TrendGlass

Sustainability statement

for the financial year 2025

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Letter from the Management Board

Dear readers, dear customers and business partners,

I am pleased to present the first Sustainability Report of Trend Glass. This document marks an important step towards a more structured approach to managing our environmental, social and governance impact, while also reflecting our ongoing commitment to enhancing the transparency of our operations.

The report has been prepared on a voluntary basis, in accordance with the European Sustainability Reporting Standards (ESRS), as part of our preparation for future regulatory requirements.

For nearly 30 years, Trend Glass has been steadily developing within the glass industry, delivering functional and decorative products to customers in over 40 countries worldwide. Our strength lies in a fully integrated business model covering the entire value chain—from design and production through to decoration and packaging—enabling us to combine high quality, flexibility and operational efficiency.

Sustainable development is an integral part of our strategy. We are committed to building long-term enterprise value through a transition to a low-emission, environmentally and socially responsible business model. In 2025, we continued our decarbonisation efforts while improving the efficiency of resource use. Our objective is to reduce greenhouse gas emissions by 45% by 2030 and to achieve climate neutrality by 2045.

As a glass manufacturer operating in a sector that requires a particularly high level of environmental responsibility, we consistently advance our circular economy initiatives. These include the full utilisation of glass cullet in the production process and the implementation of a closed-loop process water system. These measures reduce the consumption of primary raw materials, minimise environmental impact and enhance the efficiency of our operations.

In parallel, we continue to strengthen our social responsibility. Key priorities include workplace safety, skills development, and fostering an organisational culture based on dialogue, equality and mutual respect. Our employees are the foundation of our success, which is why we invest in their development and ensure stable and safe working conditions.

As a Management Board, we actively oversee ESG-related activities, setting strategic directions and monitoring progress. In 2025, we conducted a double materiality assessment, enabling us to better understand the impact of our operations as well as the expectations of our key stakeholders, and to define priorities for further action.

I view this report as the beginning of our journey—a starting point for further improving data quality, developing our management systems, and deepening dialogue with our stakeholders. I firmly believe that a responsible and transparent approach to business is the foundation for long-term growth and for building lasting relationships with our customers, partners and the wider community.

I would like to thank all our stakeholders for their trust and cooperation. I encourage you to read the report and to follow our continued progress as we implement ambitious initiatives supporting the responsible development of Trend Glass.

Yours sincerely,

Łukasz Bernady
President of the Management Board
Trend Glass Sp. z o.o.

Company Profile

Business Overview

Trend Glass Sp. z o.o. is a modern glassworks company headquartered in Radom, Poland, operating since 2003 and rooted in glassmaking traditions dating back to the 1980s. We continue to grow in a region with a strong industrial heritage, combining the experience of successive generations with advanced technological solutions. Today, we are one of the leading manufacturers of tableware, decorative glass and glass packaging, with a presence in 46 markets across six continents.

Our operations are based on a fully integrated business model encompassing the entire value chain — from mould design and production, through glass manufacturing, to decoration and packaging. This approach enables us to maintain high operational flexibility, accelerate time-to-market, and respond effectively to the individual needs of our customers, both in the B2B segment and in the development of our own brands.

Products and Technologies

We manufacture a broad portfolio of glass products — ranging from tableware and utility glass to packaging and decorative items such as vases and candle containers. Our products serve a wide range of industries, including interior design, the HoReCa sector and FMCG.

We utilise advanced manufacturing technologies, including press, press-blow, blow-blow, IS and spinning processes, ensuring high quality, consistency and annual production volumes exceeding 160,000 tonnes of glass. A key differentiator is our advanced in-house decoration capabilities, which include both manual and automated painting, screen printing, hot stamping, vacuum metallisation and laser cutting. This enables us to personalise a significant share of our production internally, creating high value-added products while supporting the growth and development of our partners' brands.

Quality, Partnership and Growth

We cooperate with international retail chains and global business partners, demonstrating our ability to meet the highest quality standards and complex logistical requirements. We focus on building long-term relationships while continuously expanding our product portfolio and diversifying both markets and business segments.

The quality of our products is supported by certified management systems and multi-stage quality control procedures covering the entire production process — from raw materials to finished goods. This enables us to maintain consistent product quality while operating at scale.

Sustainability and Environment

Sustainability is an integral part of our business approach. We consistently reduce the environmental impact of our operations, particularly through the reduction of greenhouse gas emissions, improvements in energy efficiency and the development of our own energy sources, including photovoltaic installations and cogeneration systems.

At the same time, we continue to advance research and development initiatives focused on improving the energy efficiency of technological processes and reducing production-related emissions throughout the entire manufacturing cycle.

The circular economy also plays a key role in our operations. We use glass cullet as a secondary raw material, develop closed-loop process water systems, and manufacture products that are fully recyclable. Through these initiatives, we reduce the consumption of natural resources and minimise waste generation.

Social Responsibility

We are actively engaged in the life of the local community. We support educational and social initiatives, collaborate with schools and universities, and continue to develop the Trend Glass Academy — a platform enabling young people to acquire practical skills in the field of modern technologies.

We are also involved in charitable activities and local events, supporting institutions and initiatives that are important to the region. We believe that responsible business development means not only business growth, but also making a tangible contribution to the development of the communities in which we operate.

General disclosures

BP-1

General basis for preparation of sustainability statement

This report is the first voluntary sustainability report of Trend Glass Sp. z o.o., prepared in accordance with the European Sustainability Reporting Standards (ESRS).

The Company is not yet subject to the reporting obligations arising from Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (Corporate Sustainability Reporting Directive – CSRD). This report has been prepared on a voluntary basis to increase transparency regarding the impacts of the Company's operations on the environment, society and corporate governance, and to prepare the Company for future regulatory requirements.

The report covers the period from 1 January 2025 to 31 December 2025 and corresponds to the Company's financial year.

The scope of disclosures covers the entire Trend Glass value chain, both upstream (including suppliers) and downstream (including customers). The value chain is defined as the set of activities, resources and relationships used to create products, from the sourcing of raw materials, through production, to distribution, use and the end-of-life.

In the upstream segment, the Company's activities focus on sourcing the raw materials and components necessary for glass production, carried out in cooperation with established suppliers. In the downstream segment, the activities relate to the distribution and sale of products, as well as their further use and end-of-life management.

The report also contains information on engagement with key stakeholders– both workers in the chain and consumers – as well as quantitative data, including Scope 3 greenhouse gas emissions data.

The Company did not make use of an option to omit information regarding intellectual property, know-how or innovation results, nor of the exemptions regarding the disclosure of information on future events or matters under negotiation.

BP-2

Disclosures relating to specific circumstances

For the purposes of this statement, the Company has defined time horizons, taking into account the nature of its operations, the planning cycle and the specific characteristics of the identified sustainability-related risks and opportunities.

Time horizons

short-term — **up to 1 year**

Consistent with the financial reporting period

medium-term — **up to 5 years**

Corresponding to the horizon of the current strategy

long-term — **up to 20 years**

Taking into account key long-term trends, including climate change, technological transformation and regulations

BP-2

Due to the limited availability of primary data, selected Scope 3 emission categories have been estimated based on estimated data and industry benchmarks. This applies in particular to downstream transportation and distribution, business travel, employee commuting and end-of-life management of products. The detailed methodology is described in disclosure E1-6.

Estimates related to future events, in particular climate-related and transition risks, are subject to uncertainty arising from a changing regulatory, technological and market environment and may be updated in subsequent periods. This statement has been prepared on the basis of data available at the date of its preparation. The Company is committed to further improving the quality and granularity of the data as its reporting systems and information resources develop.

