN 32 million and PLN 80 million;

3 - moderate risk/financial opportunity - increase/decrease in the price of raw materials in the value chain, outlays, profits/starts, impact on liquidity or cost of raising capital is estimated to be between PLN 12 million and PLN 24 million;

2 - low risk/financial opportunity - increase/decrease in the price of raw materials in the value chain, outlays, profits/starts, impact on liquidity or cost of raising capital is estimated to be between PLN 1 million and PLN 12 million;

1 - no financial implications for the user of the report - less than PLN 1 million annual revenue.

8. Assessment of the likelihood of risks and opportunities materialising:

The likelihood of certain financial effects in the short, medium and long term was assessed, using a 5-point scale:

Likelihood:

5 - very high probability (bordering on certainty) that IRO will materialise and/or will very often materialise periodically (bordering on certainty, continuous in nature);

4 - high probability that IRO will materialise and/or will often materialise periodically (occurs several times a year, regularly);

3 - IRO can and will materialise from time to time (may occur once a year);

2 - low probability of materialisation and/or IRO may materialise occasionally (may occur once every 2-5 years);

1 - very low probability of occurrence (once every 5-10 years or not at all).

9. Determining the materiality threshold:

When assessing materiality, materiality thresholds were established in accordance with internal procedures for risk analysis. The horizontal axis determines the likelihood, the vertical axis determines the severity of impact and the severity of financial effect. The severity of a positive impact was determined as the average of scale and scope, and of a negative impact as the average of scale, scope and nature of irreversibility. In the assessment carried out

in accordance with the prudence principle, attention was paid to human rights issues, taking the approach that in case of a serious impact on human rights, its severity outweighs its likelihood. However, the Group does not identify significant cases of serious severity for human rights.

The maximum severity rating for actual impacts is 5 (for negative impacts it is the average of three scores [extent, scale, irreversibility], i.e. $(5+5+5)/3 = 5$. For positive influences it is the average of the two scores [range and scale], i.e. $(5+5)/2 = 5$. For potential impacts, the severity is multiplied by the probability, where the maximum probability value is 5. In the case of human rights, where the potential irreversible effect is 4 or 5, it is not multiplied by the probability. The impact would automatically be significant.

Actual impacts are qualified as material if they receive a score of at least 3.

Potential impacts are qualified as significant if they get a score of at least 8.

The organisation has the option to consider impacts as significant (e.g. based on scientific evidence) without assessing severity. The analysis identified such impacts, relevant from a stakeholder perspective.

Very high and high impacts are considered significant in the impact materiality analysis. Prioritisation of impacts is done on the basis of assessments made by the Group. A 4-point scale is used to prioritise:

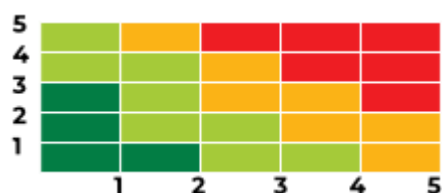
Very high (equal to or above 4 for actual impact and equal to or above 15 for potential impact) - requires immediate analysis and adaptation of response to the organisation's level of control;

High (equal to or above 3 to 4 for actual and equal to or above 8 to 15 for potential) - requires a response within a specified time period that takes into account the organisation's level of control;

Moderate (equal to or above 2 to 3 for actual and equal to or above 4 to 8 for potential) - requires observation, actions adapted to the situation;

Low (less than 2 current and equal to or above 4 for potential) - needs to be observed, no action adapted to the situation

Materiality thresholds in the Group's risk management system (vertical axis: probability, horizontal axis: effect).



Very high - requires an immediate response or is an opportunity with very high potential to be exploited

High - requires a response within 3-6 months or is an opportunity with high potential to be exploited

Moderate - requires observation, actions adapted to the situation

Low - requires observation, no actions

Very high and high risks and opportunities are considered material in the financial materiality analysis.

10. Revision and calibration of results:

A debriefing meeting was held to calibrate the results and review relevant topics, impacts, opportunities and risks.

Impacts and pollution risks are identified and managed by entities to obtain and maintain environmental permits, including integrated permits, and for ISO certification. Boryszew Group's business model directly considers opportunities associated with the development of processes aimed at minimising the negative impact of pollution on the environment (disposal of hazardous waste, including post-industrial waste, wastewater treatment plants, battery recycling).

The results of the DMA process are shown in Table SBM-3.

[IRO-2]

As part of the double materiality assessment, the following topics ESRS E1, ESRS E2, ESRS E3, ESRS E5, ESRS S1, ESRS S2, ESRS G1 and the Cyber Security own topic were identified as relevant based on the adopted thresholds. The Group also considered topics important from a stakeholder perspective despite not exceeding the thresholds set in the method.

The DMA was the process by which the Boryszew Group identified relevant information on the sustainability IRO. Significant impacts, risks and opportunities for the Group arise either from impacts or from dependencies and other factors related to the strategy and business model adopted. The Group assessed the materiality of its impacts, risks and opportunities based on appropriate quantitative and/or qualitative thresholds related to the potential financial impact on performance. The outcome of the process is a materiality matrix including a list of IROs, presented to the Management Board for final approval. The criteria are described in IRO-1.

Disclosure symbol and designation	Page number
BP-1 General basis for preparation of the sustainability statement	94
BP-2 Disclosures in relation to specific circumstances	94
GOV-1 The role of the administrative, management and supervisory bodies	96
GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	102
GOV-3 Integration of sustainability related performance in incentive schemes	102
GOV-4 Statement on due diligence	103
GOV-5 Risk management and internal controls over sustainability reporting	104
SBM-1 Strategy, business model and value chain	105
SBM-2 Interests and views of stakeholders	113
SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	116
IRO-1 Description of the process to identify and assess material impacts, risks and opportunities	140
IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	145
E1 Climate change	153
EU taxonomy	153
E1-1 Climate change mitigation transition plan	169
E1 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	169
E1-2 Policies related to climate change mitigation and adaptation	169
E1-3 Actions and resources in relation to climate policy	169
E1-4 Targets related to climate change mitigation and adaptation	172
E1-5 Energy consumption and mix	173
E1-6 Gross scopes 1, 2, 3 and total GHG emissions	175
E1-7 Greenhouse gas removal and mitigation project	186
E1-8 Internal arrangements for greenhouse gas emission charges	186
E2 Pollution	186
E2-1 Policies related to pollution	186
E2-2 Actions and resources related to pollution	187
E2-3 Targets related to pollution	188
E2-4 Pollution of air, water and soil	188
E2-5 Substances of concern and substances of very high concern	190
E3 Water and marine resources	193
E3-1 Policies related to water and marine resources	193

E3-2 Actions and resources related to water and marine resources	193
E3-3 Targets related to water and marine resources	193
E3-4 Water consumption	194
E5 Resource use and circular economy	195
E5-1 Policies related to resource use and circular economy	195
E5-2 Actions and resources related to resource use and circular economy	195
E5-3 Targets related to resource use and circular economy	195
E5-4 Resource inflows	195
E5-5 Resource outflows	196
S1 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	199
S1-1 Policies related to own workforce	199
S1-2 Processes for engaging with own workers and workers' representatives about impacts	199
S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns	201
S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	202
S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	203
S1-6 Characteristics of the undertaking's employees	203
S1-8 Collective bargaining coverage and social dialogue	205
S1-9 Diversity metrics	206
S1-10 Adequate pay	206
S1-14 Health and safety metrics	206
S1-16 Compensation metrics (pay gap and total compensation)	207
S1-17 Incidents, complaints and severe human rights impacts	208
S2 Workers in the value chain	209
G1 Business conduct	210
G1-1 Corporate culture and business conduct policies	210
G1-2 Management of relationships with suppliers	212
G1-3 Prevention and detection of corruption and bribery	213
G1-4 Confirmed incidents of corruption or bribery	214
G1-6 Payment practices	214
Own topic - Cyber security	216

Disclosure requirement and related data point	Page number	Reference to the regulation on sustainability-related disclosures in the financial services sector	Reference pillar 3	Reference to the benchmark regulation	Reference to European climate law
ESRS 2 GOV-1 Board's gender diversity paragraph 21(d)	97	Indicator No. 13, Table 1, Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21(e)	97			Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS 2 GOV-4 Statement on due diligence paragraph 30	103	Indicator No. 10, Table 3, Annex I			
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40(d)(i)		Indicator No. 4, Table 1, Annex I	Article 449a Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 (28), Table 1: Qualitative information on environmental risks and Table 2: Qualitative information on social risk	Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40(d)(ii)		Indicator No. 9, Table 2, Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40(d)(iii)		Indicator No. 14, Table 1, Annex I		Article 12(1), Delegated Regulation (EU) 2020/1818 (29), Annex II, Delegated Regulation (EU) 2020/1816	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40(d)(iv)				Article 12(1), Delegated Regulation (EU) 2020/1816, Annex II, Delegated Regulation (EU) 2020/1816	
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14	169				Article 2(1), Regulation (EU) 2021/1119
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16(g)	169		Article 449a, Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book - Climate change transition risk: credit quality of exposures by sector, emissions and residual maturity	Article 12(1)(d)-(g) and 12(2), Delegated Regulation (EU) 2020/1818	
ESRS E1-4	172	Indicator No. 4, Table 2, Annex I	Article 449a, Regulation (EU) No. 575/2013; Commission Implementing	Article 6, Delegated Regulation (EU) 2020/1818	

Disclosure requirement and related data point	Page number	Reference to the regulation on sustainability-related disclosures in the financial services sector	Reference pillar 3	Reference to the benchmark regulation	Reference to European climate law
GHG emission reduction targets paragraph 34			Regulation (EU) 2022/2453, Template 3: Banking book - Climate change transition risk: alignment metrics		
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	173	Indicator No. 5, Table 1 and Indicator No. 5, Table 2, Annex I			
ESRS E1-5 Energy consumption and energy mix paragraph 37	173	Indicator No. 5, Table 1, Annex I			
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40-43	174	Indicator No. 6, Table 1, Annex I			
ESRS E1-6 Scope 1, 2, 3 GHG and total GHG paragraph 44	175	Indicators No. 1 and 2, Table 1, Annex I	Article 449a, Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book - Climate change transition risk: credit quality of exposures by sector, emissions and residual maturity	Article 5(1), Article 6 and Article 8(1), Delegated Regulation (EU) 2020/1818	
ESRS E1-6 Gross GHG emissions intensity paragraphs 53-55	175	Indicator No. 3, Table 1, Annex I	Article 449a, Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book - Climate change transition risk: alignment metrics	Article 8(1), Delegated Regulation (EU) 2020/1818	
ESRS E1-7 GHG removals and carbon credits paragraph 56	186				Article 2(1), Regulation (EU) 2021/1119
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66				Annex II, Delegated Regulation (EU) 2020/1818, Annex II, Delegated Regulation (EU) 2020/1816	
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66(a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66(c)			Article 449a, Regulation (EU) No. 575/2013; paragraphs 46 and 47, Commission Implementing Regulation (EU) 2022/2453; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk		

Disclosure requirement and related data point	Page number	Reference to the regulation on sustainability-related disclosures in the financial services sector	Reference pillar 3	Reference to the benchmark regulation	Reference to European climate law
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy efficiency classes paragraph 67(c)			Article 449a, Regulation (EU) No. 575/2013; paragraph 34, Commission Implementing Regulation (EU) 2022/2453; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral		
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69				Commission Delegated Regulation (EU) 2020/1818, Annex II	
ESRS E2-4 Amount of each pollutant listed in Annex II of the EPRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	188	Indicator No. 8, Table 1, Annex I, Indicator No. 2, Table 2, Annex I, Indicator No. 1, Table 2, Annex I, and Indicator No. 3, Table 2, Annex I			
ESRS E3-1 Water and marine resources paragraph 9	193	Indicator No. 7, Table 2, Annex I			
ESRS E3-1 Dedicated policy paragraph 13	193	Indicator No. 8, Table 2, Annex I			
ESRS E3-1 Sustainable oceans and seas paragraph 14	193	Indicator No. 12, Table 2, Annex I			
ESRS E3-4 Total water recycled and reused paragraph 28(c)	194	Indicator No. 6.2, Table 2, Annex I			
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	194	Indicator No. 6.1, Table 2, Annex I			
ESRS E5-5 Non-recycled waste paragraph 37(d)	197	Indicator No. 13, Table 2, Annex I			
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	197	Indicator No. 9, Table 1, Annex I			
ESRS 2 SBM-3-S1 Risk of incidents of forced labour paragraph 14(f)	199	Indicator No. 13, Table 3, Annex I			
ESRS 2 SBM-3-S1 Risk of incidents of child labour paragraph 14(g)	199	Indicator No. 12, Table 3, Annex I			

Disclosure requirement and related data point	Page number	Reference to the regulation on sustainability-related disclosures in the financial services sector	Reference pillar 3	Reference to the benchmark regulation	Reference to European climate law
ESRS S1-1 Human rights policy commitments paragraph 20	199	Indicator No. 9, Table 3 and indicator No. 11, Table 1, Annex I			
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 21	199			Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	199	Indicator No. 11, Table 3, Annex I			
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	200	Indicator No. 1, Table 3, Annex I			
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32(c)	200	Indicator No. 5, Table 3, Annex I			
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88(b) and (c)	206	Indicator No. 2, Table 3, Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illnesses paragraph 88(e)		Indicator No. 3, Table 3, Annex I			
ESRS S1-16 Unadjusted gender pay gap paragraph 97(a)	206	Indicator No. 12, Table 1, Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS S1-16 Excessive CEO pay ratio paragraph 97(b)	206	Indicator No. 8, Table 3, Annex I			
ESRS S1-17 Incidents of discrimination paragraph 103(a)	207	Indicator No. 7, Table 3, Annex I			
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104(a)	207	Indicator No. 10, Table 1 and indicator No. 14, Table 3, Annex I		Annex II, Delegated Regulation (EU) 2020/1816, Article 12(1), Delegated Regulation (EU) 2020/1818	
ESRS 2 SBM-3-S2 Significant risk of child labour or forced labour in the value chain paragraph 11(b)		Indicators No. 12 and No. 13, Table 3, Annex I			

Disclosure requirement and related data point	Page number	Reference to the regulation on sustainability-related disclosures in the financial services sector	Reference pillar 3	Reference to the benchmark regulation	Reference to European climate law
ESRS S2-1 Human rights policy commitments paragraph 17		Indicator No. 9, Table 3 and indicator No. 11, Table 1, Annex I			
ESRS S2-1 Policies related to value chain workers paragraph 18		Indicator No. 11 and No. 4, Table 3, Annex I			
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD paragraph 19		Indicator No. 10, Table 1, Annex I		Annex II, Delegated Regulation (EU) 2020/1816, Article 12(1), Delegated Regulation (EU) 2020/1818	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, paragraph 19				Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36		Indicator No. 14, Table 3, Annex I			
ESRS G1-1 United Nations Convention against Corruption paragraph 10(b)	209	Indicator No. 15, Table 3, Annex I			
ESRS G1-1 Protection of whistleblowers paragraph 10(d)	210	Indicator No. 6, Table 3, Annex I			
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24(a)	213	Indicator No. 17, Table 3, Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24(b)	213	Indicator No. 16, Table 3, Annex I			

E - Environmental information

Obligation of taxonomic disclosures

In accordance with the requirements set out in Art. 19a and 29a of Directive 2013/34/EU¹, non-financial companies are required to publish disclosures in terms of the EU Sustainability Systematics (EU Taxonomy²). EU Taxonomy with Delegated Regulations of the European Commission: 2021/2139³ (consolidated act), 2021/2178⁴ (consolidated act), 2023/2486⁵ and 2026/73⁶, establishes a regulatory framework to define which activities are to be considered environmentally sustainable (taxonomy-aligned).

In order for a business to be considered environmentally sustainable, the following criteria must to be met:

- significant contribution to one or more of the six environmental objectives,
- no significant harm to any of the other environmental objectives ("do no significant harm" principle - DNSH),
- conducting business in accordance with the so-called Minimum Guarantees covering the implementation of due diligence procedures as defined in the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights,
- fulfilment of the Technical Qualification Criteria (TKK).

The Technical Screening Criteria (TCC / Technical Screening Criteria) should be understood as the specific technical requirements (numerical or qualitative) set out in the 'making a significant contribution' and 'do no significant harm' (DNSH) criteria that an activity must meet in order to be considered compliant with the EU Taxonomy.

Minimum Safeguards (MS) are procedures to ensure that a company complies with social and ethical standards, including the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Boryszew Group of Companies meets the criteria of the aforementioned directive and, as part of the publication of the annual sustainability report, is required to provide taxonomic disclosures for the financial year 2025. Boryszew Group conducted a process to qualify its activities for the relevant environmental objectives in accordance with the scope of the delegated acts, and then assessed the activities against the DNSH principles for the other objectives.

The following environmental objectives were considered:

- climate change mitigation,
- climate change adaptation,
- sustainable use and protection of water and marine resources,
- transition to a circular economy,
- pollution prevention and control,
- protection and restoration of biodiversity and ecosystems.

Boryszew Group's operations can be assigned to one of the categories in relation to three key performance indicators (KPIs) relating to turnover, capital expenditure (CapEx) and operating expenditure (OpEx):

- 1) Taxonomy-aligned activity - a systematics-eligible activity for which it is determined that the Technical Eligibility Criteria and Minimum Safeguards are met;

¹ Directive 2013/34/EU of the European Parliament and of the Council of 26 June 2013 on the annual financial statements, consolidated financial statements and related reports of certain types of undertakings

² Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on establishing a framework to facilitate sustainable investment

³ Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether that economic activity causes no significant harm to any of the other environmental objectives (consolidated act)

⁴ Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by specifying the content and presentation of information to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU concerning environmentally sustainable economic activities, and specifying the methodology to comply with that disclosure obligation (consolidated act)

⁵ Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to pollution prevention and control, or to the protection and restoration of biodiversity and ecosystems and for determining whether that economic activity causes no significant harm to any of the other environmental objectives and amending Commission Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities

⁶ Commission Delegated Regulation (EU) 2026/73 of 4 July 2025 amending Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of information to be disclosed concerning environmentally sustainable activities and Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 as regards simplification of certain technical screening criteria for determining whether economic activities cause no significant harm to environmental objectives

- 2) Taxonomy-eligible activity but environmentally unsustainable (Taxonomy-eligible activity) - systematic-eligible activity for which the Technical Eligibility Criteria have not been tested, or at least one of the criteria has been found not to be met, or the Minimum Safeguards have not been met - is a systematic-eligible but environmentally unsustainable activity;
- 3) Taxonomy non-eligible activity - an activity for which Technical Eligibility Criteria have not been defined (this category includes those activities for which criteria will be developed in the future and the activity will then be eligible for the EU Taxonomy).

Due to the dynamic development of the EU Taxonomy and emerging regulatory changes, Boryszew Group of Companies will adapt future disclosures to new legal acts and official guidelines on an ongoing basis. In view of the entry into force of the Delegated Regulation (EU) 2026/73, which modifies the taxonomic reporting methodology, Boryszew Capital Group took advantage of the possibility provided for in Art. 4 of the Commission Delegated Regulation (EU) 2026/73 of 4 July 2025 and presented the required information in accordance with the Delegated Regulations (EU) 2021/2178, (EU) 2021/2139 and (EU) 2023/2486 in the wording in force on 31 December 2025. This means that the data presented were prepared using the previously applicable model reporting tables. Accordingly, the Group did not exercise the option to deem selected activities as immaterial, thus subjecting all identified taxonomic activities within the organisation to a full assessment.

Assessment of conformity with Regulation (EU) 2020/852

With respect to data for the period between 1 January 2025 and 31 December 2025, the Group is subject to mandatory disclosure of key performance indicators required under the EU Taxonomy on turnover, capital expenditure (CapEx), operating expenditure (OpEx), as well as mandatory qualitative disclosures.

A four-step process was performed to test conformity with the systematics:

I. Identification of activities eligible for the EU Taxonomy

The stage involved reviewing all the activities carried out by Boryszew Capital Group - and determining which types of activities qualify for systematics. The review of operations included the following subsidiaries within the Group (24 entities): AKT Plastikarska Technologie Czechy Spol. Sro, Alchemia S.A., Maflow Plastics Poland Spółka z o.o., Baterpol S.A., Boryszew Maflow Spółka z o.o., Boryszew Nieruchomości Spółka z o.o., Boryszew S.A. Centrala, Boryszew Green Energy & Gas Spółka z o.o., Boryszew S.A. Oddział Boryszew ERG, Huta Bankowa Spółka z o.o., Laboratoria Badań Batory Sp. z o.o., Maflow do Brasil Ltda, Maflow Components Dalian Co. Ltd., Maflow Spain Automotive S.L., Maflow India Private Limited, MAFMEX S.DE R.L.DE. C.V, Boryszew S.A. Oddział Maflow, Maflow BRS s.r.l., NPA Skawina Sp. z o.o., Boryszew S.A. Oddział Elana, Boryszew S.A. Oddział Boryszew Energy, Walcownia Metali Dziedzice S.A., ZM Silesia S.A., Zakład Utylizacji Odpadów Spółka z o.o. The remaining subsidiaries were not included in the taxonomy analysis due to their lack of operational activity, status in liquidation or bankruptcy, and failure to identify activities that qualify for the Taxonomy.

The turnover, capital expenditure (CapEx) and operating expenditure (OpEx) of the designated Group companies were reviewed. The descriptions in the Annexes of Delegated Regulations (EU) 2021/2139 and 2023/2486 and the statistical classification of economic activities (NACE codes) were used for identification. Boryszew Group identified activities that make a significant contribution to environmental objectives: climate change mitigation (CCM), pollution prevention and control (PPC) and the protection and restoration of biodiversity and ecosystems (BIO). The identification showed that none of the activities contribute simultaneously to two different environmental objectives.

II. Verification of requirements for conformity with the EU Taxonomy

The stage involved two types of tests:

- For all identified activities eligible for the EU Taxonomy, an examination of the Significant Contribution and Do No Significant Harm (DNSH) criteria was carried out using the Technical Eligibility Criteria set out in Consolidated Delegated Regulations (EU) 2021/2139 and 2023/2486.
- An assessment of whether the Minimum Safeguards were met was conducted. Details of the assessment are outlined in the Minimum Safeguards section.
- The analysis identified one activity consistent with the Taxonomy under the capital expenditure (CapEx) KPI - 4.1. Electricity production using photovoltaic technology (an important contribution to the environmental objective of climate change mitigation).

III. Allocation

The stage involved assigning turnover values, capital expenditure and operating expenses to different activities identified in the first stage. The analysis was carried out individually for each financial item across all Group companies, ensuring that no turnover, inputs or costs were included in the calculations more than once.

IV. Reporting

The stage involved using the resulting information from earlier stages to prepare disclosure tables containing the required information and to prepare this supplementary information, as required by Annexes I and II to Commission Delegated Regulation (EU) 2021/2178 (consolidated text). The reported disclosures do not take into account the changes introduced by Delegated Regulation (EU) 2026/73.

Analysis of the Technical Eligibility Criteria for Activity 4.1. Electricity production using photovoltaic technology

When examining the conformity with the systematics for the identified capital expenditure of PLN 2 626 thousand, the Group carried out a detailed analysis of the Technical Eligibility Criteria. The expenditure on an investment in NPA Skawina, involving the construction of a photovoltaic installation with the necessary associated infrastructure. The investment meets the criterion of a significant contribution to the climate change mitigation (CCM) objective, as the installation will produce electricity using photovoltaic technology. In terms of the 'do no significant harm' (DNSH) criteria, compliance with the systematics was confirmed through the following findings:

- DNSH Climate change adaptation - analysis of physical climate risks and exposure was carried out for the investment. The analysis identified no significant risks that would require the implementation of adaptation measures.
- DNSH Sustainable use and protection of water and marine resources - N/D (no requirements indicated by the European Commission).
- DNSH Transition to a circular economy - components with a proven long-term durability were used. At the end of their life cycle, the components will be handed over to licenced operators for recycling.
- DNSH Pollution prevention and control - N/D (no requirements indicated by the European Commission)
- DNSH Protection and restoration of biodiversity and ecosystems - the photovoltaic installation was part of a wider project for which an environmental impact report (EIA) was prepared. The project has no significant impact on the environment and biodiversity.

The combination of the above results of the technical analysis and the confirmation that the requirements of the Minimum Guarantees have been met allowed the capital expenditure associated with the indicated investment to be considered consistent with the systematic (environmentally sustainable activity, Taxonomy-aligned activity).

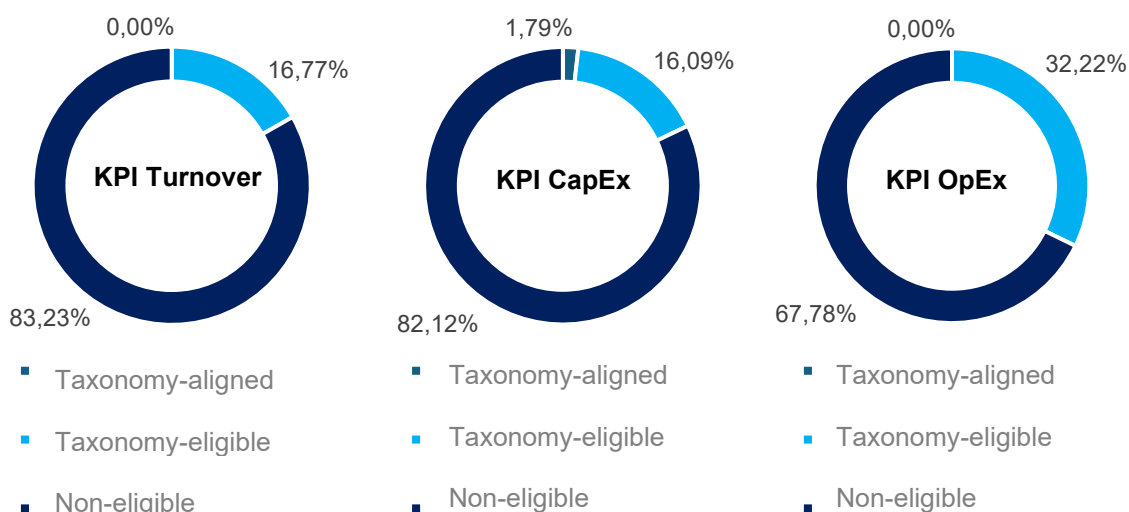
Summary of key performance indicators of Boryszew Capital Group

An examination of the conformity of Group's activities with the systematics showed that in 2025, some of the Group's activities qualified for the EU Taxonomy and, of these, only one activity met all the requirements to be considered compliant with the Taxonomy.

