

ESG WEGA A REPORT FOR 2023

To manage something, you must first measure it...

Report on ESG activities of Wega A Company for the year 2023

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LETTER FROM THE CHAIRMAN OF THE BOARD - MR. SŁAWOMIR JAKUBOWSKI

Ladies and Gentlemen,

Wega A Sp. z o.o. is one of the leading companies in Poland that create the history, present and future of the TSL industry in Poland. For nearly 35 years we have been developing the logistics market of the Automotive sector in Poland and Europe.

Sustainable development, care for the environment and transparency of operations are the foundation on which we have been building our company for years.

Since its inception, PW Wega A Sp. z o.o. has placed great emphasis on providing the highest quality transportation, warehousing and factory yard management services to the Automotive industry. We are proud of our role as a key partner for many leading automakers, helping them to efficiently and safely deliver vehicles to customers throughout Europe.

We are proud to present the first-ever report describing our environmental, social and corporate governance (ESG) impact. We are proud to be a leader in this area as well, which paves paths for competitive companies. The purpose of this report is to present our activities to date in the above-mentioned fields. The report is a reference for us, and for readers it is proof that our company fulfills not only the set business objectives but also the highest standards in terms of caring for the environment, the surrounding community, our employees, customers and suppliers.

The presentation of the report comes in another year in which the world is struggling with supply chain issues. PW Wega A Sp. z o.o. is a conscious part of it, which, for another year in a row, has recorded record growth in operations, revenues and funds invested in sustainable development.

The main issues addressed in this report are:

Environmental Protection

Faced with the global challenges of climate change, we have undertaken a number of initiatives to minimize our carbon footprint. Last year, we implemented programs to reduce CO2 emissions, investing in a modern fleet of low-emission vehicles and developing opportunities to use electric vehicles in our warehouses and factory yards. We are striving to achieve carbon neutrality by 2030.

Social Responsibility

Our company is not only about machinery and technology, but first and foremost about people. We focus on the safety and development of our employees, offering training, health programs and friendly working conditions. We also work for the benefit of local communities, supporting initiatives

educational and charitable initiatives. Our social commitment is a fundamental part of our business.

Corporate Governance

At PW Wega A, we believe that transparency and ethical management are critical to long-term success. Our management practices conform to the highest standards, and our decision-making processes are transparent and in compliance with applicable regulations. We strive to continuously improve our procedures to meet the expectations of our stakeholders.

Challenges and Plans for the Future

In the coming years, we intend to continue our sustainability efforts with new challenges and ambitious goals. We believe that our commitment to ESG will not only benefit the environment and society, but also strengthen our position as a leader in the logistics industry.

We thank you for your trust and support. Together we can build a better future for us all of us.

With best regards

Slawomir Jakubowski

President of the

Board of Directors

PW Wega A Sp. z o.o.

ABOUT WEGA A SP. Z O.O.

WHO WE ARE

WEGA A is a leading logistics operator in the automotive industry in Central and Eastern Europe. We have been operating successfully since 1989, i.e. for 34 years, based solely on Polish capital. In 2023, we traveled a total of 5881778 km.

We specialize in logistics projects for the automotive industry, transporting vehicles directly from factories, ports and yards. We provide vehicle storage services, customs services, PDI and Releasing Agency services.

We employ 192 employees, including more than 54 professional drivers.

We have a modern fleet of more than 200 monitored auto transporters, equipped with new generation bodies from Kassbohrer, Lohr and Rolfo.

We use a proprietary application called BOND, which optimizes logistics processes and connects via EDI with customers' applications.

We have our headquarters in Kalisz and 2 branches: in Gliwice and Września.

We are a regular long-term contract partner for global car manufacturers: Volkswagen, MAN, SEAT, Iveco, Stellantis, Mercedes-Benz, PSA, as well as for significant customers from France, Hungary, Lithuania, Latvia, Czech Republic, Serbia.

MISSION AND KEY VALUES OF WEGA A

WEGA A'S MISSION

As a logistics provider, to become a fully integrated link in the supply chain of automakers. Operate at the highest level of quality, safety and ethics to ensure delivery of a vehicle in perfect condition to an exceptional customer.

