

# SUSTAINABILITY OVERVIEW INTROGRAF-LUBLIN S.A.



intrograf



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# WHY SUSTAINABLE DEVELOPMENT?

We want to be a conscious part of circular economy giving an example how local changes can have global impact.

We are a leading manufacturer of cardboard packaging and leaflets. We have one of the largest and most modern factories in Poland.

We have been dealing with printing for over **70 years** - it obliges!

Our company is primarily people. Our experts not only help and advise, but also take care of good relations with Customers. By cooperating with us, you can count on professional and comprehensive service as well as high-quality products.

Every action we undertake has an effect. If we want to understand these effects, we must identify and understand complicated and not obvious connections between us and environment.

We can rely on our Customers to provide inspiration in area of sustainability. They motivate us and challenge us every day thanks to their high expectations of our products and services.

Our employees also drive forward our ability to come up with innovations.

We carefully observe the world and our surroundings and thanks to this we can see what serious changes our lives and the local and global environment are undergoing. How the Earth is changing as a result of expansive human activities and how much needs to be done to stop the degradation of the environment.

In our activities, we take care of three main areas: environment, community and corporate governance. Our commitment to these three pillars is best illustrated by our initiative to create a **Forest in the Economic Zone**, where the public, urban and private spaces meet.

We want to pass on the best possible place to live to the next generations and that is why we start with ourselves.

*"We do not inherit the earth from our fathers, we are borrowing it from our children."*

*~Antoine De Saint-Exupery*

We present our Sustainability Report to share our achievements and plans for the future.

*Piotr Taracha*

**Piotr Taracha**

Chief Executive Officer



# OPERATIONAL READINESS FOR SUSTAINABLE GROWTH

*Sustainability should be part of a company's DNA. Not only present at a strategic level, but also at an operational level.*

Every company starting its journey towards sustainable development should take into account the organizational transformation that will occur as a result of these strategic decisions.

**Intrograf began investing in ecology over 20 years ago**, when a new business concept was created, focused on providing packaging solutions for the healthcare market.

At the beginning, the main motivation to invest in the newest and most effective technologies was the internal process optimization aimed at achieving savings and increasing the company's efficiency. As our awareness grew and we implemented Lean management activities, we began to direct our efforts towards environmental savings, i.e. using technologies and solutions that, by increasing efficiency, have a positive impact on the level of emissions and energy demand.

We already have many examples of the positive impact of our investments on the environment: from reducing alcohol from production to state-of-the-art machines with low energy requirements and quick settings that eliminate excess waste.

Nowadays, companies' operations are judged by how sustainable they are and the operational readiness for sustainable development of the enterprise should be supported by clear actions of the management.

That is why we cooperate with local authorities and stakeholders, on the one hand to clearly communicate our strategy outside the company, and on the other hand to include them in our activities. We want to be part of the local community by improving the environmental conditions around our plant and in the city where we are located.

Our plan for the future is **continuous growth** and further improvement of processes – including those related to sustainable development.



*"Without continual growth and progress, words like improvement, achievement, and success have no meaning." – Benjamin Franklin*

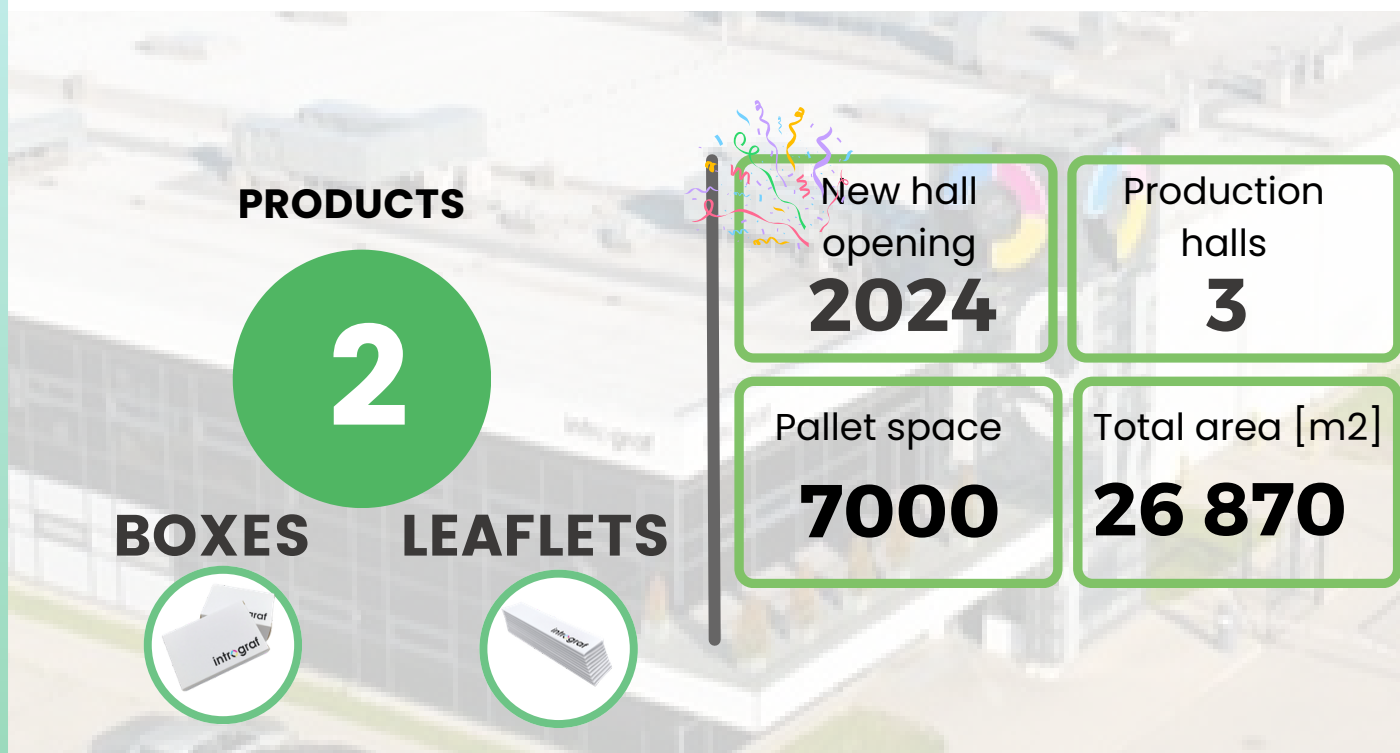
*Mariusz Świetlicki*

**Mariusz Świetlicki**  
Chief Financial & Operational Officer

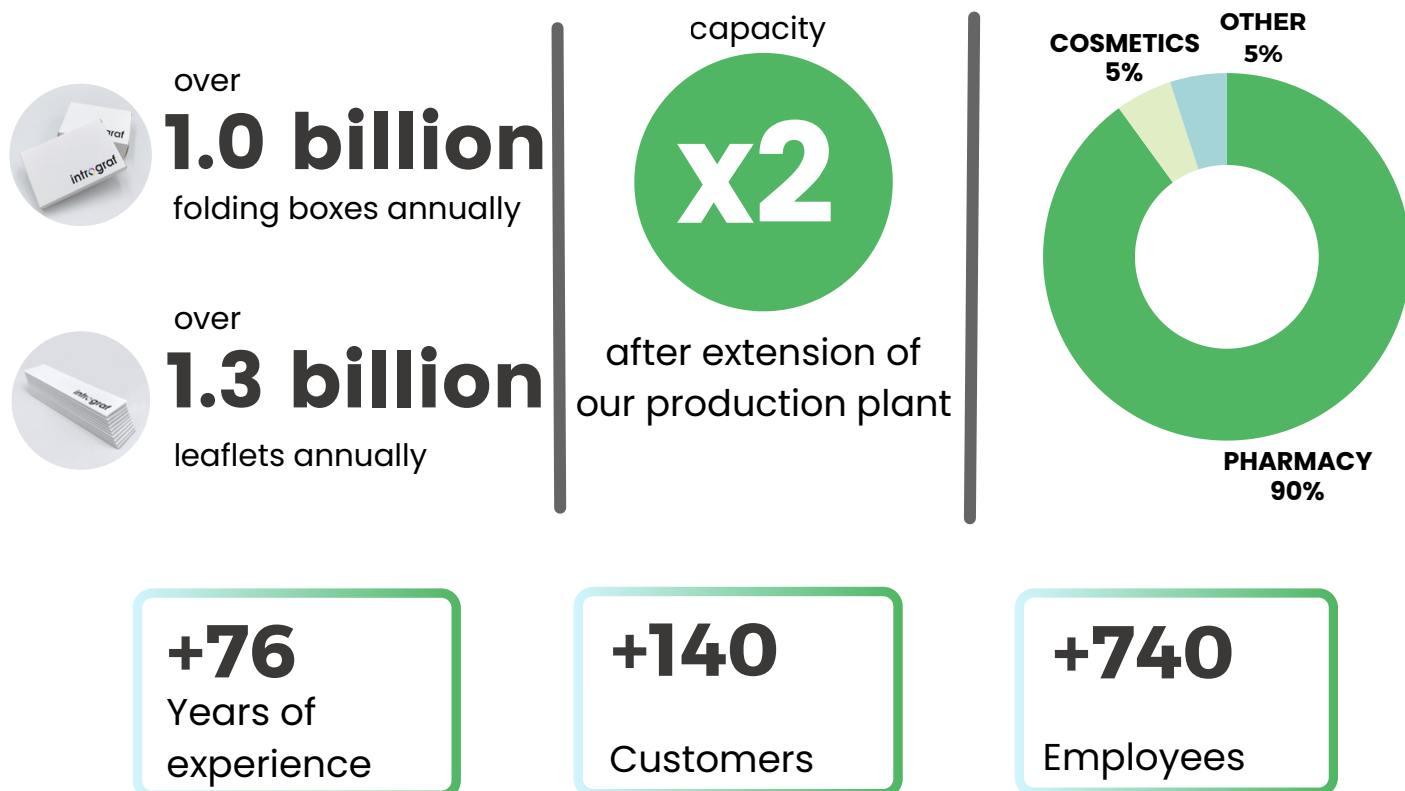


# ABOUT INTROGRAF

## SCALE OF OPERATIONS



## INTROGRAF IN NUMBERS



LEARN MORE



# MACHINE PARK



**51**

Specialized  
machines

**2**

Print  
technologies

**13**

Printing  
Heidelberg

**8**

Cut&crease  
presses

**8**

Folding&gluing  
machines

**14+1**

Leaflet folding  
machines



## INTEGRATED QUALITY MANAGEMENT SYSTEM

### ISO 9001

CERTIFICATE  
NO. 417932

Scope: Production of printed packaging and leaflets for the pharmaceutical, cosmetic, food and technical industries and other printing products.

### ISO 15378

CERTIFICATE  
NO. 417932

Scope: Production of printed packaging for the pharmaceutical industry.

Quality Management System for materials for immediate packaging for medicinal products – specific requirements for the application of ISO 9001: 2008 taking into account Good Manufacturing Practice (GMP).

### ISO 14001

CERTIFICATE  
NO. 417932 UM15

Scope: Production of printed packaging materials and leaflets for pharmaceutical, cosmetic, food and technical industries and other printing materials.