The share of each business category in total turnover, capital expenditure (CapEx) and operating expenditure (OpEx) in 2025 was as follows:

- Taxonomy consistent activities: 0% of turnover, 1.79% of capital expenditure and 0% of operating expenditure
- Activities eligible but not consistent (Taxonomy-eligible, not aligned): 16.77% of turnover, 16.09% of capital expenditure and 32.22% of operating expenditure
- Taxonomy non-eligible activities: 83.23% of turnover, 82.12% of capital expenditure and 67.78% of operating expenditure

The total percentage of consistent, eligible and non-eligible activities for 2025 is shown in the charts below.



As a result of the analysis, Boryszew Group reports the following activities under the KPIs of turnover, capital expenditure (CapEx) and operating expenditure (OpEx):

Key performance indicators related to turnover (turnover KPIs)

The following activities were included in the turnover eligible but inconsistent with the systematics:

- 3.9. Production of iron and steel (CCM) - comprising revenue from the sale of steel products, including steel ingots totalling PLN 129 630 thousand (up from 0.95% to 2.68% year-on-year)
- 4.9. Transmission and distribution of electricity (CCM) - comprising revenues from the sale of electricity to third parties totalling PLN 253 743 thousand (new business identified in trading for 2025)
- 7.7. Acquisition and ownership of buildings (CCM), comprising rental income from buildings totalling PLN 2 682 thousand (a slight decrease on the previous year from 0.12% to 0.06%)
- 2.2. Hazardous waste treatment (PPC) - comprising revenue from hazardous waste treatment within the Waste Disposal Facility totalling PLN 424 887 thousand (up from 5.53% to 8.79% on the previous year)
- 2.1. Hotels, holiday homes, campsites and similar accommodation (BIO) - comprising revenue from the provision of short-term tourist accommodation totalling PLN 36 thousand (new activity identified as part of turnover for 2025)

Boryszew Group has not identified systematics-consistent turnover as part of the 2025 disclosure.

Key performance indicators related to capital expenditure (CapEx KPIs)

Capital expenditure consistent with the systematic included the following activities:

- 4.1. Production of electricity using photovoltaic technology (CCM) - including expenditure on the construction of a photovoltaic farm with associated infrastructure in the total amount of PLN 2 626 thousand.

The following activities were included in the capital expenditure eligible for, but inconsistent with the systematics:

- 3.9. Production of iron and steel (CCM) - including expenditure on installations associated with production of steel products totalling PLN 1 486 thousand (a reduction from the previous year of 1.49% to 1.01%),
- 4.1. Photovoltaic power generation (CCM) - including expenditure on the construction of photovoltaic farms totalling PLN 4 063 thousand (year-on-year increase from 0.83% to 2.76%),
- 4.9. Electricity transmission and distribution (CCM) - comprising expenditure on electricity networks totalling PLN 814 thousand (new activity identified within CapEx for 2025),
- 5.3. Construction, expansion and operation of wastewater collection and treatment systems (CCM) - comprising expenditure on wastewater treatment systems totalling PLN 1 029 thousand (year-on-year increase from 0.12% to 0.70%),
- 6.5. Transport by motorbikes, passenger cars and light commercial vehicles (CCM) - comprising expenditure on the purchase and leasing of new vehicles totalling PLN 286 thousand (an increase on the previous year from 0.02% to 0.19%),
- 7.2. Renovation of existing buildings (CCM) - comprising expenditure on the renovation of buildings totalling PLN 1 509 thousand (an increase on the previous year from 0.72% to 1.03%),

- 7.3. Installation, maintenance and repair of energy efficiency equipment (CCM) - comprising expenditure on equipment to improve the energy efficiency of buildings, including lighting and air-conditioning units, totalling PLN 24 thousand (a reduction from the previous year of 0.32% to 0.02%)
- 7.7. Acquisition and ownership of buildings (CCM) comprising expenditure on buildings totalling PLN 38 thousand (a reduction on the previous year from 0.08% to 0.03%),
- 8.1. Data processing; website management (hosting) and similar activities (CCM) - comprising expenditure on server rooms and data processing totalling PLN 312 thousand (new activity identified within CapEx for 2025),
- 2.1. Collection and transport of hazardous waste (PPC) - including expenditure on equipment and machinery for collection and transport of hazardous waste totalling PLN 1 144 thousand (an increase on the previous year from 0.06% to 0.78%),
- 2.2. Hazardous waste treatment (PPC) - including expenditure on the Hazardous Waste Treatment Facility in Zakład Utylizacji Odpadów totalling PLN 12 951 thousand (an increase on the previous year from 3.08% to 8.81%).

In 2025, the Group did not incur capital expenditure on the upgrade of wastewater collection and treatment systems (CCM 5.4), which were reported in the previous year.

Key performance indicators related to operational expenditure (OpEx KPIs)

Operating expenditure eligible for, but inconsistent with systematics included the following activities:

- 3.9. Iron and steel manufacturing (CCM) - including costs associated with upgrades and repairs to steel products facilities totalling PLN 1 015 thousand (new activity identified in OpEx for 2025),
- 4.9. Electricity transmission and distribution (CCM) - including grid maintenance costs totalling PLN 869 thousand (new activity identified in OpEx for 2025),
- 6.5. Transport by motorbikes, passenger cars and light commercial vehicles (CCM) - including costs associated with vehicle repairs totalling PLN 322 thousand (new activity identified within OpEx for 2025)
- 7.2. Renovation of existing buildings (CCM) - including costs associated with the renovation of buildings totalling PLN 295 thousand (new activity identified within OpEx for 2025),
- 7.3. Installation, maintenance and repair of energy efficiency equipment (CCM) - including costs associated with the repair of building energy efficiency equipment totalling PLN 8 629 thousand (new activity identified in OpEx for 2025),
- 7.7. Acquisition and ownership of buildings (CCM) - including building maintenance costs, including cleaning costs totalling PLN 6 032 thousand (a slight increase on the previous year - from 6.46% to 6.80% respectively),
- 2.2. Hazardous waste treatment (PPC) - including costs associated with repairs and upgrades to the hazardous waste treatment facilities within the Waste Disposal Plant totalling PLN 11 424 thousand (a reduction from the previous year from 18.45% to 12.88%).

In 2025, the Group has not recorded operational expenditure in the collection and transport of hazardous waste (PPC 2.1), which was reportable in the previous year.

Boryszew Group has not identified systematics-consistent operating expenses as part of the 2025 disclosure.

Accounting principles

To determine the share of qualifying and systematic-consistent activities versus Group's total operations, revenues, capital expenditure (CapEx) on assets or processes, and operating expenses (OpEx) incurred in qualifying activities were evaluated. In the case of the Group, the same activity was not identified as qualifying for more than one environmental objective. No financial item was included more than once, eliminating the risk of double counting. The evaluation showed no need for a detailed disaggregation of key performance indicators among the Group's individual companies in accordance with p. 1.2.2.3. of Annex I of Delegated Regulation (EU) 2021/2178 (consolidated act). Given the above, all indicators were calculated at the consolidated level for the entire Group. Importantly, Boryszew Capital Group does not report information related to the capital expenditure plan (as defined in the Delegated Regulation (EU) 2021/2178) and has not issued green bonds or debt securities to finance certain identified activities in line with the systematic.

Key performance indicators have been calculated in accordance with the requirements of Annex I of Delegated Regulation (EU) 2021/2178. The financial data used for the calculation are from the consolidated financial statements of the Boryszew Group for the financial year 2025, prepared in accordance with the International Financial Reporting Standards (IFRS) as adopted by the EU. Appropriate consolidation exclusions were applied in the calculation process in accordance with applicable accounting standards, eliminating the impact of intra-group transactions on the final results. Taxonomy disclosures will be reported in the same currency and units in which the PFS was prepared (in thousands). The scope of the EU Taxonomy disclosures is fully consistent with the scope of consolidation of the consolidated financial statements.

The following rules have been applied to calculate the % of turnover, CapEx and OpEx that are consistent and eligible for systematics:

Sales revenues

For turnover, the denominator was the Group's sales revenue in 2025, as disclosed in the consolidated financial statements (revenue recognised in accordance with International Accounting Standard IAS 1.82(a) adopted by Commission Regulation (EC) 1126/2008). These revenues are presented in the consolidated statement of comprehensive income and note 6 to the consolidated financial statements. Revenues from qualifying or systematic-consistent activities were assigned to the numerator.

Capital expenditure (CapEx)

With regard to capital expenditure, the denominator was fixed assets, intangible assets and rights to use assets during the financial year and capital expenditure including costs reconciled based on: IAS 16 Property, Plant And Equipment, item 73(e)(i) and (iii), IAS 38 Intangible assets, item 118(e)(i); IAS 40 Investment property, item 76(a) and (b) (for the fair value model); IAS 40 Investment property, item 79(d)(i) and (ii) (for the cost-based model); IFRS 16 Leases, item 53(h) included in the consolidated financial statements (note 13 (Property, plant and equipment), note 14 (Investment property), note 16 (Intangible assets) and note 17 (Right to use assets)). The numerator has been assigned that part of the CapEx that relates to activities that are eligible or consistent with the systematics.

Operating expenditure (OpEx)

For operating expenses, the denominator was all costs used to operate the company's assets on an ongoing basis and keep them in proper condition. These included direct costs in terms of:

- building renovation,
- short-term leasing,
- maintenance and repair costs,
- research and development work,
- and other costs associated with the ongoing maintenance of operating buildings, equipment and vehicles used by the Group.

The numerator has been assigned the part of OpEx that relates to activities that qualify or are consistent with the systematics.

Examination of conformity with Minimum Guarantees

Minimum guarantees are procedures used by a business enterprise to ensure conformity with:

- OECD Guidelines for Multinational Enterprises ('OECD Guidelines'),

- UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight core conventions identified in the International Labour Organisation's Declaration on fundamental principles and rights at work and the principles and rights set out in the International Bill of Human Rights.

The guidelines in the *Final Report on Minimum Safeguards* by Platform On Sustainable Finance were used as an evaluation criterion in the verification process. The assessment of the minimum guarantees referred to in Art. 18 of Regulation (EU) 2020/852 is carried out at Group level.

The verification process confirmed:

- existence adequate procedures pertaining to human rights, particularly in the areas of labour rights, anti-corruption, taxation and fair competition;
- absence of final judgments in the area of human rights, anti-corruption and unfair competition in relation to both the Group and the members of its management bodies. For taxation, there non-final decisions were issued concerning outstanding VAT for Boryszew S.A. and Baterpol S.A., described in detail in item 34 of the Report.
- absence of reports on Group companies to the OECD National Contact Point for Responsible Business (OECD NCP), which was confirmed by verifying the database of reports available on the NCP website;
- absence of reports on Group companies to the Business and Human Rights Resource Center (BHRRC), which was confirmed by verifying the database of reports available on the BHRRC website.

A key element in assessing conformity with the Minimum Guarantees is the functioning of whistleblowing mechanisms and the implementation of corrective processes. In 2025, these channels enabled the identification and application of appropriate remedial and preventive measures within the Group (details in this regard are described in the following sections, among others: [S1-3] to remediate negative impacts and channels for own workers to raise concerns, [S1-17] Incidents, complaints and severe human rights impacts).

Considering the above, note that Boryszew Group operates in accordance with the requirements of the Minimum Guarantees as defined in Art. 18 of Regulation (EU) 2020/852.

Changes versus taxonomic disclosures for 2024

Compared to the 2024 disclosures, Boryszew Group has identified a wider range of activities qualifying for the EU Taxonomy in 2025. The difference in the number of identified qualifying activities versus 2024 is due to two key factors:

- Group operational development - changes took place in the business profile of some operating segments and new processes, services and investments have been launched. As a result, new activities not reported in the previous year were identified in 2025, such as electricity transmission and distribution (CCM 4.9), the provision of short-term accommodation (BIO 2.1) or data processing and hosting (CCM 8.1), among others. In addition, new streams have been identified within operational expenditure (OpEx) and capital expenditure (CapEx), including in the areas of energy efficiency improvements (CCM 7.3) and building renovation (CCM 7.2). This is a natural result of the dynamic growth of the Group's portfolio, ongoing modernisation and adaptation to new market requirements.
- Clarification of the methodological analysis - the Group made an in-depth technical interpretation of existing processes based on current European Commission guidelines and best market practices that have evolved over time. This enabled a more precise allocation of parts of revenue, inputs and costs to the relevant taxonomic activities.

At the same time, an in-depth methodological review identified the need to adapt the calculation of the total capital expenditure (CapEx denominator) to the strict requirements of Annex I of Delegated Regulation (EU) 2021/2178. Therefore, in order to ensure full comparability between reporting periods and to present the year-on-year dynamics fairly, the Group has decided to recalculate the capital expenditure denominator for 2024, resulting in a corresponding adjustment to the previously reported CapEx KPI.

Business activity	Approved data for 2024			Change in reported data for 2024		Restated comparative figures	
	Code or codes	Investment outlays	Percentage of outlays on investments, year 2024	Investment outlays	Percentage of outlays on investments, year 2024	Investment outlays	Percentage of outlays on investments, year 2024
A.2 Activities that are eligible for systematics but are environmentally unsustainable (activities that are not consistent with the systematics)							
Iron and steel production	CCM 3.9.	3 609.00	2.70%	-	-	3 609.00	1.49%
Electricity production using photovoltaic technology	CCM 4.1.	2 028.00	1.51%	-	-	2 028.00	0.83%
Construction, extension and operation of sewage collection and treatment systems	CCM 5.3.	286.00	0.21%	-	-	286.00	0.12%
Modernisation of wastewater collection and treatment systems	CCM 5.4	47.00	0.04%	-	-	47.00	0.02%
Transportation by motorcycles, passenger cars and light commercial vehicles	CCM 6.5.	59.00	0.04%	-	-	59.00	0.02%
Renovation of existing buildings	CCM 7.2.	1 745.00	1.30%	-	-	1 745.00	0.72%
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	766.00	0.57%	-	-	766.00	0.32%
Acquisition and ownership of buildings	CCM 7.7.	199.00	0.15%	-	-	199.00	0.08%
Collection and transport of hazardous waste	PPC 2.1.	142.00	0.10%	-	-	142.00	0.06%
Treatment of hazardous waste	PPC 2.2.	7 476.00	5.57%	-	-	7 476.00	3.08%
Capital expenditure on activities that are eligible for systematics but are environmentally unsustainable (activities that are not consistent with the systematics) (A.2)		16 357.00	12.19%	-	-	16 357.00	6.73%
A. Capital expenditure on activities eligible for systematics (A.1+A.2)		16 357.00	12.19%	-	-	16 357.00	6.73%
B. ACTIVITIES NOT ELIGIBLE FOR SYSTEMATICS							
Capital expenditure on activities that are not eligible for systematics		117 843.00	87.81%	+108761	-	226 604.00	93.27%
TOTAL		134 200.00	100%	+108761	-	242 961.00	100%

Planned activities of Boryszew Capital Group in 2026-2029

The Group is planning new investments and modernisation of existing facilities, including the construction of a thermal processing facility for municipal waste, the construction of an additional hazardous waste transformation line (ITPO) and investments in energy (Energy Processing and Recovery Facility, Electricity Storage Facilities).

Disclosures on nuclear energy and natural gas activities

In accordance with Art. 2 of the Delegated Regulation (EU) 2022/1214 amending Art. 8 of the Delegated Regulation (EU) 2021/2178 by adding par. 6 to 8, Boryszew Capital Group of Companies discloses relevant information on nuclear energy and natural gas activities. Importantly, the Group has no exposure to nuclear and natural gas activities and therefore the disclosure includes the indication of a single summary table in accordance with the regulator's guidelines indicated in the Commission's Notice of 8.11.2024, without indicating additional data.

1. Nuclear and natural gas activities		
Line	Nuclear energy activities	
1	The company researches, develops, demonstrates and deploys innovative power generation facilities that produce energy through nuclear processes with minimum fuel cycle waste, finances this activity or has exposure to it	NO
2	The company conducts the construction and safe operation of new nuclear facilities for the generation of electricity or process heat, including for district heating or industrial processes such as hydrogen production, as well as their safety upgrades using the best available technologies, finances these activities or has exposure to them.	NO
3	The company conducts safe operation of existing nuclear facilities generating electricity or process heat, including for district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades, finances these activities or has exposure to them.	NO
Line	Natural gas activities	
4	The company builds or operates facilities for the generation of electricity using gaseous fossil fuels, finances this activity or has exposure to it.	NO
5	The company conducts, finances or has exposure to the construction, modernisation and operation of facilities for the combined generation of heat/cooling and electricity using gaseous fossil fuels.	NO
6	The company conducts, finances or has exposure to the construction, modernisation and operation of heat generating/cooling facilities using gaseous fossil fuels.	NO

Key performance indicators related to turnover (turnover KPIs)

Fiscal year 2025	Year			Criteria for significant contribution						Criteria for the DNSH principle ("do no serious harm")									
Business (1)	Code or codes (2)	Rotation (3)	Part of turnover, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum guarantees (17)	Share of activities in conformity with systematics (A.1.) or eligible for systematics (A.2.) Turnover, 2024 (18)	Category Support activities (19)	Category Transition activities (20)
		in PLN '000	%	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. ACTIVITIES ELIGIBLE FOR SYSTEMATICS																			
A.1 Types of environmentally sustainable activities (according to the systematic)																			
Turnover from environmentally sustainable activities (according to the systematic) (A.1)		0.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	I	I	N	N	I	I	T	0.00%		
	Including supporting activities	0.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	N	N	N	N	N	N	T	0.00%	E	
	Including activities for transition		0.00%	0.00%						N	N	N	N	N	N	T	0.00%		T
A.2 Activities that are eligible for systematics but are environmentally unsustainable (activities that are not consistent with the systematics)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Iron and steel production	CCM 3.9.	129 630.00	2.68%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.95%		
Transfer and distribution of electrical power	CCM 4.9.	253 743.00	5.25%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		
Acquisition and ownership of buildings	CCM 7.7.	2 682.00	0.06%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.12%		
Treatment of hazardous waste	PPC 2.2.	424 887.00	8.79%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								5.53%		
Hotels, holiday homes, campsites and similar accommodation	BIO 2.1.	36.00	0.00%	N/EL	N/EL	N/EL	N/EL	N/EL	EL								0.00%		



Report of the Management Board of Borysiewicz Capital Group for the financial year 2025

Turnover from activities that are eligible for systematics but are environmentally unsustainable (activities that are not consistent with the systematics) (A.2)	810 978.00	16.77%	7.98%	0.00%	0.00%	8.79%	0.00%	0.00%	6.60%	
A. Turnover from activities eligible for systematics (A.1+A.2)	810 978.00	16.77%	7.98%	0.00%	0.00%	8.79%	0.00%	0.00%	6.60%	
B. ACTIVITIES NOT ELIGIBLE FOR SYSTEMATICS										
Turnover from activities not eligible for systematics	4 025 523.00	83.23%								
TOTAL	4 836 501.00	100%								

Key performance indicators related to capital expenditure (CapEx KPIs)

Fiscal year 2025	Year			Criteria for significant contribution						Criteria for the DNSH principle ("do no serious harm")						Minimum guarantees (17)	Share of activities in conformity with systematics (A.1.) or eligible for systematics (A.2.) Capital expenditure, 2024 (18)	Category Support activities (19)	Category Transition activities (20)
	Business (1)	Code or codes (2)	Capital expenditure (3)	Percentage of capital expenditure, year 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)				
		<i>in PLN '000</i>	%	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. ACTIVITIES ELIGIBLE FOR SYSTEMATICS																			
A.1 Types of environmentally sustainable activities (according to the systematic)																			
Electricity production using photovoltaic technology	CCM 4.1.	2 626.00	1.79%	T	N/EL	N/EL	N/EL	N/EL	N/EL	T	T	T	T	T	T	T	0.00%	-	-
Capital expenditure on environmentally sustainable activities (in accordance with the systematics) (A.1)		2 626.00	1.79%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%	T	T	T	T	T	T	T	0.00%		
	Including supporting activities	0.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	T	T	T	T	T	T	T	0.00%	E	
	Including activities for transition	0.00	0.00%	0.00%						T	T	T	T	T	T	T	0.00%		T
A.2 Activities that are eligible for systematics but are environmentally unsustainable (activities that are not consistent with the systematics)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Iron and steel production	CCM 3.9.	1 486.00	1.01%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.49%		
Electricity production using photovoltaic technology	CCM 4.1.	4 063.00	2.76%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.83%		
Transfer and distribution of electrical power	CCM 4.9.	814.00	0.55%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		
Construction, extension and operation of sewage collection and treatment systems	CCM 5.3.	1 029.00	0.70%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.12%		
Modernisation of wastewater collection and treatment systems	CCM 5.4	0.00	0.00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.02%		

Transportation by motorcycles, passenger cars and light commercial vehicles	CCM 6.5.	286.00	0.19%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0.02%	
Renovation of existing buildings	CCM 7.2.	1 509.00	1.03%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0.72%	
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	24.00	0.02%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0.32%	
Acquisition and ownership of buildings	CCM 7.7.	38.00	0.03%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0.08%	
Data processing, hosting and related activities	CCM 8.1.	312.00	0.21%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0.00%	
Collection and transport of hazardous waste	PPC 2.1.	1 144.00	0.78%	N/EL	N/EL	N/EL	EL	N/EL	N/EL		0.06%	
Treatment of hazardous waste	PPC 2.2.	12 951.00	8.81%	N/EL	N/EL	N/EL	EL	N/EL	N/EL		3.08%	
Capital expenditure on activities that are eligible for systematics but are environmentally unsustainable (activities that are not consistent with the systematics) (A.2)		23 656.00	16.09%	6.50%	0.00%	0.00%	9.59%	0.00%	0.00%		6.73%	
A. Capital expenditure on activities eligible for systematics (A.1+A.2)		26 282.00	17,88%	8.29%	0.00%	0.00%	9.59%	0.00%	0.00%		6.73%	
B. ACTIVITIES NOT ELIGIBLE FOR SYSTEMATICS												
Capital expenditure on activities that are not eligible for systematics		120 705.00	82.12%									
TOTAL		146 987.00	100%									

Key performance indicators related to operational expenditure (OpEx KPIs)

Fiscal year 2025		Year		Criteria for significant contribution						Criteria for the DNSH principle ("do no serious harm")						Share of activities in conformity with systematics (A.1.) or eligible for systematics (A.2.) Operating expenditure, 2024 (18)	Category Support activities (19)	Category Transition activities (20)	
Business (1)	Code or codes (2)	Operating expenditure (3)	Percentage of operating expenses, year 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)				Minimum guarantees (17)
		in PLN '000	%	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. ACTIVITIES ELIGIBLE FOR SYSTEMATICS																			
A.1 Types of environmentally sustainable activities (according to the systematic)																			
Operating expenses on environmentally sustainable activities (in accordance with the systematic) (A.1)		0.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	N	N	N	N	N	N	T	0.00%		
	Including supporting activities	0.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	N	N	N	N	N	N	T	0.00%	E	
	Including activities for transition		0.00%	0.00%						N	N	N	N	N	N	T	0.00%		T
A.2 Activities that are eligible for systematics but are environmentally unsustainable (activities that are not consistent with the systematics)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Iron and steel production	CCM 3.9.	1 015.00	1.14%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		
Transfer and distribution of electrical power	CCM 4.9.	869.00	0.98%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		
Transport by motorcycles, passenger cars and light commercial vehicles	CCM 6.5.	322.00	0.36%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		
Renovation of existing buildings	CCM 7.2.	295.00	0.33%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	8 629.00	9.73%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		

Acquisition and ownership of buildings	CCM 7.7.	6 032.00	6.80%	EL	N/EL	N/EL	N/EL	N/EL	N/EL		6.46%	
Collection and transport of hazardous waste	PPC 2.1.	0.00	0.00%	N/EL	N/EL	N/EL	EL	N/EL	N/EL		0.40%	
Treatment of hazardous waste	PPC 2.2.	11 424.00	12.88%	N/EL	N/EL	N/EL	EL	N/EL	N/EL		18.45%	
Operating expenses on activities that are eligible for systematics but are environmentally unsustainable (activities that are not consistent with the systematics) (A.2)		28 586.00	32.22%	19.34%	0.00%	0.00%	12.88%	0.00%	0.00%		25.31%	
A. Operating expenses on activities eligible for systematics (A.1+A.2)		28 586.00	32.22%	19.34%	0.00%	0.00%	12.88%	0.00%	0.00%		25.31%	
B. ACTIVITIES NOT ELIGIBLE FOR SYSTEMATICS												
Operating expenses on activities not eligible for systematics		60 122.00	67.78%									
TOTAL		88 708.00	100%									

Part of turnover/total turnover		
Purpose	Conformity with the systematics by purpose	Eligibility for systematics by purpose
CCM	0%	7.98%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	8.79%
BIO	0%	0%

Part of capital expenditure / Total capital expenditure		
Purpose	Conformity with the systematics by purpose	Eligibility for systematics by purpose
CCM	1.79%	8.29%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	9.59%
BIO	0%	0%

Part of operating expenses/Total operating expenses		
Purpose	Conformity with the systematics by purpose	Eligibility for systematics by purpose
CCM	0%	19.34%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	12.88%
BIO	0%	0%

E1 – Climate change

[E1-1, E1 SBM-3]

Climate change mitigation transition plan

Group has no separate document on a low-carbon transition plan. In line with the business strategy 2025 - 2029, drafting a decarbonisation plan was included in the sustainability targets for Q4 2026.

An element of Boryszew Group's business strategy is **Boryszew Sustainability Horizon 2030**, (a strategic initiative embedded in the business strategy) within which targets (KPIs) and actions (policies, procedures) related to the environmental area and to the reduction of greenhouse gas emissions are established. Targets for achieving climate neutrality have not been set.

The current business model takes into account emission reduction processes (implemented in the units on the basis of assumptions appropriate to the product category, taking into consideration machinery upgrades, changes to the product design process and production flow, and an increase in the proportion of raw materials with lower emissions) and an increase in the energy efficiency of individual machinery fleet (based on targets set by the units).

Boryszew Group conducted a detailed analysis of risks associated with the impact of climate change on the company's operations during the double materiality process. This analysis covered both transition risks and physical risks, taking into consideration their potential impact on business operations. Climate and climate adaptation risks and opportunities are identified in the 2025 - 2029 business strategy, are managed during day-to-day operations and are described in ESRS 2 section SBM-1.

The entity has not carried out an analysis of the resilience of its strategy and business model to climate change.

In its efforts to minimise risks, the Group systematically identifies, evaluates and takes appropriate countermeasures to reduce their potential negative impact on operations. In addition, Group companies implemented ISO standards in environmental management, so they can effectively identify and monitor environmental risks.