GOV-1

The roles of the administrative, management and supervisory bodies

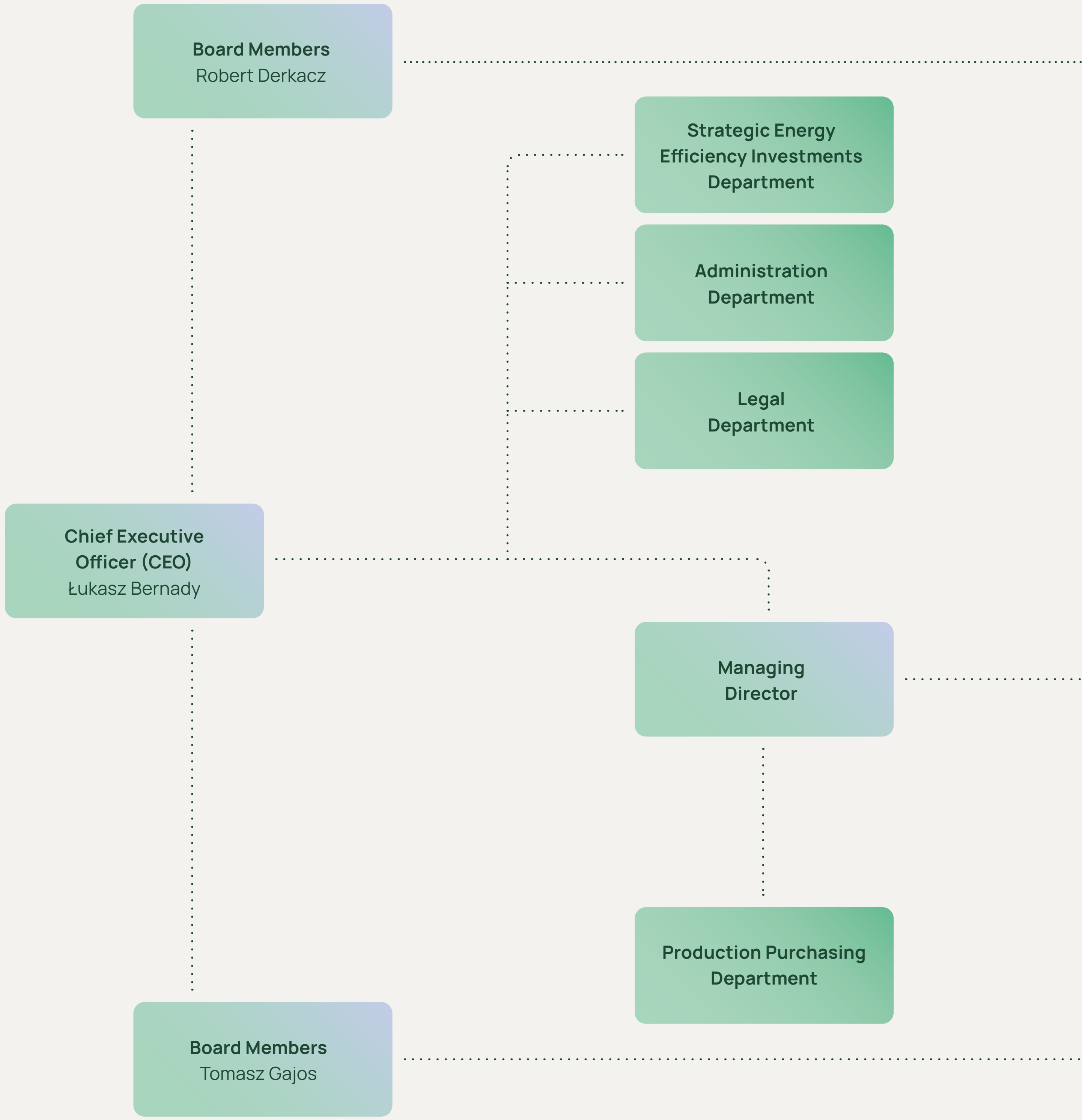
As of 31 December 2025, the Company's Management Board comprised:

- Łukasz Bernady
  President of the Management Board
- Robert Derkacz
  Member of the Management Board
- Tomasz Gajos
  Member of the Management Board

The Management Board is fully executive, i.e. all of its members hold executive functions. The Company has no non-executive members of the Management Board.

Members of the Management Board act in the interests of the Company and are responsible for the overall management of the Company's operations, including ESG-related matters. Their key responsibilities include setting strategic directions, overseeing their implementation, and ensuring the effective and safe functioning of the organisation.

Organizational Structure



Mold Maintenance and Tooling Design Department

Operations Division

- Production Department
- Decoration Department
- Packaging Department
- QHSE Department (Quality, Health, Safety & Environment)
- Maintenance Department
- Sorting Department

Engineering Division

- Production Process Optimization Department

Supply Chain Division

- Planning and Supply Department
- Logistics Department

HR Division

- HR Department

Commercial Division

- Marketing Department
- E-commerce Department
- Sales Support and Development Department
- Sales Department

Innovation and Sustainable Development Department

Finance Division

- Accounting Department
- Financial Liquidity Management Department
- Controlling Department
- Business Analysis Department
- IT Department
- Technical and Investment Purchasing Department

GOV-2

Information provided to the entity's administrative, management and supervisory bodies, and the sustainability-related matters addressed by them

Sustainability issues are addressed at the Management Board level, which is responsible for overseeing ESG-related matters, identifying key environmental, social and corporate governance issues, as well as approving targets and monitoring their implementation.

At the operational level, activities are coordinated by the Innovation and Sustainability Department, which is responsible for data collection, coordination with organisational units, and reporting on progress, risks and development priorities. Information is provided on an ongoing basis, depending on business needs, but at least once a quarter.

In 2025, the Management Board oversaw the double materiality assessment process, covering both the impact of the Company's operations on its external environment and the impact of ESG factors on its financial performance and position. The Management Board approved the methodology, scope and results of the analysis, which formed the basis for determining reporting priorities, taking into account the perspectives of key stakeholders and the specifics of the Company's operations.

GOV-3

Incorporating sustainability performance into incentive schemes

The remuneration of Management Board members consists solely of a fixed component in the form of a monthly salary for performing their duties.

GOV-4

Statement on due diligence

Trend Glass implements and further develops a due diligence process in the environmental, social and governance (ESG) areas, including human rights. The process is based on recognised international standards, in particular the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, as well as applicable national and EU regulations.

Due diligence is an ongoing process and involves identifying and assessing the actual and potential impacts of the Company's business activities – both within its own operations and throughout the value chain – prioritising them, implementing preventive and mitigation measures, monitoring their effectiveness and reporting on results. This process is integrated into the risk management system and forms part of the Company's strategy and business model.

Key elements of due diligence

A **Implementation of due diligence in relation to governance arrangements, strategy and business model**

Sections in the sustainability report: S1-1 S2-1 S4-1 GOV-2 GOV-5

B **Engagement with stakeholders at all key stages of the due diligence process**

Sections in the sustainability report: S1-2 S2-2 S4-2

C **Identification and assessment of adverse impacts**

Sections in the sustainability report: GOV-5 IRO-1 SBM-3

D **Actions taken to address these adverse impacts**

Sections in the sustainability report: S1-3 S2-3 S4-3 G1-3

E **Monitoring the effectiveness of these efforts and communication of results**

Sections in the sustainability report: S1-17 S2-4 S4-4

GOV-5

Risk management and internal controls over sustainability reporting

The Company has a risk management system covering financial, operational, environmental, social, economic and corporate governance risks.

Trend Glass operates an ISO 9001:2015 Quality Management System covering key operational processes, which supports oversight and effectiveness and ensures a consistent risk management approach. This is complemented by the ISO 28000:2022 Supply Chain Security Management System, which supports the identification, assessment and control of risks associated with the flow of goods and services.

The Management Board is responsible for the overall risk management process, including risk acceptance, response and the oversight of strategic risks. The Management Board also approves measures and controls for risks identified as key.

Risk management is integrated into business processes, and information on risks and opportunities is taken into account in management decision-making. Risks are identified, assessed and monitored on an ongoing basis, and their impact on operations, stakeholders and regulatory compliance is subject to regular analysis.

The identification process includes identifying foreseeable events that could affect the achievement of the Company's objectives. Market, regulatory, technical and organisational factors are then analysed, and risks are assessed in terms of probability and severity of impact. Mitigation measures are implemented for significant risks, and risk status is updated on an ongoing basis in the event of changes in the business environment or the occurrence of new circumstances.

A detailed description of key risks and mitigation measures is presented in disclosure SBM-3 in section ESRS 2.

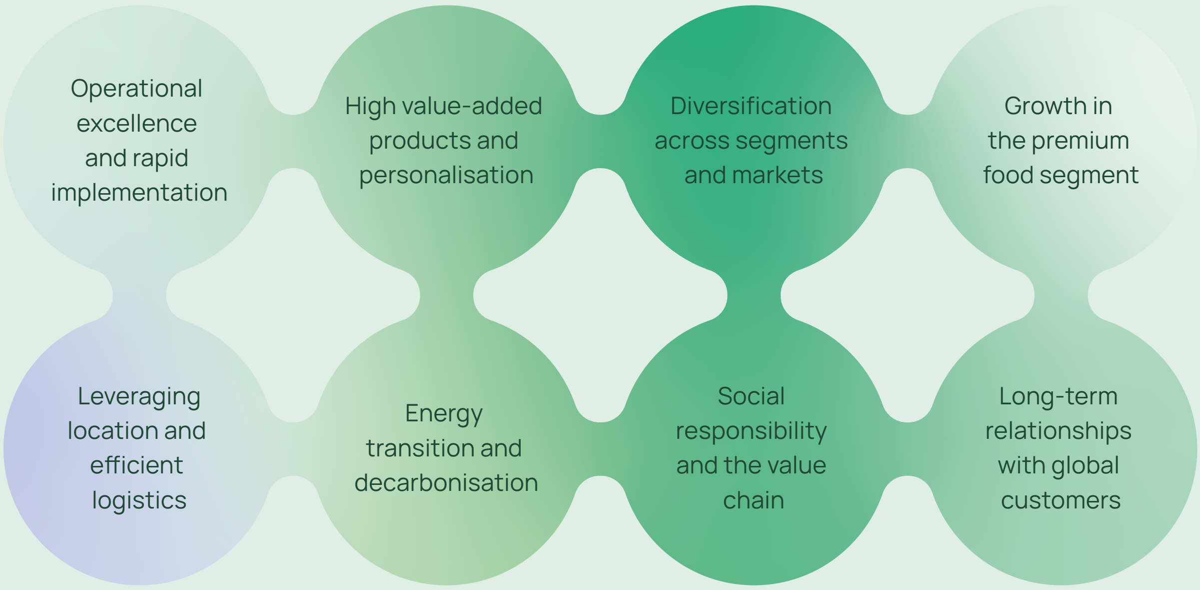
SBM-1

Strategy, business model and value chain

The Trend Group's business strategy focuses on building long-term value through the development of an integrated, low-carbon and responsible glass production model. It combines operational efficiency, innovation and high environmental and social standards.