### FSC<sup>®</sup>

FSC CERTIFICATE  
NO. CU-COC-827997

FSC<sup>®</sup> – certified packaging demonstrates a commitment to the responsible use of wooden materials. We decided to be actively involved in the chain of custody while sourcing our raw materials. Our Customers can have their products manufactured on FSC<sup>®</sup> paper or board.

# ECOVADIS

EcoVadis is the world's largest independent rating platform that evaluates companies in terms of sustainability and social responsibility. The EcoVadis result is given as a percentage scale after the number of points scored has been recalculated. The assessment covers a wide range of CSR issues divided into four categories: environment, work practices and human rights, ethics, and sustainable sourcing, and its methodology is based on international standards such as The Ten Principles of the United Nations Global Compact, conventions of the International Labor Organization (ILO), the Global Reporting Initiative (GRI) standards or the ISO 26000 standard.

Intrograf-Lublin S.A continuously reports to EcoVadis since 2022 constantly rising its score.

We are proud of our achievements, but we do not intend to stop working for the environment and local communities. We are sure that the sustainable and responsible development of the enterprise is the only correct model on which to base business. Companies, especially large ones, significantly impact the economy, society, and environment. Only partnership, fair and transparent cooperation give a chance for success and full development. We are glad that our activities in the field of sustainable development and CSR, and thus our commitment to Customers, employees, the local community, and the environment, have been recognized.





# CDP

## CARBON DISCLOSURE PROJECT

The CDP (Carbon Disclosure Project) is an international non-profit organization that helps investors, companies, cities, states, and regions manage their environmental impacts. It is an assessment platform that collects and discloses global data on the environmental impact of a business. CDP's goal is to make environmental reporting a business standard, driving disclosure, insight, and action towards a sustainable economy in the world.

Action starts with  
**disclosure.**



In 2023, nearly 23,000 organizations disclosed their environmental information through CDP. We were, for the first time, among those companies. Since then, we have continuously reported our progress.



The assessment method is based on a scale from 'A' to 'F', which shows the company's level of commitment to environmental issues and its actions to protect the environment.

In 2025 we received a score B, which means that our is at the "Management" level, demonstrating active, structured, and measurable action toward environmental, climate change, or water security goals. It means the organization has moved beyond simple awareness (C) and is implementing policies, setting targets, and managing its environmental footprint, often serving as a benchmark for good ESG.

# SDG

*The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015. They serve as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.*



Implementing the SDGs improves the quality of life in local communities. It supports social and ecological initiatives to enhance living conditions by implementing projects related to people and the environment. All 17 goals are connected and, we as a part of the local community, are committed to integrating our ESG initiatives into our Intrograf culture to achieve them by 2030. While all goals are important, some are more relevant to our scope of business, operations and location than others.



# SDG

Over the past year, we have continued to pursue excellence in our ESG initiatives by integrating seven UN Sustainable Development Goals (SDGs) into Intrograf culture.

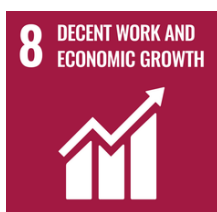
We believe that we have the most impact on the following goals:



We are promoting and protecting our health by creating friendly environment for all employees and local society. We introduce variety of actions, eg. medical support, H&S trainings, HR actions promoting wellbeing.



We invest in renewable energy sources (solar panels, electric car, electric chargers), adopting clean energy technologies in our infrastructure and promoting reduction of the internal demand for transport by prioritizing telecommunications solutions and providing group commuting systems.



We support sustainable production, including the reduction of the negative impact on the environment in the production processes. We constantly create decent jobs and a safe working environment. Through our Ethics Policy and Supplier Code of Conduct we implement human rights principles.



We invest in innovative, sustainable and eco-friendly technologies and infrastructure. We support our growth with sustainable management and continuous improvement. The modern machine park is adapted to high environmental requirements and supported by optimised processes.



We aim to create a welcoming environment for our employees. Our policies are designed to combat discriminatory practices and we actively recruit individuals from minority groups and those with disabilities. Our employee remuneration and bonus systems are transparent and clearly outlined in our regulations.



We introduce innovative solutions to encourage our business partners to use more sustainable products. We ensure the traceability of raw materials and provide knowledge exchange on optimization and sustainability. We calculate our GHG emissions and are currently evaluating LCA.



We actively work on calculating and reducing energy usage and GHG emissions to lower our negative environmental impact. We have invested in green energy, electric car and chargers, and we promote eco-friendly actions in our local society.

**Specific actions related to the above goals can be found in this report.**



# ESG

*Initiatives connected with ESG support organizations in improving their sustainability efforts, such as reducing carbon footprint, engaging employees, and enhancing relations with stakeholders, to build a stable strategy for future development.*



Climate change is currently one of the most serious World challenges. Environmental aspects are focused on actions aimed at protecting our planet. Companies need to implement measures that will minimize their impact on the natural environment.



The social factor ensures that all Employees, Customers, Suppliers, and other stakeholders are treated fairly and respectfully. This approach is based on the principle that long-term success is linked to positive relations with the environment, as well as ensuring safe, fair working conditions, supporting local communities, and promoting equality in the workplace.



Transparent business conduct establishes the company's credibility, it can contribute to increased stakeholder trust, growth of the company's value, better relationships with business partners, and their trust and loyalty. Transparent business conduct makes the company credible.



# ENVIRONMENT





# ENVIRONMENTAL POLICY

*We at Intrograf-Lublin S.A are conscious of our social responsibilities with regards to helping the environment through our practices. Intrograf-Lublin S.A. is committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and minimises our potential impact on the environment.*

*Considering the current climate change challenges of the World, we as the Intrograf company make every effort to be responsible for the environment through the actions we introduce.*

## **Energy Consumption and Greenhouse gases**

We integrate environmental protection into our production systems, planning, logistics operations and development. We support the purchase of energy-saving products, services and design to improve energy efficiency, transforming our organization into an environmentally friendly company.

## **Customer Health and Safety**

In our operations, we do not use raw materials containing substances of high concern – SVHC (Substances of Very High Concern). We do not use materials containing mineral oils such as MOSH, MOAH.

## **Materials, Chemicals and Waste**

We constantly introduce new production technologies and materials in order to reduce the amount of harmfulness of waste. We minimise waste by evaluating operations and ensuring they are as efficient as possible. We actively promote recycling both internally and amongst our Customers and Suppliers.

## **Air Pollution**

We limit the emission of gases into the atmosphere by using new technologies and components for the production of cardboard boxes and leaflets.

## **Water**

We continue to produce in a way that no water pollution will be generated by our Company.

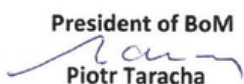
## **Biodiversity**

We engage communities where we operate regarding environmental conservation and biodiversity through dialogue and activities with internal and external stakeholders.

## **Promotion of Sustainable Consumption**

We promote our logistics activities in a more sustainable means of transport to limit our impact on the environment. We use open reporting systems to communicate environmental and energy performance with internal and external stakeholders. We source and promote certified materials to minimise the environmental impact – we are FSC® certified.

**We are obligated to meet or exceed all relevant environmental legislation and we will strive to use best environmental practices in all we do.**

President of BoM  
  
Piotr Taracha

Lublin  
24.11.2023

Vice-President of BoM  
  
Mariusz Swietlicki



## EMISSIONS

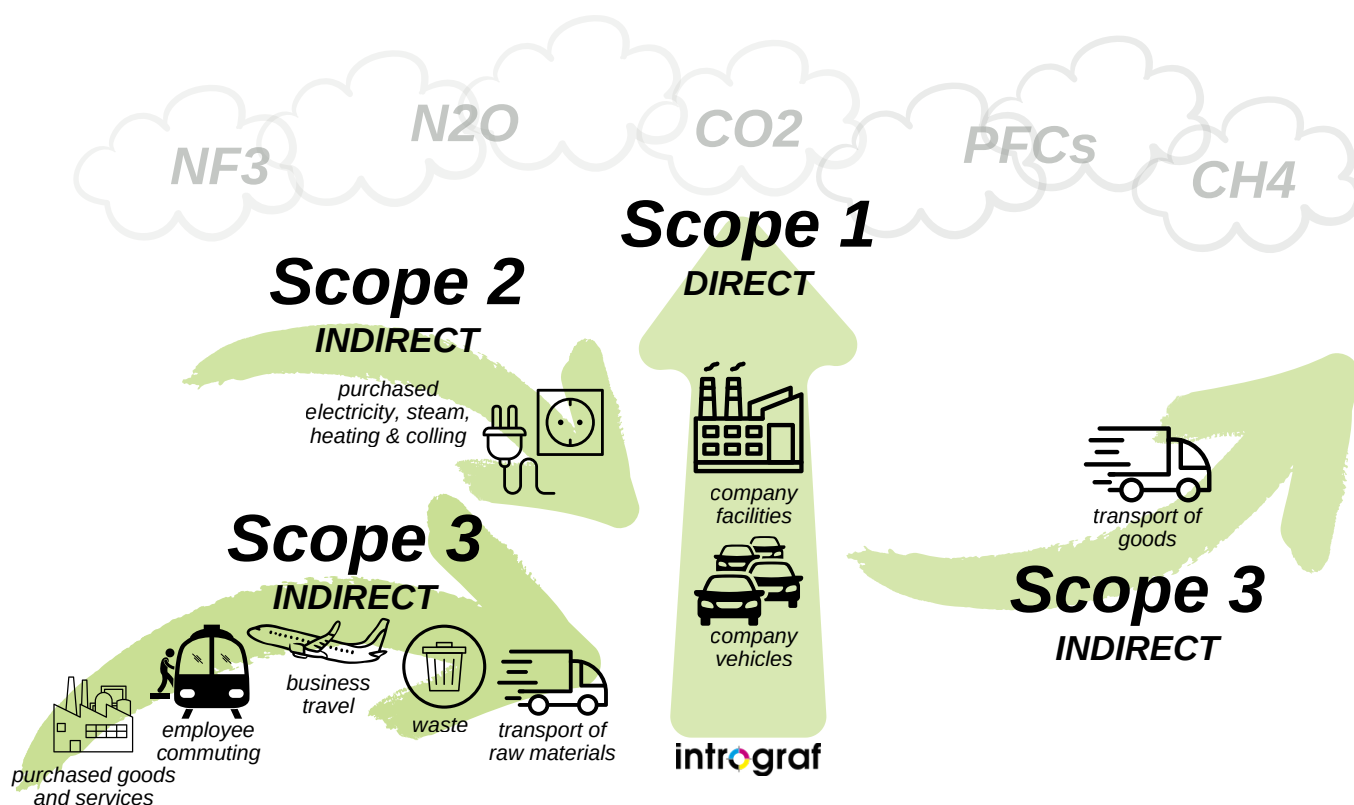


Awareness of CO<sub>2</sub> emissions is one of the most important parts of the Sustainability Strategy. Carbon footprint is generated not only by the Companies but also by each one of us performing daily activities.

Reducing carbon footprint is crucial because it mitigates the effects of global climate change, improves public health, boosts the global economy, and preserves biodiversity. We strive to make commitments to decrease our carbon emissions to help ensure cleaner air, water, and food for our region and for all generations.

In 2022 we calculated our emissions in scopes 1 and 2 and in 2023 we calculated emissions in scope 3 for the first time.