These risks are also considered as part of regular asset impairment tests, in which the environmental aspect is one of the assessment parameters. This approach enables a more complex management of risks, ensuring that they are part of long-term strategic planning and in processes for assessing the value of the company

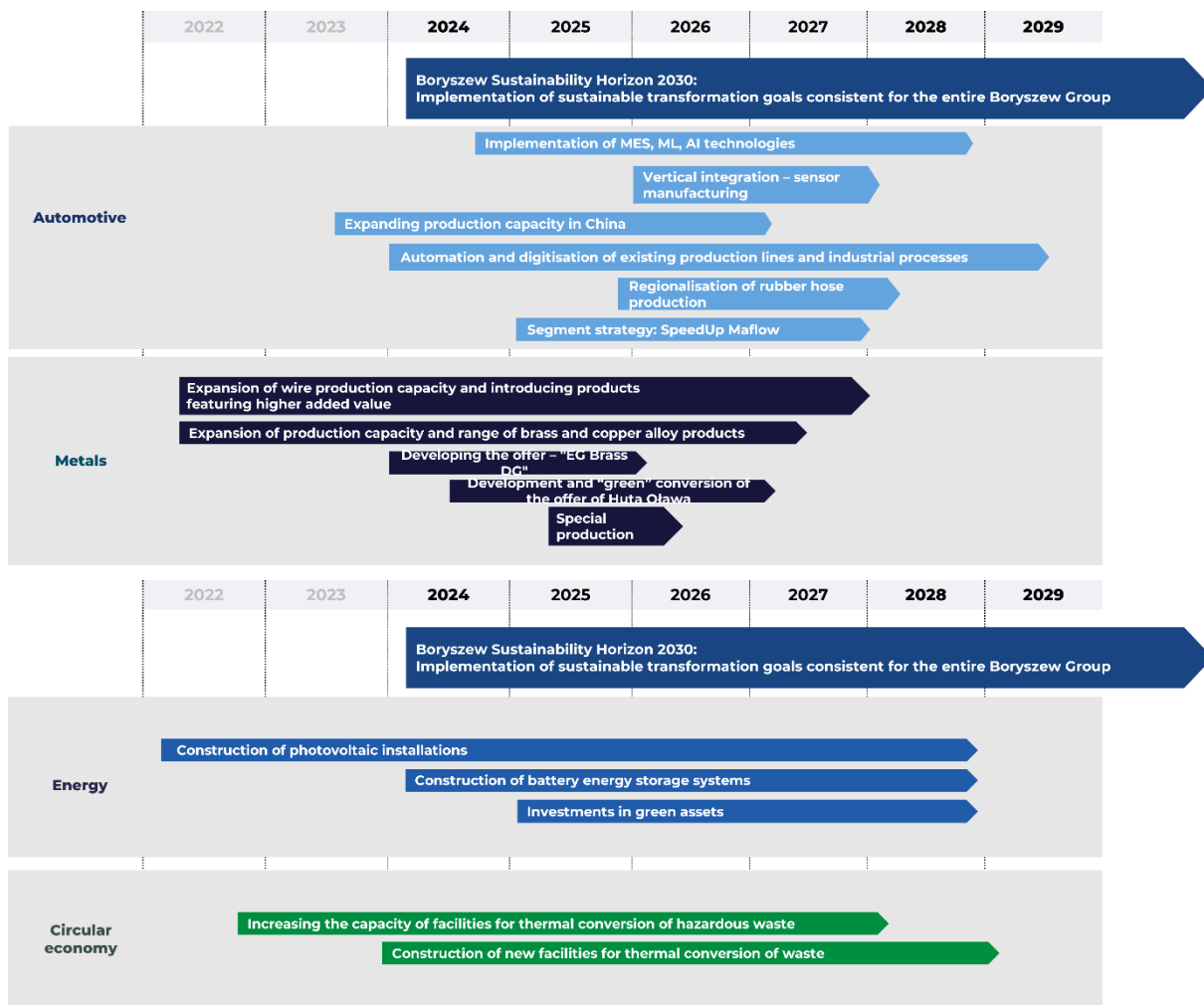
[E1-2]

Currently no separate policies are in place in the Group to address climate change mitigation issues. The units have dedicated quality, environmental and energy policies and corresponding quality certificates, disclosed in BP-2, which set out the principles for managing these issues in the organisation. At Group level, the impacts, risks and opportunities of climate change mitigation and adaptation are managed during operations.

[E1-3]

The Group is implementing a number of initiatives to both improve energy efficiency and reduce the environmental impact of its own operations.

Implementation of strategic initiatives



Metals Segment

Walcownia Metali Dziedzice S.A. developed "EG BRASS DW® (extra grade brass for drinking water) - a new assortment group of brass extruded and drawn products, using 100% of available secondary raw materials, with increased resistance to dezincification which extends the product life cycle, increasing resistance to selective corrosion. The offer is dedicated to drinking water installations", due to the limited penetration of harmful substances and toxic elements such as lead and arsenic. As part of the ongoing project, an installation of photovoltaic panels will also be built on the site, in order to reduce the carbon footprint of the products produced. The project is implemented under the SMART Path, Priority I. European Funds for Modern Economy Program support for enterprises in the financial perspective 2021 - 2027.

ZM Silesia S.A. is also engaged in research and development work on the production of a new grade of zinc oxide/zinc white ECOZINOX® (ECO-Compliant Zinc OXide), which meets the quality requirements of heavy metals (i.e. Pb, Cd, Fe, Cu), with a 30% reduced carbon footprint, to be used in the tire industry, owing to innovative methods of refining raw materials in an induction furnace, backed by ISCC PLUS certification, certifying at least 40% by weight of recycled materials in the finished product, which is to be the superior functionality of this product. The project is implemented under the SMART Path, Priority I. European Funds for Modern Economy Program support for enterprises in the financial perspective 2021 - 2027.

Other units in the segment are taking steps to adapt their processes and product offering to market requirements (emission reductions) by developing documentation (LCA, EPD) and unit plans for energy consumption and emission reductions. ZM Silesia received a notification number and a preliminary verification of the short-term targets and net zero by SBTi.

Automotive Segment

In electromobility, the Group is developing the production of components for all types of propulsion systems, including electric and hybrid vehicles. The production lines manufacture components for global BEV leaders. The value of new contracts signed in 2023-2025 with EOP (End of Production) of 2040 is Eur 1 248.2 million. The share of alternative-powered cars in the Group's order book reached 64.9% in 2025.

A robotic line for the production of air-conditioning tubes for electric vehicles has been developed by Maflow's development office. With full automation, high-tech air conditioning ducts for the latest electric car models are produced. The process is fully supervised and integrated with quality control at every stage. The system is based on artificial intelligence solutions so that product data can be archived and tracked for many years. Maflow Group is also one of two global manufacturers of air conditioning ducting with CO₂ (R744) refrigerant - with a lower environmental impact.

Circular Economy Segment

The Group is focusing on increasing the capacity of its industrial waste treatment plant, which is currently undergoing expansion. Zakład Utylizacji Odpadów Sp. z o.o., (ZUO) in Konin for more than 20 years has been providing end-to-end services in the collection, transport and disposal of waste, including medical waste, in particular infectious waste, from medical facilities, supporting the Wielkopolska province. The company is also engaged in the disposal of industrial waste, pharmaceutical waste and waste containing expired drugs, narcotics and psychotropic substances. One method of disposing of this waste is thermal conversion (incineration) in a special rotary kiln, where the temperature ranges from 850°C to 1100°C, depending on the type of waste. The plant meets all strict environmental standards for emissions (BAT).

ZUO is in the early stages of an investment, expected to be completed in 2028, involving the expansion of a hazardous waste incineration line of up to 15 800 tonnes. The new line would make it possible to dispose of hazardous and industrial waste, including the so-called "ecological bombs", which pose an increasing threat to the environment as well as human health and life.

In the implementation of the business strategy for 2024 - 2028, revised in 2025, a preliminary investment phase has been launched in Toruń, involving an installation for thermal processing of municipal waste in high-efficiency cogeneration (ITPOK Toruń). The Group's strategic goal is to build a minimum of three facilities by 2028. The capacity of the processing line in the new plant will be sufficient to process more than 23 thousand tonnes of waste per year. The installation will be constructed as a combined heat and power plant, generating electricity and heat through the thermal conversion of high-calorie fraction of municipal waste (pre-RDF/RDF fuels). It will generate electricity and heat in high-efficiency cogeneration with a total capacity of more than 7 MW.

Baterpol S.A. is involved in battery recycling. The company is engaged in the purchase and processing of battery scrap, using state-of-the-art recycling technologies to close the life cycle of batteries and effectively utilize more than 95% of the weight of the material recovered. This process ensures that used batteries are recycled in accordance with national and EU safety and environmental standards. In addition, the company is in the process of implementing the principles of a circular economy, recovering lead from lead-acid batteries and other lead-containing materials.

Stable transmission networks

In 2025 the Group was actively engaged in efforts to ensure the stability of the national electric power system by offering "Demand Side Response" services. This is especially important in emergency situations, such as balance difficulties or hours of peak electricity demand.

One effort to build competence in managing and stabilising renewable energy is an investment in shares of Repono AB, a Swedish energy storage operator that plans to expand its energy storage system (BESS) with a target capacity of 100 GWh in Europe. This investment is an important part of the Group's development in the energy sector. In the development of sustainable energy sources and grid stabilisation, the Group is planning to build BESS (Battery Energy Storage Systems) facilities at its own locations - Sochaczew, Torun and Skawina - with capacities of 3 MW, 3 MW and 4 MW, as part of its revised strategic assumption in 2025.

Energy for industrial processes

Boryszew Group companies use electricity and natural gas in their production processes, which are obtained from external sources (purchases). Production processes at the Group's plants feature significant energy intensity. The Group's ongoing investments help reduce energy consumption per tonne of manufactured product. Boryszew Green Energy&Gas Sp. z o.o. signed a 10-year Power Purchase Agreement (PPA) on 21 December 2023, under which it

will receive about 24 GWh of renewable energy annually, sourced from 21 MWp photovoltaic farms. The agreement will cover about 11.3% of Boryszew Group's current electricity demand and will reduce CO₂ emissions at the Group's facilities in Poland by about 15 000 tonnes per year. In addition, between 2023 and 2025, a total of 5.463 MWp of photovoltaic (PV) installation projects were completed. At the end of 2024, 2.0 MWp was installed and a further 1-1.5 MWp was planned for 2025.

The production activities of Group's production facilities take place in industrial parks and urbanised areas historically designated for industrial activities, at an appropriate distance from zones of special natural value, such as national parks, forest promotional complexes, spa areas, areas listed as "world heritage" and locations covered by the Natura 2000 program. In 2024 Group companies caused no environmental losses. No significant areas of impact, other than listed above, occurred.

All of the activities mentioned above require no significant additional operating or investment costs beyond the resources already included in the business budgeting process.

[E1-4]

The Group has not set targets in relation to policy, but as part of the 2025 - 2029 business strategy and the related Boryszew Sustainability Horizon 2030 strategic initiative.

The reduction targets set for 2030 are to use 100 per cent net green electricity for production by 2030, while reducing emissions from fossil sources by 50%..(base year 2024, scope 1, GHG Protocol).

The objectives to support the transformation in the 2025 - 2030 timeframe are the development of a transition (decarbonisation) plan and associated analyses of energy efficiency growth with implementation, Scope 2 and Scope 3 (GHG Protocol) emission reduction guidelines and implementation, and analyses of growth in recycling levels and industrial waste management in the Group. Detailed completion dates are set out in the summary in SBM-1.

Reduction targets in scope 3 as per GHG Protocol have not been established.

The targets were established based on the actual consumption of energy in the Group's production processes in 2023 and approved by the Management Board and Supervisory Board of Boryszew S.A. in the strategic planning process and the course of 2025 revision. Emissions calculations are based on the guidelines of the GHG Protocol Standard. Source data for the base year was set for the year of first measurement according to the Standard. As the targets relate to the entity's own operations, the base year (and the level of emissions reported in that year) will not be subject to the base year recalculation policy and is set according to actual consumption from sources owned or controlled by the Group. The status of implementation of the targets indicated in the Boryszew Sustainability Horizon 2030 will be published in the following reporting periods

Decarbonisation levers

Key levers for meeting targets are the purchase of electricity guarantees of origin, the PPA, and investment in own renewable energy sources. From 2024 onwards, there have also been events that have affected the state of energy utilities in the form of asset decommissioning. Other levers, including those related to the other emissions ranges are: increasing energy efficiency and investment in machinery and process innovation, increasing recycling rates and the share of lower-emission raw materials to reduce product emissions, and developing lower-emission offerings

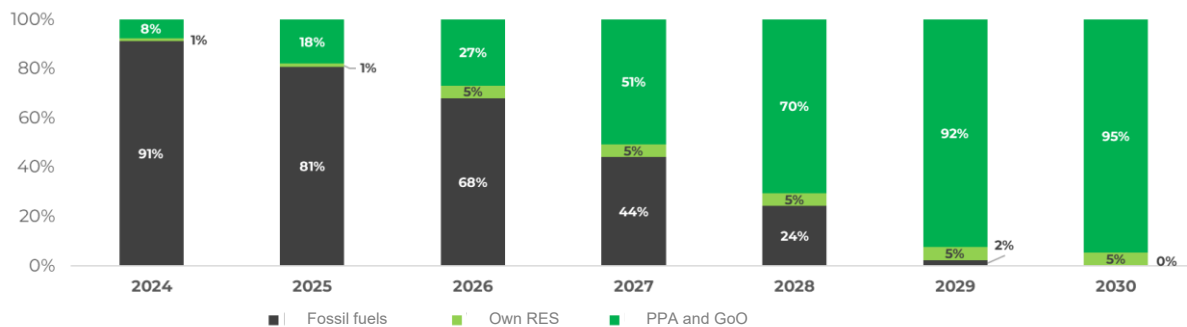
Company name	2025		2024	
	PV installations (MWp)	PV production (MWh)	PV installations (MWp)	PV production (MWh)
Walcownia Metali Dziedzice S.A.	2.500	332.100	0.000	0
Boryszew S.A. Oddział Maflow w Tychach	0.499	561.260	0.499	499
Boryszew S.A. Maflow branch in Tychy (Chelmek facility)	0.020	0.010	0.020	20
Boryszew S.A Maflow branch in Tychy (Toruń facility)	0.924	710.320	0.924	924
Alchemia S.A Rurexpol branch (Częstochowa)	0.000	0	0.000	0
NPA Skawina Sp. z o.o.	1.485	605.838	0.654	654
Boryszew SA Boryszew ERG Branch (Sochaczew)	0.035	35.928	0.035	35
TOTAL	5.463	2 245.456	2.132	2 132

**adjusted 2024 for missing capacity*

Boryszew Group plans further investments in PV installations - ultimately up to about 7 MWp.

Financial	2025	2024
	(MWh)	(MWh)
Transactions for the purchase of guarantees of origin (settled) in Poland	43 356.96	12 977.43
RES production from PPA in Poland	7 456.83	0

Estimated quantitative contribution to meeting targets (electricity mix for Polish plants, accounting for nearly 90% of GKB consumption):



[E1-5]

Energy consumption and energy mix

Boryszew Group's energy consumption data includes only energy consumption from processes carried out or managed by units within the same organisational boundaries as in scope 1 and 2 GHG emissions reporting. Raw materials and fuels that are not burned to produce energy are excluded. Data is reported in the required MWh unit. All data refer to the final energy consumed by the organisation. Energy consumption is not compensated. The item 'energy purchased or acquired' does not include energy acquired within the organisation's boundaries.

The electricity purchased from renewable sources included in the statement comes from contractual instruments such as guarantees of origin or PPAs. In-house renewable energy production includes installations located on the units' sites.

Energy consumption and mix	Unit	2025	2024	Change y/y
Consumption of fuels from coal and coal products	MWh	23 626.34	23 247.63	1.63%
Consumption of fuels from crude oil and petroleum products	MWh	16 411.24	16 518.61	-0.65%
Consumption of fuel from natural gas	MWh	491 157.66	473 536.46	3.72%
Consumption of fuel from other fossil sources	MWh	0	0	
Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources	MWh	175 577.06	232 370.43	-24.44%
Total energy consumption from fossil sources	MWh	706 772.30	745 673.14	-5.22%
Share of fossil sources in total energy consumption	%	93.11%	96.68%	-3.57%
Energy consumption from nuclear sources	MWh	0	0	
Percentage of nuclear energy consumption in total energy consumption	%	0.00%	0.00%	
Consumption of fuels from renewable sources	MWh	0	0	
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	MWh	49 778.83	23 981.44	107.57%
Consumption of self-generated non-fuel renewable energy	MWh	2 494.24	1 588.98	56.97%
Total energy consumption from renewable sources	MWh	52 273.07	25 570.42	104.43%
Share of renewable sources in total energy consumption	%	6.89%	3.32%	3.57%
TOTAL ENERGY CONSUMPTION	MWh	759 045.37	771 243.56	-1.58%

Boryszew Group operates in different sectors of the economy, the vast majority of which are sectors with significant climate impacts according to the Commission Delegated Regulation (EU) 2022/1288. Sectors listed in Sections A through H and Section L under NACE codes are included as those with significant environmental impacts.

As most of Boryszew Group's activities are considered to be in sectors with significant environmental impact, the data are disaggregated.

The Group did not produce energy from non-renewable sources

Energy intensity (total energy consumption per net revenue) associated with operations in sectors with significant climate impacts

	Unit	2025	2024	Change y/y
Net revenue from activities with a significant climate impact	PLN '000	4 827 858	5 109 585	n/a
Energy intensity of operations in sectors with high climate impact (total energy consumption per net revenue)	MWh / thousand PLN	0.16	0.15	4.15%

The line item in the financial statements includes total consolidated revenue. The calculation disclosed includes values less revenues from activities not included in the definition of sectors with a significant climate impact.

Sectors with significant climate impacts used to determine energy intensity

NACE CODE	DESCRIPTION
20	Manufacture of chemicals and chemical products
22	Manufacture of rubber and plastic products
24	Manufacture of basic metals
25	Manufacture of fabricated metal products, except machinery and equipment
29	Manufacture of motor vehicles, trailers and semi-trailers
35	Electricity, gas, steam and air conditioning generation and supply
36	Water intake, treatment and supply
37	Sewage disposal and treatment
38	Waste collection, treatment and disposal activities
68	Real estate activities

[E1-6]

Gross 1, 2 and 3 scope greenhouse gas emissions and total greenhouse gas emissions

Scope	Base year 2024 [MgCO ₂ e]	2025 [MgCO ₂ e]	Change y/y [%]	Target by 2025	Target by 2030	Target by 2050	Annual target in % / base year
Scope 1 greenhouse gas emissions							
Gross scope 1 greenhouse gas emissions	119 551.82	121 365.82	1.52%				
Share of Scope 1 greenhouse gas emissions from regulated ETS	46.13	39.05	-15.35%				
Scope 2 greenhouse gas emissions							
Gross Scope 2 greenhouse gas emissions by location-based method	150 461.96	134 787.18	-10.42%				
Gross Scope 2 greenhouse gas emissions by market-based method	164 809.43	130 097.03	-21.06%				
Material scope 3 greenhouse gas emissions							
Total scope 3 total gross indirect greenhouse gas emissions	1 982 766.18	1 845 798.59	-6.91%				
Category 1 Purchased goods and services	1 006 450.03	963 169.20	-4.30%				
Category 2. Capital goods	11 365.01	14 540.58	27.94%				
Category 3. Emissions related to fuels and energy (not included in Scope 1 or 2)	710 830.89	600 132.13	-15.57%				
Category 4 Transport and distribution (upstream)	27 131.28	11 320.34	-58.28%				

Category 5. Waste resulting from activities	2 199.22	2 472.78	12.44%				
Category 6. Business travelling	250.87	285.48	13.80%				
Category 7. Staff commuting	7 724.48	4 566.96	-40.88%				
Category 8. Leased assets (upstream)	0	0					
Category 9. Transport and distribution (downstream)	483.43	7 519.48	1455.45%				
Category 10. Processing of products sold	0	0					
Category 11. Use of products sold	215 570.10	241 247.60	11.91%				
Category 12. End-of-life treatment of sold products	0	0					
Category 13. Leased assets (downstream)	440.23	135.56	-69.21%				
Category 14. Franchises	0	0					
Category 15. Investments	320.65	408.48	27.39%				
Total GHG emissions							
Total scope 1+2 (location-based) greenhouse gas emissions	270 013.78	256 153.00	-5.13%				
Total scope 1+2 (market-based) greenhouse gas emissions	284 361.25	251 462.85	-11.57%				
Total scope 1+2 (market-based) greenhouse gas emissions + 3	2 252 779.96	2 101 951.59	-6.70%				
Total scope 1+2 (market-based) greenhouse gas emissions + 3	2 267 127.43	2 097 261.44	-7.49%				

* reduction targets from the strategy were not set in accordance with the ESRS.

2024 is the first year for which a full analysis of carbon footprint scope 1, 2 and 3 was conducted, capturing both Polish and overseas companies. Accordingly, 2024 was established as the base year, as it is the first year in which complete data are available. The Group has a recalculation policy. The objective of the policy is to ensure the comparability of GHG emissions data over time and the credibility of the results through consistent rules for the conversion of base year, historical years and, where necessary, reduction target parameters. The policy applies to scopes 1, 2 and 3 and covers all units within the consolidation boundaries.

During the preparation of this report, the Group identified methodological errors in the calculation of greenhouse gas emissions for 2024. The errors related to the values of the emission factors used (scope 3), input data for the calculations (scope 1, scope 2), classification of emission sources into categories (scope 2, scope 3). The volume of renewable energy contracted by the Group has also been updated. As a result of the recalculation, total emissions for 2024 have decreased by 3% compared to previously reported data. The figures for 2024 presented in this report as comparative figures have been adjusted accordingly.

Change of classification in Scope 3 - categories 4 and 9

In 2025, the Group reclassified internal transports, shifting some emissions from category 4 (Transport and distribution - upstream) to category 9 (Transport and distribution - downstream). This change is due to the refinement of the methodology for identifying and assigning transport streams in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. The reclassification results in a lack of full comparability of data between 2024 and 2025 for categories 4 and 9. The 2024 data have not been restated in this respect as it was not possible to reproduce the detailed source data necessary for the retrospective reclassification. This limitation mainly applies

to the presentation by category. The impact of the above issue on the comparability of the total Scope 3 emissions was assessed by the Group to be immaterial, but requiring further qualitative analysis and action (described below).

The Group recognises that the above limitation affects the quality of the disclosures required under ESRS E1-6 for the presentation of the emissions trend by Scope 3 category. This limitation is disclosed in accordance with the ESRS 1(57) requirement for transparency in the absence of data comparability.

Categories 4 and 9, Scope 3 relate to emissions generated in the Group's value chain and therefore the transitional provisions under ESRS 1 apply to them. In accordance with ESRS 1 p. 132, for the first three years of application of the standards, an entity may not provide complete value chain data, provided that the reasons for the unavailability of the data and the plan for obtaining it in the future are disclosed.

This disclosure fulfils this obligation. The Group would also like to emphasise that the limitation in the comparability of data in categories 4 and 9 indicated above is not only due to difficulties in obtaining data from third parties in the value chain, but also to internal methodological and classification changes that require further standardisation. As a result, the Group plans to take corrective action on the consistency of the methodology.

Group's commitments to improve data quality

The Group is committed to the following actions to address the identified limitations and improve the quality of future disclosures:

- Review and standardisation of methodologies - by the end of Q3 '2026 the Group will review the existing rules for calculating and classifying greenhouse gas emissions,
- particularly in areas where methodological and interpretative discrepancies were identified when compiling the 2025 data.
- Strengthening the organisation of the reporting process - by the end of Q3 '2026 the Group will systematise and standardise the way in which emission data are collected, verified and validated at subsidiaries and clarify the responsibilities of those involved in the reporting process.
- Improving the competence and quality of use of the carbon footprint calculation tool - by the end of Q4 '2026 the Group will re-train those responsible for emissions reporting in subsidiaries, covering both the principles of emissions classification and input selection and the correct use of the carbon footprint calculation tool.
- Assessing the comparability of historical data and disclosures - when drafting the 2026 report, the Group will assess the feasibility of further aligning the comparative data for 2024 and 2025 and disclose the extent of any comparability limitations if a full restatement of historical data is not possible.

During the period under review, no other significant events or changes in circumstances affecting the Group's total carbon footprint occurred other than the adjustments and reclassifications indicated above.

All emissions presented in disclosure E1-6 cover only Boryszew Group companies and relate to the same reporting entity to which the financial statements relate.

The boundaries of the reported emissions were determined using the method as for the consolidated financial statements. All companies over which Boryszew Group has operational control and for which it was possible to obtain input data for calculations in scope 1, 2 and 3 were included in the calculations. Dormant companies are not included.

The entities included in the analysis account for more than 99% of the Group's revenue.

COUNTRY	COMPANY NAME
Poland	Alchemia S.A. Baterpol S.A. Boryszew S.A. Branch Boryszew ERG BORYSZEW S.A. MAFLOW BRANCH Boryszew Nieruchomości Sp. z o.o., Boryszew S.A. Headquarters Boryszew Green Energy & Gas Sp. z o.o. Huta Bankowa Sp. z o.o. Laboratoria Badań Batory Sp. z o. o. Maflow Plastics Poland Sp. z o.o. NPA Skawina Sp. z o.o. Boryszew S.A. Elana Branch Walcownia Metali Dziedzice S.A. Zakład Utylizacji Odpadów Sp. z o.o., ZM Silesia S.A.
Brazil	Maflow do Brasil Ltda
China	Maflow Components (Dalian) Co., Ltd.
Czech Republic	AKT Plastikářská technologie Cechy spol. s.r.o.
Spain	Maflow Spain Automotive S.L.
India	Maflow India Private Limited
Mexico	MAFMEX S. de R. L. de C.V.
Italy	Maflow BRS s.r.l

The abovementioned entities were included in the analysis and Scope 1, 2 and 3 emissions were calculated for them. Also included in scope 3 in category 15 (investments) is Onesano S.A., which is an affiliate in which Boryszew S.A. holds a 42.5% stake. For the remaining third-party entities in which the companies have equity interest, data could not be obtained and they were excluded from the calculations.