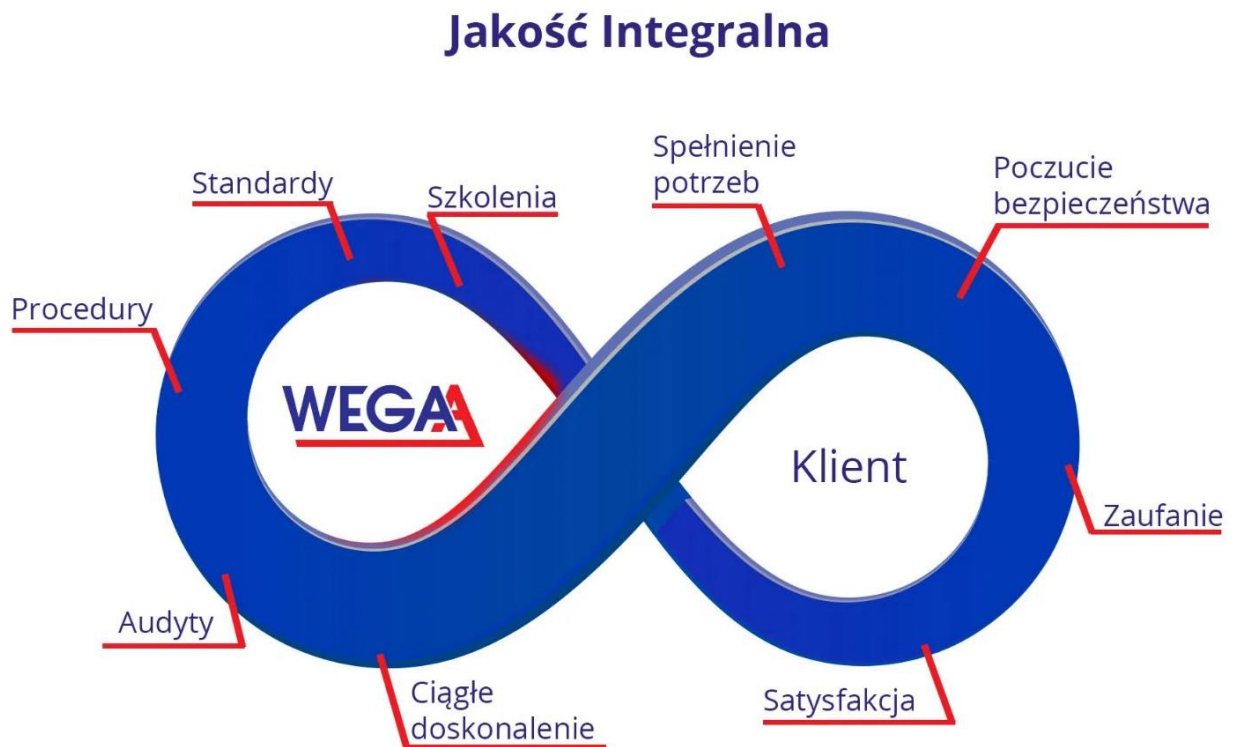
WEGA A VALUES

Our values form the basis of how we conduct our business relationships and urge us to act in a responsible and sustainable manner that is consistent with the highest ethical standards. Our values include concern for people's lives and the state of the environment, acting in a professional, ethical and transparent manner, and continuous improvement by leveraging diversity to provide the best solutions for the customer.

As a company, we are committed to maintaining good relations with our stakeholders, which includes not only customers, but also employees, suppliers and the community. We strive to ensure that our actions and decisions are consistent with high ethical and legal standards to build lasting trust and loyalty with our stakeholders. We are open and transparent in our operations, informing our stakeholders of our goals and strategies and our progress in achieving them. We maintain the highest quality standards in our services to meet our customers' needs and retain their loyalty. We strive to ensure that our employees are satisfied and

treated with respect, offering them fair wages and benefits and enabling their professional development. We strive to operate in a sustainable manner, taking care of the environment and the community in which we operate. We comply with all legal and ethical regulations to safeguard the interests of our stakeholders.

Our core values are: cooperation, safety, respect and professionalism.



For more on WEGA A's values and ethics, see the WEGA A Code of Ethics

Wega A Code of Ethics - Appendix

MARKET POSITION, BUSINESS STRATEGY, BUSINESS MODEL AND VALUE CHAIN

Wega A's main revenue-generating branch is transportation services, performed for leading automakers in Europe. The company operates in Europe, with companies registered in the European Union.