### Emission model



UPSTREAM ACTIVITIES

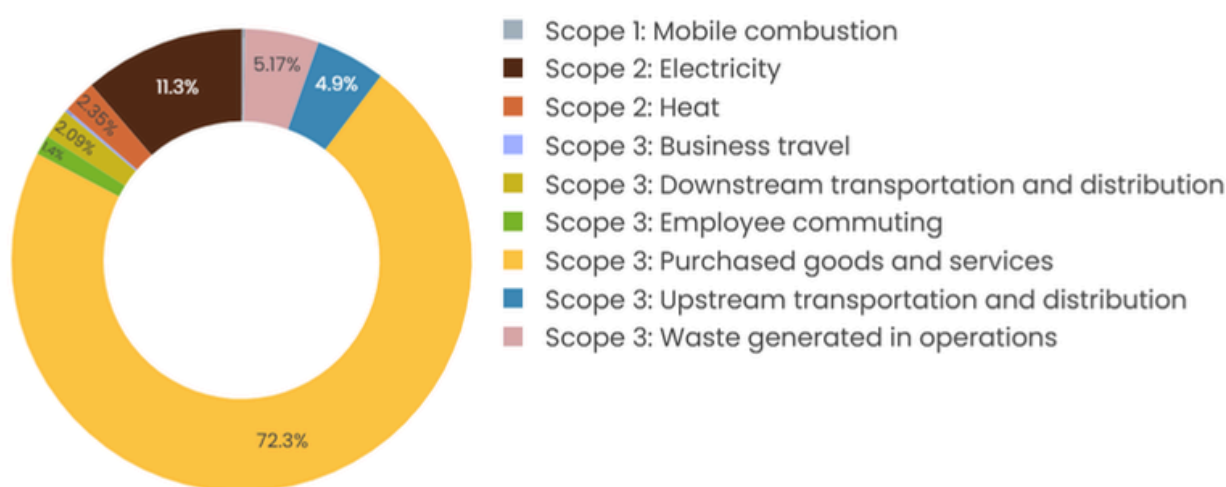
REPORTING COMPANY

DOWNSTREAM ACTIVITIES

## CO2 EMISSIONS – Scope 1 + 2 + 3

The basis for a reliable estimation of emission scopes 1, 2 and 3 is a thorough understanding of the enterprise, its internal and external processes and the environment in which it operates. Our main goal of estimating emissions of Intrograf is to be able to determine the current impact of the organization on the environment and to set future reduction goals.

### Total Emissions By Scope [t CO<sub>2</sub>eq]



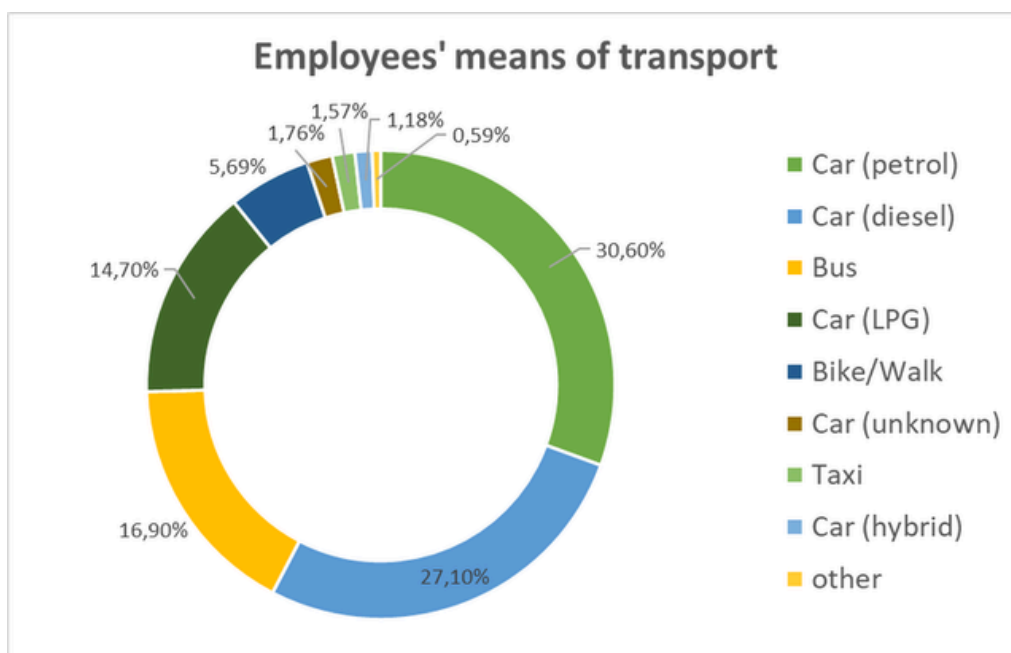
The largest part of the emissions are those from scope 3 associated with external supply chains – this is the area we will devote the most work to.

In 2025 Intrograf-Lublin S.A. registered to the SBTi's and as an outcome the Target Validation Team has classified our company's scope 1 and 2 target ambition and has determined that it is in line with a 1.5°C trajectory. The SBTi commends ambitious 1.5°C-aligned target.



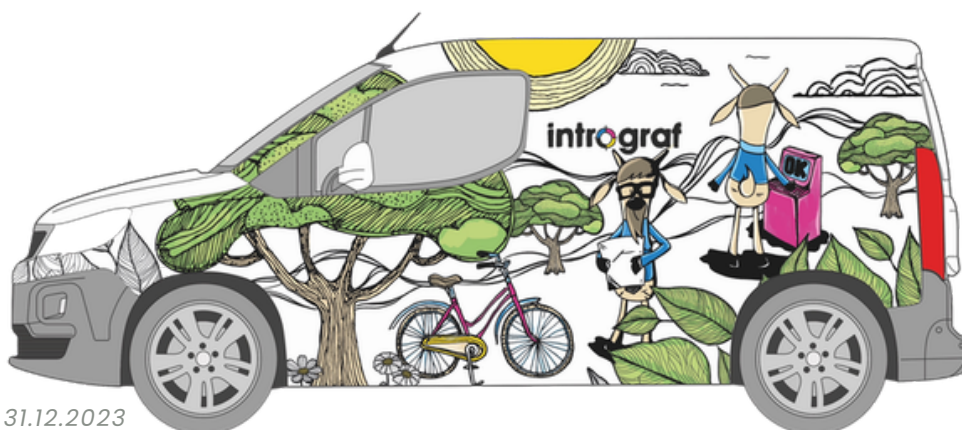


Emissions related to transporting employees to work look very optimistic  
- 22,59% use public transport or bike commuting to work.

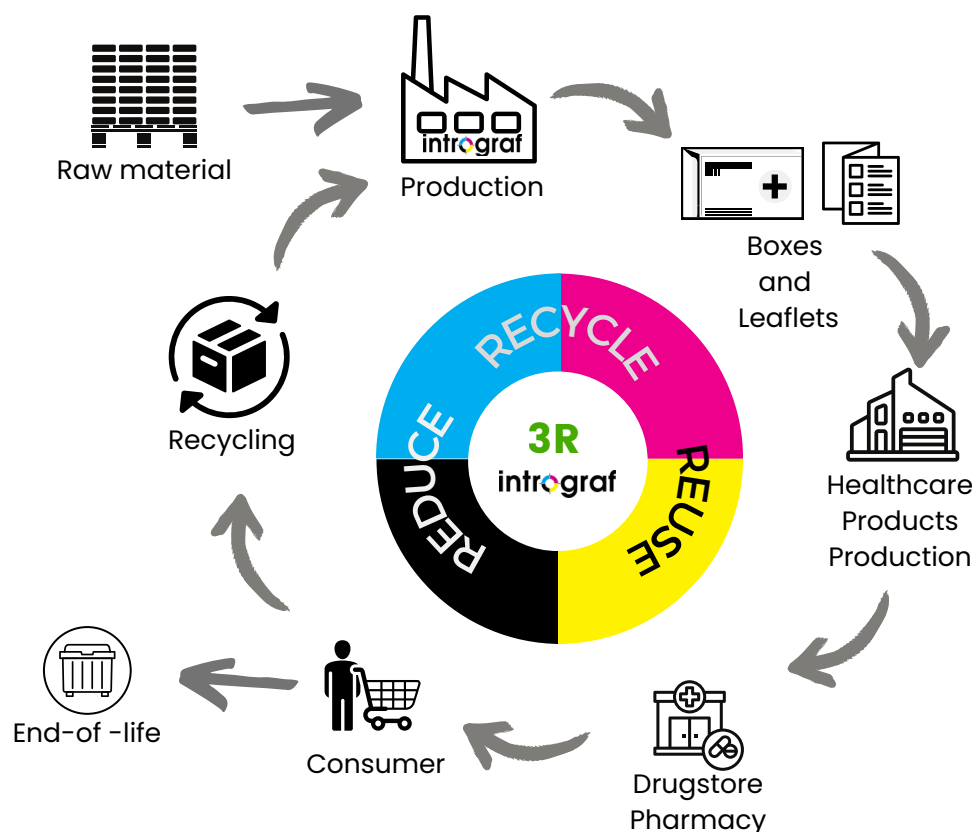


Within our company, we support and empower our employees to actively participate in our collective mission of becoming an eco-friendly business. We firmly believe that even small efforts or minor adjustments to our daily routines can play a significant role in reducing our carbon footprint and positively impacting the climate. This includes actions such as:

- changing the way of internal communication - instead of sending big files by emails to bigger groups of recipients we share the link to common drives where they can open and verify the file,
- dedicated cars for business travels - car sharing between our employees instead of having own cars for Sales Team who travels frequently,
- procuring electric car which is also used for business travel purposes,
- instalation of four electric car chargers,
- introduction of dedicated transport for commuting from and to work.



# LIFE CYCLE ASSESSMENT



Our products are made from paper and cardboard bought from European paper mills, which produce cellulose-based material. Paper mills acquire wood from well-managed forests, paper pulp is a renewable raw material.

After receiving sheets and reels, we perform production processes such as printing, cutting, gluing, and folding. The generated production waste is sent for recycling—96 % of Intrograf's waste is recyclable.

The ready product is passed to pharmaceutical or cosmetics production plants, where it is further processed. Finally, it is delivered to stores and pharmacies to eventually reach the Consumer.

Cardboard packaging and leaflets can be recycled and can be reused for example for the production of newspapers, toilet paper, or tissue paper – it is part of the so-called circular economy.

Our goal is to calculate and reduce the environmental impact of our products throughout their life cycle. Life Cycle Assessment (LCA) helps evaluate the environmental footprint from the raw materials creation throughout the production, distribution, use, and disposal or recycling of packaging materials. Calculations will enable us to identify areas where we can reduce our ecological impact.

Collaboration with both Suppliers and Customers is crucial in this process, together we can implement optimizations that will help us to make our products more eco-friendly.

## WASTE MANAGEMENT

*"Most of the waste from our factory is sorted and sent for external recycling. Relatively smaller amounts of hazardous waste are sent for controlled utilization by external contractors. Intrograf uses registered and certified waste processors. The amounts of different types of waste are reported to the processors and authorities in accordance with local laws. We closely monitor these amounts to maintain a balance in waste management from year to year and to continuously improve waste recycling efficiency."*

*Damian Wyrwisz,  
Administration Manager*



## The 3Rs

### Reduce

### Reuse

### Recycle

*What does it mean for us?*

... looking at the amount of material that packaging uses. Our Customers work with our packaging designers on a value engineering how we can use a lighter-weight material without affecting performance. It may be also possible to introduce different designs that are more efficient in their use of material.