Disaggregation of Scope 1 and 2 emissions in 2025 by individual units in the Group

Reporting venue	Scope 1 [MgCO ₂ e]	Scope 2 (location- based) [MgCO ₂ e]	Scope 2 (market- based) [MgCO ₂ e]	Total (location- based) [MgCO ₂ e]	Total (market- based) [MgCO ₂ e]
Metals					
Alchemia S.A.	50 288.29	43 640.90	38 904.68	93 929.18	89 192.97
Huta Bankowa Sp. z o.o.	19 022.66	8 190.30	7 308.60	27 212.96	26 331.26
Laboratoria Badań Batory Sp. z o.o.	52.16	37.24	47.47	89.4	99.63
NPA Skawina Sp. z o. o.	10 321.84	14 191.25	13 701.27	24 513.09	24 023.11
Walcownia Metali Dziedzice S.A.	2 196.15	20 194.90	18 145.69	22 391.05	20 341.84
ZM SILESIA SA Katowice	1 697.11	2 408.41	2 142.75	4 105.52	3 839,86
ZM SILESIA SA Oława Branch	5 380.31	3 115,42	2 770.88	8 495.73	8 151.19
Automotive					
Boryszew S.A. Oddział Maflow w Tychach	335.55	10 872.18	13 445.34	11 207.72	13 780.89
Maflow Plastics Poland Sp. z o. o.	6.5	6 501.93	8 289.11	6 508.43	8 295.61
Boryszew Maflow Sp. z o. o. (in Toruń)	0	1 292.87	1 634.62	1 292.87	1 634.62
AKT Plastikarska Technologie Cechy spol. s.r.o.	104.56	3 955,68	4 361.76	4 060.23	4 466.31
Maflow BRS s.r.l. (Ascoli)	28.83	2 571.67	2 572.78	2 600.51	2 601.61
MAFMEX S. de R. L. de C.V.	709.58	1 149.21	1 194.71	1 858.79	1 904.29
Maflow Components Dalian Co., Ltd.	1 548.98	2 143.04	0	3 692,02	1 548.98
Maflow India Private	212.93	813.81	814.42	1 026.73	1 027.35
Maflow do Brasil Ltda	140	90.92	0	230.91	140

Maflow Spain Automotive S.L.	10.15	107.69	0	117.83	10.15
Circular economy					
Baterpol SA	20 608.33	3 552,92	3 174,83	24 161.25	23 783.16
Zakład Utylizacji Odpadów Sp. z o. o.	6 114.03	815.67	1 039.87	6 929.70	7 153.90
Energy					
Boryszew Green Energy&Gas Sp. z o. o.	0	1 403.24	1 236.47	1 403.24	1 236.47
Boryszew S.A. Boryszew Energy Branch	0	0	0	0	0
Chemical products					
Boryszew S.A. Elana Branch	89.98	5 017.48	5 882.60	5 107.47	5 972.59
Elimer Sp. z o.o.	0	32.16	37.76	32.16	37.76
Boryszew S.A. Branch Boryszew ERG	2 452.03	2 477.11	3 157,83	4 929.14	5 609.86
Other					
Boryszew Nieruchomości Sp. z o. o.	0	108.37	122.83	108.37	122.83
Boryszew S.A.	45.86	102.83	110.74	148.69	156.6

Disaggregation of Scope 1 emissions in 2025 by GHG category

Scope	Total GHG emissions	CO ₂ emission	CH ₄ emission	N ₂ O emission	PFC/HFC emission
Scope 1	121 365.82	120 858.86	181.88	281.37	43.70

The representation of Scope 3 greenhouse gas emissions is disclosed according to the GHG Protocol categories. Representation according to the indirect emission categories specified in EN ISO 14064-1:2018 was abandoned.

Scope 1 greenhouse gas emissions from ETS installations in 2025 accounted for 39.05% of emissions in this scope.

Reported GHG emissions for Scope 1 and 2 were developed in accordance with "The Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard Revised Edition" and the "GHG Protocol Scope 2 Guidance".

Scope 1 carbon footprint calculation used fuel-specific and refrigerant-specific factors from the DEFRA 2025 database. The emission factor for N₂O releases (GWP value) came from the IPCC AR6 report. For acetylene and technical gas with 18% CO₂ content, emission factors determined based on stoichiometric equations were used.

In Scope 2 carbon footprint calculation the factors used were:

- electricity: for European countries, data published by the Association of Issuing Bodies in 2025. The location-based method used a country average factor (production mix), while the market-based method used a residual mix. For non-European countries (India, China, Brazil, Mexico, Russia), emission factors from the Carbon Database Initiative 2025.
- thermal energy: in the calculation of emissions from production of purchased thermal energy in Poland, the emission factor published by ERO in the publication "Thermal Energy in Figures 2023", and for other countries – the emission factor from DEFRA 2025

The methodology for calculating Scope 3 carbon footprint took into consideration the requirements of the "GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard." Indicators from DEFRA 2025, ADEME, Exiobase 3.8.2 and data from suppliers were used in the calculations. The reporting boundaries, significant assumptions and selected calculation methods as well as related emission factors are presented in Disclosure E1-6. The computational tool used in the analyses was spreadsheets and an IT solution that has a built-in carbon footprint calculator.

GHG emissions, expressed in tons of CO₂ equivalent (CO₂e), also include GHG other than carbon dioxide (CO₂): methane (CH₄), nitrous oxide (N₂O), sulfur hexafluoride (SF₆), perfluorocarbons (PFCs), hydrofluorocarbons (HFCs) and nitrogen trifluoride (NF₃) The emissions reported by the companies represent the following gases:

- CO₂, CH₄, N₂O i HFC for scope 1
- CO₂ for scope 2
- Aggregate indicator covering various greenhouse gases (CO₂, CH₄, N₂O, HFC, depending on the source) for Scope 3

The type of greenhouse gases included in each scope depended on the available emission factors.

Biogenic emissions associated with the combustion of biocomponents in petrol and diesel were identified. Biogenic emissions in 2025 associated with Scope 1 emission sources (fuel combustion) are shown separately outside the emission ranges. The emission factors used do not enable separating the percentage of biomass or biogenic CO₂ for scope 2 and 3.

The biogenic emissions in 2025 associated with Scope 1 emission sources (fuel combustion) are shown in the table below.

Emission source	2025	2024
	Biogenic CO ₂ emissions [Mg CO ₂]	Biogenic CO ₂ emissions [Mg CO ₂]
Gasoline	6.5	9.2
Diesel oil	123.3	117.4
Total	129.8	126.5

Electricity use by source of origin

Disclosure for 2024, before adjusting the calculation for the base year: Forecast of the structure of electricity use following the purchase of additional instruments from the 2024 statement

Type of energy	Forecast energy consumption *	Gross location-based scope 2 GHG emissions	Gross market-based scope 2 GHG emissions
	[MWh]	(location-based)	(market-based)
		[t CO ₂ e]	[t CO ₂ e]
Grid electricity	225 672.4	141 661.9	170 851,9
Electricity from RES (Guarantees of Origin or PPA)	36 546.8	20 248.3	0.0
In-house PV power generation	1 534.9	0.0	0.0
Own electricity generation - other RES sources	54.1	0.0	0.0
Total	263 808.20	161 910.20	170 851,90

Reconciliation of the forecast of the structure of electricity use after purchase of additional instruments in 2024)

Type of energy	Reconciliation of energy consumption *	Gross location-based scope 2 GHG emissions	Gross market-based scope 2 GHG emissions
	[MWh]	(location-based)	(market-based)
		[t CO ₂ e]	[t CO ₂ e]
Planned: Electricity from RES (Guarantees of Origin or PPA)	36 546.8	20 248.3	0.0
Reconciled: Electricity from RES (Guarantees of Origin or PPA)	23 981.44	15 204.8	0.0

The Group does not expect to adjust the entries in the report in the next reporting period - purchased guarantees of origin scheduled for redemption in Q2 '2026 for 2025 are included in the calculation.

Primary data from suppliers under Category 1 (purchases of goods and services) were used to calculate Scope 3 greenhouse gas emissions. Emissions calculated based on these data accounted for 7.4% of total Scope 3 GHG emissions.

The Group analysed and estimated its total Scope 3 greenhouse gas emissions on the basis of 15 categories according to the GHG Protocol methodology. As a result of the analysis, it was decided to exclude the following categories of scope 3:

Category 8 - not applicable.

Category 10 - this category was excluded due to the lack of information on the processing of sold semi-finished products.

Category 12 - this category was excluded due to the lack of information on end-of-life management of final products.

Category 14 - not applicable.

The analysis of GHG emissions excluded emissions under category 10 (processing sold products) and category 12 (post-consumer waste management), according to the GHG Protocol classification for Scope 3 emissions. This decision is based on significant limitations in the availability and quality of data necessary for reliable estimates.

Boryszew Group offers a wide range of products whose end use and further life cycle are often unknown. In addition, the way sales are recorded varies depending on the IT systems used by each Group company. The Group is not aware of reliable data sources and emission factor databases that would enable reliable conversions for these categories.

Incorporating the above categories would require significant effort and resources, with no guarantee of obtaining data with an adequate level of accuracy. Accordingly, and given the proportionality of the potential emissions to the organisation's total carbon footprint, it was decided to exclude them from the analysis.

Explanation for scope 3

Material scope 3 category	Reporting limits	Calculation methods	Emission factors
1 Purchased goods and services	Included in Category 1 are emissions related to the production of raw materials and materials purchased by companies as well as emissions associated with the performance of purchased services not classified in the other categories.	Calculations were based on financial data and raw material weight information where possible. 98% of emissions associated with purchased materials were calculated based on the weight of raw materials, and the remaining 2% were calculated based on costs. Key raw materials were classified as metals and plastics. For purchased services, 100% of emissions was calculated on the basis of expenses.	Emission factors from the DEFRA 2025 database: https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025 Factors from the ADEME database Emission factors (EEIO) from the EXIOBASE 3.8.2 database: https://doi.org/10.5281/zenodo.5589597 Exiobase factors were converted into PLN using the average annual exchange rate for 2025 and incorporating inflation adjustments for 2023, 2024 and 2025. Data from suppliers
2 Capital goods	Category 2 includes emissions associated with the production of purchased fixed assets.	Calculations were based on the incurred costs reported by each company.	Emission factors (EEIO) from the EXIOBASE 3.8.2 database: https://doi.org/10.5281/zenodo.5589597 and https://www.climatiq.io/data Exiobase factors were converted into PLN using the average annual exchange rate for 2025 and incorporating inflation adjustments for 2023, 2024 and 2025.

Material scope 3 category	Reporting limits	Calculation methods	Emission factors
3 Emissions associated with energy and fuels	This category includes emissions associated with the extraction, production and transportation of fuels consumed by the reporting company, extraction, production and transportation of fuels consumed for electricity generation, generation of electricity consumed to compensate transmission and distribution (T&D) losses. These are known as Well-to-Tank ("WTT") emissions. Emissions associated with the production of fuels and energy purchased for resale are also reported in this category. Inputs were data reported on utility consumption in mobile and fixed sources, as well as data on utility purchases for resale.	Calculations were based on fuel and energy consumption data reported in Scope 1 and 2. The category also includes energy purchased for resale	Emission factors for fuels from the DEFRA 2025 database: https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025 Emission factors for electricity from the Carbon Database Initiative 2025 database and for energy purchased for resale factors from the Association of Issuing Bodies database: https://www.aib-net.org/
4 Upstream transportation and distribution	Category 4 includes emissions associated with purchased transportation services, including transportation of finished products to the customer at companies' expense.	The calculations used financial data and, where possible, physical data on fuel consumption or cargo weight and distance travelled. The majority of category 4 emissions were calculated on the basis of physical data, and where physical data were unavailable, the remaining 6% of emissions were calculated based on expenditure.	Emission factors from the DEFRA 2025 database: https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025 Emission factors (EEIO) from the EXIOBASE 3.8.2 database: https://doi.org/10.5281/zenodo.5589597 . Exiobase factors were converted into PLN using the average annual exchange rate for 2025 and incorporating inflation adjustments for 2023, 2024 and 2025.
5 Waste generated in operations	Category 5 includes waste sent to third parties for disposal and wastewater discharged to sewer system.	For waste, data on the mass of waste generated by type or code of waste were used, as well as the method of waste management. When mass data could not be obtained, information on the cost of waste management was used. For	https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2024 Emission factors from the DEFRA 2025 database: https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025 Emission factors (EEIO) from the EXIOBASE 2022 database: https://doi.org/10.5281/zenodo.5589597 . Exiobase factors were converted to PLN using the average annual exchange rate for 2024 and incorporating inflation adjustments for 2023 and 2024.

Material scope 3 category	Reporting limits	Calculation methods	Emission factors
		wastewater, a similar approach was used - if companies had no data on the volume of wastewater discharged, relevant information on expenses was used.	
6. Business trips	Category 6 includes data on business trips (travel and accommodation).	Calculations were based on companies' data on business trips, taking into consideration the distances traveled using different means of transport, as well as accommodation. Where physical data could not be collected, information on business trip costs incurred was used.	https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2024 Emission factors from the DEFRA 2025 database: https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025 Emission factors (EEIO) from the EXIOBASE 3.8.2 database: https://doi.org/10.5281/zenodo.5589597 . Exiobase 3.8.2 factors were converted to PLN using the average annual exchange rate for 2024 and incorporating inflation adjustments for 2023 and 2024.
7 Employee commuting	Category 7 refers to emissions generated by employee commuting. Emissions generated employee commuting are taking into consideration different modes of transport. In addition, this category includes emissions from employees' remote work.	Calculations were based on companies' data on distances, means of transport and number of commuting days by employees, as well as the time spent on remote work. Depending on data availability, they were reported in different configurations, for which appropriate conversions were applied. If information was missing, additional assumptions were made.	Emission factors from the DEFRA 2025 database: https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025
9 Downstream transportation and distribution	Category 9 includes emissions generated transporting sold products at the customer's expense.	Nearly 100% of emissions were calculated using physical data.	Emission factors from the DEFRA 2025 database: https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025

Material scope 3 category	Reporting limits	Calculation methods	Emission factors
11 Use of sold products	Category 11 includes emissions associated with the combustion of natural gas sold to third parties.	The amount of natural gas sold to entities outside the Boryszew Group was multiplied by the emission factor in the corresponding unit.	Emission factors from the DEFRA 2025 database https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025
13 Downstream leased assets	Category 13 includes emissions associated with the use of utilities in spaces owned by Boryszew Group leased by third parties. To avoid double counting, the consumption of utilities in spaces leased by Group companies was excluded.	Calculations for reported fuel consumption and purchased energy was the same as for calculations in Scope 1 and 2. The market-based method was used for purchased electricity.	
15 Investments	Included in category 15 are emissions from scopes 1, 2 and 3 of Onesano S.A., in which the Boryszew Group holds a 42.5% equity stake.	<p>This affiliated company provided data on: use of utilities in mobile and stationary sources, purchased materials, services and fixed assets, amount of tap water used and wastewater discharged, waste sent for disposal, purchased transportation services and business travel.</p> <p>Calculations were the same as in the Group's corresponding emission categories. Scope 2 Onesano emissions associated with the production of purchased electricity were calculated using the market-based method. Onesano GHG emissions were excluded from other categories of Boryszew Group Scope 3. They are included in total in Cat. 15, multiplied</p>	<p>Emission factors from the DEFRA 2025 database: https://www.gov.uk/government/publications/green-house-gas-reporting-conversion-factors-2025</p> <p>Emission factors (EEIO) from the EXIOBASE 3.8.2 database: https://doi.org/10.5281/zenodo.5589597</p> <p>Exiobase factors were converted to PLN using the average annual exchange rate for 2025 and incorporating inflation adjustments for 2023, 2024 and 2025.</p> <p>Emission factors for electricity for market-based (residual mix) method from Association of Issuing Bodies document for 2024: https://www.aib-net.org/facts/european-residual-mix/2024</p>

Material scope 3 category	Reporting limits	Calculation methods	Emission factors
		by the Group's share in the entity's capital (42.5%).	

Greenhouse gas intensity based on net revenue

	2025		2024	
	(location-based)	(market-based)	(location-based)	(market-based)
	[t CO ₂ e]	[t CO ₂ e]	[t CO ₂ e]	[t CO ₂ e]
Total greenhouse gas emissions (tCO ₂ -equivalent)	2 101 951.59	2 097 261.44	2 252 779.96	2 267 127.43
Net revenue (PLN '000) from the report	4 836 501	4 836 501	5 116 006	5 116 006
Greenhouse gas emission intensity factor	0.435	0.434	0.440	0.443

[E1-7]

Greenhouse gas removal and mitigation projects financed through carbon credits

Boryszew Group has no greenhouse gas removal projects neither does it finance such projects as part of its own operations. In addition, the Group did not purchase offset units (carbon offsets) or carbon credits during the reporting period.

Be advised that Boryszew Group operates installations covered by the EU Emission Trading Scheme (EU ETS). Nevertheless, this disclosure does not apply to the mandatory EU ETS, but only to emission credits purchased or supported on a voluntary basis, which the Group did not apply.

[E1-8]

Internal carbon pricing

Boryszew Group does not use internal carbon pricing systems.

E2 – Pollution

[E2-1]

Policies related to pollution

Boryszew Group implemented a number of environmental policies and procedures at subsidiaries to identify and reduce impacts due to environmental pollution, including air, water and soil pollution. These policies were established at the local level and are tailored to specific operations of individual production facilities and are consistent with Group-level regulations. The following policies and procedures on pollution are in place at Group companies:

- Environmental management policies (companies in the Automotive segment, Zakład Utylizacji Odpadów Sp. z o. o., Baterpol SA),
- Quality, environmental and health and safety policies (companies in the Automotive and Metals Segment),
- Integrated management system policies (Metals Segment companies),
- Procedures for identification and evaluation of environmental aspects (Huta Bankowa Sp. z o. o., Boryszew S.A. Oddział Elana, ZM Silesia S.A., Zakład Utylizacji Odpadów Sp. z o. o.),
- Procedures for handling environmental accidents and incidents, including emissions, spills and fires (e.g., Boryszew S.A. Elana Branch).

Mitigating environmental impacts

Group's environmental policies include:

- avoiding pollution at the source by selecting appropriate technologies (e.g., through implementing best available techniques - BAT),
- minimising the use of hazardous substances and phasing them out of the production process,
- control of emissions to air and water through systematic monitoring and measurement of emissions,
- reduction of waste generation and its reuse in processes in accordance with circular economy principles.

Boryszew Group's environmental policies do not contain detailed information on pollutants or substances. The contents of the policies are based on the integrated permits obtained.

Risk and emergency management

The Group has procedures in place on:

- prevention of environmental incidents,
- rapid response to emergencies, including leaks, fires, equipment failures,
- preparation of crisis management plans at facilities with higher operational risks,
- health, safety and environmental training, which includes principles of safe chemical handling and emergency response.

Management of hazardous substances

Companies of the Boryszew Group, as part of their environmental policies and management systems (including those consistent with ISO 14001), take measures for the safe use and monitoring of chemical substances. These include, in particular:

- identification of hazardous substances used in processes,
- conformity with obligations under REACH and CLP regulations, including classification, labelling and safe storage and use of chemicals,
- substitution of selected chemicals with safer equivalents - where technically reasonable and possible.

Scope of policies

Environmental policies are in place at all important production companies of Boryszew Group, including: Grupie Maflow i BAP, Zakład Utylizacji Odpadów Sp. z o. o., Baterpol S.A., Boryszew S.A. Oddział Elana, Huta Bankowa Sp. z o. o., Walcownia Metali Dziedzice S.A., ZM Silesia S.A., Alchemia S.A., NPA Skawina Sp. z o. o.

Each company has a policy tailored to meet legal and operational requirements.

In addition, Group's companies have a number of internal instructions to ensure conformity with legislation, provisions of administrative decisions obtained (permits for gas and dust emissions into air, water permits for water and sewage discharges, decisions determining permissible noise emissions) and the principles of the environmental management system. These documents are implemented by the head of entity (subsidiary or branch).

[E2-2]

Actions and resources related to pollution

Boryszew Group, operating in industrial sectors with the potential for transformation towards sustainable development, in key sectors for green transformation (metal processing, chemicals, automotive, waste management), is working on a business strategy with the "Sustainability Horizon 2030" initiative, which takes into consideration the need to reduce emissions and industrial pollution and supports efficient waste management.

Boryszew Group takes the following measures aimed at preventing pollution, reducing it and controlling the impact of its operations on the environment:

1. Avoiding pollution (preventive measures):

- a) Development of low-carbon technologies, including:
 - production of air conditioning ducts using R744 (CO₂) refrigerant, which has a low global warming potential (GWP = 1), replacing standard HFCs with high GWP factors (continuous process)
 - technology for producing zinc oxide from recycled materials in induction furnaces to avoid emissions typical of conventional roasting methods, such as emissions of dust, nitrogen oxides (NO_x) and sulfur oxides (SO_x), by eliminating the process of burning fossil fuels (by 2027)
- b) Introduction of materials that reduce emissions of harmful compounds, such as EG BRASS DW® brass alloy with reduced lead and arsenic content - for drinking water systems (by 2027)
- c) Automation and digitisation of production to increase process precision and reduce wast (continuous process)

2. Reducing pollution (minimising emissions and impacts):

- a) Modernisation of the hard zinc processing plant (ZM Silesia) - implementation of an eco-friendly roaster and oxidiser (until 2027)
- b) Emission control at industrial facilities in accordance with the requirements of the BAT Conclusions as well as environmental and integrated permits (continuous process)
- c) Monitoring of consumption of utilities as well as air and water emissions at key production facilities (continuous process)

3. Corrective measures:

- a) Investment in infrastructure to reduce the risk of secondary emissions and landfilling of non-recyclable waste:
- b) construction of a thermal conversion facility for hazardous and municipal waste in Toruń with a target processing capacity of more than 26 000 Mg/year, covering two streams: municipal waste with energy recovery (R1 process, which is part of circular economy) and hazardous waste that is not recovered (disposal process);. (by 2029)
- c) increasing the industrial waste disposal capacity in Zakład Utylizacji Odpadów Konin by no more than 15 800 Mg/year. (by 2028)

[E2-3]

Pollution targets

As of the date of this report, Boryszew Group established no formal environmental goals in pollution reduction, including emissions to air, water and soil, or management of hazardous substances.

Currently, companies' activities in pollution reduction are focused on meeting regulatory requirements under environmental regulations, administrative decisions and internal procedures related to maintaining conformity with management systems, i.e. ISO 14001 (Automotive and Metal Sector companies).

Despite the lack of formalised quantitative targets, individual Group entities: monitor emissions in accordance with applicable standards and administrative requirements, cooperate with accredited laboratories for periodic measurements of emissions, analyse the technical possibilities of reducing pollutant emissions with planned upgrades of industrial installations.

In the medium term, the Group plans to strengthen its environmental reporting systems and is considering setting targets for reducing selected categories of pollution - particularly those that may involve regulatory or social risks in the future.

[E2-4]

Air, water pollution

Boryszew Group monitors pollutant emissions to air, water and soil in its own operations at all Group companies, both domestic and overseas. These measures are carried out in accordance with applicable national and European regulations, including Annex II to Regulation (EC) No. 166/2006 on the European Pollutant Release and Transfer Register (E-PRTR).

Emitted pollutants

Emissions of identified pollutants (excluding GHGs disclosed under ESRS E1) include:

- heavy metals and their compounds (e.g., lead, mercury, cadmium),
- sulfur and nitrogen oxides (SO_x, NO_x),
- particulate matter (PM),
- organic compounds (e.g., volatile organic compounds, phenols),
- substances that acidify and eutrophicate the aquatic environment.

Quantitative emissions data are reported on a consolidated basis, with details on air and water emissions, in accordance with the Group's operational and financial controls. No reportable emissions to soil occurred. Measured data from the emitters were used, the way emissions are measured and their magnitude (as well as BAT) is defined in the integrated permits for emission limit values and water permits.

Air, water pollution [kg]

	2025		2024*	
	Emissions to air	Emissions to water	Emissions to air	Emissions to water
Ammonia (NH3)		8.46		5.53
Cadmium and its compounds (as Cd)	10.76		4.74	
Zinc and its compounds (as Zn)	701.62	142.31	434.34	219.28
PCDD + PCDF (dioxins + furans) (as Teq)	0.04		0.01	
Xylenes	36.49		72.99	
Chloride (as total Cl)	100.08		97.18	
Total emissions	849.40	150.77	609.26	224.81

*A correction was made to the list of substances for 2024 based on improvements in the data collection and presentation process. The data comes from the Companies in the Metals, Circular Economy, Chemicals segments

The Group identified material use and emission of microplastics in the operations of Group companies. In particular, the Chemicals segment (Boryszew S.A. Elana Branch) and the Automotive segment (BAP Group).

Microplastics

	Unit	2025	2024
Granulate/plastic consumption for production	Mg	8 157.70	12 620. 06

Data from companies in the Automotive and Chemicals segments

These issues will be further monitored under environmental management system reviews.

Measurement methodologies

All companies use pollution measurements in accordance with applicable local laws and administrative decisions, based on the standards and measurement methodologies defined therein, i.e. periodic measurements by accredited laboratories, calculated estimates based on emission factors or data from process documentation.

Data collection process

The data are collected by technical departments of Group the companies, often under their duties stipulated in administrative decisions, including integrated or water permits. In companies based in Poland, the data come mainly from

- periodic measurements of direct emissions to air and water,
- environmental reporting (including KOBIZE, KRUTZ, BDO, PRTR)
- documentation of tests conducted by external entities.

When reporting pollutant emissions, some Boryszew Group companies use indirect methodologies, i.e. other than direct measurement of emissions. The choice of these methodologies is justified by the nature of installations, applicable regulations as well as technical and operational constraints.

ZM SILESIA uses indirect methodologies because of the conditions set forth in the administrative decisions - integrated and water permits. These documents do not impose continuous emissions monitoring, hence periodic measurements or indicative calculations can be used.

A similar approach is used, for example, by Boryszew ERG Branch, where environmental decisions specify emission limits and required process parameters, but no direct measurements of emissions to air or water is obligatory.

In such cases, data are reported based on:

- periodic measurements performed by accredited laboratories,
- emissions calculations based on the amount of fuel, raw materials or reagents used,
- estimates based on emission factors according to industry or technology documentation.

Due to the use of indirect methods, the data may have a certain amount of uncertainty, but this is not quantitatively reported at the company level. Where applicable, the Group plans to gradually improve the quality of the data it collects, including by implementing uniform estimation procedures and assessing the potential impact of these emissions in future reporting periods.