The business model is based on rapid implementation, a broad portfolio of value-added services (including decoration, packaging and design), process integration, and targeted decarbonisation of the production process.

Strategy



1 Operational excellence and rapid implementation

One of the key pillars of the strategy is the ability to bring products to market quickly and predictably. The Company builds a competitive advantage by reducing the time-to-market for new products to around 3 months, adopting a flexible approach to order sizes, and responding efficiently to changing customer needs. A well-developed logistics infrastructure, including 40,000 m² of warehouse space and 24 loading bays, underpins these capabilities.
An integrated model – from design, through mould and glass production, to decoration and packaging – ensures high level of control over the value chain and shortens order lead times.

2 High value-added products and personalisation

The strategy aims to increase the share of decorated products and those individually designed for customers. Thanks to advanced decoration technologies, the Company creates solutions tailored to customers' needs, supports the development of its clients' own brands and increases the profitability of its offering.

An in-house design and product development department enables the efficient bringing of new concepts to market.

3 Diversification across segments and markets

The Company operates across diverse segments and in numerous markets, which enhances revenue stability. Key areas include partnerships with retail chains, candle and alcoholic beverage producers, glass decoration companies, the floristry sector and premium food producers. A presence in Europe and the United States mitigates concentration risk.

4 Growth in the premium food segment

The acquisition of BRC certification enables the expansion of cooperation with food manufacturers, particularly in the premium segment. The Company is increasing the share of food contact products, building long-term relationships with discerning customers and leveraging high-quality standards as a competitive advantage.

5 Leveraging location and efficient logistics

The plant's location in Radom enables the Company to serve customers in key European markets effectively. The Company leverages this advantage by optimising transport costs, reducing delivery times and enhancing operational reliability.

6 Energy transition and decarbonisation

Trend Glass is implementing a strategy to reduce its environmental impact, aiming to decrease greenhouse gas emissions intensity by 45% by 2030 and achieve climate neutrality by 2045. These goals are supported by investments such as a closed-loop process water system, the development of renewable energy sources and combined heat and power, and the use of circular economy solutions.

7 Social responsibility and the value chain

The Company fosters a safety culture, conducts educational and training programmes, and engages in local initiatives. In its relations with business partners, it promotes responsible practices, including respect for human rights and cooperation to reduce emissions across the value chain.

8 Long-term relationships with global customers

The strategy aims to strengthen relationships with international customers, including retail chains. Many years of experience and collaboration with global brands demonstrate the Company's ability to maintain high quality standards and support the development and scaling of its operations.

3

The time-to-market for new products to around 3 months.

40,000

A well-developed logistics infrastructure, including 40,000 m² of warehouse space and 24 loading bays.

40

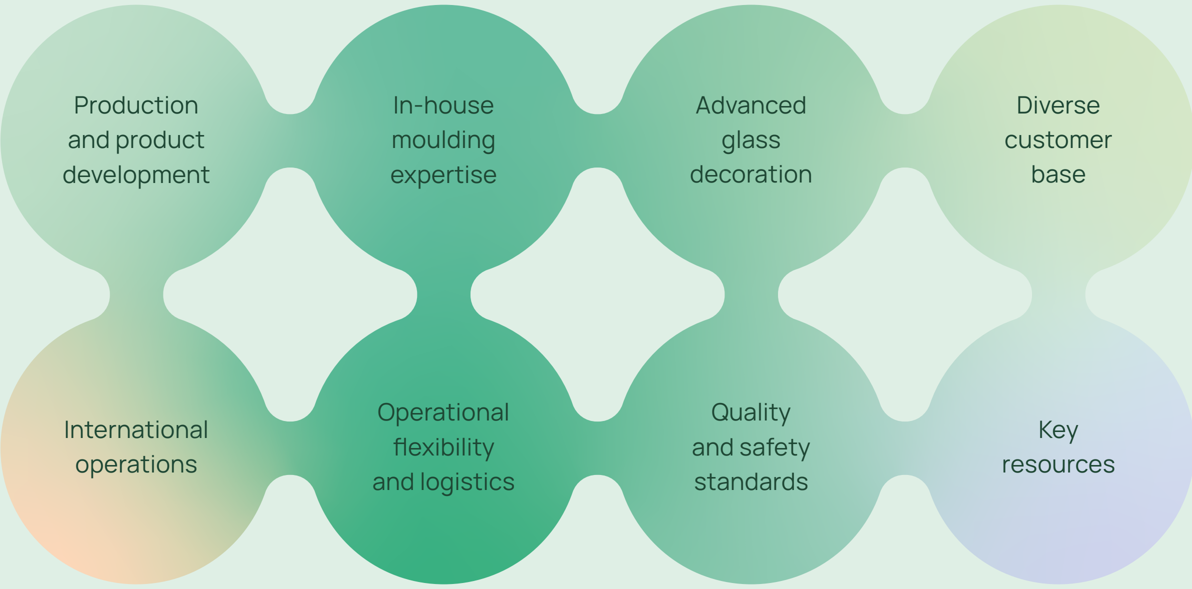
The Company has been operating for nearly 40 years and exports products to over 40 countries, mainly in Europe and North America.

Trend Glass is consistently increasing the share of higher value-added products and developing more advanced and customised solutions. This is supported by investments in internal expertise, process integration and the development of production and decoration technologies.

The shift towards premium products and comprehensive end-to-end services, combined with the progress towards environmental goals, forms the basis for sustainable development.

Trend Glass is a manufacturer of household, utility and decorative glass based in Radom. The Company has been operating for nearly 40 years and exports products to over 40 countries, mainly in Europe and North America.

Business model



Business model

The Company's business model is based on full integration of the value chain – from product design, through mould manufacturing and glass production, to decoration and packaging in accordance with customer requirements.

Key elements of the model include:

1 Production and product development

The Company offers a wide range of glass products, from tableware and packaging to decorative items. Its in-house design department enables the rapid introduction of new products and tailoring designs to customer needs.

2 In-house moulding expertise

In-house mould design and production ensure operational independence, shorten lead times and enable a flexible response to market changes.

3 Advanced glass decoration

Advanced decoration technologies – including painting, screen printing, metallisation and laser cutting – allow the Company to create high value-added products and deliver projects requiring a bespoke approach.

4 Diverse customer base

Trend Glass works with a wide range of customers, including retail chains, candle and spirits manufacturers, glass decoration companies, the floristry sector and premium food producers. Diversification across customers and segments reduces risk and stabilises revenue.

5 International operations

The Company sells its products in dozens of markets, mainly in Europe and the United States, which increases the scale of its operations and enables geographical diversification.

6 Operational flexibility and logistics

Extensive logistics facilities and the ability to adapt products and packaging to specific customer requirements enable the Company to support various sales models and distribution channels.

7 Quality and safety standards

BRC certification confirms high quality and safety standards, enabling the development of partnerships with discerning customers, including those in the food sector.

8 Key resources

The organisational culture is based on safety, quality and responsibility. In its relations with partners, the Company promotes responsible practices throughout the value chain, including respect for human rights and labour standards.

The adopted business model ensures a high degree of control over operational processes, quality and environmental impacts, whilst enabling the rapid roll-out of new products and the flexible adaptation of the product range to customer needs.

SBM-2

Stakeholders' interests and views

The aim of stakeholder communication is to understand their expectations, assessments and potential concerns, as well as to identify impacts, risks and opportunities in the area of sustainability. Interaction with stakeholders plays a key role in the materiality assessment process and in shaping Trend Glass's strategy. Activities in this area are conducted through a variety of communication channels, tailored to the characteristics of individual stakeholder groups. Key findings and material issues are communicated to senior management and discussed during regular or ad hoc management meetings, and the outcomes of stakeholder engagement are taken into account when formulating operational actions, strategies and sustainability objectives.

Key stakeholder groups are:

Contractors and suppliers

They play a significant role in the operations of the Trend Glass Group, having a direct impact on the quality and efficiency of the business processes carried out. As part of the Double Materiality Analysis conducted in 2025, this stakeholder group was surveyed using a dedicated questionnaire to gather feedback on how Trend Glass is perceived and to identify the areas of sustainable development that they consider to be a priority. In addition, a consultation workshop was organised with selected representatives of contractors and suppliers to further explore the information gathered and exchange perspectives.