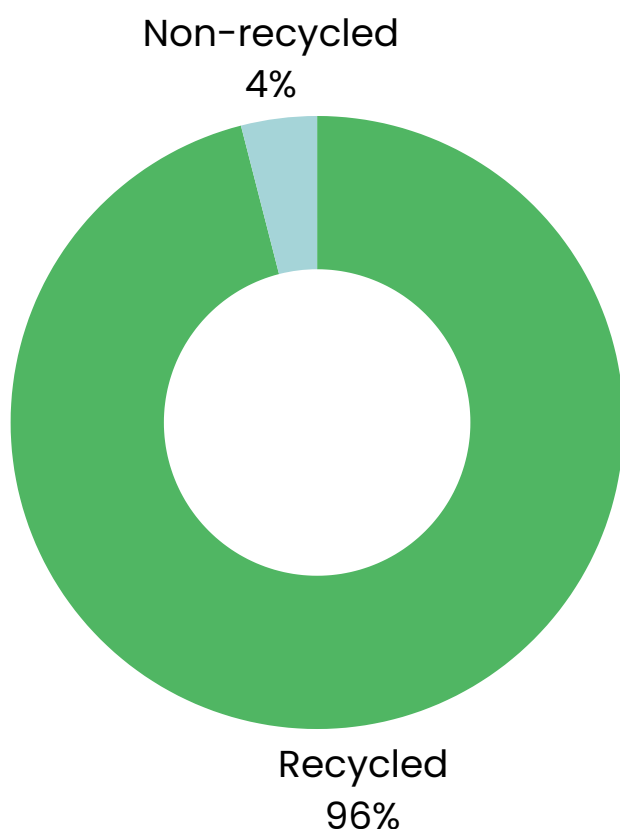
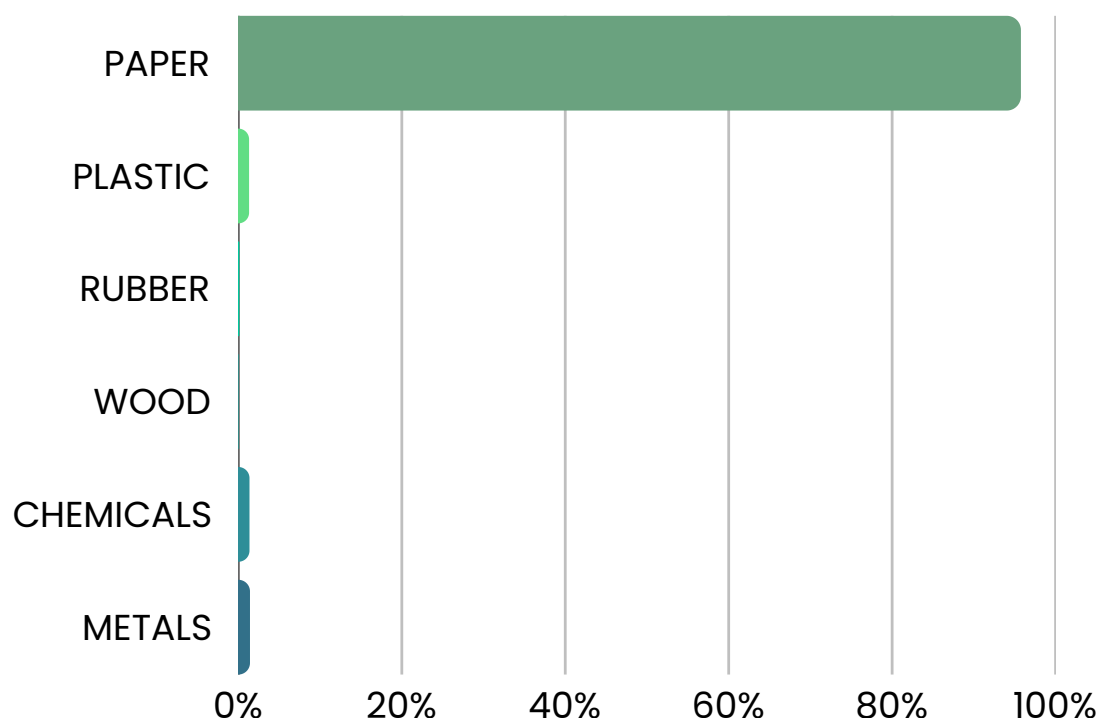
... the energy and cost involved in recovery, sorting, recycling, and manufacturing new wooden pallets can often have considerably more of an environmental impact than simply using the same pallet many times. That is why we introduce returnable pallets in our logistic chain.

... we provide our Customers with paper solutions and all of our products are recyclable. Recyclable packaging can replace plastic packaging and multi-layer materials in all cases where it is justified and can help Customers to avoid plastic tax.



# WASTE MANAGEMENT

*We calculate, measure and report our waste. The main waste material for us is paper and cardboard, which mainly come from virgin fibres and are an excellent secondary raw material for recycle paper mills.*



*We again achieved a great result in waste recycling.*

*96% of post-production waste is transferred to organizations conducting raw material recovery projects.*

## SUSTAINABLE MANUFACTURING

*Intrograf Lublin has been dedicated to improving production processes for many years, aiming to make them more environmentally friendly. It is crucial to promote pro-ecological awareness among our business partners and employees. The investments made in developing an environmentally friendly enterprise are fundamental to establishing Intrograf as an environmentally conscious company.*



- Controlled sources of supply of materials for production. Particular attention is paid to the use of controlled sources of raw materials for paper production. Intrograf is FSC® certified.



- Planning production in a way that minimizes material consumption in the initial stages of the process, so-called setups.



- Switch from single-use plastics to biodegradable materials such as paper cups and pens, paper tapes, and, where possible, reusable materials such as glass bottles.



- Non-process printing forms - we implemented innovative technology that eliminates the chemicals from the process of printing forms preparation, significantly reducing the consumption of water, energy and waste production. This process allows us to reduce approx. 4 tons of chemical reagents annually.

## PRODUCTION ACTIVITIES TO PROTECT THE ENVIRONMENT AND SUSTAINABLE DEVELOPMENT



- Limiting the emission of toxic gases into the environment through reducing the consumption of alcohol-based chemicals.
- Use of only electric trolleys for internal transport, including lithium-ion batteries with several times shorter charging time compared to traditional batteries and resignation from the use of ordinary, disposable batteries by using rechargeable batteries.
- Use of heaters with heat exchanger from printing machines. As a result, part of the heat is recovered and we reduce gas consumption for heating.
- Use of only LED lighting in production halls and energy-saving lighting in the rest of the plant.
- The use of the most modern production technologies, limiting the consumption of electricity and limiting the emission of harmful gases.



## RENEWABLE ENERGY

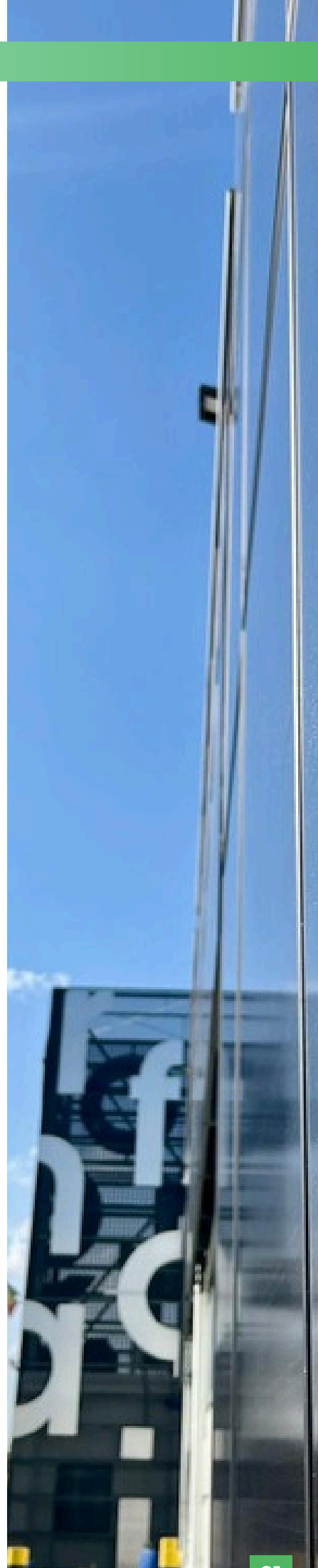
We identified sustainable energy sources as one of our investment priorities. Along with the expansion of the factory, we decided to install photovoltaic panels on the factory facade and the carports. Based on estimations the entire investment will bring us annually 492,53 MWh which is:

**11,96%**

of our energy needs.

**Equivalent of**

**16 016**  
planted



## TOGETHER WE CAN MORE – COOPERATION WITH CUSTOMERS

- **GANG LOGISTIC** – is our name for a combination of short production series on a common pallet in delivery. We recommend our Customers to use pool deliveries or mix-pallets deliveries. One of our missions due to the sustainable development is to reduce carbon footprint by shipping fully loaded trucks.
- **CMYKOGV (7COLORS)** – technology which actively contributes to environmental protection by eliminating excessive amounts of paint from the production process, additional machine settings that consume significant amounts of water and chemical reagents, and reducing greenhouse gas emissions into the atmosphere.
- **LIGHTWEIGHTENING** – Reducing the weight of material in controlled way can reduce end-of-life product impact on environment and keep product functionality at the same time. We closely cooperate with our Suppliers and Customers to introduce this innovative way of thinking.



LEARN MORE

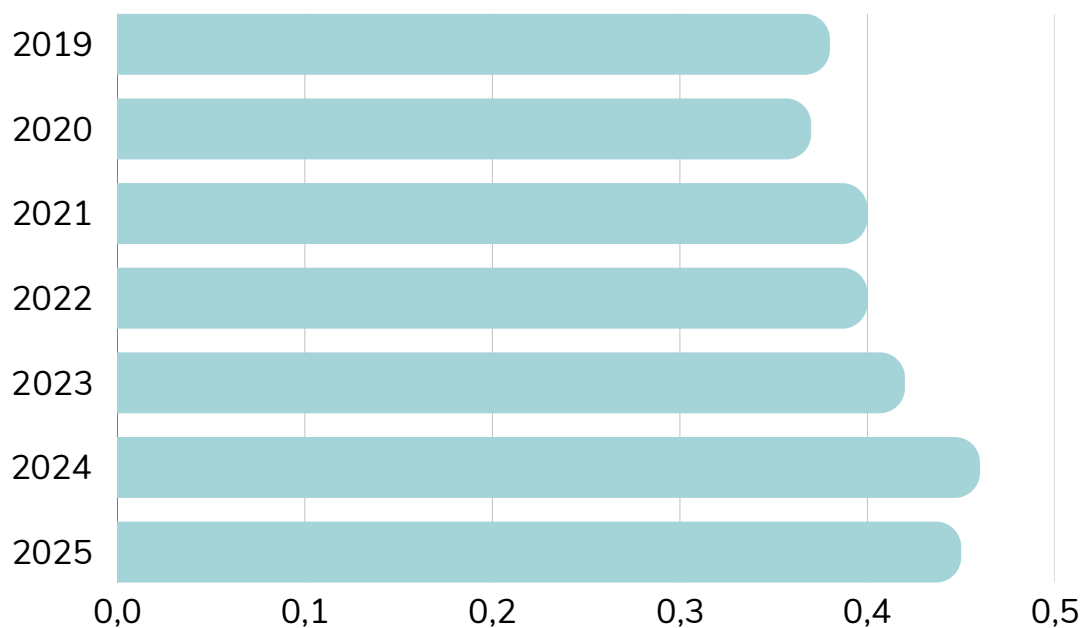


## WATER MANAGEMENT

*Commitment to environmental protection and sustainable development are important values at Intrograf. Effective water management should be an important element of the company's strategy, otherwise, we may face deficits in the future. This is the most important reason why it is worth being conscious about water usage and looking for solutions that lead to savings.*



## WATER CONSUMPTION [l/m<sup>2</sup>]



At Intrograf, we monitor the level of water consumption, which is an essential component of our production processes. As the company grew, the level of water consumption increased year by year, but the changes did not exceed 10%. Thanks to efficient optimization processes, we achieved a 3% decrease in water consumption in 2025 compared to the previous year. The main actions we have taken are:

- use of process-free plates
- investment in high-end CTP and printing machines.