The company operates on a business to business (B2B) model, providing transportation services and temporary car storage services only in the form of long-term contracts with business customers. The company does not sell direct services to individual customers.

The Company cooperates with other transportation service providers to whom it subcontracts some of the contracts. For several years, the Company has been independently organizing activities related to the maintenance and

repair of the fleet of transport vehicles and trailers, which has improved the quality of the fleet and the cost-effectiveness of its maintenance.

In addition, the company outsources such processes as human resources and payroll services, as well as waste collection and customs handling of transported loads.

WEGA A's business model focuses the company's activities on the implementation of 5 basic activities:

- Focus on customer needs
- Flexibility in adapting to customer needs and changes in the environment
- Continuous search for innovation to achieve competitiveness
- Effective cooperation with business partners
- Willingness to maintain steady, stable growth of the organization.

STAKEHOLDERS

A sense of social responsibility obliges us to involve stakeholders in identifying, understanding and responding to sustainability challenges and issues, and to inform, explain and accept responsibility to stakeholders for business decisions, actions implemented and results.

In order to work effectively with stakeholders, we have reviewed and evaluated them in accordance with the aa1000 standard.

Table. Review and evaluation of Wega A's stakeholders according to the AA1000 Standard.

LEVEL OF INVOLVEMENT	INTERESARIAN	METHODS OF ENGAGEMENT
Remain passive - No active communication	Shipping companies, DPD	No stakeholder response or only concern Stakeholders expressed through protest, letters, media, websites, etc.
Monitoring - One-way communication: stakeholder to organization	Office product suppliers, regulatory organizations, Regional authorities and administrations, State authorities and administrations, Local NGOs, National NGOs, Global NGOs	Media and Internet tracking, second-hand reports from other Stakeholders, possibly through targeted interviews
Advocate One-way communication: organization to stakeholder	Job candidates, neighbors and local community	Pressure on regulators, other Advocacy efforts through social media, activities Lobbying
Inform One-way communication: organization to stakeholders, no invitation to respond	Owner	Newsletters and letters - Brochures - Reports - Speeches, conferences and public presentations - websites

Transaction Limited two-way Engagement: setting and monitoring of performance in accordance with terms of the contract	Suppliers of fuel to fuel cars, Wholesale fuel company from Katowice, Car repair shops from Poland and other countries, DPD shipping companies	"Public-private partnerships" - Private financial initiatives - Provision of grants - Cause marketing.
Consultation Limited two-way Engagement: organization asks questions, stakeholders respond	Professionals/office staff, employment agencies, industrial waste recipients, Security company, Solid Poland, Landlords of housing for employees, Human Resources Office, Universities, University of Kalisz, Organizations Industry organizations such as the Kalisz Business Incubator, Renotruck Training	Surveys - Focus groups - Meetings with selected stakeholders - Public meetings - Workshops
Negotiate Limited two-way engagement: discussing a specific or series of issues in order to reach a consensus	Executives, Drivers from Poland, Drivers from Ukraine,	Collective bargaining with Employees through a representative of the Crew
Engagement Two-way or multi-directional engagement: learning on all sides, but stakeholders and the organization act independently act independently	Customers, Service Providers Transportation	Multi-stakeholder forums - Advisory panels - Consensus-building processes - Participatory decision-making processes - Focus groups - Online engagement tools
Collaboration Two-way or multi-directional engagement: collaborative learning, decision-making and actions	Management	Joint projects - Joint ventures - Partnerships - Initiatives involving multiple stakeholders - Online collaboration platforms

ESG RISKS AND OPPORTUNITIES

(GOV-5)

We have assessed the risks and opportunities that come with running our business.

We took into account the different types of risks and challenges we experience on a daily basis. Based on this, we developed a register of ESG risks, i.e. social, environmental and climate change risks and adaptation. Risks occurring depending on the region in which Wega A's operations are conducted and its entire value chain were taken into account.

ESG STRATEGY FOR 2024

In 2023, we continued to work on the further development and implementation of a sustainability strategy for Wega A. In pursuit of our ESG strategy, in line with the principles of sustainable development and aiming to reduce our carbon footprint, we are cyclically developing environmentally friendly activities, including: implementing an Eco-driving Program for drivers, aimed at helping them make optimal and environmentally friendly use of the potential of their vehicles, striving to reduce exhaust emissions in accordance with the regulations of EURO6 standards and minimum vehicle payloads. At the same time, we use alternative energy sources: photovoltaics, heat pumps, water separators, segregate garbage, reduce the use of paper in favor of IT solutions, strive for efficient water consumption, etc.