[E2-5]

Substances of concern and substances of very high concern

Substances of concern by main hazard classes of substances [Mg]

Hazard class	Substances of concern that are manufactured or used in production or that are purchased	Substances of concern that leave facilities as emissions, products or as part of products or services	Substances of concern that are manufactured or used in production or that are purchased	Substances of concern that leave facilities as emissions, products or as part of products or services
	2025		2024*	
Carcinogenicity category 1 and 2	43 735	39 230	*	*
Germ cell mutagenicity category 1 and 2	146	424	*	*
Reproductive toxicity category 1 and 2	46 960	47 852	*	*
Endocrine disruption in relation to human health			*	*
Endocrine disruption in relation to the environment			*	*
Properties of substances that are persistent, mobile and toxic or very persistent, very mobile	15		*	*
Persistent, bioaccumulative and toxic or very persistent and very bioaccumulative properties			*	*
Respiratory sensitisation category 1	12		*	*
Skin sensitisation category 1	31	317	*	*
Chronic hazard to aquatic environment category 1-4	17 747	21 719	*	*
Hazard to the ozone layer			*	*
Toxic effects on target organs, repeated exposure category 1 and 2	6 145	8 340	*	*
Toxic effects on target organs, single exposure category 1 and 2	12	89	*	*
Negative impact on the reuse and recycling of materials in the product in which it is present	15		*	*

*Data for 2024 were collected using a different disaggregation method. Data from companies in the Chemicals, Circular Economy, Metals segments

Quantity of substance of concern

	Unit	2025	2024
Amount of substances of concern that leave facilities as emissions	Mg	11 581.99	24 813.09
Amount of substances of concern that leave facilities as products	Mg	55 186.21	34 587.34
Amount of substances of concern that leave as part of products	Mg	6 080.96	6 946.55
Amount of substances of concern that leave facilities as services	Mg	0	2
Total	Mg	72 849.15	66 348.97

Data from companies in the Chemicals, Circular Economy, Metals segments

SVHCs, manufactured or used in production or purchased [Mg]

Hazard class	Substances of very high concern that are manufactured or used in production or that are purchased	Substances of very high concern that leave facilities as emissions, products or as part of products or services	Substances of very high concern that are manufactured or used in production or that are purchased	Substances of very high concern that leave facilities as emissions, products or as part of products or services
	2025		2024	
Germ cell mutagenicity category 1 and 2			*	*
Carcinogenicity category 1 and 2	43 730	39 230	*	*
Toxic effects on target organs, single exposure category 1 and 2	1	89	*	*
Negative impact on the reuse and recycling of materials in the product in which it is present			*	*
Reproductive toxicity category 1 and 2	43 757	44 909	*	*
Endocrine disruption in relation to human health			*	*
Endocrine disruption in relation to the environment			*	*
Properties of substances that are persistent, mobile and toxic or very persistent, very mobile			*	*
Persistent, bioaccumulative and toxic or very persistent and very bioaccumulative properties			*	*
Respiratory sensitisation category 1	10		*	*
Skin sensitisation category 1	10		*	*

Chronic hazard to aquatic environment category 1-4			*	*
Hazard to the ozone layer			*	*
Toxic effects on target organs, repeated exposure category 1 and 2	390	132	*	*

**Data for 2024 were collected using a different disaggregation method. Data from companies in the Chemicals, Circular Economy, Metals segments*

Substances of very high concern

	Unit	2025	2024
Amount of substances of very high concern that leave facilities as emissions	Mg	0.20	0.20
Amount of substances of very high concern that leave facilities as products	Mg	39 666.47	35 011.30
Substances of very high concern leaving production facilities as parts of products	Mg	5 666.47	6 942.00
Substances of very high concern leaving production facilities as services	Mg	0	0
Total	Mg	45 333.14	41 953.50

Data from companies in the Chemicals, Circular Economy, Metals segments Figures for 2024 were corrected.

The types of substances that are potentially hazardous and substances of very high concern, as well as their classification to particular hazard classes, were determined on the basis of lists of substances used at individual production facilities, Group companies. Amount of substances was identified from records kept by units.

Conversions to Mg were used according to the data in the data sheets of the individual products.

E3 – Water and marine resources

[E3-1]

Policies related to water and marine resources

Boryszew Group has not implemented a dedicated policy related to water and marine resources. The Silao (Mexico) facility operates in an area of significant water scarcity, but production is not heavily dependent on water use and consumption is monitored from the management system level and on the basis of the Maflow Group's overall environmental and health and safety policy, which involves the rational use of resources, including water. As such, a dedicated policy has not been implemented for the site. Group companies monitor the level and type of groundwater intake source, the amount of surface water used, the amount of wastewater discharged.

Boryszew Capital Group conducts its operations in a manner consistent with current regulations on water resources management. The use of water in processes and general operations is based on water permits obtained, covering the intake of groundwater and surface water and the discharge of treated wastewater. In accordance with legal requirements, the limitation of water use is specified in water permits, as well as in the company's internal procedures. The quality of the discharged wastewater is strictly regulated by the parameters specified in the water permits, which ensures minimum environmental impact. In addition, as required in ISO 14001 standards implemented, monitoring of raw material consumption, including water, is carried out in the companies of the Metals segment and in Boryszew S.A. Elana Branch, and measures are taken to optimise and reduce it. This approach helps efficient management of water resources and reduction of the impact of industrial activities on the environment.

Neither Boryszew Group nor its subsidiaries have adopted policies on ocean and marine sustainability.

[E3-2]

Actions and resources related to water and marine resources

Boryszew Capital Group takes continuous, active steps to identify and manage risks related to water availability, especially in water-scarce regions. As part of its environmental risk analysis, the Group monitors the availability of water resources and adapts production and processes to local hydrological conditions. Water scarcity occurs in the regions where Konin PL, Pune IN, Dalian CHN and Ascoli Piceno IT are located (according to the Aquaduct Water Risk Atlas). An area of significant deficit is Silao MX.

Measures include, in the company's own operations: optimising water consumption by implementing modern technologies that reduce water intake, use of process water treatment and reuse systems, following strict standards for wastewater quality and its control in accordance with water permits, implementing procedures for monitoring water in the ISO 14001 system, thereby systematically reducing the impact of operations on water resources.

In order to reduce water consumption at Alchemia S.A.'s Walcownia Rur Batory branch and Stalownia Batory branch, the water cycle is based on two circuits, i.e. drinking water and closed industrial water circuits. The industrial water system at Stalownia Batory branch operates on the basis of replenishing losses from the drinking water system, water is directly discharged into the network.

The companies of Boryszew Group manage water resources in accordance with the water rights permits in force, which specify the maximum permissible volumes of water intake. The process of water intake is subject to regular inspection by the Water Authority, and companies are required to submit periodic reports in this regard.

Due to the nature of the business, it is not possible to limit water intake, but the companies run operations in a rational manner, adjusting consumption to actual needs.

[E3-3]

Targets related to water and marine resources

Boryszew Group established no targets related to water and marine resources. None of the Group's companies is involved in the extraction or use of marine resources.

As the Group operates in water-stressed areas, including areas with significant water shortages, it plans to establish targets in this regard at a later date.

[E3-4]

Water consumption

Water consumption was defined as the difference between intake and discharge. The water intake data of the Group's units were reported on the basis of direct measurement or on the basis of data provided by water suppliers (invoices). Some water data were estimated due to the fact that direct measurements are not possible. Water stored in reservoirs at the Group's production facilities for current process needs was considered as stored water.

	Unit	2025	2024
Total water consumption	m3	1 424 458	1 773 510
Total water consumption in water-stressed areas, including areas with significant water scarcity	m3	1 369 660	1 715 110

Total volume of water recycled and reused	m3	3 993 069	4 397 078
Total volume of water stored	m3	33 338	33 391
Change in water storage y/y	m3	-53	n/a*

Net revenue used to calculate water intensity	million EUR	1 141.44	1 189.16
Water consumption index	m3 / million EUR	1 247.95	1 491.40

*The value of total water consumption in water-stressed areas reported in 2024 was corrected - the correction was to align the definition of areas for all sites. Alchemy Group's total water storage data in 2024 were corrected. * in 2023 the Group did not collect data in this way.*

E5 – Resource use and circular economy

[E5-1]

Policies related to resource use and circular economy

Given the diversified structure and diverse business profiles of the units, Boryszew Group did not implement a unified policy related to resource use and circular economy. The Group will explore the possibility of implementing a coherent policy in this area.

[E5-2]

Actions and resources related to resource use and circular economy

In 2025, Boryszew Group carried out no activities related to policies related to resource utilisation and circular economy. The Group implements a natural resource management approach focusing on minimising the use of primary raw materials, increasing the use of secondary raw materials, reducing waste generation, extending and adapting the life cycle of products to customer requirements. This approach coincides with the business strategy and focuses mainly on own and downstream operations in Europe as well as Asia and Latin America.

Activities that are an ongoing process in production facilities:

Baterpol S.A., being a significant producer of refined lead and lead alloys in Poland, operates mainly on the basis of purchase and processing of scrap lead-acid batteries. The company's process solutions close the battery recycling cycle and enable further use of over 95% of lead.

Zakład Utylizacji Odpadów Konin collects various categories of hazardous waste for storage and processing in an environmentally sound manner or treats it in a waste incineration plant (thermal processing of waste).

Companies of the Metals segment use scrap metal (steel, copper, brass, aluminum, zinc) in their production processes, which contributes to better utilization of their resources.

More information on activities planned and undertaken during the reporting period is disclosed in E1-3.

The organisation uses key resources such as: primary raw materials - reduced through process optimisation and substitution with secondary materials; recycled raw materials - increased share of production; water - managed efficiently, with implementation of closed-loop circuits where possible; energy - mainly gas and electricity used with increasing renewable sources; and infrastructure and process solutions - supporting recycling, recovery and resource efficiency.

[E5-3]

Targets related to resource use and circular economy

Boryszew Group does not have uniform, measurable goals related to resource use and circular economy. Measurable, results-oriented targets will be set based on the analysis of the increase in recycling levels (Q4 '2027), industrial waste management principles (Q2 '2026), and developed in connection with the analysis and guidelines for the reduction of the carbon footprint (Q4 '2028). Accordingly, for the time being, the Group does not monitor the effectiveness of its policies and activities through specific targets.

[E5-4]

Resource inflows

In the Metals segment, the Group uses metal scrap and virgin metal (copper, aluminum, steel) in its production processes.

In its assessment of the materiality of environmental impacts, the Group identified that the main resources used in its manufacturing operations – primarily non-ferrous metals (zinc, aluminum, lead, copper) and steel, water, as well as auxiliary and packaging materials – have potentially significant environmental impacts, both at the stage of their acquisition and further use.

Boryszew Group utilises the resources it has, using internal recycling of the metals used whenever possible, which eliminates the need for disposal of this waste and significantly reduces the need for virgin raw material, minimises material losses in processes by optimising production parameters, supports responsible sourcing of materials - it selects raw material suppliers also by taking into consideration environmental aspects. Water used in technological and cooling processes was also identified as a resource of environmental importance. Its use is associated with potential impacts on local water resources, particularly in the context of the discharge of process wastewater containing particularly harmful substances.

Additional information

Baterpol S.A., being a significant producer of refined lead and lead alloys in Poland, operates mainly on the basis of purchase and processing of scrap lead-acid batteries. The company's process solutions close the battery recycling cycle and enable further use of over 95% of lead.

Alchemia S.A. reuses scrap steel in its production process. Walcownia Metali Dziedzice S.A. uses copper and brass scrap, respectively, as an important part of the production input, ZM SILESIA S.A. uses zinc.

Zakład Utylizacji Odpadów Konin collects various categories of hazardous waste for storage and processing in an environmentally sound manner or treats it in a waste incineration plant (thermal processing of waste).

In the Automotive segment, the Group uses the following in its production process: cardboard, wood and foil packaging, aluminum components, steel and raw rubber, aluminium-rubber and steel-rubber products, aluminium, steel and rubber semi-finished products.

In the Chemicals segment, the group uses chemical semi-finished products that have the potential to have a negative impact on the environment.

Resource inflows

	Unit	2025	2024
Total mass of products as well as technical and biological materials	Mg	1 211 288.20	1 203 170.69
Percentage of biological materials (and biofuels used for non-energy purposes), including packaging, from sustainable sources	%	0.59	0.56
Total mass of reused or used components, reused semi-finished products and secondary raw materials used in the manufacture of company's products and services (including packaging)	Mg	39 141.46	76 333.43
Percentage of materials reused	%	3.23	6.34

Data from companies in the Automotive and Chemicals segments The data come from the management and financial and accounting systems in the organisation. An adjustment was made to the total masses for 2024.

[E5-5]

Resource outflows

Most of Boryszew Group's products are semi-finished products for end customers.

Metals Segment

Alchemia S.A.

Walcownia Rur Batory branch manufactures seamless pipes with diameters from 219 mm to 508 mm of very high quality from all types of steel, including carbon, alloy and heat-resistant steels, as well as smooth line, ship, boiler and structural pipes for machining. Stalownia Batory branch is a manufacturer of steel in ingots. The steel is smelted in electric arc furnaces.

Seamless pipes (Rolling Mill) are used primarily in the energy, petrochemical and drilling industries, as well as in the construction of oil and gas pipelines. Steel ingots from Stalownia Batory are semi-finished products used in further processes - processing into long, flat and forged-rolled products. They are mainly used in shipbuilding, automotive, mining, engineering and construction industries.

Huta Bankowa Spółka z o.o.

The company's product range includes round and rectangular rods as well as rings and rims. Rods used in the construction industry have a lifespan equal to that of buildings under construction, railroad and tramway rims - kilometer warranties, other long products, depending on how they are used, have a lifespan of about 25 years.

NPA Skawina Spółka z o.o.

The company's key products include aluminum wire rod, ingots, wires, cables, overhead wires, cable conductors, extruded products made of aluminium and its alloys. Most products are semi-finished products. As for the final product - wires and conductors - the expected life of wires is 50 years, the expected life of conductors - several decades.

ZM SILESIA S.A.

The company is a manufacturer of zinc products, metal oxides (zinc and lead) and specialised components for the rubber, ceramics, pharmaceutical and glass industries. Estimated durability of zinc products is several decades. Other products are used as ingredients in other products, their durability is not determined - it depends on the durability of the final product.

Walcownia Metali Dzierżycice S.A.

The company is a manufacturer of brass rods and tubes. Estimated durability of the products is several decades.

Automotive Segment

The main products of the Maflow Group and the BAP Group are automotive fluid transport systems, including: air conditioning hoses and high-pressure rubber hoses, external and internal plastic automotive parts including: galvanised, large-size and moving parts. The shelf life of products according to the requirements of OEM customers. Mostly 15 years.

Chemicals segment

Boryszew ERG Branch

Production of plasticisers, coolants, de-icing fluids, siding, EPP and EPS products, PE packaging, expected shelf life: plasticisers - 12 months, coolants - 5 years, de-icing fluids - 2 years, siding - 50 years.

Elana Branch:

The main products are staple fibers, silicone beads, used in the furniture, automotive, filtration, apparel, geotextile and medical industries and as fillers for quilts, pillows and toys. The decomposition of PET (polyethylene terephthalate) fibres and materials is a lengthy process, due to the high resistance of this polymer. Estimated durability of the products is not specified.

Circular economy segment

Baterpol S.A:

The company's main products are lead alloys and refined lead for the battery industry. The lead-acid battery is an ideal example of circular economy and has the highest recycling rate. Therefore, this product was considered as 100% recyclable. The second group of products is sodium sulfate (which also comes from recycling lead-acid batteries). It is mainly used in household chemicals. It is assumed that this product is not further recycled.

The percentage of recyclable materials in Group products was 85.62% in 2025, compared to 84.84% in 2024, while the percentage of recyclable materials in packaging was 68.60% in 2025, compared to 36.27% in 2024. This indicator was calculated on the basis of data from management and accounting systems based on the total weight of products (*data from companies of the Metals, Automotive, Circular Economy and Chemicals segments*).

Waste

	Unit	2025	2024
Total mass of waste generated	Mg	66 997.9	77 055.5

Total mass of waste sent for recovery/recycling (sum of waste for which disposal was avoided)	Mg	56 060.4	64 285.2
Total mass of hazardous waste for which disposal was avoided	Mg	5 675.4	2 584.
preparation for reuse	Mg	22.8	21.1
recycling	Mg	1 142.7.	1 106.4
other recovery processes	Mg	4 509.8	1 457.3
Mass of non-hazardous waste for which disposal was avoided	Mg	50 385.1	61 700.5
preparation for reuse	Mg	302.5	411.9
recycling	Mg	47 383.7	54 199.5
other recovery processes	Mg	2 698.9	7 089.1

Mass of waste sent for disposal	Mg	10 937.5	12 770.3
Mass of hazardous waste sent for disposal	Mg	10 258.6	12 544.3
burning	Mg	1 234.9	396.4
storage	Mg	941.1	11.0
other disposal processes	Mg	8 082.6	12 147.0
Mass of non-hazardous waste for which disposal was avoided	Mg	678.9	215.9
burning	Mg	195.4	67.4
storage	Mg	406.5	139.7
other disposal processes	Mg	77.1	8.9

Mass of non-recycled waste	Mg	18 471.5	21 749.7
<i>Percentage of waste not recycled</i>	%	<i>27.6%</i>	<i>28.2%</i>
Mass of hazardous waste	Mg	15 933.9	15 139.1
Mass of radioactive waste	Mg	0.0	0.0

Data companies of the Metals, Automotive, Circular Economy and Chemicals Segments Data management systems and waste registers. Figures for 2024 were corrected for double counting and mass units.

S1 – Own employee resources

[S1-1, S1 SBM-3]

Boryszew Group is one of the largest industrial groups in Poland, with a total of more than 7 000 employees. When conducting our operations, we take into consideration the internal industry regulations, internal procedures established at various organisational levels and best practices of conduct. The features related to the Group's own employees are described in ESRS S1-6.

Material impacts, risks and opportunities related to the social issues were identified through the double materiality assessment and on the basis of the consultation with the Trade Unions in the course of the revision of the double materiality assessment. All Boryszew Capital Group's own workforce, on whom the company could have a material impact, are included in the scope of its disclosure in accordance with ESRS 2 and presented in the table in section SBM 3.

Employees and their representatives were also actively involved in the double materiality assessment and review process. Their expectations and opinions will be considered in the process of improving the business model strategy. The purpose of the employee survey was to identify and assess key sustainability issues that may be relevant to both the Group's operations and employees as stakeholders. Employee issues are interpreted by the Group as part of Boryszew Group's ongoing management process and risks are covered in the strategy as business risks.

Group companies strive to take into consideration the interests, views and rights of employees, when negotiating working conditions and salaries with employee representatives. Management Boards of companies or their representatives also engage in direct dialogue with union representatives by meeting periodically to discuss the situation of the company and its employees in order to safeguard employee interests. In addition, the social side is in ongoing correspondence with Management Boards of companies,

Companies of the Boryszew Capital Group offer a number of benefits and additional social benefits to their employees on the terms and conditions defined by individual companies. Most companies offer employees sports cards, private medical care packages and additional group insurance.

No areas were identified in Boryszew Group's operations with potential risk of forced and child labour. No vulnerable groups were identified among own employees that the Group could have a greater impact on.

The impact on its own employees is by providing appropriate employment conditions, including adequate wages, support for work-life balance (offering flexible working hours and facilities for parents of children under 8). Boryszew Group companies manage equality and diversity issues by implementing appropriate regulations, such as the Code of Ethics and Business Conduct as well as relevant provisions in the Work Regulations.

Risks and opportunities in the employment area are described in SBM 3. The Group does not assess the impact on employees of climate change issues.

[S1-2]

Policies related to own workforce

Boryszew Capital Group has policies that are suitable, to varying degrees, to manage material impacts, risks and opportunities associated with its own workforce. The policies described below do not contain specific obligations for the social exclusion of people from vulnerable groups.

Boryszew Group pursues the following policies, procedures and internal regulations for its engagement in social issues:

- Code of Ethics - setting the rules of conduct in such areas of the UN Global Compact programme as observance of fundamental human rights, sustainable development policy, ethics in business and professional ethics,
- Principles of Compliance in Boryszew Capital Group
- Business and human rights policy
- Security policy of personal data in Boryszew S.A.
- Collective agreements and their overseas equivalents (such collective agreements or tariff agreements in German companies),
- Work regulations,
- internal legal acts of individual Group companies adapted to the business and social environment of the respective company

The above-mentioned policies were adopted by the Management Board of Boryszew S.A. and the managers of Boryszew Group's entities have been obliged to implement them in the organisations they manage.

Boryszew Group respects human rights in its operations, taking into consideration processes and control mechanisms to oversee conformity with the UN Guiding Principles on business and human rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. This is expressed, among other things, in their enforcement of laws and established prohibitions. This is in particular true when it comes to the right to a safe working environment, prohibition of discrimination, prohibition of child labour, and zero tolerance for sexual and psychological harassment in the workplace.

The provisions of the Code of Ethics and the Stakeholder dialogue policy for own workforce regulate the following issues:

- cooperation and dialogue with own workforce,
- human rights
- child and juvenile labour
- employ persons with disabilities
- countering discrimination in the workplace,
- countering harassment,
- health protection and employment security.

The stakeholder dialogue policy is based on the three core principles of the AA1000 standard (accountability principles standard 2008). Basic Inclusivity Principle: active inclusion in the dialogue those stakeholders who are influenced by Boryszew Group and those who influence Boryszew Group companies. Materiality principle: identifying and focusing on the most important business and ESG issues for Boryszew Group or its stakeholders. Responsiveness principle: responding to reported needs of stakeholders affecting Boryszew Group's sustainable development activities, informing and justifying decisions. The fundamental principle of Inclusion is necessary to fulfil the principles of Relevance and Responsiveness. When used together, these three principles support the implementation of accountability.

The Group does not have a separate discrimination policy in place; however the Group follows applicable national legislation against discriminatory practices in the workplace. This means that no candidate within the Group may be denied access to any recruitment, placement or vocational training procedures carried out by the Group, nor may any employee be penalised, dismissed or discriminated against, directly or indirectly, in terms of compensation, professional development, transfer to another position, performance appraisal, career advancement, internal reassignment or contract extension on the basis of their social background, ancestry, wealth, ideological beliefs, gender, sexual orientation, age, family situation, genetic characteristics, actual or imputed affiliation (or lack thereof) to a particular ethnic group, nation or race, political views, trade union membership, religious beliefs, physical appearance, obesity or name. Nor can any employee be penalised, fired or discriminated against for having testified in good faith that the above-mentioned practices occurred and for having notified relevant authorities.

Sexual harassment and bullying

Every employee has the right to work in a healthy atmosphere, free from any coercion deemed unlawful by the laws and practices of the country where Boryszew Group companies operate.

In particular, the Group prohibits any legally prohibited conduct that constitutes sexual or psychological harassment, in any situation: not just in a supervisor-subordinate relationship. The conduct in question may be considered unlawful sexual or psychological harassment, and therefore forbidden, when:

- consent to such conduct is presented, either explicitly or veiledly, as a condition of a person's employment,
- decisions regarding a person's course of employment are subject to approval or rejection of such conduct, or
- conduct of this type is expected to influence and fundamentally affect the way a person performs their work or creates an intolerable, unpleasant climate in the workplace that intimidates an employee or offends their personal dignity.

All complaints of sexual and psychological harassment will be handled with complete confidentiality. Any employee who believes to be a victim of harassment should immediately notify their superiors or directly notify the HR Department, the Branch Managing Director or the Company's CEO. The filing of such a complaint is tantamount to taking immediate steps to clarify and evaluate the conduct that is the subject of the complaint. If the complaint proves to be valid, appropriate disciplinary sanctions are taken against the harasser.

Health and safety at work

A sense of security in the workplace as an important factor for every employee is also a priority for the Group's operations. The Group does not have a separate policy on accident prevention, but subsidiaries have accident prevention procedures and systems in place, adapted to the production processes of the respective unit. We take measures to prevent all types of occupational safety hazards, including near-misses as well as accidents and occupational diseases. We create and foster safe and friendly working conditions.

We put emphasis on education and raising the awareness of employees regarding the risks at workstations and the ways to avoid them. We motivate employees to show their own initiative in improving their working conditions through an improvement system that has been in place for many years.

The Group does not apply additional implementation procedures for the aforementioned policies. The Group does not have policies governing human trafficking, forced or compulsory labour. As of 31 December 2025, the Group had no reports of human rights violations.

Processes for engaging with own workers and workers' representatives about impacts

Boryszew Group does not have a procedure for cooperation with employee representatives regarding actual and potential impacts. Group companies hold regular discussions with representatives of their own workforce on issues relating to working conditions or employee documents. Employees can make comments about the workplace directly to their supervisors and also through union organisations or employee councils. Boryszew Group has collective labour agreements and their foreign equivalents (such as company agreements or tariff agreements in German companies).

Management Boards of companies of the Group cooperate with employee organisations on issues involving working conditions, wages and other employment-related aspects, based on the agreements and regulations in each company (meetings, negotiations, internal communication tools).

[S1-3]

Processes to remediate negative impacts and channels for own workers to raise concerns

No negative influences such as child labour, forced labour, or violations of workplace safety rules that could lead to accidents were identified in Boryszew Group. The Group does not have a procedure for corrective measures dedicated to potential incidents.

Group companies established procedures and channels for employees to raise concerns. Policies implemented in the Group regarding whistleblowing, i.e. the Code of Ethics, the Procedure for reporting violations of rights and follow-up, specify how to report violations. Reported violations are investigated internally with confidentiality of the whistleblower and if the violation is confirmed - corrective action is taken.

In 2024 Boryszew S.A. introduced in Boryszew Capital Group the principles of reporting violations of law and management of reports, as well as ensuring Company's conformity with the regulations on the protection of Whistleblowers, including in particular the Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law and the Act of 14 June 2024 on the protection of whistleblowers (Journal of Laws 2024, item 928). They enable Whistleblowers to report violations of law concerning the Company and assuring employees, co-workers and contractors that the Company will take necessary measures to eliminate reported violations and provide protection to whistleblowers.

The obligation to report irregularities applies to all employees of Boryszew Group and exists regardless of the status and position of the person concerned, and in particular regardless of whether the matter concerns a superior of an employee, a member of Boryszew S.A. body, subsidiaries or a contractor of Boryszew Group. Anonymous applications are not accepted at Boryszew Group. Reports of irregularities and the information they contain are confidential and are disclosed only to an authorised person or employees of the compliance function and to public authorities in cases regulated by law. All activities aimed at detailing and verifying the information in reports are carried out in a way that minimises the possibility of identifying the source of the information.

In addition, in 2025, in order to ensure a safe, ethical and discrimination-free working environment and to comply with its obligations under labour laws, Boryszew Group introduced an Anti-Bullying Procedure. The document sets out principles for preventing bullying and discrimination by promoting the right attitudes, educating and enabling employees to report unwanted behaviour. Each report is investigated by an ad hoc Anti-Bullying Commission, which conducts a confidential investigation and makes recommendations to the employer. The Commission follows clearly defined procedures, including hearing the parties, analysing evidence and producing a final report. The employer, upon receipt of the report, takes action to rectify the irregularities and prevent their recurrence, including the

application of consequences to the perpetrators. The procedure also provides for an annual analysis of bullying and discrimination phenomena and reporting of the results to the Management Board.

Boryszew Group does not actively support the availability of reporting channels, nor does it promote the use of these channels among employees, however, all the necessary information regarding procedures and the possibility of filing complaints is available on the Internet and intranet sites.

The reporting channels on the websites are prominently displayed. Companies monitor the correct operation of channels by IT departments.

Boryszew Group has a Procedure for reporting violations of the law and taking follow-up action, which, among other things, provides protection to employees who report violations of the law through available channels. A description of the principles of the Procedure and whistleblower protection is detailed in chapter G1-1 - Corporate culture and business conduct policies.