## BIODIVERSITY



*To achieve the goal of an environmentally friendly and pollution-neutral world, an integrated approach is needed, where business has a key role to play. By engaging in biodiversity actions, thinking ahead, companies can not only reduce risk, but also build a strong market position and secure healthy environment for employees and other stakeholders.*

Biodiversity efforts are woven into everything we do as a company and can be found across all three ESG pillars:



**ENVIRONMENT** – clear actions to reduce the carbon footprint in the form of installing photovoltaic panels have a positive impact on stopping negative changes in the natural environment caused by global warming.



**SOCIAL** – we are in the middle of two great projects: Green Intrograf and Green Park, both will introduce a new quality to the lives of our employees and the local community, ensuring healthy contact with the environment. When planning plantings, we take care of biodiversity by introducing local species and creating an environment for insects and smaller animals.



**GOVERNANCE** – close cooperation with Suppliers allows us to control the source of our main raw materials. Paper and cardboard are supplied from verified sources and can be certified by FSC. This action prevents illegal deforestation.



# HEALTH AND SAFETY POLICY

*At Intrograf-Lublin S.A. we promote safety, well-being and healthy lifestyle of all employees. We commit to comply with and set higher standards for ourselves in relation to applicable regulations.*

*We implement our Policy through:*

## **Management commitment**

The Management's full commitment to implementing the established goals allows us to strive to ensure safe and hygienic working conditions while preventing work-related injuries. Taking into account the size and context of the Company, as well as the specific health and safety risks and opportunities, we provide appropriate resources and means to implement this Policy.

## **Ensuring competencies**

We employ qualified and experienced staff who systematically improves their professional qualifications. We take into account the role of employees and their representatives and involve them in health and safety activities.

## **Raising awareness**

We constantly raise employees' awareness of security issues and occupational health by conducting implementation and refresher trainings in the field of H&S.

## **Supervision and control**

We systematically inspect and analyze the functioning of occupational health and safety in order to meet legal compliance requirements. We support each employee's full responsibility for the work performed. We identify, limit or eliminate threats resulting from our activities, products and services.

## **Pro-health activities**

We provide employees with access to regular periodic examinations and health services. We promote pro-health behaviors by introducing information, training and bonus campaigns.

## **Continuous improvement**

We constantly improve processes and the level of services, with particular emphasis on occupational safety. We strive to prevent accidents at work, occupational diseases and near misses. Our goal is to continuously improve occupational health and safety rules and activities in this area. We identify applicable legal regulations and periodically assess compliance of operations with the requirements to which our Company has committed itself.

**The goals and obligations contained in the Occupational Health and Safety Policy are implemented and maintained at all levels of the Organization. We require our employees to know and comply with this policy.**

CEO  
  
Piotr Taracha

Lublin  
05.04.2024

CFO  
  
Mariusz Świątlicki



## HEALTH & SAFETY

*Ensuring a safe workplace for our employees is our responsibility. We introduced a Health & Safety Policy for all employees. Acknowledging our internal policies is part of onboarding training process. Over the past year, we proceed with actions connected with the safety of all our workers and visitors.*

### NUMBER OF INJURED IN FATAL AND SERIOUS ACCIDENTS AT WORK:

0



### FIRST AID

First Aid trainings are organized for employees. Currently, we have around 30 people trained on how to perform first aid. This ensures that on each shift there is a person who can provide essential assistance to an injured person.

AED - automated external defibrillator - a device for carrying out resuscitation is installed in the factory, rules of use and training from the the device are a part of the first aid training.



### FIRE SAFETY

Fire trainings for personel are performed regulary, the training includes practical evacuation exercises and the use of the fire distingushers, their types and usage, trainings are performed by the experienced firefighter.

### ACCIDENT RATE

In our company, we calculate the LTI (Lost time incident) accident rate, which determines the number of accidents per 1,000 employees. We intend to monitor this indicator in the coming years and implement appropriate actions to improve employee safety.

## HEALTHCARE & WELLBEING

### HEALTH FIRST

Intrograf provides a voluntary private healthcare system for employees, which may cover employees and their family members, including children, spouses, partners, parents, and parents-in-law. The employer covers up to 50% of the costs of the treatment package.

In addition, Intrograf actively promotes the vaccination program and sponsors flu vaccinations for employees every year.

As a support of wellbeing of our employees we promoted "Cycling Spring". We believe that nothing gives more energy than a bike or scooter ride in beautiful weather. We encourage our employees to use bikes instead of cars in their way to work.

Employees could collect stickers confirming their arrival. The people who collect the most stickers were rewarded for their activity!



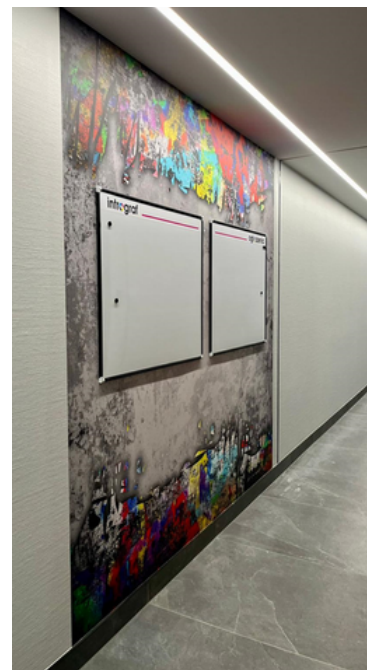
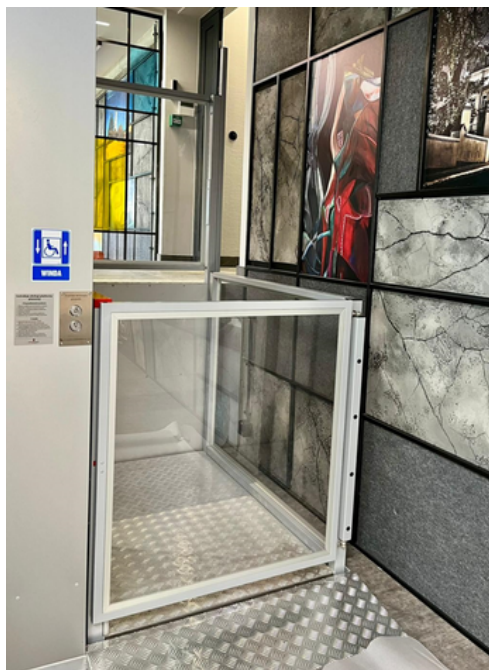
In order to encourage physical activity among our employees, we provide a Multisport program that grants access to various sports facilities in Poland, such as gyms, swimming pools etc. Intrograf covers 100%, 90%, or 80% of the card cost for employees and their family members.





## WELLBEING

In 2024, we will be opening a new part of our plant. The new part includes a production hall equipped with modern technologies, as well as a social area that is fully adjustable to meet the needs of our employees. This will include a lift for disabled people and an office resting room.



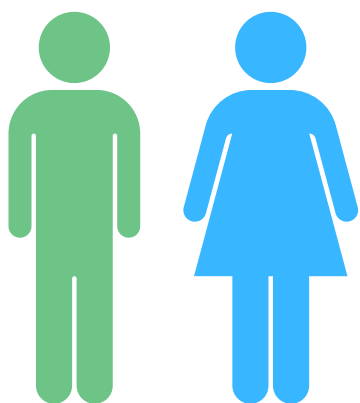


# SOCIAL

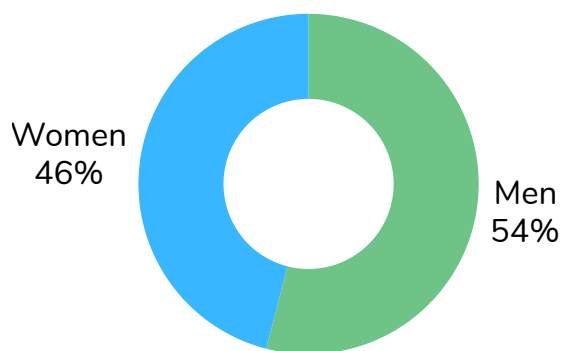


*We aim to integrate sustainability into every aspect of our daily operations. This shapes our approach to employment. We want to have a diverse and inclusive workplace that is friendly to anyone who will join us in this journey despite of age, race, gender, religion, or sexual orientation. Over the past year, we have continued to proceed with our social actions including workplace health and safety, well-being; diversity, and equity.*

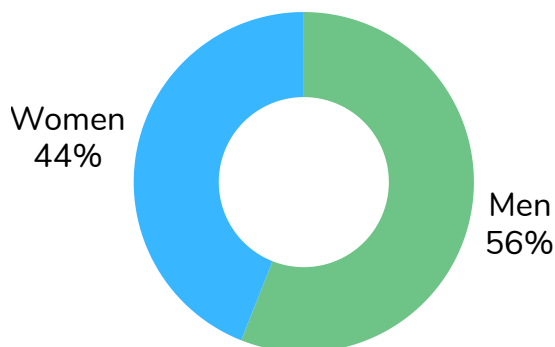
## GENDER DIVERSITY



### MANAGEMENT POSITIONS



### PRODUCTION POSITIONS



*"We constantly work on creating a friendly and positive work environment for our employees by taking care of their wellbeing, providing different benefits, and supporting them during their career"*