GENERAL INFORMATION

MANAGEMENT BODIES, CORPORATE GOVERNANCE

(GOV-1)

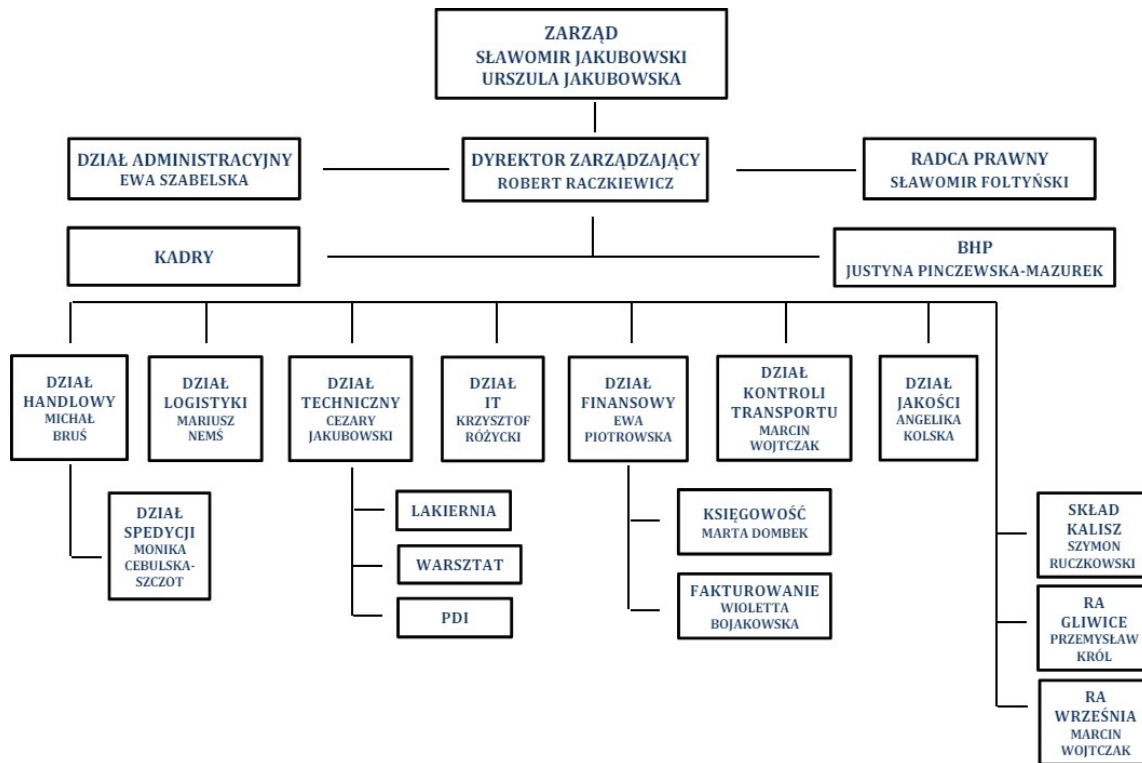
Management Board of Wega A Spółki

Slawomir Jakubowski - Chairman of the Board

Urszula Jakubowska - Vice President of the Management Board

Robert Raczkiwicz - Proxy, Managing Director

Organizational Structure of Wega A sp. z o.o.



COMMITMENT OF WEGA A MANAGEMENT BOARD TO ESG ISSUES

Wega A's Board of Directors was informed of all planned and implemented ESG activities and in meetings dedicated to this topic. Members of the Board of Directors and Executives were trained on ESG and the latest guidelines on non-financial reporting. Six meetings were held with executives and specialists from individual departments such as Health and Safety, Logistics, Fleet Maintenance, HR and IT, during which the main goals and objectives and detailed plans for achieving them were developed. In addition, two meetings were held to prepare the staff for monitoring and calculating the company's carbon footprint. All of these activities were aimed at structuring the ESG team, which is the first major step toward fully implementing the Company's ESG Strategy and reporting.