Employees

Contact with employees is maintained via an internal communication system and regular newsletters. As part of the materiality assessment, surveys were also conducted to evaluate perceptions of ESG issues. Employees are a key asset of Trend Glass and form the foundation of the Company's success and growth. Their commitment, skills and daily work directly contribute to the achievement of the organisation's strategic goals.

Customers

The integration of various channels and a consistent customer communication strategy are key to operational efficiency. Company's clients include both retail customers and B2B clients. The channels we use to communicate with retail customers are our website and other online platforms (Facebook, Instagram, LinkedIn). We contact B2B clients via established sales channels. During the Double Materiality Analysis, a survey and consultation workshops in the form of one-hour meetings were conducted with selected clients.

Shareholders

Shareholders are one of Trend Glass's key stakeholders. Ongoing and transparent communication with investors is a priority. We therefore maintain an ongoing dialogue to understand their concerns and needs, establish priorities, and identify opportunities and areas for improvement.

Financial institutions

They influence the Company's sustainability strategy, energy policy and resilience to changes in the legal and cost environment.

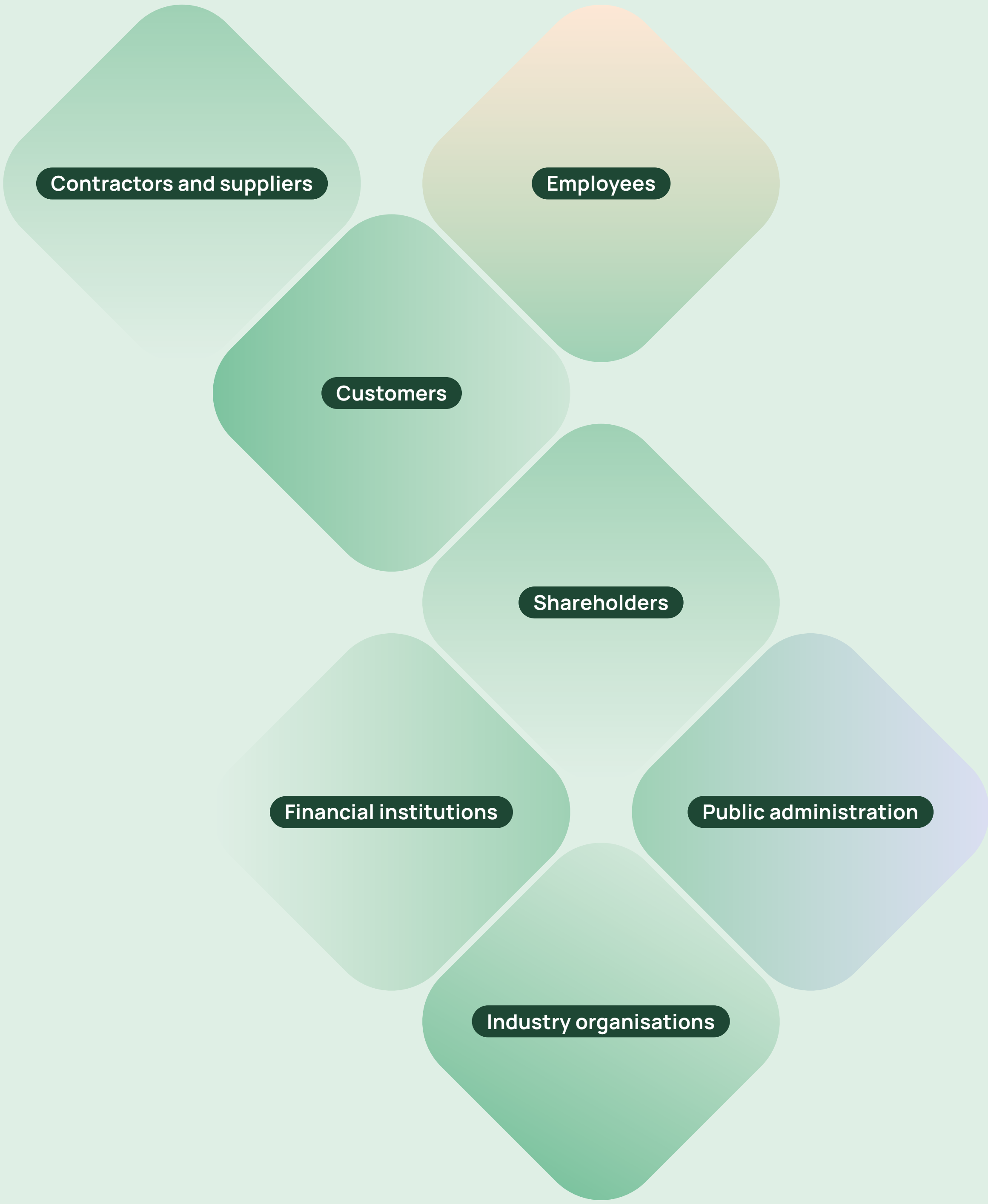
Public administration

Public administration plays a significant role by creating and enforcing legal and environmental regulations, and supporting the Company's development through regulatory instruments.

Industry organisations

Industry organisations such as the Polish Glass Employers' Association serve as a forum for exchanging views and discussing the challenges facing manufacturing companies.

Key stakeholder groups



SBM-3

Material impacts, risks and opportunities, and their interrelationships with strategy and the business model

Material ESG issues

As a responsible manufacturer and distributor of glass products, Trend Glass strives to identify and manage the material impacts of its operations on the environment, society and the economy. As part of the double materiality analysis, a comprehensive impact assessment process was conducted, taking into account both the positive and negative impacts that may result from the Company's activities.

The table presents the Company's key impact areas, their characteristics and their link to ESG objectives. Additionally, examples are provided of actions taken by the Group aimed at minimising negative effects and maximising benefits for the environment.

Area ESRS reporting	Relevant sub-topics of AR 16	Description of impact	Location of impact
E1 Climate change	Climate change mitigation Energy	Through the production of glass products, the Company has a significant impact on climate change. The glass melting process is highly energy-intensive and relies primarily on gas and electricity consumption, which leads to significant greenhouse gas emissions. In addition, significant process emissions are generated during technological processes, including those associated with the decomposition of carbonate raw materials, which are independent of direct fuel combustion. However, the Group is taking steps to reduce its carbon footprint by investing in photovoltaic installations and using low-emission transport solutions within its warehouses, which helps to partially reduce emissions resulting from its operations.	Own operations Upstream Downstream
E3 Water and marine resources	Water	Trend Glass uses process water in its glassmaking operations. However, by reusing it in production processes, it minimises resource wastage and reduces water abstraction from local water sources. The closed-loop process water system used at the plant significantly reduces the volume of industrial wastewater discharged into the municipal sewerage system. As a result, the Company's operations put less strain on local water resources and reduce the potential negative impact on water quality and municipal infrastructure.	Own operations
E5 Circular economy	Resource outflows associated with products and services Waste	In terms of the circular economy, the Company has a significant impact through the production of fully recyclable glass products, which enables glass to be reintroduced into the production process and reduces the demand for virgin raw materials. The glassworks uses 100% of its own internal cullet as feedstock, thereby reducing the amount of waste sent for disposal and cutting CO_2 emissions associated with glass melting. These measures support closing the material loop in the glass industry and reduce the Company's negative environmental impact.	Own operations Downstream Upstream

Area ESRS reporting	Relevant sub-topics of AR 16	Description of impact	Location of impact
S1 People providing work for the Company	Working conditions Equal treatment and equal opportunities for all Other employment-related rights	Trend Glass has a significant direct impact on its employees, for whom job security, predictable working hours and fair pay are key priorities; this is particularly important given the difficulty of recruiting and training qualified specialists. It maintains an open dialogue with employees, respects employees' freedom of association and engages in collective bargaining, and, as far as the production nature of the plant permits, takes steps to support work-life balance. Safety when working with hot glass is a priority, which is why the Company organises regular health and safety training, ensures workstations are properly organised, provides access to clean water and sanitary facilities, and implements a zero-tolerance policy towards violence and harassment, thereby strengthening the safety culture. The Company also invests in developing employees' skills and in initiatives promoting gender equality and equal pay for work of equal value; it supports the inclusion of people with disabilities and promotes diversity within teams, which fosters innovation and a better understanding of customer needs. It also ensures respect for privacy and the security of employees' personal data, which supports their engagement and supports its reputation as a responsible employer.	Own operations
S2 Workers in the value chain	Working conditions	The Company seeks to influence working conditions for workers in the value chain through appropriate clauses in contracts with suppliers, covering job security, working hours and fair pay. Suppliers are required to complete initial questionnaires on these issues. The Company also recognises the importance of dialogue with workers in the value chain and regards this as a key element of responsible supplier management.	Upstream