**Agnieszka Maciąg**  
HR Manager

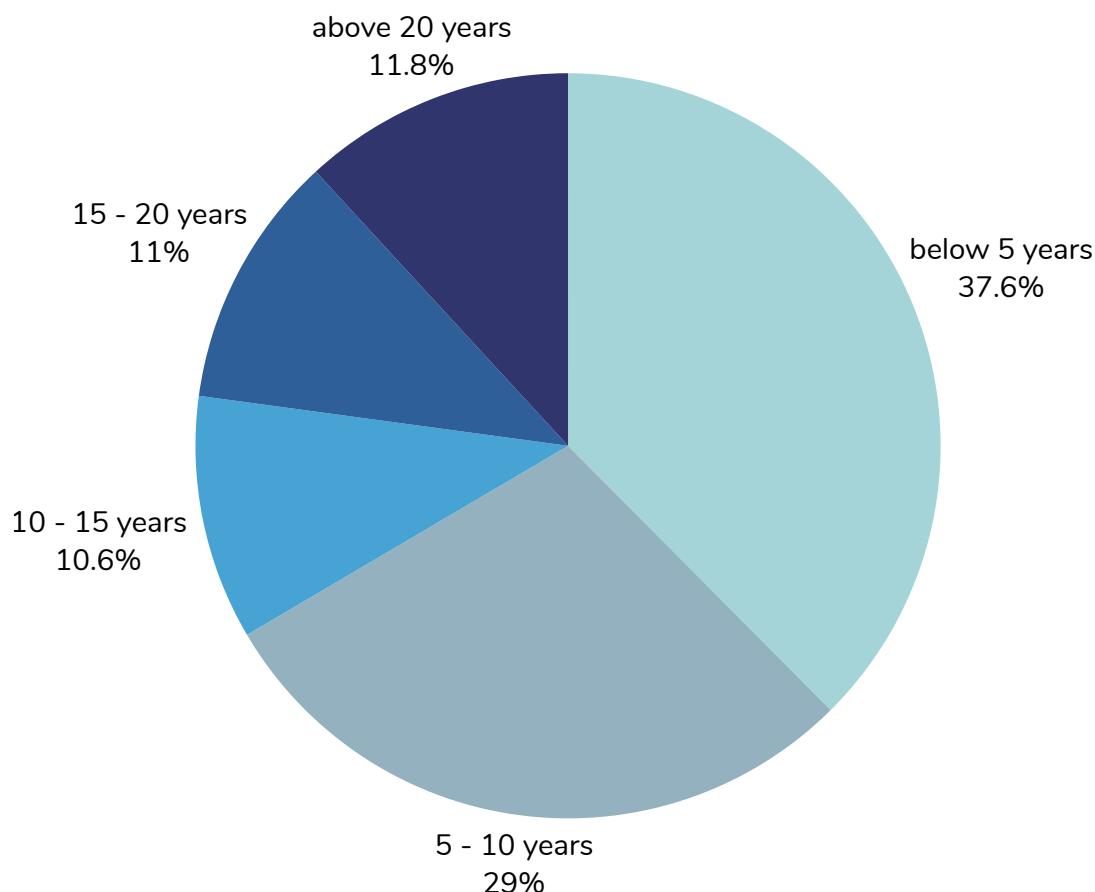
Long-term employment shows how stable and reliable the company is, it proves the positive and reliable environment of the organization. One of the most effective ways to achieve it is by creating a positive workplace for our team. Every employee in Intrograf is important, the one who just started the journey in our company and those who are part of our team for a longer period. We decided to verify and maintain data regarding employment time to have a place for improvement.

## AVERAGE EMPLOYMENT TIME

*(permament employment contract)*

### 9.5 YEARS

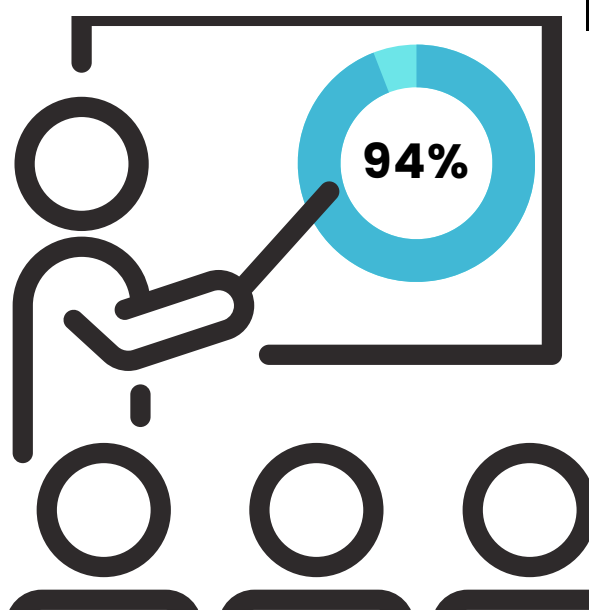
## SHARE OF EMPLOYEES ACCORDING TO LENGHT OF EMPLOYMENT



## CONTINUOUS IMPROVEMENT OF QUALIFICATIONS

*Intrograf employs qualified and exceptional employees. We work actively to provide them with appropriate development opportunities, each year we plan internal and external trainings in order to improve their qualifications.*

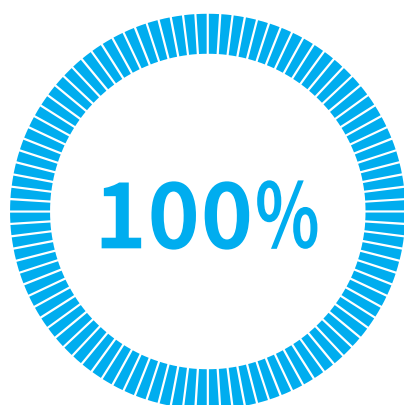
### FULFILLMENT OF THE TRAINING PLAN IN 2025



*All employees attended the training concerning Good Manufacturing Practice (GMP) and product safety. Additionally, trainings and workshops concerning topics related to Sustainability and GHG emissions were organized to provide knowledge and understanding of the topics.*





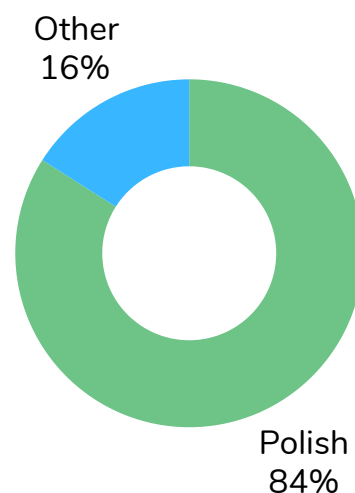


## LIVING WAGE

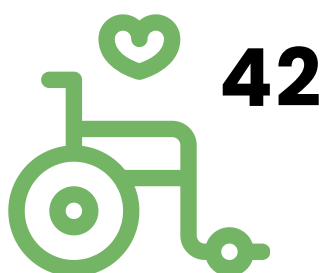
According to the Statistical System, the living wage should constitute approximately 68%\* of the average wage in the country. 100% of the people employed at Intrograf-Lublin S.A. receive a living wage.

## DIVERSITY & INCLUSION

We welcome people from different countries. Since the start of the war, we have been supporting and employing many individuals from Ukraine. We have created several support packages for them and their families. Our HR team includes individuals who are fluent in English and Ukrainian, which facilitates effective communication.



### PERSONS WITH DISABILITIES



42

We employ hearing-impaired individuals in our company. To promote integration, professional sign language translators interpret employee meetings.



## ECO-ACTIONS

We regularly organize educational and environmental events for employees and Customers. We believe that as a company, we can influence the behavior of individuals. The actions build awareness of climate-related issues by promoting healthy lifestyles and sustainable modes of transportation which can reduce carbon emissions and improve air quality. Additionally, these events provide a fun opportunity for employees and Customers to engage their children and family members in spending time together. Examples of these actions are presented below.



### "ECO-AWARENESS"

"Eco-awareness" action was performed by promotion of materials, leaflets, and educational posters among employees. They included useful hints and tips e.g. saving the water during daily care routine, unplugging devices. The action ended with quiz and prizes.

### WORLD ENVIRONMENT DAY

We celebrated World Environment Day, which was established by the UN General Assembly in 1972. On this occasion, we were giving some ideas for ecological home cleaning products that everyone can make at home.

#### *recipe of Boguś for eco dishwashing liquid*

- 400 ml of water
- 200 g of fine-grained salt
- 100 ml apple cider vinegar
- juice of 3 lemons

Mix all ingredients together and cook for about 10 minutes until the liquid thickens.



### UNIQUE LINDEN TREE "GAJA"

A unique tree has been planted in front of our company – a young linden tree set within the branch of a centuries-old linden that once grew in the park in Kłodnica Dolna (Poland). Planting a young tree within an old one is a symbol of the continuity of nature and care for future generations. It reminds us that what we do today has a real impact. This is a reflection of our approach to nature and our responsibility for the environment.



## ECO-ACTIONS

### COLOURING COMPETITION FOR CHILDREN'S DAY

Boguś the Intrograf's Goat and his family promote ecological practices such as encouraging people to clean up the planet, recycle, consume water safely. Themed coloring sheets were distributed to employees and Customers and the prizes for the best work were puzzles created based on the children's art so that everyone could enjoy family time.





# intrograf ...

*We are as unique as our employees, which is why we decided to take care of their access to culture, sports, and psychological support. We create exceptional working conditions by providing employees with well-kept and functional green areas that are conducive to relaxation and well-being.*

...TEAM

...GREEN

...CAFE

...GALLERY



...POSITIVE



## INTROGRAF TEAM

*"We have many physically active colleagues in our team. Some of them pursue their sports passions through running. Thanks to Intrograf Team, we enable them to participate in many running events around the world. We sponsor clothing, travel and accommodation. A large part of these events are charity events, thanks to which we support local communities and people in need."*

*Damian Wyrwisz*

Administration Manager



## INTROGRAF CAFE

*"The idea of Intrograf Cafe was born during the Covid-19 pandemic, when we were deprived of the possibility of personal meetings with our Clients, Employees and Suppliers. We decided to maintain relationships through online sessions inspired by psychological guides. During the recordings, our guests were psychologists, specialists and athletes."*

*Aleksandra Piskala*

Marketing Specialist



## INTROGRAF GALLERY

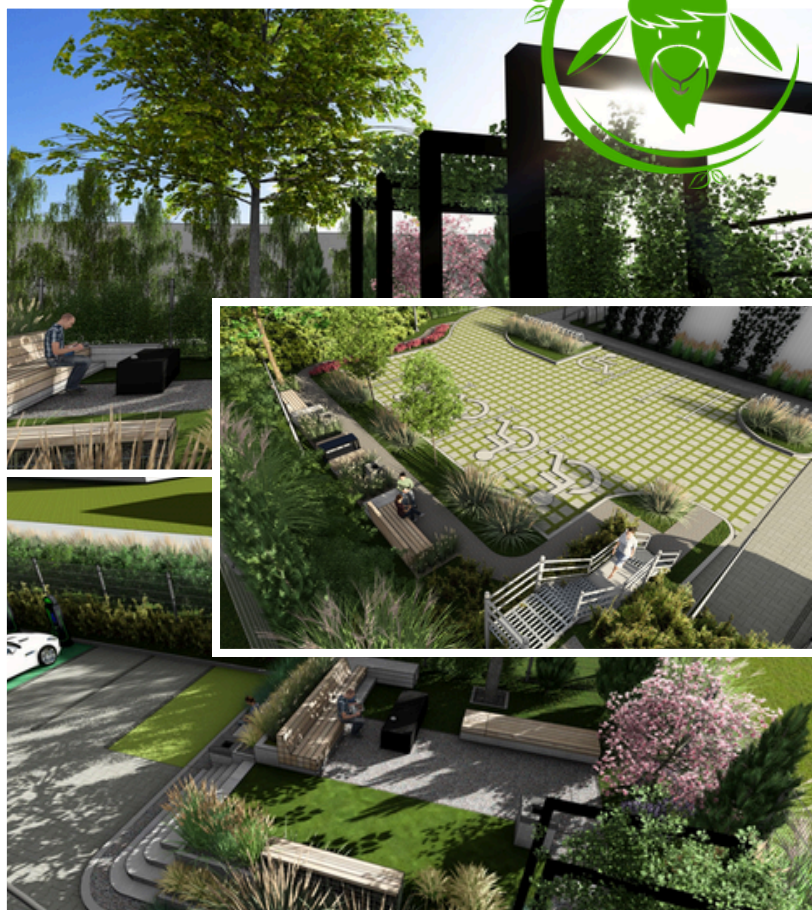
It is an extraordinary event on an European scale. No one had ever made a functioning production space available for the public presentation of works of art and we did it twice. First event: **Leszek Mądzik's "Manufaktura czasu"** was the coexistence of a functioning factory with art. Following that we introduced premiere of the movie - television version of the play **"Czechowicz 20 and 2"** again in our working printing house. Both events were visited by dozens of people, including students and kids from kindergartens.