COOPERATION WITH EXTERNAL EXPERTS AND EXTERNAL AUDITS

We began working with an external ESG consultant who conducted an audit at the company, including a physical site visit to the company. Consultations were held with employees to learn and understand the company's context and existing conditions within the company. The development of an ESG competency development program was started. Training sessions for the workforce on environmental topics and ethical issues were implemented and will continue into 2024.

EXTERNAL AUDITS

The high quality of Wega A's transportation services is confirmed by the certificates the company has obtained:

- ISO 9001
- ISO14001
- Highest Quality International Quality 2016
- AEO Certificate
- Better Visibility Award - Automotive Logistics magazine's award for the BOND program.

Additional confirmation of the highest quality of services is also provided by letters of reference from satisfied contractors and business partners.

Wega A's sustainability performance to date has been evaluated by an external SAQ certification organization. In SAQ's 2023 Sustainability Audit, we received very positive results, i.e. 100% - business ethics, 90% - management, 85% - environment.

SAQ Audit Report - Appendix

DUE CARE.

In our operations, we comply with the requirements of Polish law. The Company has begun updating, developing and implementing due diligence processes for ethics, human rights and sustainability. As a first step, materiality studies were conducted to identify significant impacts and risks related to human rights and sustainability. In the following year, we will continue our efforts to develop due diligence procedures in all necessary areas, in the form of thematic policies and relevant procedures. Due diligence on the Code of Ethics and human rights was successfully implemented in 2023.

COMPLIANCE OF THE REPORT WITH NATIONAL AND EUROPEAN UNION LEGISLATION

ESRS2 (BP-1, BP-2)

This report has been prepared along the lines of the ESRS standard issued by the European Commission in the form of a delegated regulation on July 31, 2023, although it does not include disclosures of all recommended indicators.

The report does not include information on intellectual property, know-how or innovation effects. Information on value chain estimates and sources of uncertainty in estimates and results are disclosed along with individual subject areas. This is the first ESG report of Wega A Spolka, prepared in accordance with recommendations, without individual adjustments to the way data is collected as well as the presentation of information.

SUSTAINABLE DEVELOPMENT OF WEGA A IN 2023

E LIKE THE ENVIRONMENT (AND CARBON FOOTPRINT)

Environmental Management in accordance with ISO 14000

In 2023, an audit of the company's Integrated Environmental Management System was conducted in connection with the next ISO 14001 and ISO 9001 Certification. The audit resulted in a positive protocol with no observations (Sp) or non-conformities (Zn) and continued Certification for 2024.

To raise employees' environmental awareness and competence, training was provided on waste reduction and sorting, efficient use of air conditioning, water conservation and other sustainable workplace practices.

Energy Balance

We are taking up the challenge of reducing energy demand, which has a positive impact on climate change and the company's bottom line.

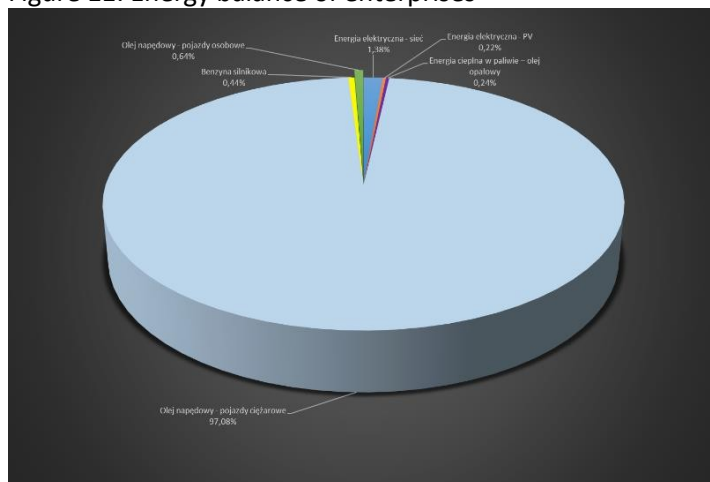
In 2023, we started tracking and tallying how much energy we need to complete all our business activities.

Table. Energy balance of the enterprise

Electricity net work [MWh/year]	PV electricity [MWh/year]	Thermal energy fuel oil fuel [MWh/year]	Oil drive - vehicles trucks [MWh/year]	Motor gasoline [MWh/year]	Oil Diesel - passenger vehicles [MWh/year]	Total [MWh/year]
288,602	46,550	49,868	20 300,778	92,402	133,946	20 912,146

The following figure shows a graphic of the company's energy balance for the analyzed period.