Area ESRS reporting	Relevant sub-topics of AR 16	Description of impact	Location of impact
S4 Consumers and end users	Impact of information on consumers or end users Personal safety of consumers or end-users Social inclusion of consumers or end users	Trend Glass has a direct impact on consumers and end users through the quality and safety of its glass products. The products undergo regular mechanical stress testing and are tested for heavy metal content to ensure they are safe to use and compliant with food contact requirements. This is important for both workers handling these products throughout the value chain and end customers, including children, for whom specific safety standards apply. The Company primarily operates on a business-to-business basis; however, when selling directly to consumers, it provides clear labels, descriptions and product safety information in accordance with applicable regulations. The Company is developing its own brand, engaging in dialogue with consumers and implementing a marketing strategy based on transparent communication, whilst avoiding greenwashing.	Downstream
G1 Business Conduct	Corporate culture Whistleblower protection Political engagement Supplier relations management, including payment practices Corruption and bribery	The Company attaches great importance to a strong and ethical organisational culture, as any weakening of this could negatively impact engagement, loyalty and trust among employees. Ethics and compliance systems are also being developed, including procedures for reporting irregularities and protecting whistleblowers, as well as measures to combat corruption and bribery, which strengthens public trust and reduces the risk of misconduct throughout the value chain. Through transparency regarding its non-involvement in lobbying activities, as well as the application of policies and timely settlement of payments, Trend Glass builds an image as a responsible and reliable business partner. In the event of any incidents of a corrupt nature, the Company commits to transparent disclosure and the implementation of corrective measures to maintain high ethical standards and public trust.	Own operations Downstream Upstream

Material sustainability risks

As part of the double materiality assessment, key risks and opportunities were identified in the environmental (E), social (S) and governance (G) areas that may have a significant impact on the Company's operations.

Identifying these risks and opportunities allows for a better understanding of potential challenges and opportunities, as well as their effective integration into the Group's business strategy. The assessment process included an evaluation of the materiality of individual risks in relation to the identified themes and sub-themes, which enabled the definition of priorities and the targeting of preventive and management actions.

The following is a list of the key risks and opportunities that may affect Trend Glass's operations in the context of sustainable development.

ESRS reporting	Relevant sub-themes of AR 16	Identified risks	Identified opportunities
E1 Climate change	Adaptation to climate change	Current risk Long-term outlook The need to adapt may lead to increased costs, both in terms of new investments and higher operating costs. Future risk Long-term outlook Extreme temperatures may have a negative impact on employees' health and productivity (risk of increased absenteeism and illness). Future risk Long-term outlook The increasing frequency and severity of heatwaves, as projected in climate scenarios, poses a significant operational risk to the glassworks, whose technological processes (melting and forming) require uninterrupted operation of cooling systems. A lack of adequate cooling for auxiliary systems (e.g. moulding lines, furnaces) during periods of extreme temperatures can lead to unplanned downtime, a deterioration in product quality or equipment failure.	Future opportunity Long-term outlook Adapting to climate change by modernising infrastructure to improve energy efficiency and resilience may, in the long term, provide a competitive advantage by ensuring operational stability or lower energy costs.

ESRS reporting	Relevant sub-themes of AR 16	Identified risks	Identified opportunities
E1 Climate change	Climate change mitigation	Future risk Long-term outlook Measures to mitigate climate change may lead to higher costs for the Company. Future risk Long-term outlook The implementation of new climate policies, the expansion of emissions trading schemes and growing customer expectations regarding the reduction of the carbon footprint across the value chain may lead to increased costs for the Company.	Current opportunity Long-term outlook Climate mitigation measures may lead to enhanced access to sustainable finance
E1 Climate change	Energy	Current risk Long-term outlook Rising energy costs represent a risk for the Company.	Future opportunity Long-term outlook Investments in renewable energy sources (e.g. photovoltaic installations) may lead to financial benefits.
E3 Water and marine resources	Water		Future opportunity Long-term outlook Investments in rainwater harvesting and treatment systems as a supplementary source of process water may enable the optimisation of water consumption and reduce the use of freshwater.
E5 Circular economy	Resource inflows, including resource use Resource inflows, including resource utilisation		Current opportunity Long-term outlook By using recycled glass, the Company can gain reputational benefits, as well as financial benefits in the future, e.g. through better access to green financing.

ESRS reporting	Relevant sub-themes of AR 16	Identified risks	Identified opportunities
E5 Circular economy	Waste		Current opportunity Long-term outlook Trend Glass products are fully recyclable, meaning the Company can be perceived as environmentally friendly by both business partners and end customers. This may constitute a competitive advantage.
S1 Own staff	Working conditions	Current risk Long-term outlook Insufficient measures to promote work-life balance may lead to burnout and a decline in employee productivity, which may impact financial performance.	Current opportunity Long-term outlook Actively building dialogue with employees, for example through suggestion schemes and transparent communication, may contribute to better employee retention and a lower risk of collective labour disputes
S4 Consumers and end users	Social inclusion of consumers or end users	Future risk Long-term outlook Unethical marketing practices may lead to complaints and allegations of greenwashing.	Future opportunity Long-term outlook Interactive product labels (e.g. QR codes containing information on the origin of raw materials and certifications) may contribute to increased sales.
G1 Business Conduct	Corporate culture	Current risk Long-term outlook A weak organisational culture may lead to a decline in employee engagement. Employees may experience reduced motivation and engagement if the Company does not promote ethical business practices and transparent HR practices	

ESRS reporting	Relevant sub-themes of AR 16	Identified risks	Identified opportunities
G1 Business Conduct	Managing supplier relationships, including payment practices		Current opportunity Long-term outlook Effective management of supplier relationships, based on transparent cooperation practices, may lead to better service quality and more stable business relationships. Transparent contracts, reliable payments and close cooperation with key partners can increase operational efficiency and help reduce operational risk.

Risk management methods are described in ESRS 2 "GOV-5 Risk management and internal controls over sustainability reporting".

The Company identifies key risks and opportunities that may affect its financial performance, financial position and cash flows. In the area of sustainability, the following are of paramount importance:

Climate change – mitigation and adaptation

Adapting operations to climate change requires investment in new technologies and infrastructure modernisation. At the same time, measures to reduce greenhouse gas emissions affect the structure of capital expenditure, but in the long term support operational efficiency and access to sustainability-related financing.

Water

Glass production requires access to process water. Water resource constraints or regulatory changes may affect production continuity and the costs associated with water abstraction and wastewater discharge.

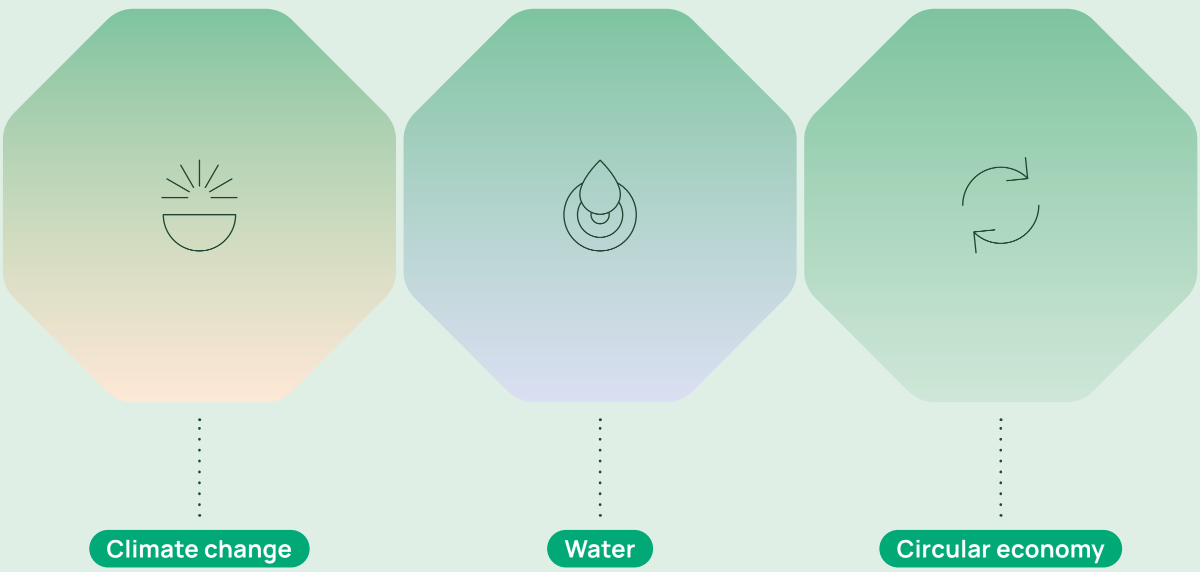
Circular economy

The Company's operations depend on the availability of raw materials and the costs of sourcing them. Against a backdrop of growing pressure to reduce resource consumption and emissions, insufficient utilisation of cullet may lead to increased material costs and regulatory risks.

Despite the identification of the above risks and opportunities, at the time of preparing this report, the Company has not identified any basis for a material adjustment to the value of assets and liabilities disclosed in the financial statements in the next annual reporting period.