In 2025 no training was conducted on the procedures for reporting concerns.

[S1-4]

With regard to significant risks and opportunities concerning its own employee resources, Boryszew Group implements and plans activities aimed at mitigating risks, strengthening positive effects and improving organisational resilience. These activities range from day-to-day management processes to long-term development initiatives.

Key actions include risk mitigation measures such as:

- implemented rules on work organisation, health and safety and compliance with the Labour Code.
- whistleblowing mechanisms, including a whistleblower system, contact boxes and anonymous reporting procedures.
- social dialogue, implemented through cooperation with employee representatives, works councils and trade unions.
- analysis of risks in HR processes, including HR risks, absenteeism, turnover, skills shortages and interpersonal conflicts.
- implementation of rules and regulations covering remuneration, social benefits and employment rules, thereby enhancing the predictability and transparency of personnel processes.
- promoting an ethical culture, including through the operation of a Code of Ethics and anti-discrimination policies.

The effectiveness of risk mitigation measures is monitored through:

- management reviews and HR reporting,
- analysis of key indicators (turnover, absenteeism, complaints, safety indicators),
- evaluation of training effectiveness,
- analysis of whistleblower reports and implementation of audit recommendations,
- social dialogue evaluation processes.

The Group undertakes initiatives to strengthen the positive impact of employees on the organisation's operations and to take advantage of opportunities related to their development, commitment and capabilities. Measures focused on seizing opportunities:

- training and development programmes to improve the skills and competences of employees and support the development of operational and managerial staff,
- team-building initiatives to enhance cooperation and employee involvement,
- appreciation and reward programmes in place at selected Group companies to support the building of a positive organisational culture,
- satisfaction and motivation surveys to identify employee expectations and introduce development measures,
- building a friendly and stable working environment, which supports employee retention and enhances the Group's attractiveness as an employer.

[S1-5]

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Human capital development objectives are described in the SBM-1 disclosure.

[S1-6]

Characteristics of the undertaking's employees

Boryszew Group's own workforce includes both employees employed under an employment contract and persons who are not employees as defined in the Labour Code, but who perform work for the entity under other forms of cooperation.

- Employees – persons in an employment relationship, employed under an employment contract.
- Non-employees, which are the entity's resources – persons who perform work for the entity based on other forms of employment, such as civil law contracts, including commission and work contracts, which include persons performing specific tasks under short-term or project assignments, management contracts, for persons in management, managerial or advisory roles, with specific responsibilities for strategic areas of the entity's operations.

Depending on the specific nature of the business, some Group companies, particularly in the Automotive segment, experience seasonal increases in employment based on cooperation with temporary employment agencies.

Number of own employees in Boryszew Group (expressed in number of persons as at 31 December 2025).

	2025	2024
Gender	Number of employees	Number of employees
Male	3 958	4 787,
Female	2 209	2 858,
Other	0	0
Not provided	0	0
Total	6 167	7 645.

Number of employees in countries where the unit has at least 50 employees representing at least 10% of the total number of employees of the unit.

	2025	2024
Domestic	Total	Total
Poland	4 945	5 715

Number of own employees in Boryszew Group by country and gender.

Domestic	2025			2024		
	females	Males	Total	females	Males	Total
Brazil	47	100	147	45	103	148
China	61	132	193	62	122	184
Czech Republic	90	93	183	164	139	303
Spain	30	71	101	40	72	112
India	2	33	35	3	43	46
Mexico	184	229	413	153	196	349
Germany	-	-	-	213	311	524
Poland	1 775	3 170	4 945	2 099	3 616	5 715
Russia	-	-	-	59	43	102
Italy	20	130	150	20	142	162
Total	2 209	3 958	6 167	2 858	4 787	7 645

In Boryszew Group the basic form of employment is employment under an employment contract for indefinite period, below is the structure of employment at the end of 2025.

	2025			2024		
	females	males	total	females	males	total
Total number of employees (persons)	2 209	3 958	6 167	2 858	4 787	7 645
Number of permanent employees (persons)	1 968	3 412	5 380	2 180	3 986	6 166
Number of temporary agency workers (persons)	241	546	787	469	581	1 050
Number of employees who are not guaranteed working hours (persons)	0	0	0	209	220	429

Turnover ratios

	2025	2024
Total number of employees who left the unit during the reporting period	1 613	2 638
Turnover rate [%]	25	33

Figures for 2024 converted to full-time equivalents

In the Consolidated Financial Statements of the Boryszew Group for 2025, presented is employment expressed in FTE at the end of the year.

The turnover ratio was obtained by calculating the share of the total number of employees who left voluntarily or as a result of layoffs, retirement or death during the reporting year versus the number of employees on 1 January 2025.

The result generated in the reporting year on business activity to the number of employees employed (total number of employees) on 31 December 2025 amounted to PLN 16.4 thousand/person.

[S1-8]

Collective bargaining coverage and social dialogue

Boryszew Group companies have company and inter-company trade union organisations with a total of 1 870 employees. Collective bargaining covers 2 145 employees.

	2025	2024
Percentage of employees covered by collective agreements	35%	39%

	2025	2024
Percentage of employees in trade union organisations	30%	21%

Scope of collective bargaining and social dialogue

	2025			2024		
	Scope of collective negotiations		Social dialogue	Scope of collective negotiations		Social dialogue
Coverage rate	EEA employees (for countries in which the unit has 50 employees representing 10% of the total number of employees)	Non-EEA employees (estimate for regions in which the unit has 50 employees representing 10% of the total workforce)	Workplace representation (EEA only) (for countries where the unit has 50 employees representing 10% of the total number of employees)	EEA employees (for countries in which the unit has 50 employees representing 10% of the total number of employees)	Non-EEA employees (estimate for regions in which the unit has 50 employees representing 10% of the total workforce)	Workplace representation (EEA only) (for countries where the unit has 50 employees representing 10% of the total number of employees)
1-19%						
20-39%						
40-59%						
60-79%						
80-100%	Poland		Poland	Poland		Poland

Data on agreements with employees regarding representation by the European Works Council or other councils were not collected.

[S1-9]

Diversity metrics

Diversity in top management (N-1 (C-Level and Departmental Directors, directly reporting to the Management Boards), Branch and Plant Managers (Plant Managers) by gender).

Senior management	2025			2024		
	Female	Male	Total	Female	Male	Total
Number	23	62	85	28	75	103
Interest	27%	73%	100%	27%	73%	100%

Age structure of employees

Age structure of employees	2025			2024		
	females	Males	Total	*	*	Total
Under 30	228	547	775	*	*	886
30-50 lat	1 306	2083	3 389	*	*	3 764
Over 50 years of age	675	1 328	2 003	*	*	2 566
Total	2 209	3958	6 167	*	*	7 216

*No age structure by gender is presented for 2024

[S1-10]

Adequate pay

All employees are paid an adequate pay at or above the benchmark, i.e. the minimum wage applicable to the country in which the Group has operations.

Employees	2025			2024		
	Below adequate remuneration	Adequate remuneration and above	Total	Below adequate remuneration	Adequate remuneration and above	Total
Number of employees	0	6 167	6 167	0	7 645	7 645

In Group companies, salaries of employees in different professional groups are determined in accordance with internal regulations (collective bargaining agreements, remuneration regulations)

[S1-14]

Health and safety metrics

In 2025 own workforce Capital Group companies, identified in BP-2 is covered by an occupational health and safety management system (ISO 45001).

	2025	2024
Percentage of the entity's own workforce covered by the health and safety management system	99.19	91.88

Work-related accidents

	Unit	2025	2024
Number of fatalities due to work-related injuries	number	0	0
Number of fatalities due to work-related ill health	number	0	0
Number of reportable work-related accidents	number	97	179
Rate of reportable work-related accidents	(number of accidents/total hours worked) x 1 000 000	8.86	13.05
Number of fatalities due to work-related injuries of persons working in unit-owned locations, such as value chain workers, if they work at unit-owned manufacturing locations	number	0	0
Number of fatalities as a result of work-related ill health for person working in unit-owned locations, such as value-chain workers, if they work in unit-owned manufacturing locations	number	0	0

[S1-16]

Compensation metrics (pay gap and total compensation)

The unadjusted gender pay gap (Gender Pay Gap) is calculated as the difference in average gross hourly pay (includes basic pay and all other components such as allowances, bonuses and awards paid in 2025) between females and males, expressed as a percentage of the average gross hourly pay of male employees.

	Unit	2025	2024
Unadjusted wage gap	%	20.60	11.13

The ratio of the annual total compensation of the top earner in 2025 to the median annual compensation of other Boryszew Group employees.

	2025	2024
Total compensation ratio	35.89	31.73

[S1-17]

Incidents, complaints and serious human rights impacts

In 2025 two reports of discrimination in Boryszew Group's subsidiary and one case in the parent company were made. All reports concerned inappropriate behaviour in the workplace. In accordance with the applicable procedures, the company conducted investigations. As a result of these investigations, one case of behaviour contrary to the standards in force in Boryszew Group was confirmed. Corrective measures were put in place.

	2025	2024
total number of cases of discrimination, including harassment, reported during the reporting period	3	1
number of complaints made through the unit's own staff grievance channels (including grievance mechanisms)	3	0
number of complaints submitted to the national focal points for the OECD Guidelines for Multinational Enterprises, if applicable, excluding those already reported above	0	0
total amount of fines, penalties and compensation for damages resulting from the incidents and complaints disclosed above	0	0
number of serious human rights incidents related to the entity's employee resources during the reporting period, including an indication of how many of these are instances of non-conformity with the UN Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises.	0	0
total amount of fines, penalties and compensation for damage resulting from the incidents disclosed above	0	0

At the Boryszew Group level, 3 complaints were filed through whistleblowing channels by individuals belonging to the Group's own employee resources and zero complaints was filed with the national focal points for the OECD Guidelines for Multinational Enterprises. No serious incidents concerning respect for human rights related to own workforce occurred. Boryszew Group did not incur any costs for fines, penalties and compensation for damages resulting from incidents and complaints of human rights violations in 2025.

S2 – Workers in the value chain

The Group benefits from a disclosure exemption in accordance with Commission Delegated Regulation(EU) 2025/1416 of 11 July 2025.

The issues identified as material are disclosed in SBM-3.

Due to the global supply chain and the Group's related indirect impact on employees in the value chain, the conformity of employer-suppliers with human rights, safe and friendly working conditions and other corporate responsibility issues is one of the key decision-making criteria for the Boryszew Group when selecting suppliers. In 2025, the parent company adopted a sustainability policy for suppliers. Boryszew Group is aware that it has a material impact on the shaping of business standards in its environment. Guided by the principles of the human rights, anti-corruption and Code of Ethics policies adopted by the Boryszew Group, it pursues a sustainable procurement policy. Key aspects related to workers in the Group's value chain are implemented through each company's internal regulations, including policies and bylaws to minimise the potential negative impact resulting from the selection of an unethical supplier. The companies in the Automotive segment have established and implemented an Internal Sustainability Policy for Maflow Group Suppliers, where confirmation of the supplier's respect for human and employee rights is required. Audits of suppliers by foreign companies are also being carried out. In 2025, Boryszew Group updated its business and human rights policy. The intention of the Policy is to implement mechanisms to prevent human rights violations, minimise risks and provide effective remedies when they occur. The strategic objective of the business and human rights policy is to have 80% of key suppliers committed to the principles of the Policy by 2027. The target was set by Boryszew Group but stakeholders were not involved in the setting process. No other dedicated measurable targets have been implemented in 2025 for the Group to manage material negative impacts, advance positive impacts, and manage material risks and opportunities in the value chain.

G1 – Business conduct

[G1-1]

material negative impacts, advancing positive impacts, and managing material risks and opportunities

Boryszew Capital Group establishes, develops, promotes and evaluates its corporate culture through its policies and documents. Boryszew Group of Companies strives to maintain the highest standards of business ethics and corporate culture, ensuring transparency and integrity in all its operations. Boryszew Group is committed to conducting its business in accordance with the highest ethical standards and principles of sustainable development. The Group implements and adheres to consistent policies and procedures, promoting responsibility in business relationships and internal operations.

The highest level in the individual companies as well as in the parent company responsible for the implementation of policies is the Management Board of Boryszew SA, which takes strategic decisions in this regard. Boryszew Group operates on the basis of the following documents:

- Boryszew S.A.'s Code of Ethics, which defines the principles of conducting business in accordance with the law, ethical standards and the Group's internal regulations, with the management's particular duty to enforce them. The Group is committed to respecting human rights, prohibiting discrimination, protecting health and safety at work and implementing the principles of sustainable development and environmental responsibility. In its business relationships, Boryszew S.A. emphasises honesty, prohibition of corruption, absence of illicit gratification, reliability in bookkeeping and full compliance with competition law. All employees must maintain confidentiality, protect company assets, avoid conflicts of interest and act loyally towards the organisation. The Group implements whistleblowing mechanisms, provides protection for whistleblowers and provides sanctions for breaches of the Code.
- The Business and human rights policy, which is a declaration of compliance with international standards, including:
 - ✓ UN Guiding Principles on Business and Human Rights,
 - ✓ International Labour Organisation (ILO) conventions,
 - ✓ OECD standards for multinational enterprises.

In addition, the Capital Group in the Policy commits to:

- ✓ ensure decent working conditions in all companies;
 - ✓ respect diversity and the principle of equal opportunities;
 - ✓ oppose to child and forced labour;
 - ✓ respect the law of local communities in all company locations.
- Conformity rules in Boryszew Group, where general standards for compliance with the law, internal regulations and ethical principles in all Boryszew Group companies are defined. The document specifies that the purpose of the compliance system is to identify, assess, control and supervise compliance risks and to manage specific policies and internal codes where non-compliance is understood as a breach of the law, internal regulations or ethical standards applicable to the Group.

The principles emphasise the need to act in accordance with regulations, to protect the Group's reputation and to ensure transparent relationships with counterparties and stakeholders. All Group companies and employees must prevent breaches and minimise the risk of non-conformity by applying procedures, organisational measures and controls.

The document describes key risk areas, including counterparty relations, ethics, anti-corruption, data protection, conflicts of interest and reporting processes.

Management of the compliance area is the responsibility of the Management Board, with oversight by the Supervisory Board and the Audit Committee, assisted by a compliance officer or unit.

The rules provide for the maintenance of a breach register and regular assessment and monitoring of compliance risks. Employees are required to be aware of the Principles, participate in training and comply with the standards, and the Principles are regularly reviewed to adapt them to legal and organisational changes.

The ethical issues described in the Code of Ethics, Business and Human Rights Policy and Sustainability Policy for suppliers are detailed in additional procedures applicable throughout the Boryszew Group. Those include:

- Sustainable development policy for suppliers, which defines in detail the principles to be followed by suppliers wishing to cooperate with Boryszew Group and the expectations the Group has from current and potential contractors. The policy defines the issues of significant impacts and risks when working with suppliers, and these are: occupational safety, environmental protection, human rights, business ethics and data protection.

- Procedure of internal control in Boryszew Group, the main purpose of which is to assess existing business processes of Boryszew Capital Group in order to estimate the level of risk of potential threats and undesirable phenomena from the perspective of interests of Boryszew Capital Group.
- A whistleblowing and follow-up procedure that enables whistleblowers to report violations of the law affecting the Company and the Group and assures employees, associates and contractors that the Company will take the necessary actions to eliminate reported violations and provide protection to whistleblowers.
- Boryszew Group's Anti-Corruption Code sets out principles, norms and standards of conduct aimed at preventing corrupt situations and supporting the detection of potential irregularities. The document assures employees, collaborators and contractors that the Group is taking measures to eliminate corruption risks and ensures compliance with applicable regulations. The Code defines the rules for accepting and giving gifts and all forms of hospitality, sets out the powers and responsibilities relating to anti-corruption, and provides guidelines for working with contractors to minimise the possibility of corrupt behaviour. It also aims to systematically raise the awareness of those acting on behalf of the Group to recognise and prevent abuse.
- The Conflict of Interest Management Policy covers all Boryszew Group employees and indicates in which situations a conflict of interest may occur and how to identify and manage conflicts of interest.
- Stakeholder Dialogue Policy, which establishes a framework for managing stakeholder dialogue, builds transparent, ethical relationships and engages and helps understand the needs and expectations of different stakeholder groups. The policy is based on the three core principles of the AA1000 standard (accountability principles standard 2008):

No business conduct training was provided in the Group in 2025.

The Group does not maintain a list of positions that are particularly vulnerable to corruption.

Boryszew Capital Group has a whistleblowing and follow-up procedure that enables whistleblowers to report violations of law involving the Company and assures employees, associates and contractors that the Company will take the necessary actions to eliminate reported violations and provide protection to whistleblowers.

The obligation to report irregularities applies to all employees of Boryszew Group and exists regardless of the status and position of the person concerned, and in particular regardless of whether the matter concerns a superior of an employee, a member of Boryszew S.A. body, subsidiaries or a contractor of Boryszew Group.

Boryszew Group's employees may report violations directly to the relevant person or compliance function, in writing or electronically. Notification may also be made verbally, by telephone or by means of distance communication or, at the request of the Signaller, at a personal meeting

In addition to the channels for employee reporting indicated above, the Company has provided a publicly accessible channel for whistleblowers outside the organisation on the Company's website. Employees are briefed of the availability of channels for reporting in the policy and through the communication channels available in the establishments, i.e. notice boards and unit websites (also intranet channels). In the course of the consultation with the Trade Unions, it was established that the functioning of the system is known and no concerns or problems were raised regarding the use of the Signallers' platform.

The notification should contain the date of notification, personal and contact data of the Whistleblower, description of the breach including, as far as possible, identification of the Boryszew Group's unit, as well as the employee, Boryszew Group's contractor or other person concerned, the time of the breach, witnesses, presentation of evidence and indication of legal (if the employee is competent to indicate them in detail) or ethical standards breached. Anonymous applications are not accepted at Boryszew Group.

In order to verify the breach information in the notification, the person or the compliance function is entitled to take any action to determine whether the circumstances described constitute a breach. In particular, the person or compliance function is authorised to:

- conduct interviews with selected employees in a manner that guarantees the freedom of expression and maintaining the confidentiality of such statements, including confidentiality towards the bodies of Boryszew Group,
- review any documents of Boryszew Group,
- request opinions, assessments or other documents on the issues raised in the Notification,

Reports of irregularities and the information they contain are confidential and are disclosed only to an authorised person or employees of the compliance function and to public authorities in cases regulated by law. All activities aimed at detailing and verifying the information in reports are carried out in a way that minimises the possibility of identifying the source of the information and without negative consequences for the whistleblowers unjustified by

the content of the applicable legislation. In particular, the personal data of the whistleblower are stored separately from the medium containing the Notification in a manner which makes it possible to associate the Notification with the whistleblower only to the person or the compliance unit, if the Notification contains personal data of the whistleblower, the person or the compliance unit immediately after receiving the Notification and recording the aforementioned personal data removes, or anonymises if technically possible, the data of the whistleblower from the Notification.

Report on the Notification, in a way ensuring protection of confidentiality of the whistleblower's identity is submitted to authorized members of the Management Board of Boryszew or a subsidiary of Boryszew Group, and if the Notification concerns a member of the Management Board - to authorized members of the Supervisory Board of Boryszew or a subsidiary of Boryszew Group. Report on the Notification that concerns members of the Supervisory Board is submitted to the Audit Committee. The submission is intended for consultation of appropriate follow-up actions.

According to the Law on protection of whistleblowers, in the procedure of reporting violations of law and taking follow-up actions, the whistleblower as well as a person assisting in drafting the report and a person related to the whistleblower is protected from the moment of filing the report, according to the rules specified in the internal regulations in force in Boryszew Group to counteract discrimination and mobbing, as well as in the commonly binding provisions to ensure protection against negative consequences resulting from reporting a violation. In particular, reprisals, attempts or threats of such actions, as defined in Art. 12-13 of the Act of 14 June 2024 on the protection of whistleblowers, may not be taken against the aforementioned persons.

[G1-2]

Management of relationships with suppliers

Companies of the Boryszew Capital Group are guided by the best interests of the Company and the Sustainability policy for suppliers when selecting suppliers. As the vast majority of Boryszew Group companies operate in energy- and emission-intensive industries, and the number of suppliers with components meeting specific requirements is very limited, it is not possible to select a supplier that meets all sustainability issues. The consideration of social and environmental criteria in the selection of contractors varies within the Group's operating segments, in none of which is the social and environmental aspect is a decisive criterion for the selection of suppliers.

According to the 2025 'Sustainability Policy for Suppliers' Boryszew Group expects suppliers to follow the principles of sustainable development, including respect for human rights, business ethics, environmental protection and occupational safety. Suppliers should operate in accordance with international standards, such as UN guidelines, OECD standards or ISO standards for health, safety and environmental protection. The company requires safe working conditions, fair wages, non-discrimination and prohibition of forced and child labour. Measures to reduce environmental impact are also key - including reducing emissions, waste, resource consumption and the use of renewable energy. Boryszew requires integrity, anti-corruption measures, data protection and respect for intellectual property from its suppliers. Suppliers should also have whistleblowing mechanisms in place and protect whistleblowers.

In 2025, Boryszew Group also updated its Business and Human Rights Policy. The intention of the Policy is to implement mechanisms to prevent human rights violations, minimise risks and provide effective remedies when they occur.

The strategic objective of the business and human rights policy is to have 80% of key suppliers committed to the principles of the Policy by 2027. The target was set by Boryszew Group but stakeholders were not involved in the setting process. The base year against which the target will be measured is 2026.

In 2025 the Company did not measure achievement of the target for key suppliers who followed the Policy.

In addition to the Group-wide Sustainability Policy for suppliers and the application of the aforementioned principles, some Group companies have also implemented more specific policies taking into consideration the business and social environment of the respective company.

The Automotive Segment has a separate Sustainability policy for Maflow Group suppliers and BAP Group suppliers, which must be accepted as a condition for being awarded a contract. Boryszew Group does not have a policy in place to prevent late payments.

[G1-3]

Prevention and detection of corruption and bribery

Boryszew Group is committed to combat all forms of Corruption and to creating an environment where it is not accepted. Contacts with Employees, other persons and contractors should be in accordance with good manners and ethical. Boryszew Group assumes equal and fair treatment of all stakeholders. In all activities, associated with work in Boryszew Group, the employees exercise the highest diligence, following the principle of adherence the applicable law and internal regulations.

In 2025 the Group implemented the Anti-Corruption Code and the Policy for managing conflict of interest in Boryszew Group.

The main measures taken to prevent and combat corruption include:

- promoting a culture of awareness and implementing measures to recognise and minimise the risk of corruption, including briefing each Employee on the Anti-Corruption Code and enabling the implementation of its provisions;
- protecting whistleblowers who report suspected corruption, including maintaining confidentiality in any report of wrongdoing,
- maintaining a register of reported corruption abuses with a description of the measures in accordance with the conformity rules, as well as maintaining the Gifts and Hospitality Register,
- reporting detected fraud to the relevant public authorities and cooperating fully with these authorities in their investigations,
- assessing and learning from each case of corruption (or attempted corruption) to prevent its recurrence.

Every employee of Boryszew Group is required to report all cases of corruption - whether actual, suspected or potential. Reports should be addressed to the Person or the Compliance department through the available channels: written, email, verbal or through a face-to-face meeting. For effective verification, the employee should provide all the information and evidence in their possession. Boryszew Group guarantees protection against negative personal and professional consequences for bona fide whistleblowers, while ensuring the confidentiality of the process.

If corruption is reported, the Management Board or the Supervisory Board may appoint a team to investigate the circumstances of corruption or commission an internal audit. Internal audit operates within the Group's structure in accordance with the procedure of Internal Control in Boryszew Group, while a possible team to clarify the circumstances of corruption is appointed corruption is reported. No formal regulations adopted in Boryszew Group exist regarding the separation of the team appointed to clarify the circumstances of corruption from the structures involved in the case.

The person affected by the report has the right to be heard and, if the breach is confirmed, appropriate corrective and preventive action is taken. Any case of corruption may be reported by Boryszew Group to relevant authorities. The results of the investigation of the team appointed to clarify the circumstances of corruption or the internal audit are forwarded to the Management Board, which decides on the possible consequences, including disciplinary measures, termination of the contract or compensation claims.

Apart from the Anti-Corruption Code, the sources of rules and information concerning standards for measures based on their nature and influence on business activity of Boryszew Group are in particular the Code of Ethics of Boryszew S.A. and Compliance in Boryszew Group (Compliance Rules). The provisions in the Anti-Corruption Code should be interpreted in accordance with the above and other internal regulations of Boryszew Group and commonly binding legal regulations, but also taking into consideration the guidelines in the provisions of international and European acts on the prevention of corruption.

The Anti-Corruption Policy was introduced by the Resolution of the Management Board of Boryszew S.A. in which the Management Board of the Company imposed an obligation on Presidents of Management Boards of the Companies, Branch Directors to implement the Policy and all employees to review the Policy.

The Company has also implemented the Conflict of Interest Management Policy in 2025, which covers all Boryszew Group employees and indicates in which situations a conflict of interest may occur and how to identify and manage conflicts of interest.

Group employees may review the Policies in the Group in the manner specified for each unit. Some Group companies have an intranet on which all relevant documents relating to employees, news, announcements are posted. In production facilities, information is communicated on boards in staff rooms and is available in HR, but mainly employees are informed each time a policy is introduced, in the form of an instruction received by the head of the unit.

There are currently no formal anti-corruption and bribery training programmes in place at the Company or Boryszew Group. In accordance with the Group's procedures, Group companies are required to implement the provisions of the Anti-Corruption Code and the Conflict of Interest Management Policy and communicate them to employees and management through internal procedures and regulations.

The company is exploring the possibility of implementing dedicated training in the future to further strengthen its compliance culture and business ethics.

[G1-4]

Incidents of corruption or bribery

In the reporting period, no confirmed cases were reported of violations of anti-corruption and bribery procedures and standards in Boryszew Group. No prosecutions, convictions or fines for breaches of anti-corruption laws or bribery occurred.

	2025	2024
Number of cases	0	0
Number of court proceedings and judgments	0	0
Amounts of fines	0	0

No corrective action were implemented in 2025 as no incidents of corruption or bribery causing harm to third parties took place

[G1-6]

Payment practices

Boryszew Group does not have a policy on standard payment terms for suppliers. Payments in Boryszew Group are made in accordance with established deadlines, which are based on internal procedures and applicable regulations. Each entity in the group monitors its payment practices, ensuring conformity with applicable regulations.

Payment terms are the result of mutual agreement - for public entities, they do not exceed 30 days, and for micro, small and medium-sized enterprises, 60 days. In the case of large companies, the Group only allows a payment period longer than 60 days if expressly agreed with the counterparty. All Group companies monitor their obligations on an ongoing basis to prevent payment delays.