## GREEN INTROGRAF

We had a lot of time to observe how our Economic Zone in Lublin is developing. After years, what is most striking is its incredible economic growth, but also its gloomy industrial appearance. We decided that Intrograf would be the first factory to take care not only of the appearance of the buildings, but also of the development of green areas. We want these to be employee- and guest-friendly areas, focusing on their functionality. We are giving life where there was none before.

*Piotr Taracha*  
CEO





# intrograf POSITIVE

## 5th International Conference on Positive Psychology

***Positive psychology is a field of scientific research and psychological practice focused on building a good life, a joyful and passionate life, a life in health and in cordial relationships with others.***

Positive psychology supports the discovery of important life goals and the experience of success. These tasks are part of improving the quality of life of an individual, family, organization or community. Understood in this way, the mission of psychology in general and positive psychology in particular is becoming extremely important today, in times of variability and uncertainty, but also growing opportunities, a multitude of alternatives and diverse patterns of behavior.

Intrograf draws from positive psychology and pours it into practical actions, creating a positive environment for its employees at all levels.



## LOCAL INVOLVEMENT

*We are proud of the city in which we live and work. Intrograf undertakes a number of activities for the benefit of Lublin and its inhabitants.*



- Intrograf supports the speedway team Orlen Oil Motor Lublin. In the 2022 season, the team won the gold medal in the Polish Team Championships. Each match is a great celebration for the city, and the stands are always full.
- Intrograf is a partner of the Old Theater Accessibility in Lublin. Thanks to our support, selected cultural events are translated into sign language. This initiative ensures that hearing-impaired people are not excluded from participating in theatrical events and can finally become recipients of culture and art.
- We have been organizing the Bene Meritus Terrae Lublinensi competition since 2004. This competition honors the most distinguished individuals in the Lublin region. Additionally, we publish a unique calendar that artistically presents Lublin and its surroundings. We take pride in being strong ambassadors for our region, both in Poland and around the world
- We have been a partner of the "Entrepreneurial Kids" project since 2018. The project is implemented by the City of Lublin in cooperation with the Maria Curie-Skłodowska University and the National Bank of Poland as part of the economic education program. It consists of a series of free workshops for children aged 6 to 10, with the main goal of inspiring creative thinking.
- We also participate in a similar project - "Entrepreneurial Youth" - where we encourage young people to get involved in entrepreneurial, social and environmental topics.
- Intrograf supports Bogdanka LUK Lublin - Polish volleyball club from Lublin throughout the last seasons.



# GOVERNANCE



# ETHICS POLICY

*Considering compliance with the principles of equality, non-discrimination and transparency of operation Intrograf-Lublin S.A. established, implemented and maintains the Ethics Policy. Respect for human rights guaranteed by the principles adopted in national and international law obligates us to conduct business activity honestly, legally and effectively. All persons employed at Intrograf-Lublin S.A. are obliged to maintain attitudes enabling the implementation of the following principles:*

## **Health and Safety**

We strive to promote our employee's safety, wellbeing and a healthy lifestyle.

We are committed to comply with and exceed requirements of applicable laws. We require our visiting business partners to follow the rules while at our facilities.

## **Labour Standards**

We strongly oppose child labour, all forms of forced labour, discrimination in employment and occupation, and we respect the freedom and right of workers to associate.

## **Respect and dignity**

We are committed to maintain a fair and inclusive workplace, free from violence, harassment, any kind of discrimination or favouritism based on age, gender, race, religion or sexual orientation.

We promote equal employment opportunity and diversity, where everyone is appreciated for their contribution to the Company.

## **Corporate Social Responsibility (CSR)**

We play a positive role in the community and consider the environmental and social impact of business decisions.

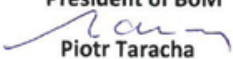
We are important part of our local community supporting social related initiatives.

## **Business Ethics**

We are firmly committed to act in a socially responsible manner and in line with best practices that include:

anti-corruption and bribery, conflicts of interest and information security.

**Respect for rules of Ethics Policy is a fundamental requirement that applies in every department and every function at Intrograf-Lublin S.A. and no circumstance justifies disregarding this Policy.**

President of BoM  
  
Piotr Taracha

Lublin  
24.11.2023

Vice-President of BoM  
  
Mariusz Swietlicki



We, as a part of the supply chain, recognize our responsibility to serve as a role model for our business partners. We seek to influence our suppliers to adhere to the same ethical standards that we uphold. Familiarizing themselves with our Supplier Code of Conduct which consists of rules connected with social, environmental, and governance is an integral part of our procurement procedure.

## Supplier Code of Conduct

### Kodeks Etycznego Postępowania Dostawcy



At Intrograf-Lublin S.A. we value ethical behaviour and we strive to be a trustworthy partner for our stakeholders. Our commitment is to act in accordance with the national and other applicable laws. For many years, we have been undertaking initiatives aimed at improving our activity in such a way that it becomes more environmentally friendly. We believe that sustainable and responsible development of the enterprise is the correct model on which to base business. Relationships with business partners shall be based on fair business, free from unfair methods with regard to compliance with the applicable laws and regulations. We promote corporate social responsibility and sustainability in our supply chain and we want to cooperate with business partners that commit to operate to the same standards.

W Intrograf-Lublin S.A. cenimy etyczne podejście oraz staramy się być partnerem godnym zaufania dla interesariuszy. Naszym zobowiązaniem jest działać zgodnie z obowiązującymi przepisami prawnymi. Od wielu lat podejmujemy inicjatywy mające na celu usprawnienie naszej działalności w taki sposób, aby była bardziej przyjazna dla środowiska. Wierzymy, że zrównoważony i odpowiedzialny rozwój przedsiębiorstwa to słuszny model, na którym można oprzeć swoją działalność. Relacje z partnerami biznesowymi powinny opierać się na uczciwym biznesie, wolnym od nieuczciwych metod w odniesieniu do zgodności z obowiązującymi przepisami prawa i regulacjami. Promujemy społeczną odpowiedzialność biznesu i zrównoważony rozwój w naszym łańcuchu dostaw i dlatego chcemy współpracować z partnerami biznesowymi, którzy zobowiązują się do działania według tych samych standardów.

**Therefore we created this Code of Conduct based on our internal policies and regulations and we expect our Suppliers to comply with below requirements.**

Stworzyliśmy niniejszy Kodeks Postępowania w oparciu o nasze wewnętrzne polityki i regulaminy i oczekujemy, że nasi Dostawcy będą go przestrzegać oraz promować poniższe wymagania.

Chief Executive Officer

  
Piotr Taracha

Chief Financial Officer

  
Mariusz Świątlicki

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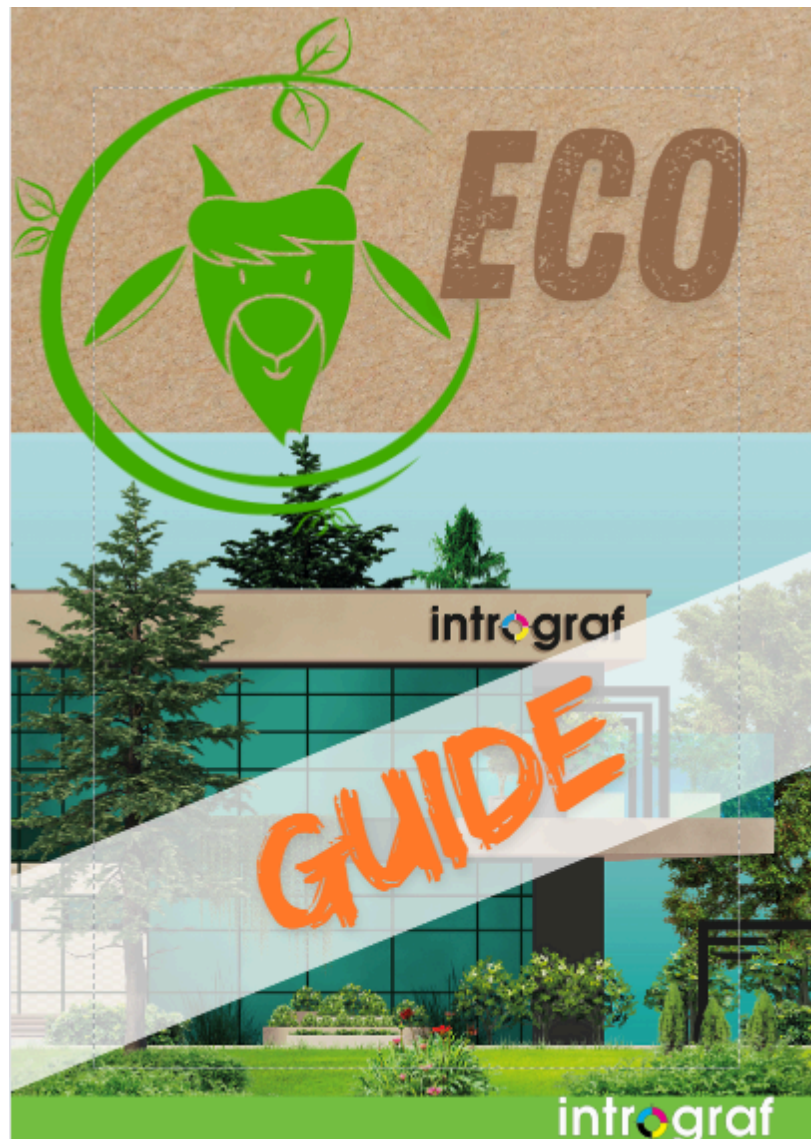
## PARTNERS IN BUSSINESS

*In order to meet our Customers' current and future sustainability needs, we are constantly seeking optimization ideas, maintaining the highest quality standards at the same time.*

It is our responsibility to provide valuable assistance in helping our Customers achieve their environmental goals, especially in the packaging sector. We also aim to actively involve our bussiness partners in understanding sustainable manufacturing. That's why we are creating an "Eco-guide" to share with our Customers. The "Eco-guide" will include information about optimization ideas that we can incorporate into our collaboration.

*"Logistics plays a significant role in CO2 emissions. Our company offers solutions that can help reduce them."*

*Robert Piotrowski  
Logistics Manager*





## P R I N T I N G   A C A D E M Y

Since 2011, we have been continuously conducting our innovative project called the "Printing Academy" (in Polish: "Akademia Poligrafii"). This is a technological training program for our Customers aimed at educating them about not only our products; folding boxes and leaflets, but also a wide range of topics related to lean and sustainable manufacturing. The Printing Academies are held both online and stationary, with the participation of various guests and specialists in specific areas. The purpose of the program is to enable our Customers to make better, more sustainable choices without compromising product safety.