Figure 11: Energy balance of enterprises



According to the above balance sheet, diesel fuel used for heavy vehicles is the dominant energy fuel, its consumption accounting for 97.08% of the total balance sheet. Then the second largest consumption is characterized by electricity purchased from Energa

Operator S.A - 1.38%. Diesel used for passenger vehicles already accounts for just 0.64% of the total. Motor gasoline, on the other hand, is 0.44%. The share of fuel oil used for heating purposes is 0.24%. Energy from RES, i.e. PV installations, accounts for the smallest balance share of 0.22%. Such a low share of fossil fuels used for heating is associated with the operation of heat pumps. The analysis notes that there was no need to replenish refrigerants in the base year of 2023, and thus it is not necessary to report emissions associated with refrigerant losses.

CARBON FOOTPRINT

We have calculated the carbon footprint of Wega A's operations in accordance with the GHG standard (protocol) GHG calculation methodology, under scope 1, scope 2 and limited scope 3. In addition, for the analyzed period, an energy balance was performed for the company's emission carriers.

The report was prepared on the basis of data on consumption of energy carriers. In order to determine the level of emissions, greenhouse gas emission factors from databases coinciding with the GHG methodology, KOBIZE and, in the case of electricity, indicated by the supplier (Energia Operator S.A.) were used.

All emissions for which detailed indicators were available were converted in accordance with the GHG protocol to carbon dioxide equivalent CO_2e , the level of which took into account the greenhouse effect of the reported substances. In the case of databases, i.e. KOBIZE, the report indicated the main volume of emissions related only to carbon dioxide. This is due to the fact that in the case of publicly available indicators from the KOBIZE national database, emission data for CH_4 and N_2O are not included. The same was done for carbon dioxide emission factors for the electricity supplier. In addition, the analysis takes into account the assumptions presented in the IPCC's Sixth Report (AR6), which assesses global warming.

Table. Aggregate summary of the company's emissions - scenario II.

Scope	Emissions gases greenhouse gases [MgCO _{2e}]	Index emissions gases Greenhouse gas emissions [gCO _{2e} /km].
Scope 1	5 457,524	927,870
Scope 2 "Location-based"	197,692	33,611
Scope 2 "Market-based"	144,092	24,498
Scope 3	1 323,934	225,091
Total "Location-based"	6 979,150	1 186,571
Market-based" total	6 925,550	1 177,459

The volume of emissions in 2023 amounted to 6,979.150 MgCO_{2e} for the whole company for the "location-based" method, and 6,925.550 MgCO_{2e} according to the "market-based" method. This translates into greenhouse gas emission factors of 1,186.571 gCO_{2e}/km and 1,177.459 gCO_{2e}/g, respectively.

The company is in the process of developing a greenhouse gas emissions management strategy. In 2023, the process of calculating the carbon footprint was initiated to establish baseline data and identify areas that require intervention first. Targets have been defined to reduce the company's negative impact on the environment and people, in the form of an ESG Strategy for 2024 and in the medium and long-term until 2050, which are in line with the Paris Agreement's goals to limit the global temperature rise to 2°C above pre-industrial levels and aim to limit it to 1.5°C.

Full Carbon Footprint Report - GHG Protocol- Appendix.

KOBIZE Report - Attachment No. 2

WASTE

Type of waste	Precipitation code	Quantity [t]/year
Used tires	16 01 03	21.52
Other waste not mentioned	16 01 99	0.174
Plastics	16 01 19	0.083
Oil filters	16 01 07*	0.151
Sorbents, filter materials	15 02 02*	0.029
Lead batteries and accumulators	16 06 01*	0.81
Iron and Steel	17 04 05	0.92
Iron and steel	17 04 05	0.12
<i>used equipment other than those listed in 16 02 09 to 16 02 13</i>	16 02 14	0.56
Paper and cardboard packaging	15 01 01	0.06
Iron and steel	17 04 05	0.12
Other engine oils	13 02 08*	1.04

BDO Report Appendix 3

WATER

Water consumption	1548	m3
Quantity of wastewater	1377	m3

BIODIVERSITY

Wega A's operations have limited direct impact on biodiversity. Nevertheless, the company supports activities to restore diversity in the form of plantings. Already in 2019, the Company sponsored 16 Magnolias, realized on Liberty Avenue in Kalisz. Our trees are getting bigger and more beautiful every year.