The Company has conducted a qualitative assessment of the resilience of its business model and strategy to the identified impacts, risks and opportunities in the short, medium and long term, in accordance with the definitions adopted in ESRS 1.

Key risks



IRO-1

Description of processes used to identify and assess material impacts, material risks and material opportunities

Materiality assessment

In preparation for the drafting of this report in 2025, Trend Glass conducted a materiality assessment aimed at identifying key stakeholder groups and material impacts, risks and opportunities in the areas of sustainability. The analysis was carried out in accordance with the requirements of the CSRD, ESRS standards, and the guidelines set out in EFRAG IG 1, with a view to ensuring the highest quality and reliability of the process.

The double materiality principle, on which Trend Glass's analysis process was based, takes into account two key dimensions of the interdependencies between the organisation and its environment:

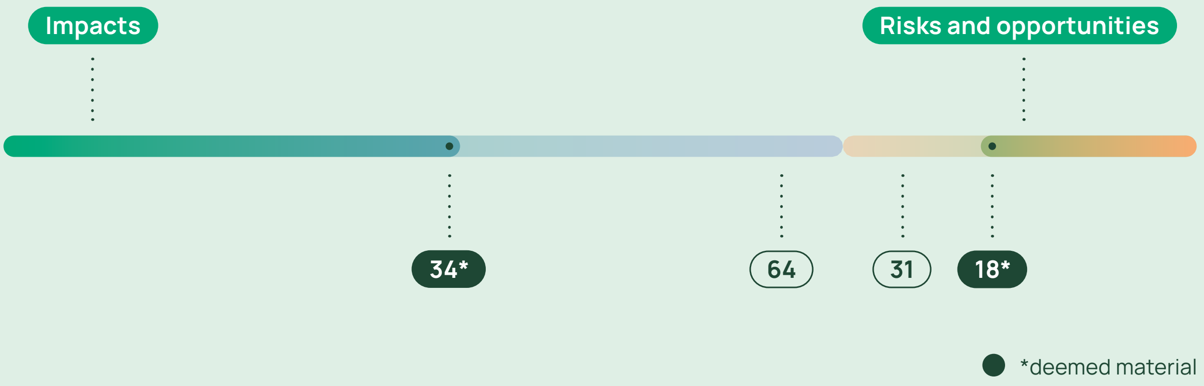
Impact materiality

Involves an analysis of how Trend Glass's operations affect the environment and society in the context of sustainable development.

Financial materiality

Assesses how issues related to environmental protection, social responsibility and corporate governance may affect the Company's operations, including its financial performance and growth prospects.

Final list of material topics



The starting point was the development of a value chain map covering three areas: upstream (suppliers), own operations, and downstream (customers and end-users). On this basis, key stakeholder groups and areas of the Company's impact were identified.

The process utilised data obtained from internal experts, relating to, amongst other things, products, relationships with business partners, customers and the raw materials used. This enabled the creation of a list of potential material topics in relation to the ESRS standards.

On this basis, a comprehensive list of impacts, risks and opportunities (IRO) was drawn up, covering both positive and negative impacts. The process was conducted at the level of the entire Company, as a single coherent business model, and any differences in the level of exposure were analysed in subsequent stages of the work.

A total of 95 IROs were identified, comprising 64 impacts and 31 risks and opportunities. The impacts were assessed in terms of their nature (positive/negative, actual/potential) and significance, taking into account their scale, scope, reversibility and likelihood of occurrence.

A key element of the process was consultation with stakeholders – surveys and workshops that enabled the list of IROs to be verified and refined. Both internal and external groups took part in the study, which allowed for different perspectives to be taken into account and the most important ESG issues to be identified.

As part of the analysis, 23 responses were collected from external stakeholders and 80 from the Company's employees. Additionally, workshops were held with management and selected customers and suppliers.

The financial materiality assessment included an analysis of risks and opportunities broken down by time horizon (short-, medium- and long-term), as well as their financial impact and likelihood of occurrence. The process was supplemented by a comparative analysis with entities having a similar business model and reporting in accordance with the ESRS.

On this basis, a final list of material topics was drawn up. Issues were deemed material if they were associated with a material impact and/or a material risk or opportunity. As a result, out of the 64 identified impacts, 34 were deemed material, and of the 31 risks and opportunities, 18 were deemed material.

Disclosure requirements under the ESRS covered by the entity's sustainability statement

IRO-2

IRO-2

IRO-2

IRO-2

List of data items contained in cross-cutting and thematic standards that arise from other EU legislation

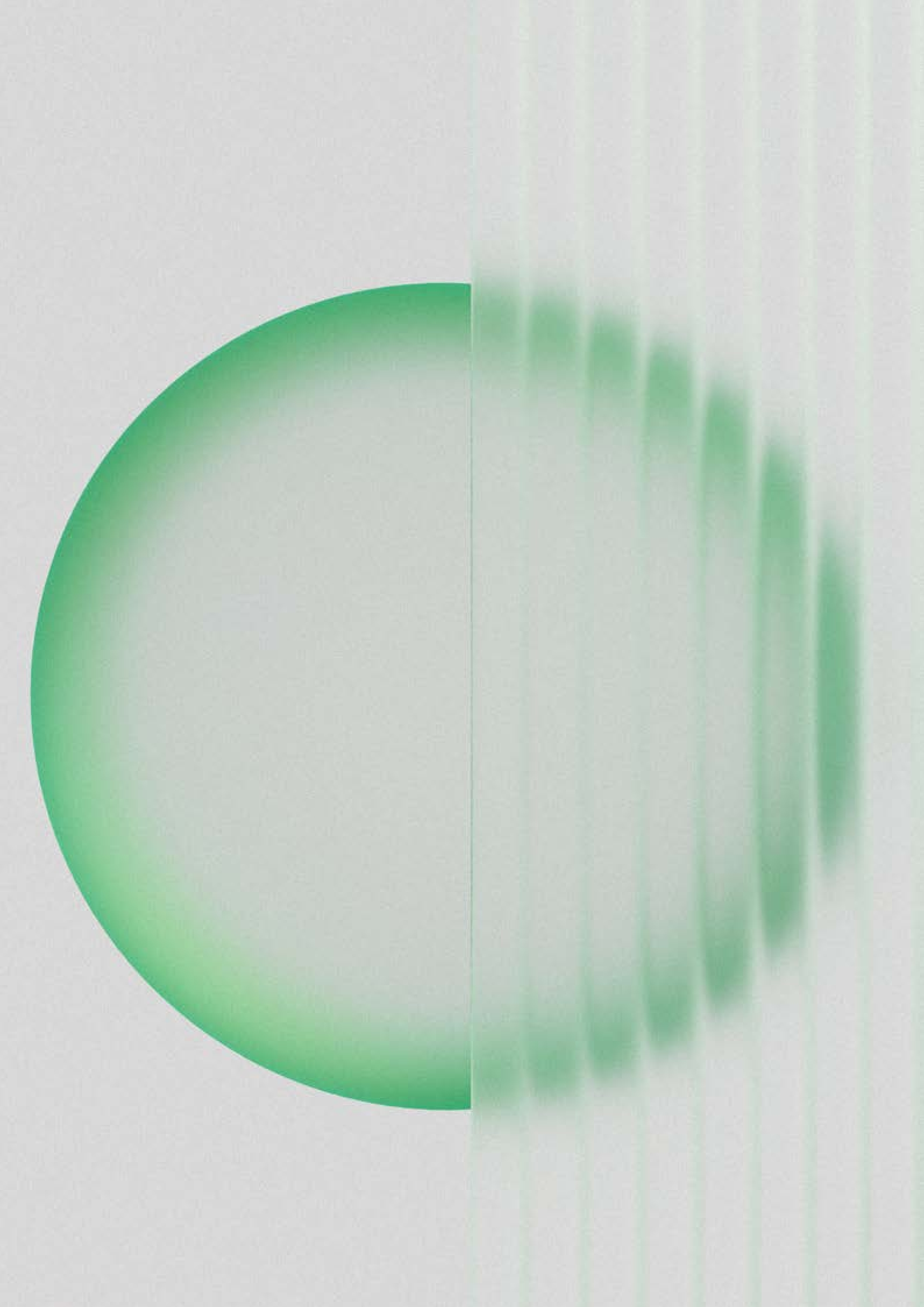
Disclosure requirement and associated data point	Reference to the Regulation on the disclosure of information relating to sustainability in the financial services sector (page number)
ESRS 2 GOV-1 Diversity of board members by gender (point 21(d))	14
ESRS 2 GOV-1 Percentage of board members who are independent (point 21(e))	14
ESRS 2 GOV-4 Statement on due diligence (point 30)	19
ESRS 2 SBM-1 Involvement in activities related to fossil fuels (paragraph 40(d)(i))	Not applicable
ESRS 2 SBM-1 Involvement in activities related to the production (point 40(d)(ii))	Not applicable
ESRS 2 SBM-1 Involvement in activities related to controversial weapons (point 40(d)(iii))	Not applicable
ESRS 2 SBM-1 Involvement in activities related to the cultivation and production of tobacco (point 40(d)(iv))	Not applicable
ESRS E1-1 Transition plan to achieve climate neutrality by 2050 (point 14)	55
ESRS E1-1 Entities excluded from the scope of the Paris Agreement-aligned benchmarks (point 16(g))	Not applicable
ESRS E1-4 Greenhouse gas emission reduction targets (paragraph 34)	57
ESRS E1-5 Fossil energy consumption disaggregated by source (paragraph 38)	58
ESRS E1-5 Energy consumption and energy mix (paragraph 37)	58