### SOME KEY FIGURES ABOUT PRINTING ACADEMY:

**4350**



PARTICIPANTS

**60**



STATIONARY  
TRAININGS

**58**



ON-LINE  
TRAININGS

**15**



YEARS

**11**



COUNTRIES





## PRODUCT SAFETY & QUALITY

Our Quality Management System is based on standards: ISO 9001, ISO 15378 ISO 14001 and FSC®.

Continuous improvement of the integrated Quality Management System is based on meeting the requirements of the above international ISO standards and the quality requirements of our Customers. Fulfillment of those requirements is verified through internal, Customers and Certification Body Audits. All performed 2nd and 3rd party audits in 2025 confirmed the compliance with those requirements, allowing us to maintain a high-quality and safe product delivered to our Customers.

The safety of our Customers is our top priority, which is why we have implemented solutions to protect our processes and products from critical non-conformities those are e.g. automated Quality Control & Print Inspection - EyeC, identification cameras at folding machines, unique gluing codes, line clearance procedure.

### **INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES: 0**



*"In 2025, Intrograf has not had any recalls for our products in the marketplace that may cause harm or injury to Consumers. Additionally, we had 2nd and 3rd party audits during which no critical deviations were identified. This is the trend that we strive to maintain."*

*Krzysztof Piekniak,  
Quality Assurance Manager*

# GOVERNANCE

## GREEN PARK IN ECONOMIC ZONE

*We are the initiators of the concept of greening the Lublin Subzone of the Special Economic Zone. The project involves: the City of Lublin, students of the Maria Curie-Skłodowska University, the University of Life Sciences in Lublin, the Catholic University of Lublin and companies located in the Special Economic Zone.*

The idea of the project is based on planting trees and shrubs along the road lanes in the common areas of the SEZ, as well as in individual areas of enterprises. We would like to make the Lublin Economic Zone a friendly place for the city's inhabitants and the environment.



**128 ha**

SEZ AREA



**16 ha**

PLANTING AREA



**It is the first project of this type in Poland.**



# GOVERNANCE

*Intrograf is actively participating in gaining and exchanging knowledge through various events related to sustainability, external training, and webinars. This involvement helps us to understand the increasing expectations of the world. As a result, we are able to share this knowledge within our organization, which helps in setting goals and targets.*

## THE PHARMA SUSTAINABILITY DAYS

Thanks to the invitation from Metsä Group, we had the opportunity to participate in The Pharma Sustainability Days held in Geneva. This unique CSR event for the pharmaceutical industry is a new annual event aimed at strengthening CSR commitments and help in the environmental sustainability transition for the pharmaceutical industry. As a part of the supply chain, we are aware how important role we play in this transformation. Participation in the event offered us a great opportunity to gain broad knowledge and exchange our thoughts with other participants.



## METSÄ MOMENTUM

Metsä Momentum was held in Jyväskylä, Finland. This seminar aimed to connect packaging professionals from around the world to speak and exchange thoughts about circular packaging and zero-carbon solutions to ensure sustainable growth. During the meeting, we learned that joint actions can have a big impact on the global value chain, which is why it is worth working together and moving in the same direction.





## ZENTIVA MEETING

Intrograf had the great pleasure of participating in the Annual Supplier Meeting (ASM) of one of our Customers Zentiva Group, a.s. in Prague. The two-day meeting aimed to strengthen cooperation between Zentiva Group, a.s. and its suppliers, to better understand each other's needs, and to build a joint strategy for growth in the spirit of sustainability. During the meeting, we received the Top Packaging Supplier award and the Certificate of Sustainability Excellence Award. As a company, we were recognized for demonstrating the strongest commitment to sustainability, including environmental impact reduction, resource efficiency, and ethical practices.



## CUSTOMERS VISIT IN PAPER MILL



Intrograf, in collaboration with the Metsä Board, extended an invitation to Customers for a special trip to Anekoski, Finland. This excursion presented a unique opportunity to visit the paper mill and explore the innovative solutions offered at the Metsä Excellence Centre, which drive advancements in cardboard and packaging. The growing demand for sustainable packaging has posed a challenge and an opportunity for Metsä Board to develop innovations that support a circular economy. In response to the current and future needs of generations, they have established a Centre of Excellence as the pinnacle of paperboard and packaging. This trip was not only inspiring but also an excellent opportunity to foster relationships and collaborations with our Customers.

## COOPERATION WITH LOCAL AUTHORITIES

Intrograf is part of a great event, the Business Union for the European Capital of Culture 2029. Lublin city continue to strive for this title. As a company associated with this city from the very beginning, we strongly support the efforts of the City of Lublin to obtain this honorable title. Mariusz Świetlicki, vice-president of the management board, signed a declaration that is intended to tighten cooperation between local enterprises and the town hall. These activities are intended to influence the cultural and economic development of Lublin. We are proud to be part of this event and actively participate in it.



## CYBERSECURITY



Based on the Business Continuity Plan (BCP) risk analysis, we have concluded that the area of data and IT system security is currently crucial. That is why we are closely monitoring our processes to make them safe for us and our Clients. We test, certify and design infrastructure to avoid the risk of data loss and hacker attacks. For this purpose, we install a new generation UTM firewall and conduct continuous monitoring of the entire infrastructure with immediate alerts in the event of a failure. Doubled server power supply ensures their safe operation non-stop.



## SUSTAINABILITY STRATEGY

*At Intrograf, we have set ourselves the goal of systematizing processes related to sustainable development and involving all departments in joint work for the environment. The result is the creation of this report, the purpose of which is to present the current status of the company to internal and external stakeholders. In order to direct joint actions, we have also begun work on creating and implementing a sustainable development strategy, which will set our goals for the coming decades. Building a solid strategy will also help us in our upcoming CSRD reporting.*



As with any strategy, the best place to start is by defining the vision, mission and values that guide our actions.

### VISION

Based on our principles, we strive to develop our business in accordance with good business practices and act appropriately in the areas of environment, social and corporate governance.

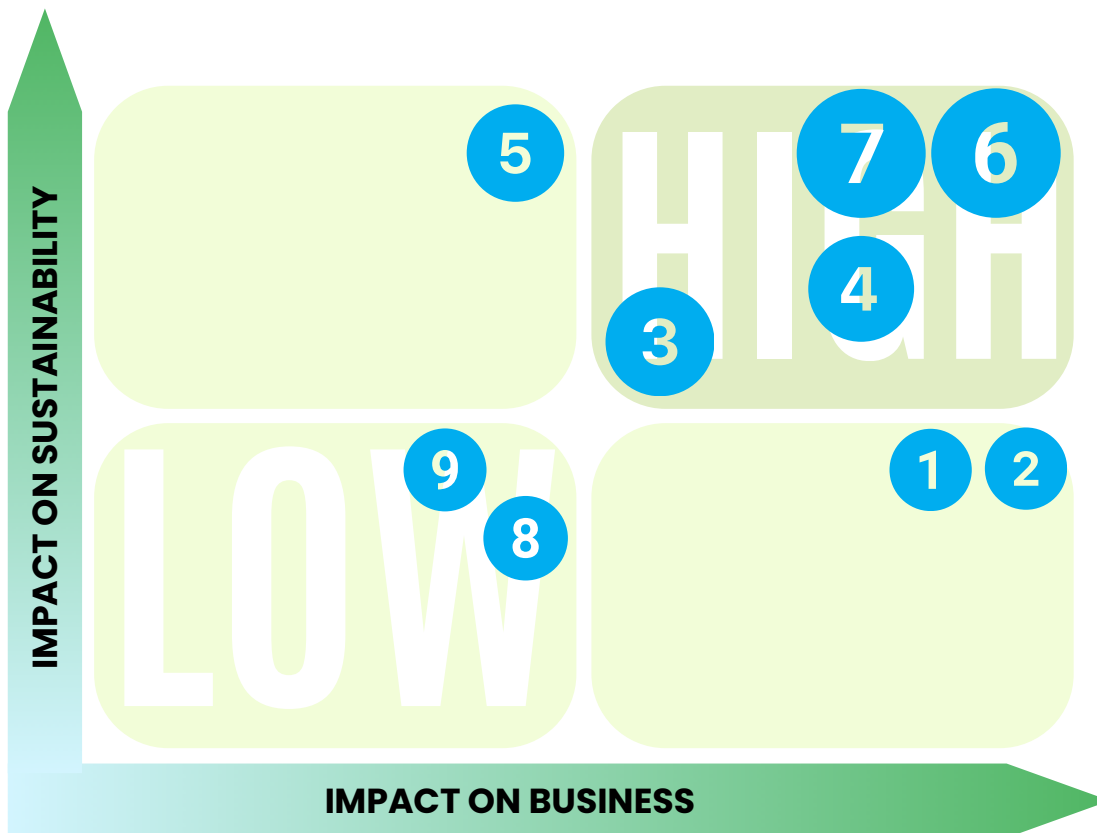
### MISSION

Our mission is to promote sustainable development behaviors among our employees, Customers, Suppliers, and other stakeholders by demonstrating this through our commitment to a controlled supply chain, a circular economy and pro-social behavior.

### VALUES

We see respect for the natural environment, the surroundings in which we operate, and other people as the main value in the area of sustainable development. Honesty and transparency in our actions are our most important values.

## IDENTIFYING RISKS



1. GHG reduction targets
2. Renewable resources
3. Waste management
4. Environmental standards
5. Suppliers code of conduct
6. Requirements of the EU Legislation: CSRD, EUDR, PPWR
7. Health&Safety
8. Legal requirements in the area of human rights protection
9. Employee awareness

## PRIORITISING EFFECTIVELY

We have chosen to concentrate on all 9 topics outlined in the Risk Assessment as they are crucial for our sustainable development. At present, we are in the process of creating a set of measurable goals to track the advancement of our initiatives and investments.



## INTROGRAF & CUSTOMERS TOGETHER WE CAN MORE



*"Cooperation among stakeholders is essential to achieve shared goals. We are open to discussions and new ideas. We aim to be a reliable supplier with a modern approach, and, of course, we are committed to complying with all upcoming laws and regulations."*

**Agnieszka Mróz**  
QMS International Project Leader

**Agnieszka Betiuk**  
Strategic Projects Development Manager



# REPORTING ROADMAP

## 2030

- SBTi – reporting achievements

ecovadis



SCIENCE  
BASED  
TARGETS

## 2025

- SBTi – setting targets
- CDP – reporting
- SDGs targets reporting

ecovadis



SCIENCE  
BASED  
TARGETS

## 2023

- EcoVadis Silver Medal
- GHG emission calculation
- CDP Reporting



## 2021

- Environmental Policy
- Code of Conduct
- Ethics Policy

## 2026

- EcoVadis – scoring progress
- CDP Reporting
- SBTi – verification
- EU Legislation

## 2024

- Sustainability Strategy
- EcoVadis – scoring progress
- Green Energy in Intrograf
- SDGs targets mapping
- CDP Reporting

ecovadis



## 2022

- EcoVadis Bronze Medal





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