The average number of days to pay an invoice from the date of commencement of the contractual or statutory payment period in the Group is 43 days, and the percentage of payment in accordance with standard payment terms is 62% (in 2024 – 81%).

	2025	2024
Average number of days to pay invoices	43	42

The average time to pay invoices was calculated as average receivables/quarterly revenue x number of days, where: average receivables = (receivables at quarter beginning + receivables at quarter end)/2

	2025	2024
Proceedings	24	5

On 31 December 2025, 24 court proceedings in Boryszew Group were pending for late payments.

Own topic - Cyber security

Boryszew Group designated cyber security as an important topic it to report on. Cyber security is an important topic for Boryszew Group in terms of data protection, business continuity and the confidence of customers, partners and stakeholders. The Group identifies potential risks of external attacks, unauthorised access to data, operational disruptions and increasing regulatory requirements (e.g. NIS2).

The Group has a systematic approach to information security based on industry standards. Boryszew S.A. Maflow branch has **ISO 27001** certification and selected companies are implementing mechanisms to comply with the **NIS2 Directive**. In place at the Group are:

- scenarios and incident response plans,
- IT infrastructure security monitoring process,
- regular penetration tests and vulnerability assessments.

The Group plans to implement a cyber security policy with uniform standards, responsibilities and oversight rules.

To minimise Information and Communication Technology (ICT) risks, the Group employs advanced protection measures, including:

- enterprise-class edge devices securing traffic at the Internet interface,
- system for monitoring network traffic inside the LAN,
- **24/7 SOC** service, assessing incidents and anomalies,
- regular penetration tests and corrective work.

In the medium term, the Group aims to:

- build a uniform cyber security policy across the Group,
- increase staff awareness through training.

	2025	2024
ICT security incidents.	0	0

38. CORPORATE GOVERNANCE PRINCIPLES STATEMENT

As per § 72(7)(5a) and (b) of the Regulation of the Finance Minister and § 29 section 3 of the Regulations of the Warsaw Stock Exchange S.A., the Management Board of Boryszew S.A. submits its Statement on application of corporate governance rules in 2025.

Boryszew S.A. was subject to the principles of corporate governance in 2025, which were set out in the document "Corporate Governance. "Best Practices for WSE Listed Companies 2021" adopted by the Warsaw Stock Exchange Supervisory Board in Resolution No. 13/1834/2021 of 29 March 2021 (effective 1 July 2021).

While issuers apply the 2021 Best Practices voluntarily, it is the duty of each issuer under the Rules of the WSE to inform capital market participants about the scope and manner of conformity with these rules.

The 2021 Best Practices document, which the Issuer is currently bound to observe, is available on WSE website at: www.gpw.pl/dobre-praktyki2021.

In accordance with the Rules of the WSE and in view of the "comply or explain" approach indicated in the European Commission's Recommendation on the quality of corporate governance reporting, on 30 July 2021 Boryszew S.A. published a statement regarding the scope of the 2021 Best Practices applied.

In 2025 the Company recorded no incidents of violations of the principles in "Best Practices for WSE Listed Companies 2021".

On 16 March 2026, the Company published an update on the status of the application of the "Best Practices for WSE Listed Companies 2021" principles.

The Company is making every effort to follow the corporate governance principles in all aspects of its activity.

Moreover, in order to pursue an clear and efficient information policy, it ensures its shareholders, analysts and investors s fast and secure access to information, utilising both the traditional as well as modern technologies for publishing information on the Company to the widest possible extent.

CORPORATE GOVERNANCE RULES WHICH APPLY TO BORYSZEW S.A., WHERE THESE RULES ARE AVAILABLE, THE EXTENT OF THE COMPANY'S DEPARTURE FROM THE SET OF CORPORATE GOVERNANCE RULES AND THE REASONS FOR THIS.

With respect to the 2021 Best Practices effective 1 July 2021, the Issuer has waived the following rules: 1.4.2., 1.6., 2.1., 2.2, 2.11.6, 3.10, 4.1., 4.3., 4.8., 4.9.1.

Detailed information on the withdrawal from use are described in a dedicated statement available on the Company's website www.boryszew.com.pl.

	Principle	Explanation of non-compliance with specific rules in 2025
1.4	In order to ensure proper communication with stakeholders regarding the business strategy adopted, the company publishes on its website information on the assumptions of its strategy, measurable objectives, including in particular long-term objectives, planned activities and progress in its implementation, defined by means of metrics, financial and non-financial. Information on ESG strategies should, inter alia:	
1.4.2	present the value of the pay equity ratio paid to its employees, calculated as a percentage of the difference between the average monthly pay (including bonuses, prizes and other allowances) of women and men for the last year, and present information on the actions taken to eliminate possible inequalities in this respect, together with a presentation of the risks involved and the time horizon over which equality is planned to be achieved.	The Company presents the value of the equal pay ratio paid to its employees in the annual report, in the Company and Group Management Report. Currently, the Company does not provide information on measures taken and planned to ensure gender equality in remuneration. The company is committed to ensuring that every employee has equal access to professional development and receives the same remuneration for the same work performed. At the same time, the variation in remuneration in the Company's organisation is due to the specific

		nature of the industry in which the Company operates, the type of positions held and the market dynamics of salary variability in different areas of employment. The Company wishes to emphasise that it applies market principles in determining remuneration, taking into consideration knowledge, competence and experience, as well as the position held and the substantive contribution to the development of the Company, and that it applies the principle of equal pay for women and men employed in identical positions.
1.6.	In the case of a company belonging to the WIG20, mWIG40 or sWIG80 index, once a quarter, and in the case of others at least once a year, the company organises an investor meeting, inviting in particular shareholders, analysts, industry experts and media representatives. During the meeting, the company's management presents and comments on the adopted strategy and its implementation, the financial results of the company and its group, as well as the most important events affecting the company's and its group's activities, the results achieved and future prospects. During the meetings the company's management publicly provides answers and explanations to the questions asked.	The company organises meetings for investors as well as representatives of the media and industry experts once a year, after the publication of the annual financial statements. During the meeting, representatives of the Management Board present the financial and operational results of the Company and its Group in the context of the adopted strategy, discuss the most important events and the situation in the market environment affecting the current operations, the results achieved and its future prospects. Participants in the meetings have the opportunity to ask questions, which are answered by the Management Board during the meetings. In the Company's opinion, the face-to-face meetings with investors held with such frequency, together with the possibility to address additional questions to the Company via means of remote communication, mean that the information policy and communication with investors are not adversely affected by not applying the aforementioned principle to the full extent.
2.1	The company should have a diversity policy for the management board and the supervisory board, adopted by the supervisory board or the general meeting respectively. The diversity policy sets out diversity objectives and criteria in areas such as gender, field of study, specialist knowledge, age and work experience, among others, and indicates when and how the achievement of these objectives will be monitored. In terms of gender diversity, the condition for ensuring the diversity of the company's bodies is that the minority participation in the respective body is no less than 30%.	The Company does not have a formal document detailing diversity objectives and criteria for the Company's authorities and key managers. Recruitment of Management Board and Supervisory Board members and key managers is based on experience, qualifications and competences of candidates, in line with legislation on equal treatment of employees. The Company is committed to ensure diversity of gender, education, age, professional experience for all its employees, with particular emphasis on senior management and key managers.
2.2	The persons deciding on the election of the members of the company's management or supervisory board should ensure the comprehensiveness of these bodies by selecting diversity in their composition, making it possible, inter alia, to achieve the target ratio of a minimum minority shareholding set at not less than 30%, in line with the objectives set out in the adopted diversity policy referred to in principle 2.1.	The Management Board of the Company believes that the composition of the Management Board and the Supervisory Board of Boryszew S.A. ensures diversity of age, educational direction and professional experience necessary to achieve a multidimensional perspective supporting the Company's operations and supervision, but does not ensure 30% gender diversity. Following the completion of the legislative process transposing Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving gender balance among directors of listed companies and related

		measures into Polish law, the Company will take adaptive measures to increase the proportion of the underrepresented gender (women) on the Management Board and the Supervisory Board to the required level, no later than 2028, taking into account the tenure of the Company's bodies.
2.11.	In addition to its activities under the law, once a year the supervisory board prepares and presents an annual report to the ordinary general meeting for approval. The report referred to above includes at least:	
2.11.6	information on the degree of implementation of the diversity policy with regard to the management board and the supervisory board, including the achievement of the objectives referred to in principle 2.1.	Since Boryszew S.A. does not have a formalised document of the diversity policy towards the Management Board and the Supervisory Board, adopted by the Supervisory Board or the General Meeting of the Company, which defines the objectives and criteria of diversity, therefore the non-application of this principle results from the non-application of principle 2.1.
3.10	At least once every five years, a review of the internal audit function is carried out in a company belonging to the WIG20, mWIG40 or sWIG80 index by an independent auditor selected with the participation of the audit committee.	In accordance with the DPSN guidance, the Company intends to undertake an independent review of the internal audit function within the required five years of the effective date of Rule 3.10, i.e. by the end of 2026.
4.1	The company should enable shareholders to participate in a general meeting using electronic means of communication (e-meeting) if this is justified by the expectations of shareholders communicated to the company, as long as it is able to provide the technical infrastructure necessary for holding such a general meeting.	<p>The Company does not currently apply this principle, but does not rule out the possibility of implementing it in the future. The Company believes that implementation of this principle involves risks to the quality of the transmission, delays in data transmission and the provision of a remote means of communication to shareholders, etc., as well as legal risks relating to the possibility of undermining the effectiveness of the resolutions adopted by the General Meeting. Also importantly, the Company does not receive information from shareholders that they are interested in participating in the general meeting using electronic communication means (e-voting).</p> <p>The Company allows shareholders to exercise their voting rights during the General Meeting either in person or by proxy, but without the possibility of using electronic communication for this purpose. Shareholders regularly exercise their voting rights by proxy at General Meetings. In the Company's opinion, the rules applied for holding and participating in the General Meeting ensure that shareholders realise the rights attached to their shares and protect their interests. In addition, the Company publishes the resolutions adopted by the General Meetings in the form of current reports available on its website and provides access at the Company's registered office to the minutes of the General Meetings. According to the Company's Management Board, this form of documenting the General Meetings ensures their transparency.</p>

4.3	The company provides a publicly available real-time broadcast of the general meeting.	Following the principle of transparency, the Company pursues a transparent information policy ensuring communication with market participants using traditional methods. The Company does not currently apply this principle, but does not rule out the possibility of implementing it in the future. As of today, transmission of the general meeting using electronic communication means is not of interest to shareholders.
4.8	Draft resolutions of the general meeting on items on the agenda of the general meeting should be tabled by shareholders at least 3 days before the general meeting.	With respect to the shareholders' exercise of their corporate rights, the Company observes the principles arising from the provisions of applicable laws, according to which a shareholder or shareholders representing at least one-twentieth of the share capital may, prior to the date of a general meeting, submit draft resolutions to the company concerning the matters on the agenda or matters that are to be added to the agenda (as per Art. 401 § 4 of the Commercial companies code), in addition, each shareholder may, during a general meeting, propose draft resolutions concerning the matters on the agenda (as per Art. 401 § 5 of the Commercial companies code). As the Company is not the addressee of this rule - it has no influence on the actions of shareholders, nevertheless the Company encourages shareholders to submit draft resolutions well in advance respecting this rule.
4.9	Where the subject of the general meeting is to be an appointment to the supervisory board or the appointment of a new supervisory board:	With respect to the shareholders' exercise of their corporate rights, the Company observes the principles arising from the provisions of applicable laws, according to which a shareholder or shareholders representing at least one-twentieth of the share capital may, prior to the date of a general meeting, submit draft resolutions to the company concerning the matters on the agenda or matters that are to be added to the agenda, and, in addition, each shareholder may, during a general meeting, propose draft resolutions concerning the matters on the agenda.
4.9.1	Nominations for supervisory board members should be made in sufficient time to enable the shareholders attending the general meeting to take a decision with due deliberation, but no later than 3 days before the general meeting; the nominations, together with a set of materials concerning them, should be published on the company's website without delay;	At the same time, the Company makes every effort to ensure that shareholders have the opportunity to review the materials and draft resolutions placed on the agenda enough in advance to gain the necessary knowledge; however, due to the regulations of the commercial companies code allowing shareholders to submit draft resolutions during a general meeting and due to the fact that the Company is not the addressee of this rule - the Company is not able to guarantee the application of this rule. The above also applies to nominating candidates for the Company's supervisory board.

THE MAIN CHARACTERISTICS APPLIED IN THE COMPANY'S INTERNAL CONTROL AND RISK MANAGEMENT SYSTEMS IN RELATION TO THE PROCEDURE OF COMPILING FINANCIAL REPORTS AND CONSOLIDATED FINANCIAL REPORTS

As the binding procedures in Boryszew Capital Group relating to the capital market and publishing information must be adapted in line with the applicable legal provisions, that is new regulations on disclosure duties for companies listed at the Warsaw Stock Exchange introduced on 3 July 2016, the Management Board of Boryszew S.A. adopted resolution on 27 June 2016 on the matter of accepting: "The regulations for cooperation in fulfilling information obligations within the Boryszew Capital Group", specifying:

- requirements regarding the scope and form of fulfilling information obligations by Boryszew SA with the participation of companies from the Boryszew Capital Group,
- correct process of identification, circulation and protection of information as part of fulfilment of information obligations required by the MAR Regulation, Act on Public Offering and other regulations, in particular by defining the rules of conduct for entities obliged to apply the Regulations in connection with the possession of information subject to reporting; dates of performing information obligations,
- model of cooperation between the companies from the Boryszew Capital Group and all organizational units of Boryszew S.A., including the bodies of the companies from the Boryszew Capital Group and the Boryszew S.A. management Board Office,
- duties of managing and supervising persons as well as persons having access to confidential information related to access to confidential information and transactions on Boryszew S.A. securities and related financial instruments.

Also the Regulations define in a transparent manner the responsibility of persons who are involved in compiling and verification of the Company's financial report.

Responsibility for preparation of financial statements and formal verification of the same lies with the Financial Director (CFO).

The manner and schedule of preparation of financial statements are each and every time defined in a separate document drafted by the Chief Accountant.

Works on preparation of financial statements are supervised by the Chief Accountant.

The various Department Managers in Boryszew S.A. are responsible for submitting information which is the subject of financial reports to the Chief Bookkeeper on time and reliably.

The Presidents of affiliated and jointly controlled companies, Branch Managing Directors are responsible for designating persons responsible (entrusted persons) for ensuring that information which is the subject of financial reports is submitted to the Chief Bookkeeper on time and reliably.

The Company's annual and six-monthly financial reports are subject to independent examination and review as appropriate by a chartered accountant.

The Company manages risk involved in the process of compiling financial reports also by at all times keeping abreast of the changes in provisions and internal regulations relating to the reporting requirements of companies and prepares their implementation well in advance of time.

The Company updates the accountancy rules on an on-going basis, based on which it prepares financial reports.

In order to ensure the stability of Boryszew Capital Group, the Company co-ordinates and influences the activities of its subsidiaries through representatives of the Company in statutory bodies of companies

SHAREHOLDERS WHO, DIRECTLY OR INDIRECTLY, HOLD SUBSTANTIAL PACKETS OF SHARES WITH INDICATION OF THE NUMBER OF SHARES HELD BY SUCH PARTIES, THEIR PERCENTAGE SHARE IN THE SHARE CAPITAL, THE NUMBER OF VOTES RESULTING FROM THE SHARES AND THEIR PERCENTAGE SHARE IN THE OVERALL NUMBER OF VOTES AT THE GENERAL MEETING.

The table below presents Shareholders holding more than 5% of the share capital and of the total number of votes on 31 December 2025 and the date of submitting the report for publication:

Shareholders	Number of shares	% of capital	Number of votes	% of votes
Roman Krzysztof Karkosik (*)	156 832 020	65.35%	156 832 020	65.35%
including:				
<i>Boryszew S.A. (**)</i>	<i>34 795 000</i>	<i>14.50%</i>	<i>34 795 000</i>	<i>14.50%</i>
<i>RKKK Investments Sp. z o.o.</i>	<i>119 998 000</i>	<i>49.99%</i>	<i>119 998 000</i>	<i>49.99%</i>
Unibax Spółka z o.o. (***)	20 374 160	8.49%	20 374 160	8.49%
Others	62 793 820	26.16%	62 793 820	26.16%
Total	240 000 000	100.00%	240 000 000	100.00%

(*) *Mr Roman Krzysztof Karkosik with subsidiaries (as per notification of 1 October 2018).*

(**) *As per the notification of Boryszew S.A. of 30 October 2020.*

(***) *Unibax Spółka z o.o., together with its subsidiary (Susmed Spółka z o.o.), as per notification of 24 June 2025.*

The Company is not aware of any agreements other than those described in p. 30 of this report as a result of which changes might occur in future in the proportions of shares held by the existing Shareholders.

The Company did not issue any securities that would confer any special controlling rights on any of its shareholders. All shares are equal, each share entitles to one vote at the Company's general meeting.

LIMITATIONS ON VOTING RIGHTS ON SECURITIES ISSUED BY BORYSZEW S.A.

No statutory restrictions exist regarding exercise of voting rights attached to securities such as restrictions on exercise of voting rights by holders of any particular part or number of votes, timing restrictions regarding exercise of the voting rights or provisions under which, with the Company's co-operation, equity rights attached to securities are separated from the holding of securities.

Boryszew S.A. and subsidiaries do not exercise voting rights from the shares held in Boryszew S.A.

LIMITATIONS ON TRANSFER OF PROPRIETARY RIGHTS TO SECURITIES ISSUED BY BORYSZEW S.A.

Company's shares are transferable. No limitations exist on the transfer of proprietary rights to securities issued by Company.

PRINCIPLES OF APPOINTMENT AND DISMISSAL OF MEMBERS OF THE MANAGEMENT BOARD AND THEIR POWERS

Pursuant to the Company's Articles of Association, duties of the Supervisory Board include appointing and recalling from office the Management Board Members. The Supervisory Board first appoints a President and on his proposal the remaining Management Board Members.

The term of office of the Management Board is three years and is common for all members of the Management Board. The Management Board, under the chair of the President, manages the Company's affairs and represents the Company. The powers of the Management Board include all matters which are not reserved either by law or by provisions of the Company's Articles of Association.

The Management Board of the Company has no special rights to make decisions on the issue or redemption of shares.

RULES FOR AMENDING THE COMPANY'S ARTICLES OF ASSOCIATION

Amendments to the Company's Articles of Association require a resolution of the General Meeting and an entry in the Register of Entrepreneurs of the National Court Register.

In order to amend the Articles of Association, the Management Board quotes, in the notification on General Meeting of the Company's Shareholders, the provisions then in force and the proposed amendments. If the intended amendments are extensive, the Management Board must also include the proposed consolidated text of the entire Articles of Association in the notification along with a list of its new or amended provisions.

Any amendment to the Articles of Association must be adopted by the General Meeting with the majority of $\frac{3}{4}$ of votes.

An amendment to the articles of association becomes effective upon its entry in the National Court Register. The responsibility for registration of any such amendments lies with the Company's Management Board. The Management Board is obliged to file an amendment to the Articles of Association within 3 months after adoption of relevant resolution. If an amendment to the Articles of Association consists in increase in the Company's share capital, it may be filed within 6 months of resolving to increase the Company's share capital, and in the event that the consent has been granted to the introduction of a new issue to public trading – within 6 months of the date of such consent being granted, provided that the application for granting of the same is filed no later than four months after resolving to increase the Company's share capital. A resolution on reduction of the share capital should be filed with the National Court Register no later than 6 months after adoption of the same.

While filing an amendment with the registration Court, the Management Board must include the full consolidated text of the Articles of Association.

DESCRIPTION OF THE MANNER IN WHICH THE GENERAL MEETING ACTS, AS WELL AS OF ITS PRINCIPAL POWERS AND THE MANNER OF EXERCISING THE SAME

General Meeting of Shareholder is the ultimate body of the Company. The General Meeting acts pursuant to the provisions of the Commercial Companies Code and of the Company's Articles of Association. The Company's Articles of Association provide that the General Meeting of Shareholders may adopt the General Meeting Regulations, which stipulate the principles of its functioning. The Regulations of the General Meeting were adopted in the Company. The Company's Articles of Association and the Regulations of the General Meeting are to be found on the corporate web site at www.boryszew.com.pl

The General Meeting is convoked by the Management Board. The Supervisory Board may convoke an Ordinary General Meeting in the event that the Management Board should fail to convoke the same at the prescribed time, and an Extraordinary General Meeting where they deem it appropriate. Shareholders representing at least half of the share capital or at least half of all votes in the Company may convoke an Extraordinary Meeting of Shareholders. Shareholders appoint the chairman of the Meeting. A Shareholder or Shareholders representing at least 1/20th of the share capital may demand convocation of an Extraordinary Meeting of Shareholders and placement of specific matters on the agenda of that Meeting.

The General Meeting convoked by the Management Board as an Ordinary General Meeting takes place once per year, no later than in June. In 2025 the Ordinary General Meeting of Boryszew S.A. took place on 21 May 2025.

The agenda of the General Meeting is determined by the Management Board. A Shareholder or Shareholders representing at least 1/20 (one-twentieth) of the share capital may demand placement of specific matters on the agenda of the next General Meeting. Such request should be submitted to the Management Board no later than twenty-one days prior to the date of the Meeting.

The General Meeting is convoked by way of notification published on the Company's website and in the manner prescribed for passing current information according to the provisions of law. Such notification must be published at least twenty-six days before the date of the General Meeting.

The General Meeting of Shareholders is valid regardless of the number of shares represented and resolutions of the General Meeting are adopted with absolute majority of votes cast, unless the Commercial Companies Code or the Articles of Association provide otherwise.

Pursuant to the Articles of Association of Boryszew S.A., apart from other matters stipulated by the Commercial Companies Code, the following matters require a resolution of the General Meeting of Shareholders:

- considering and approval of the Management Board's report on the Company's activities and financial statements for the previous year,
- adopting a resolution on distribution of profit or covering of loss,
- acknowledgement of fulfilment of duties by member of the Company's governing bodies,
- amending the Company's Articles of Association, including increasing and decreasing the share capital and changing the object of the Company's activities,
- decisions concerning claims to remedy a loss inflicted upon incorporation of the Company or upon exercising management or supervision of the same.
- appointment and dismissal of members of the Supervisory Board,
- determining the principles of remuneration for members of the Supervisory Board and the amount of their remuneration,
- redemption of shares or determining terms of such redemption,
- issue of senior bonds or convertible bonds,
- disposal or lease-out of the enterprise or of an organized part of the same, and establishing a limited right in rem on the same,

- dissolution of the Company and appointment of liquidators,
- establishing the record date for the purposes of dividend and the date of dividend payment.

The General Meeting of Shareholders may resolve to refrain from considering a matter placed on the agenda only for important reasons. Resolutions on removal of a matter from the agenda or on refraining from consideration of any matter placed on the agenda at the request of Shareholders require the majority of 75% of votes cast, provided that those Shareholders present at the General Meeting who petitioned that the matter be placed on the agenda have already granted their consent to removal of the same from the agenda or to refraining from consideration of the same.

All matters raised at the General Meeting are first presented to the Supervisory Board for consideration.

Shareholders participate in the General Meeting in person or by a proxy.

The power of attorney to participate in the General Meeting and to exercise the voting right must be made in writing to be valid.

The power of attorney to participate in the General Meeting of a public corporation and to exercise the voting right must be granted in writing or in an electronic form. Power of attorney granted in an electronic form does not require confirmation with a secure electronic signature having a valid qualified certificate.

A member of the Management Board and an employee of the Company may serve as proxies at the General Meeting of a public corporation.

If a member of the Management Board, a member of the Supervisory Board, a liquidator, an employee of a public corporation, or a member of governing bodies or an employee of a company or a cooperative being a subsidiary of that corporation serves as a proxy at the General Meeting, the power of attorney may authorise such person to participate in only one General Meeting. The proxy is obliged to disclose to the Shareholder any circumstances indicating existence of a possible conflict of interests. Granting of a further power of attorney shall be excluded.

The proxy votes in accordance with instructions given by the Shareholder.

The principles of participation in General Meetings and of exercising the voting rights are regulated by the Rules of the General Meeting of Shareholders of Boryszew S.A.

Voting at the General Meeting of Shareholders is open. A secret ballot is to be ordered at elections of and upon voting upon motions to dismiss members of the Company's governing bodies or liquidators of the Company, or on holding them accountable, as well as in personnel matters. Also, a secret ballot is to be ordered when requested by at least one of the Shareholders present or represented at the General Meeting.

Resolutions of the General Meeting of Shareholders are passed with simple majority of votes, unless provisions of the Commercial Companies Code stipulate otherwise.

As per the practice implemented at the Company, all relevant materials for the General Meeting of Shareholders are made available to the shareholders in accordance with the applicable provisions of Polish Commercial Companies Code and of the Regulation of the Council of Ministers dated 6 June 2025 on current and periodical information to be provided by issuers of securities and on conditions under which information required by laws of another state, other than a Member State, can be considered equivalent (Journal of Laws of 2025 item 755).

Pursuant to the Rules of the Sessions of General Meeting of Shareholders, the Chairperson oversees proper and efficient proceedings of the Meeting. Chairperson of the General Meeting of Shareholders also ensures that rights and interests of all Shareholders are respected. The Chairperson must not resign the position without important reason.

The shareholders of Boryszew S.A. are entitled to no rights other than those resulting from generally applicable laws.

PERSONAL COMPOSITION AND PRINCIPLES OF FUNCTIONING OF MANAGING AND SUPERVISORY BODIES AND THEIR COMMITTEES

SUPERVISORY BOARD

Pursuant to the Company's Articles of Association, the Supervisory Board is composed of at least five members. Members of the Supervisory Board are appointed and dismissed by the General Meeting of Shareholders. Any member of the Supervisory Board whose mandate expired during the Board's term of office must be compulsorily replaced by the Supervisory Board with another person appointed to hold the position. Appointment of members of the Supervisory Board during the Supervisory Board's term of office must be approved by the next General Meeting of Shareholders. Should the General Meeting of Shareholders refuse to approve any of the new members of the Supervisory Board appointed during the Supervisory Board's term of office, the General Meeting will elect a new member of the Supervisory Board to replace the person who was not approved.

The term of office of a member of the Supervisory Board is three years and is common for all members of the Supervisory Board.

The Supervisory Board, on its first meeting, elects its Chairperson, Deputy Chairperson and Secretary from among its members, in secret ballot.

The Supervisory Board exercises continuous supervision over the Company's operation in all fields of its activity. Members of the Supervisory Board when performing their functions have regard to the interests of the Company. The

emphasis of the Supervisory Board includes measures to improve the efficiency of management of the Company to obtain maximum financial performance of the Company as well as increase its stock market value and ensure its long-term development.