<https://www.kalisz.pl/dla-mieszkanca/galeria/aleja-magnoliowa-zdobi-kalisz,91>

S LIKE A PERSON (EMPLOYEE, CUSTOMER, NEIGHBOR)

PEOPLE IN WEGA A

	number of people	%
Total number of employees	194	100%
Employed on the basis of - CONTRACT OF EMPLOYMENT	177	91,2%
Employed on the basis of - contract of mandate	117	8,8%
Employed - WOMEN	32	16,5%
Employed - MALE	162	83,5%
People with disabilities	3	1,5%
People from minority groups	10	5,2%
Percentage of women on the Board	1 k.	33,0%
Percentage of women in top management positions	4 women/11 positions	36,4%

EMPLOYMENT IN WEGA A

Recruitment - people hired in 2023	85	persons
Fluctuation - people who ended their cooperation in 2023	21	persons

Employment turnover - VOLUNTARY	10,94	interest
Employment turnover - FOREIGN	0	interest

ACTIVITIES FOR EMPLOYEES

HUMAN RIGHTS

Wega A has implemented a policy of respect for human rights and updated the Company's existing Code of Ethics and Supplier Code of Ethics. The new Code of Ethics includes provisions that recognize international human rights standards and legal norms that the company is committed to upholding, such as:

- OECD Guidelines for Multinational Enterprises, a set of recommendations for responsible business activities in a global context, including human rights, employment and labor

relations, the environment, corruption and bribery, conservation

consumers, research and technology development, competition and taxation (OECD, OECD Guidelines for Multinational Enterprises (2011).

- UN Guiding Principles on Business and Human Rights containing a set of principles for respecting human rights (UN. UN Guiding Principles on Business and Human Rights. (2011). https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf)
- Eight core conventions of the International Labor Organization (ILO) that define human and labor rights that companies should respect, including the right to organize and bargain collectively, the right to non-discrimination, the elimination of slavery and labor forced labor and labor children (ILO, Basic Conventions. <https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--En/index.htm>)
- The International Bill of Human Rights, which includes 5 major UN documents: the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights with Additional Protocols on Individual Notification and on the Death Penalty, and the International Covenant on Economic, Social and Cultural Rights (UN. International Bill of Human Rights. (1948) <https://www.ohchr.org/documents/publications/compilation1.1en.pdf>)
- 10 Principles on Human Rights, United Nations Global Compact.

The policy on the protection of Human Rights contained in Wega A's Code of Ethics also extends to suppliers and business partners.

FREEDOM OF ASSOCIATION AND NEGOTIATION

No labor unions are established at Wega A. To ensure that employees have the appropriate right to freedom of association and bargaining, a formal employee representative has been established at the Company to represent 100% of employees at all locations.

Drivers, established their team to represent their interests and propose changes in the issue of running the company and working there to the head of the Transportation Control Department and or directly to the Board of Directors.

TEAM. ETHICS

Wega A has an Ethics Team composed of a minimum of three employees distinguished by their knowledge of the company, authority among colleagues, and good reputation. The Team is composed of one person designated by the company's management and two persons elected by vote of the entire workforce. The term of office of each team member is two years and may be renewed. Work in the Team is combined with the existing duties of each member. Team members are responsible for their work directly to the Chairman of the Board and report to him on a quarterly basis results of their activities.

The main tasks of the Ethics Team include:

- Promoting a culture of ethics and acting in accordance with its principles
- Clarify any issues related to the application of the Code of Ethics
- Ensuring that new employees are inducted into the Code of Ethics rules of conduct
- Organization of periodic training and workshops on business ethics

- Supporting managers in resolving conflict of interest situations
- Helping those concerned to clarify ethical doubts and to choose the right path in situations of ethical dilemma, understood as the need to choose between different values that are important to a person
- Analysis of reports of ethical violations in the company and supervision of the implementation of the due diligence procedure and possible preventive and corrective actions
- Protecting whistleblowers from retaliation
- Monitor the effectiveness of the Code of Ethics and prepare possible Recommendations for its update.