IRO-2

Disclosure requirement and associated data point	Reference to the Regulation on the disclosure of information relating to sustainability in the financial services sector (page number)
ESRS E1-5 Energy consumption associated with activities in sectors with a significant impact on (paragraphs 40–43)	58
ESRS E1-6 Scope 1, 2 and 3 gross greenhouse gas emissions and total greenhouse gas emissions (paragraph 44)	61
ESRS E1-6 Gross greenhouse gas emissions intensity (paragraphs 53–55)	65
ESRS E1-7 Greenhouse gas removals and carbon dioxide equivalent units (paragraph 56)	66
ESRS E3-1 Water and marine resources (paragraph 9)	71
ESRS E3-1 Specific policies (point 13)	Not applicable
ESRS E3-1 Sustainable practices in the field of seas and oceans (point 14)	Not applicable
ESRS E3-4 Total volume of water recycled and reused, (point 28(c))	74
ESRS E3-4 Total water consumption in m^3 per net revenue from own operations (item 29)	75
ESRS E5-5 Non-recycled waste (item 37(d))	Not applicable
ESRS E5-5 Hazardous waste and radioactive waste (item 39)	83
ESRS 2 SBM-3-S1 Risk of occurrence of (point 14(f))	Not applicable
ESRS 2 SBM-3-S1 Risk of child labour (point 14(g))	Not applicable

Disclosure requirement and associated data point	Reference to the Regulation on the disclosure of information relating to sustainability in the financial services sector (page number)
ESRS S1-1 Commitments regarding human rights policy (paragraph 20)	87
ESRS S1-1 Due diligence strategies regarding issues covered by the International Labour Organisation's core Conventions Nos. 1–8 (paragraph 21)	87
ESRS S1-1 Procedures and measures to prevent human trafficking (paragraph 22)	87
ESRS S1-1 Policy or management system for the prevention of workplace accidents (point 23)	87
ESRS S1-3 Complaint-handling mechanisms (point 32(c))	89
ESRS S1-14 Number of work-related deaths and number and rate of work-related accidents (point 88(b) and (c))	99
ESRS S1-14 Number of days lost due to injuries, accidents, fatalities or illnesses (point 88(e))	100
ESRS S1-16 Unadjusted gender pay gap men (point 97(a))	101
ESRS S1-16 Excessive remuneration of the chief executive (point 97(b))	Not applicable
ESRS S1-17 Cases of discrimination (point 103(a))	103
ESRS S1-17 Non-compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines (point 104(a))	103
ESRS 2 SBM-3-S2 Significant risk of child labour or forced labour in the value chain (point 11 (b))	Not applicable

Disclosure requirement and associated data point	Reference to the Regulation on the disclosure of information relating to sustainability in the financial services sector (page number)
ESRS S2-1 Commitments regarding the policy on respect for human rights (point 17)	107
ESRS S2-1 Policies relating to workers in the value chain (point 18)	107
ESRS S2-1 Failure to comply with the UN Guiding Principles on business and human rights and the OECD guidelines (point 19)	107
ESRS S2-1 Due diligence strategies regarding issues covered by the International Labour Organisation's core Conventions Nos. 1–8 (paragraph 19)	107
ESRS S2-4 Issues and incidents relating to respect for related to the value chain at the upstream and downstream (paragraph 36)	Not applicable
ESRS S4-1 Policy relating to consumers and end users (point 16)	116
ESRS S4-1 Failure to comply with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines (point 17)	116
ESRS S4-4 Issues and incidents relating to respect for human rights (point 35)	Not applicable
ESRS G1-1 United Nations Convention against Corruption (point 10(b))	Not applicable
ESRS G1-1 Protection of whistleblowers (point 10(d))	Not applicable
ESRS G1-4 Fines for breaches of anti-corruption and anti-bribery regulations (point 24(a))	126
ESRS G1-4 Standards on anti-corruption and bribery (point 24(b))	126



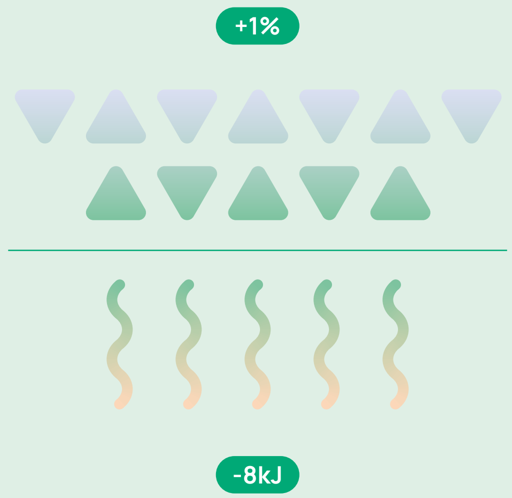
Climate change

ESRS E1

Trend Glass focuses on reducing energy consumption and greenhouse gas emissions, whilst maximising recycling and the efficient use of raw materials. The Company practises responsible waste management, limiting landfill and striving to minimise water consumption in production processes.

The production of glass packaging, which forms the core of the Company's operations, is in line with the principles of a low-carbon economy. Glass can be recycled repeatedly without losing its properties, which reduces the demand for virgin raw materials and energy. Glass cullet plays a key role; its use in the melting process significantly reduces the energy intensity of production. Adding 1% cullet reduces thermal energy consumption by approximately 8 kJ per kilogram of glass produced.

Additional benefits stem from the reduction in the extraction and processing of natural resources, which translates into a lower environmental impact throughout the product's life cycle.



Adding 1% cullet reduces thermal energy consumption by approximately 8 kJ per kilogram of glass produced.

GOV-3

Incorporating sustainability performance into incentive schemes

To date, sustainability issues have not been taken into account in relation to the remuneration of board members.

SBM-3

Material impacts, risks and opportunities and their interrelationships with the strategy and business model

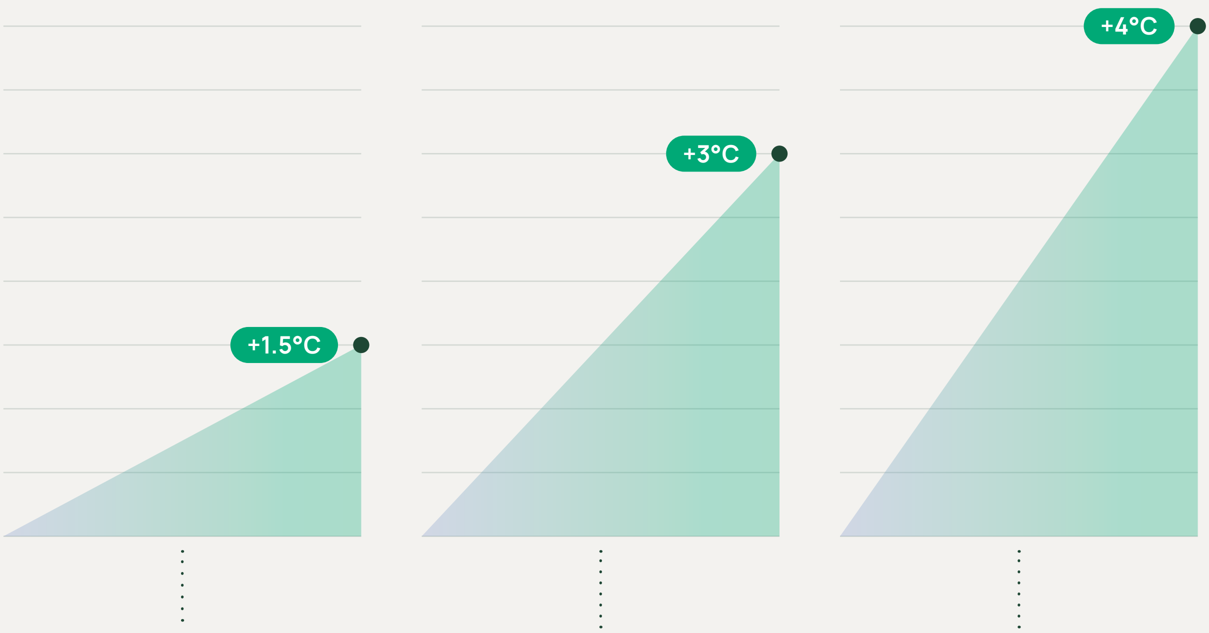
IRO-1

Description of processes used to identify and assess material impacts, material risks and material opportunities

The Company has a climate change adaptation plan and has conducted a climate scenario analysis in accordance with the TCFD guidelines. The aim of the analysis was to assess the impact of physical risks, transition risks and opportunities on the resilience of the business strategy.