The tasks of the Supervisory Board include:

- approving annual business plans of the Company and long-term Company's growth plans,
- assessment of the Management Board's report and financial statements for previous financial year in terms of compliance with books, documents and facts as well as proposals of the Management Board on distribution of profit or coverage of loss and submitting annual written report to the General Meeting of Shareholders on the results of the assessment,
- determining the number of the Management Board members, appointing and dismissing any or all Members of the Company's Management Board,
- suspending from service, for important reasons, of any or all Members of the Company's Management Board
- determining the remuneration for Management Board members,
- delegating Members of the Supervisory Board, for a period not longer than three months, to temporarily perform duties of Members of the Management Board who have been dismissed, resigned or are unable to perform their duties for other reasons.
- selecting statutory auditors for conducting the audit of the financial statements,
- approving proposals of the Management Board to establish and discontinue branches and other organized units of the Company,
- approving acquisition and disposal of real estate property, perpetual usufruct or share in real estate,
- approving transactions concerning subscribing to, disposal or acquisition of shares and stocks where the transaction value exceeds 1/20th of the Company's share capital,
- approving acquisition and disposal of fixed assets the value of which exceeds 1/20th of the Company's share capital,
- approving conclusions by the Company of loan, borrowing agreements, grating guarantees and sureties if the value exceeds in each case 1/10th of the Company's share capital,
- adopting the consolidated text of the Company's Articles of Association for internal purposes of the Company,
- approving draft resolutions submitted by the Management Board to the General Meeting of Shareholders,
- determining the issue price of new shares approving proposals of the Management Board on concluding an agreement with a sub-issuer,
- adoption of the Regulations of Management Board and Company's Organizational Rules,

The Supervisory Board holds its meetings as required, but not less than three times a year. Meetings of the Supervisory Board are convened by its Chairman on his or her own initiative or at the request of the authorised persons. Should a meeting be requested by the Management Board or a member of the Supervisory Board, the Chairman of the Supervisory Board is obliged to convene a meeting within two weeks of receipt of such request. Should the Chairman fail to convene a meeting of the Supervisory Board, the applicant may convene it individually, stating the date, time and proposed agenda.

Validity of resolutions of the Supervisory Board requires proper notice of the meeting of all the members of the Supervisory Board and presence of at least half of the members of the Supervisory Board, including the Chairman or Vice-Chairman.

The agenda of the meeting of the Supervisory Board is determined 5 days before the scheduled date of the meeting and approved by the Chairman and then submitted to the members of the Supervisory Board along with other materials, unless extraordinary circumstances exist justifying shortening of this period. The agenda may be amended or supplemented if all members of the Supervisory Board are present and express consent.

In emergency, the Chairman of the Supervisory Board may order another way to notify members of the Board on the date of the meeting.

In order to enable the Supervisory Board to exercise constant supervision over the Company, the Management Board provides basic financial information on the Company and Boryszew Capital Group as well as information on any events that could significantly affect the results of operations or the state of the Company's assets.

Management Board members are invited to attend meetings of the Supervisory Board and in the case of discussing matters concerning them directly, in particular: removal, responsibilities and remuneration of the Management Board Members, Supervisory Board meetings held without participation of the Management Board members. Meetings of the Supervisory Board may also be held without formal convocation if all members of the Supervisory Board were notified and agree to hold a meeting and include specific items on the agenda. The Supervisory Board adopts resolutions only

on matters included in the agenda. The Chairman administers and leads the work of the Supervisory Board and represents it to other bodies of the Company and other parties.

At each meeting of the Supervisory Board the Management Board reports on all relevant matters associated with Company's operations. In urgent matters the members of the Supervisory Board are notified by the Management Board by circulation. The President may, on their own initiative or upon a written motion of Management Board or members of the Supervisory Board, invite other persons to the meeting, in particular employees of the Company, who are responsible for the issues discussed.

The Supervisory Board may - without prejudice to the competences of other bodies of the Company - express opinions on all matters of the Company, including motions and proposals to the Management Board, which, in such case, is obliged to submit to the Chairman information on the intended use of these motions and proposals within twenty one days from the date of submission.

Members of the Supervisory Board may exercise their rights and carry out their duties in person.

Supervisory Board resolutions are adopted by an absolute majority of votes, i.e. with the number of votes exceeding half of valid votes when at least half of the Supervisory Board members are presents and all members were invited.

In the event of a tie in the voting the Chairman has the casting vote.

The Supervisory Board may pass resolutions in writing or using direct means of distance communication. The resolution is valid if all member of the Supervisory Board have been notified of the contents of the draft resolution.

Members of the Supervisory Board may participate in adopting resolutions by casting their votes in writing, acting through another Member of the Supervisory Board who attends the meeting.

The procedure of casting a vote in writing cannot be applied with respect to matters added to the agenda in the course of the given meeting of the Supervisory Board.

Voting of the Supervisory Board is open.

Meetings of the Supervisory Board are recorded. The minutes are to be signed by all members present during the meeting. List of attendance at the meeting is attached to the minutes.

The administrative and technical support for the Supervisory Board is provided by the Management Board, by appointing from employees of the Company the person directly responsible for handling and documentation of meetings of the Board.

Members of the Management Board must notify the Supervisory Board on any existing conflict of interest resulting from their performed functions. Statement format is determined by the Regulations of the Supervisory Board.

Remuneration of the members of the Supervisory Board is determined by the General Meeting, subject to the remuneration of Supervisory Board members, delegated to temporarily perform the duties of a member of the Management Board, being determined by resolution of the Supervisory Board.

The total remuneration of all members of the Supervisory Board, as well as each of individual members of the Board, is disclosed in the annual report.

Detailed principles of operation of the Supervisory Board are determined in the Rules for Supervisory Board of Boryszew S.A.

Supervisory Board Committees

The Audit Committee operates in the structure of the Supervisory Board for Boryszew S.A.

In accordance with the Rules of the Supervisory Board, adopted on 7 September 2021, the Supervisory Board may also appoint a Remuneration Committee if necessary. The Remuneration Committee was not appointed in 2025.

Audit Committee

Members of the Audit Committee of the Supervisory Board of Boryszew S.A. in 2025 and until the date of publication of the report:

Mr Jarosław Antosik – Chairman

Mr Mirosław Kutnik,

Mr Wojciech Zymek.

The Audit Committee operates on the basis of applicable laws and regulations, including but not limited to the Act of 11 May 2017 on statutory auditors, audit firms and public supervision (the Act), Regulation (EU) No 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC (the Regulation), the Company's Articles of Association and the Regulations of the Supervisory Board of Boryszew S.A.

The Audit Committee meets the independence criteria and other requirements set forth in Article 128 and Article 129 of the above mentioned Act, i.e.

1) at least one member of the audit committee has knowledge and skills in terms of accounting or auditing financial statement:

- a. Mr Jarosław Antosik is a graduate of the Warsaw School of Economics, Higher School of Finance and Banking (1997). In 1998 he graduated a post graduate program with the French Institute of Management earning his International Management Diploma. He was certified as a tax advisor in 2002,
 - b. Mr Wojciech Zymek has served as a member of the supervisory board of many entities, including for a listed company, for more than a dozen years. He is an active attorney and restructuring consultant and has received a number of training courses in this field in his professional practice. As a restructuring consultant, he managed large entities with multimillion-dollar turnovers, which required in-depth knowledge in accounting and taxation.
- 2) at least one member of the Audit Committee has knowledge and skills in the industry in which the Company or its individual members operate; in accordance with certain rules, this knowledge and these skills are:
- a. Mr Wojciech Zymek is a long-time member of the Supervisory Board of Alchemia S.A. in Warsaw, a subsidiary of Boryszew S.A., where he acquired knowledge and experience in the seamless pipe industry, production of rings, rims and long products. Mr Wojciech Zymek is also a member of Supervisory Boards in other companies of the Boryszew Capital Group such as: Zakład Utylizacji Odpadów sp. z o. o., Baterpol S.A. and Huta Bankowa sp. z o. o., where he expands his knowledge of the Group and the business environment of individual companies. In addition, when participating in the restructuring process of Maflow Polska sp. z o.o. in Tychy, he acquired knowledge and experience in the production of air conditioning ducts. Also, as an attorney, he has been handling large commercial law entities in the broader steel industry for many years.
- 3) The majority of the members of the Audit Committee, including the Chairman, are independent of the Company:
- a. Mr Jarosław Antosik - Chairman of the Audit Committee, according to the statement submitted to the Company, meets the independence criteria in the Act of 11 May 2017 on certified auditors, audit firms and public supervision.
 - b. Mr Wojciech Zymek - according to the statement submitted to the Company, met the independence criteria in the Act of 11 May 2017 on certified auditors, audit firms and public supervision.

The Audit Committee is an advisory and consultative body of the Supervisory Board for the correct financial reporting, internal control and internal audit principles applied in the Company as well as the risk management system. The Audit Committee cooperates with the Management Board and employees of the Company and the certified auditor for a good understanding of the company's operating principles and to form its own opinion on the Company's financial statements integrity.

The tasks of the Audit Committee include:

- 1) Monitoring:
 - i. the process of financial reporting, sustainability reporting or group sustainability reporting, including in their preparation and labelling, and the process of identification by the public interest entity of information presented in accordance with sustainability reporting standards,
 - ii. the effectiveness of internal control and risk management systems as well as internal audit, in particular with regard to financial reporting and sustainability reporting or group sustainability reporting, including its preparation and labelling,
 - iii. the performance of audits, in particular the audit or attestation of sustainability reporting by the audit firm, including all conclusions and findings of the Polish Financial Supervision Authority resulting from inspections carried out in the audit firm;
- 2) controlling and monitoring the independence of the statutory auditor and the audit firm, in particular when the audit firm provides services to the public interest entity other than audit of financial statements and attestation of sustainability reporting;
- 3) notifying the supervisory board of the results of the audit or attestation of sustainability reporting and explaining how this audit or attestation contributed to the integrity of financial reporting, sustainability reporting or group sustainability reporting, and what role the audit committee played in the audit or attestation process;
- 4) evaluating the independence of the auditor and consenting to the provision by the auditor of permitted non-audit services to the public interest entity;
- 5) drafting a policy of selecting an audit firm to conduct the audit and policies for the selection of an audit firm to conduct attestation of sustainability reporting;
- 6) drafting a policy for the provision by the audit firm performing the audit or attestation of sustainability reporting, by affiliates of the audit firm, and by a member of the audit firm's network of permitted services that are not an audit or attestation of sustainability reporting;
- 7) submission of recommendations to ensure the integrity of the financial reporting process, sustainability reporting of the group in a public interest entity.

The Committee holds its meetings as required, but not less than once every quarter. The meetings of the Audit Committee shall be convened by its Chairman and in his absence – by the Vice-Chairman or another Committee

member indicated by the Chairman. The Meetings of the Audit Committee may also be convened by the Chairman of the Supervisory Board.

The Audit Committee has access to all Company documents and is entitled to request specific information and explanations from the Company and its employees.

The Audit Committee may conduct or commission (with the consent of the Supervisory Board) the execution of specific assessments or monitoring activities within the scope of its responsibility.

The Audit Committee shall submit the following to the Supervisory Board:

- annual reports on its activities in a given financial year and a situation assessment for the Company and the Capital Group in areas within its competence,
- the conclusions, positions and recommendations developed in relation to the performance of the Audit Committee functions in a timely manner enabling the Supervisory Board to take appropriate actions.

Audit firm selection policy

The Audit Committee of the Supervisory Board for Boryszew S.A. recommends an entity authorised to audit financial statements of Boryszew S.A. and attestation of sustainability reporting on the basis of adopted policies and procedures. The auditor is selected by the Supervisory Board on the basis of a recommendation by the Audit Committee.

In the course of preparing recommendations for the Supervisory Board by the Audit Committee, the following is considered:

- whether the auditing firm meets the independence requirements referred to in Articles 69-73 of the Act on certified auditors;
- the existence of threats to the independence of the audit firm and the application of safeguards to minimise them;
- knowledge of the industry in which the Company operates;
- the price conditions of the offer,
- whether the audit firm has competent staff, time and other resources at its disposal to conduct the audit properly;
- whether the person designated as the key auditor has the qualifications to carry out mandatory audits, obtained in the European Union member state where the audit is required, including whether that person is registered in the relevant registers of auditors maintained of the European Union member state where the audit is required.
- independence of the audit firm and persons involved in financial audit activities in the light of Articles 69-73 of the Act on certified auditors;
- statutory restrictions on providing services to the Company, possible conclusions and guidelines contained in the annual audit report issued by the Audit Supervision Committee, referred to in Article 90 section 5 of the Act on certified auditors that may influence the appointment of an audit firm.

The selection is made from any audit firms which submitted a bid to provide the statutory audit service in accordance with accepted procedures, provided that:

- the audit firm that audited the Financial Statements of the Company after the expiry of the maximum duration of the mandate may not undertake the audit of the Company's financial statements within four consecutive years,
- the organisation of the procurement procedure may not exclude from participation in the selection procedure companies which have received less than 15% of their total audit fees from public-interest entities in the European Union member state concerned, in the previous calendar year, included on the list of audit firms,

Restrictions on choice

- the maximum continuous duration of statutory audit engagements carried out by an audit firm or any member of the network established in the European Union to which these audit firms belong may not exceed 10 years, subject to the limitations in applicable laws;
- The key certified auditor may not conduct an audit of the annual financial statements in the Company for a period longer than 5 years;
- The key certified auditor may again perform audits of the Company's annual financial statements after at least 3 years from the end of the last audit.
- the first agreement on auditing the Financial Statements is concluded with the Eligible Entity for a period of not less than two years with the possibility of extension for further periods of at least two years.

Remuneration rules:

Remuneration for the audit work received by the audit firm, its statutory auditors and subcontractors acting in their name and on their behalf may not be:

- dependent on any conditions, including the result of the audit;
- shaped or dependent on the provision to the Company or its related entities of additional services which are not audited by an Entitled Entity or any entity related to an audit firm or belonging to a network.

The audit fees must reflect the workload and complexity of the work and the qualifications required.

Selection of an audit firm to audit the financial statement of for 2025 - 2027

On 6 June 2025 the Audit Committee recommended to the Supervisory Board to appoint BDO Sp. z o. o. sp. k. to audit the financial statements for 2025 - 2027.

The recommendation of an entity authorised to audit financial statements was prepared in accordance with the requirements of the Act of 11 May 2017 on certified auditors, audit firms and public supervision and the Company's policy and procedure on selection of an entity authorised to audit financial statements in Boryszew S.A.

The Supervisory Board, having reviewed of the recommendation of the Audit Committee, on 10 June 2025 appointed BDO Sp. z o. o. sp. k. based in Warsaw to conduct the audit of the separate financial statements of Boryszew S.A. and the consolidated financial statements of Boryszew Capital Group for 2025 and 2027.

Services allowed

Policy on provision of permitted non-audit services by the audit company engaged to carry out audits of financial statements, by economic operators associated with that audit firm as well as by a member of the audit firm's network;

The policy of providing permitted services was prepared by the Audit Committee operating within the Supervisory Board of the Company. In accordance with the policy adopted by the Company, the provision of permitted services is possible only after the Audit Committee has carried out an assessment of threats and safeguards of independence referred to in Articles 69-73 of the Act on certified auditors.

The Audit Committee of Boryszew S.A., following appropriate assessment of risks and independence safeguards as per Art. 5 sec. 4 of the Regulation (EU) No 537/2014 of the European Parliament and of the Council of 16 April 2014 on the detailed requirements for statutory audits of public interest entities, consented to the performance by BDO Spółka z ograniczoną odpowiedzialnością Spółka komandytowa the following additional services:

- verification of the electricity consumption intensity factor.
- BDO's assessment of the Supervisory Board's report on the implementation of the remuneration policy for the Management Board and Supervisory Board.
- BDO's attestation of the sustainability report.

Audit Committee meetings

In 2025 the Audit Committee held 5 meetings, the main topics of which were associated with the fulfilment of its statutory duties, including sustainability reporting. No separate meetings dedicated solely to sustainability issues were held.

SUPERVISORY BOARD

In 2025 the following persons were members of the Supervisory Board of Boryszew S.A.:

Ms Małgorzata Waldowska	– Chairperson of the Supervisory Board.
Mr Mirosław Kutnik	– Vice Chairperson of the Supervisory Board,
Mr Damian Pakulski	– Secretary of the Supervisory Board,
Mr Jarosław Antosik	– Member of the Supervisory Board,
Mr Janusz Siemieniec	– Member of the Supervisory Board,
Mr Wojciech Zymek	– Member of the Supervisory Board.

In 2025 members of the Audit Committee were:

Mr Jarosław Antosik	– Chairman of the Audit Committee,
Mr Wojciech Zymek	– Member of the Audit Committee,
Mr Mirosław Kutnik	– Member of the Audit Committee.

By the date of publication of the report no changes occurred in the Company's Supervisory Board or the Audit Committee.

MANAGEMENT BOARD OF THE COMPANY

Pursuant to the Company's Articles of Association of Boryszew S.A., the Company's Management Board is composed of one to five persons, including: President of the Management Board, up to two Vice-Presidents and members of the Management Board. The term of office of the Management Board is three years and is common for all members of the Management Board. The Management Board, under the chair of the President, manages the Company's affairs and represents the Company.

The Board is responsible for the fair conduct of the Company's affairs and implementation of its statutory functions, in accordance with law and good practice. All matters that are not reserved for the competence of the General Meeting of Stockholders and the Supervisory Board fall within the competence of the Management Board. The Management Board prepares the strategy of the Company and is responsible for its implementation and execution. The strategy is subject to approval by the Supervisory Board. The Management Board of the Company carefully analyses all actions and decisions.

A resolution of the Management Board is required in matters falling beyond the scope of ordinary management, in particular on:

- incurring loans,
- issuing sureties and guarantees,
- disposal and acquisition of fixed assets,

- approval for publication of midyear and annual Management Board's reports on the activities of the Company and of the Capital Group, as well as financial statements of the Company and consolidated statements of the Capital Group,
- proposals for profit distribution or loss coverage,
- adoption of the growth programme for the Company and for the Capital Group,
- adoption of the budget of the Company and of the Capital Group,
- establishing of proxies,
- appointing, on the basis of civil law, representatives to perform certain tasks within the limits of their authorisation (with the exception of one-time power of attorney to perform certain legal actions and powers of attorney to sign the papers and documents that do not result in incurring liabilities by the Company or disposing property rights of the Company as well as power of attorney ad litem)
- approving the remuneration system and work regulations based on agreements with the trade unions,
- taking a position on issues commissioned by the Supervisory Board in the form of a resolution.

The Management Board may not resolve on share buybacks or share issue.

Authorized to make declaration of will and sign documents on behalf of the Company are: the President of the Management Board acting independently or two members of the Management Board acting jointly, or a member of the Management Board acting jointly with a commercial proxy.

The Management Board convenes on as-needed basis. Management Board meeting can be participated by employees of the Company or other persons, competent for the matters discussed.

Resolutions of the Management Board are adopted by an absolute majority of votes. In case of a tied vote, the President has the casting vote.

A member of the Management Board, absent during a meeting, shall acknowledge and follow, on the first day at work after absence, resolutions passed during his or her absence, confirming it with a signature on the original copy of the minutes.

Meetings of the Management Board are recorded and signed by members of the Management Board present during the meeting.

Members of the Management Board must notify the Supervisory Board on any existing or potential conflict of interest resulting from their performed functions.

The principles of remuneration of the Management Board members are determined by the Supervisory Board of the Company, considering the responsibilities and function as well as the economic and financial situation of the Company. The aggregate remuneration of all members of the Management Board and of individual members of the Management Board, with details on individual elements of remuneration, is disclosed in the annual report.

The Management Board makes every effort to ensure that the Company conducts an effective economic activity, respecting the interests of all groups of shareholders and other groups associated with the Company's interest.

CHANGES IN THE COMPOSITION OF THE MANAGEMENT BOARD

On 1 January 2025, the following persons were members of the Management Board of Boryszew S.A.:

Mr Wojciech Kowalczyk – President of the Management Board, General Director
Mr Łukasz Bubacz – Member of the Board of Directors, Chief Investment Officer,
Mr Adam Holewa - Member of the Management Board, Automotive Segment Director

On 16 April 2025, the Supervisory Board of the Company, decided to appoint Mr Maciej Korniluk as a Member of the Management Board, Chief Operating Officer, effective 18 April 2025.

On 31 December 2025 the Management Board of Boryszew S.A. had the following members:

Mr Wojciech Kowalczyk – President of the Management Board, General Director
Mr Łukasz Bubacz – Member of the Board of Directors, Chief Investment Officer,
Mr Adam Holewa - Member of the Management Board, Automotive Segment Director
Mr Maciej Korniluk - Member of the Management Board, Chief Operating Officer.

No changes in the Management Board Boryszew S.A. occurred until the date of publication of the financial statements.

DESCRIPTION OF DIVERSITY POLICY

No formal document has been drafted by the Company on its diversity policy in relation to the management body and management team. Recruitment of Management Board members and key managers is based on experience, qualifications and competences of candidates, in line with legislation on equal treatment of employees. The Company

is committed to ensure diversity of gender, education, age, professional experience for all its employees, with particular emphasis on senior management and key managers. In 2025, the Management Board was composed exclusively of men and the Supervisory Board had one woman.

39. DECLARATIONS OF THE MANAGEMENT BOARD

The Management Board of Boryszew S.A. represent hereby that:

- a) to the best of their knowledge the annual financial statements of Boryszew S.A. and the comparable data were compiled as per the binding accounting principles and truly, accurately and clearly reflect the actual and financial condition as well as the financial result Boryszew S.A.
- b) the annual consolidated financial statements of Boryszew Capital Group for the first six months and the comparable data were compiled as per the binding accounting principles and truly, accurately and clearly reflect the actual and financial condition as well as the financial result of Boryszew Capital Group.
- c) the Management Board's report on operations gives a fair picture of the development and profitability of operations and the situation of Boryszew S.A. and Boryszew Capital Group, including the description of basic risks and uncertainties,
- d) the Management Board's report on the activity of Boryszew S.A. and Boryszew Capital Group was drafted in accordance with:
 1. accounting Act,
 2. ESRS,
 3. art. 8 of Regulation 2020/852 and the delegated acts issued under Art. 8(4) of that Regulation.

40. INFORMATION OF THE MANAGEMENT BOARD ON THE SELECTION OF THE AUDIT FIRM TO CARRY OUT THE AUDIT OF THE ANNUAL FINANCIAL STATEMENTS IN ACCORDANCE WITH THE PROVISIONS, INCLUDING THOSE CONCERNING THE SELECTION AND PROCEDURE FOR THE SELECTION OF THE AUDIT FIRM

The Management Board for Boryszew S.A. based on the statement of the Supervisory Board for Boryszew S.A. of 9 April 2026 on the selection of BDO Spółka z ograniczoną odpowiedzialnością sp. k., based in Warsaw, to audit the annual financial statements in accordance with the regulations, including the selection and selection procedure of the auditing firm, declares that:

- a) the audit firm for the audit of the annual separate and consolidated financial statements for 2025 has been selected in accordance with the regulations, including the selection and the Audit Firm Selection Procedure applicable to the Company,
- b) BDO Spółka z o.o. Sp.k. and members of the team auditing the separate and consolidated financial statements for 2025 met the conditions for the preparation of an impartial and independent report on the audit of the annual financial statements in accordance with the applicable regulations, professional standards and rules of professional ethics,
- c) Boryszew S.A. observes the applicable regulations on the rotation of the audit firm and the key statutory auditor and Boryszew S.A. pursues the "Policy for selection of the entity authorised to audit financial statements of Boryszew S.A." and the "Policy for the provision of permitted non-audit services by the auditing firm conducting the audit, by entities affiliated with the auditing firm and by a member of the auditing firm's network".
- d) the audit company conducting attestation of sustainability reporting of Boryszew S.A. and Boryszew Capital Group and the members of the team conducting the attestation met the conditions for the preparation of an impartial and independent report on the attestation of sustainability reporting in accordance with binding regulations, standards of exercising the profession and rules of professional ethics,
- e) Boryszew S.A. has a policy for the selection of an audit firm for sustainability reporting attestation of the Company's and the Capital Group's sustainability reporting and a policy for the provision of permitted services that are not sustainability reporting attestation to the Company by the audit firm carrying out sustainability reporting attestation, by affiliates of the audit firm and by a member of the audit firm's network.

The Supervisory Board of the Company, by resolution of 5 November 2024, entrusted the Audit Committee with tasks involving monitoring the process of sustainability reporting of the Company and Boryszew Capital Group. The Audit Committee of the Supervisory Board of Boryszew S.A. agreed to the additional services of BDO Spółka z ograniczoną odpowiedzialnością sp. k. involving the attestation of the sustainability reporting of the Company and the Boryszew Capital Group.

Visit www.boryszew.com.pl for all corporate documents of the Company, as well as current and periodical information. The Company also runs its website in English.

41. INFORMATION ON ALTERNATIVE PERFORMANCE MEASUREMENTS

Terms used in the Report and not defined in IFRS accounting standards, and therefore being alternative performance measurements in accordance with ESMA's Alternative Performance Measurement Guidelines (ESMA/2015/1415).

1. "EBITDA" is the sum of operating profit and depreciation value.
2. "ROA" - return on assets - is the quotient, expressed as a percentage, of net profit attributable to equity holders of the parent (income statement item for relevant reporting period) to total assets (balance sheet item at the end of relevant reporting period). In the case of the separate financial statements, the item of net profit attributable to shareholders of the parent company is used instead of net profit.
3. the current ratio is the ratio of current assets (balance sheet item at the end of relevant reporting period) to current liabilities (balance sheet item at the end of relevant reporting period).
4. the quick ratio is the ratio of current assets (balance sheet item at the end of relevant reporting period) less inventories (balance sheet item at the end of relevant reporting period) to current liabilities (balance sheet item at the end of relevant reporting period).
5. "Net debt" is the sum of long-term and short-term loans, borrowings and lease liabilities less the value of cash and cash equivalents (balance sheet asset item). The "net debt" indicator presents the value of bank debt and other interest-type liabilities, taking into account available cash that can be used to repay these debts.
6. "Net debt to EBITDA" is the quotient of net debt to EBITDA.

The Company's presentation of the above indicators and parameters in the Report is due to their widespread use for financial analysis and valuation purposes of the Company and the Group.

SIGNATURES OF THE PERSONS REPRESENTING THE COMPANY AND APPROVING THIS REPORT FOR PUBLICATION:

Wojciech Kowalczyk – President of the Management Board

Łukasz Bubacz – Member of the Management Board

Adam Holewa – Member of the Management Board

Maciej Korniluk – Member of the Management Board

Warsaw, 22 April 2026