Indicators of ethical issues

Number of employees trained in ethics	61	persons
Number of reported cases of business ethics violations	0	persons
Number of confirmed corruption incidents	0	incidents
Number of confirmed information security incidents	0	incidents
percentage target suppliers, Who have signed supplier code of conduct	36	% of total suppliers
Percentage of target suppliers with contracts containing clauses on environmental, labor and human rights requirements	0	% of total suppliers
Percentage of target suppliers that have undergone ESG assessment	0	% of total suppliers
The percentage of selected suppliers that have passed an ESG audit on site	0	% of total suppliers
The percentage or number of all buyers who have received training in sustainable purchasing	0	% of total buyers
Number of court judgments against the organization.	0	sentences

OCCUPATIONAL SAFETY AND HEALTH

Percentage of employees by Health and Safety Committees of management and employees	100	% of the total workforce, in all locations
Number of planned working days (whole company)	48 500	days in 2023
Total number of days worked (company-wide)	48 500	days in 2023
Days of lost work due to accidents	164	days

Days of lost work per unit time	0,0034	days of lost work on unit of time (e.g., per 100 000 worked hours) in 2023
Fatal accidents among own and supervised workers	0	number
Injuries among own and supervised employees	2	number
Accident frequency rate	5,1546	total number of lost time accidents] x [1,000 000/total hours worked
Accident severity index	0,4227	number of days lost from due to injuries x[1000/total number hours worked
Absenteeism rate	0,0443	Total number of days lost due to absences/total number of planned working days x 100

SOCIAL BENEFITS

employees receiving social benefits	100	% of total employees
Employees receiving additional life and/or health benefits - subsidy for additional medical care in Luxmed	39,70	% of total employees

TRAINING AND DEVELOPMENT OF EMPLOYEES

Total number of basic health and safety training for employees	78	persons
Total number of periodic health and safety training for employees	11	persons
% of total employees in all locations who have received career or professional competency-related training	12	% of total employees
% of total employees in all locations who have received training related to sustainability and ESG	10	% of total employees
% of total employees at all locations who have received environment-related training	10	% of total employees

OVERTIME PAY

Payments for extra or unusual hours are paid in accordance with the contract.

COMMUNITY ACTIVITIES

TRADE ASSOCIATIONS

We are an active member of the Employers' Association Transport Logistics Poland
<https://tlp.org.pl/>

We are a member of the Polish Chamber of Shipping and Logistics (PISIL) - <https://pisil.pl/>

COOPERATION WITH SCIENTIFIC AND EDUCATIONAL CENTERS

Since 2023 we have been the Technical Patron of the 2nd edition of the National Logistics Olympiad organized by the Higher School of Logistics and Transport from Wrocław and co-financed by the Ministry of Education and Science www.olimpiadalogistyczna.mwsl.eu

The purpose of the event is to develop young people's interest in logistics and to deepen their knowledge and skills in the field of logistics and transportation, as well as to continue their education in the fields of study in the TSL industry.

As a leader in the TSL industry, we co-wrote the questions for participants and evaluated the results and papers.

EMPLOYEE VOLUNTEERING

Wega A employees regularly donate blood, supporting blood donation events.

SPONSORSHIP AND PHILANTHROPY

We engage with the local community by supporting cultural events. Sponsorship of events:
"Baked Potato Festival" - September 29, 2023.

G FOR ORGANIZATIONAL GOVERNANCE

In 2023, we reviewed and updated our basic organizational governance documents, particularly the Code of Ethics, policies on anti-corruption, anti-bullying and anti-discrimination, and the elimination of forced labor and child labor.

We have supplemented the policies with an element to ensure that the organization operates on the basis of ethical due diligence in all areas of business operations, including in relations with suppliers in accordance with applicable laws and recommendations of international organizations.

An ESG Strategy has been developed, with short-, medium- to 2030- and long-term goals until 2050, in accordance with the ISO 26000 Principles.

DATA PROTECTION AND ONLINE SECURITY

I ensure the privacy of personal data is protected for all our stakeholders, which is a fundamental right of everyone. We operate in compliance with data security and privacy regulations and best practices. We ensure data security through the use of appropriate IT solutions and constant monitoring of the systems and website used, as well as other risks associated with data leakage, theft or loss.

Number of confirmed information security incidents	0	incidents
Number of personal data loss incident	0	incidents
Number of hacking attempts on IT system	0	incidents