The results of the analysis were also used in the double materiality analysis process as one of the key tools for identifying and assessing material climate risks and opportunities, including those arising from regulatory changes and market expectations.

IPCC RCP climate scenarios



RCP 1.9
assuming a global temperature increase of 1.5°C

RCP 4.5
assuming a global temperature increase of approximately 3°C*

RCP 8.5
assuming a global temperature rise of over 4°C*

*by the end of the century

The analysis was conducted based on three IPCC RCP climate scenarios:

RCP 1.9

RCP 1.9, assuming a global temperature increase of 1.5°C. This is a structured scenario of a globally responsible approach to climate change, involving rigorous climate policy and the rapid development and deployment of technologies and emission-reducing policies. This scenario allows us to assess the risk of a very rapid transition combined with low physical risk.

RCP 4.5

RCP 4.5, assuming a global temperature increase of approximately 3°C (by the end of the century). In this case, it is assumed that current climate policies will simply be maintained, accompanied by the slow development of low-carbon technologies. This scenario allows for the testing of the effects of high physical risk.

RCP 8.5

RCP 8.5, assuming a global temperature rise of over 4°C (by the end of the century). This scenario assumes continued high levels of fossil fuel use and limited effectiveness of climate policies, resulting in very high emissions and the intensification of climate change impacts. This scenario allows for the testing of the effects of extremely high physical risk.

The analysis adopts the following time horizons

- short-term · 2025
- medium-term · 2030
- long-term · 2050

The scope of the analysis covered the Company's entire value chain, including upstream activities, in-house operations and the downstream sector, which enabled a comprehensive assessment of the impact of climate change on Trend Glass's operations.

Significant risks related to climate change at Trend Glass

Type of risk	Risk	Time horizon	Risk management measures
physical	Supply chain disruptions due to extreme weather events	medium-term	Diversification of supply sources and the introduction of contingency procedures and increased stock levels for key components, taking into account the inclusion of climate resilience criteria in procurement policy and the ongoing monitoring of the situation in countries with elevated physical risk.
physical	Damage to assets caused by extreme weather events	long-term	Investments in infrastructure safeguards for facilities and regular technical inspections of buildings and installations to assess their resilience to extreme weather events. Covering assets with insurance policies that include climate-related risks, as well as the development and testing of business continuity plans in the event of damage to infrastructure.
physical	Staff absenteeism caused by the onset or exacerbation of illness due to heatwaves	long-term	Modernisation of ventilation and air-conditioning systems, improvement of building insulation, provision of personal and collective protective equipment and constant access to drinking water, reorganisation of working hours, and implementation of health protection procedures during heatwaves.
physical	Lack of cooling for auxiliary systems during heatwaves	long-term	Investments in high-efficiency cooling systems capable of operating in high-temperature conditions and the implementation of emergency procedures ensuring the continuity of glass forming lines. Regular servicing and monitoring of cooling system operating parameters during periods of increased risk.
physical	Interruptions in renewable energy production	medium-term	Ensuring continuity of power supply through the installation of energy storage systems (e.g. industrial batteries), the implementation of PPAs with energy suppliers, and maintaining an appropriate share of grid energy in the power mix.

Type of risk	Risk	Time horizon	Risk management measures
transformation	Increase in CO_2 and energy costs	medium-term	Continuing and expanding investment in energy efficiency, increasing the share of energy from renewable sources (e.g. solar power, green electricity from the grid), optimising energy consumption in processes, analysing long-term energy contracts, and monitoring technological and regulatory developments to flexibly adjust decarbonisation plans.
transformation	Growing requirements regarding the circular economy	long-term	Expanding the use of cullet as a feedstock and improving waste glass sorting and recovery systems at the plant. Designing glass products with full recyclability in mind and collaborating with glass customers and recyclers to close the raw material loop. Monitoring regulatory changes in the area of the circular economy and taking future requirements into account in technological investment planning and procurement policy.
transformation	Operating costs associated with compliance with new regulations	medium-term	Phased implementation of the modernisation of production facilities and processes to spread adaptation costs over time. Utilising available public support schemes and sustainable financing instruments (e.g. KPO, FEnIKS). Systematically factoring in regulatory costs when planning budgets and analysing the profitability of investment projects.
transformation	The need to switch to low-carbon technologies	long-term	Analysis of available and emerging low-carbon solutions (e.g. more efficient furnaces, fuels with a lower carbon footprint) and piloting of selected technologies. Setting investment priorities, taking into account emission reduction potential, process safety and available forms of financing.
transformation	Difficulties in raising capital in the event of failure to adapt to a low-carbon economy	medium-term	Developing a decarbonisation strategy with clearly defined emission reduction targets and a timeline for action. Transparent communication of climate targets and progress to financial institutions, as well as incorporating sustainable financing criteria when designing new investments. Identification of projects compliant with the EU taxonomy that may form the basis for securing preferential financing.

Type of risk	Risk	Time horizon	Risk management measures
transformation	Increased costs associated with adapting logistics within the value chain to the requirements of a low-carbon economy	medium-term	Optimising transport routes and selecting local suppliers where possible to reduce transport distances. Collaborating with logistics operators to implement more efficient and lower-emission transport solutions and factoring in emission costs when analysing transport mode choices.
transformation	Legal risks associated with failure to meet regulatory requirements regarding sustainable development	short-term	Monitoring regulatory changes in the field of sustainable development. Training for management and staff on sustainable development.
transformation	Skills gaps regarding changes related to sustainable development	medium-term	Implementation of training programmes to enhance ESG knowledge within the Company. Collaboration with external advisors and industry organisations. Incorporation of sustainability issues into the Company's policies and other corporate documents.

Significant opportunities related to climate change at Trend Glass

Type of opportunity	Opportunity	Time horizon	Ways to manage the opportunity
physical	Increased plant resilience (e.g ventilation, water management) may provide a competitive advantage over competitors that are less resilient to extreme weather events.	medium-term	Systematic investment in energy efficiency, automation, cooling. Highlighting durability as a selling point in discussions with customers.

Type of opportunity	Opportunity	Time horizon	Ways to manage the opportunity
transformation	Opportunity to increase market share by offering products that meet circular economy criteria	medium-term	Designing with a high proportion of cullet in the feedstock in mind, life cycle assessment (LCA), obtaining EPD/FSC certificates, communicating the environmental benefits of new product lines to customers.
transformation	Increase in energy potential from photovoltaic installations	long-term	Gradual increase in installed photovoltaic capacity on site and optimisation of the energy consumption profile in production processes in terms of self-generation. Analysis of the potential for the use of energy storage and demand management solutions to maximise the utilisation of energy from PV installations. Utilising a low-carbon energy profile as a competitive advantage in customer relations and when applying for sustainable financing.
transformation	Increase in energy potential in hydroelectric power stations	long-term	Analysis of opportunities to increase the share of energy from hydroelectric power stations in the energy mix through the appropriate selection of energy suppliers and the conclusion of power purchase agreements with guarantees of origin. Cooperation with energy operators offering portfolios based on renewable sources, including hydro, and using this supply structure as a selling point in discussions with clients and financing institutions.
transformation	Strengthening relationships with key customers through a shared climate	medium-term	Active participation in clients' climate programmes, collaboration in defining environmental requirements for new products, sharing emissions data and joint identification and implementation of projects to reduce the carbon footprint.

E1-1

Climate change mitigation transition plan

In 2025, Trend Glass developed a Climate Change Adaptation Plan. In 2026, the Company plans to submit its climate targets to the Science Based Targets initiative (SBTi).

E1-2

Policies relating to climate change mitigation and adaptation

The Company has an Environmental and Energy Policy, a Water Report and a Biodiversity Management Plan, which set out key areas of action, including emissions reduction, effective water and waste management, and a sustainable approach to raw materials and products.

Climate change poses a significant challenge to the glass industry, which is why Trend Glass integrates climate risk management into its business strategy. In its 2022 Decarbonisation Strategy, the Company set a target of achieving climate neutrality by 2045. An update is planned for 2026, along with the alignment of climate targets with the ISO 14001 management system and the SBTi initiative.

Energy management is carried out in accordance with the ISO 50001 standard, which enables the monitoring, analysis and optimisation of energy consumption, supporting the reduction of costs and environmental impact.

The Company also conducts ongoing identification of climate risks and monitors emissions in accordance with the GHG Protocol methodology. Progress towards the targets is regularly analysed and reported as part of the carbon footprint disclosure within the sustainability report.

Actions and resources relating to climate policy

The glass industry faces the challenge of gradually moving away from fossil fuels towards low-carbon energy sources. In practice, this means the need to modernise technology, including replacing gas-fired furnaces with solutions using electricity or fuels such as hydrogen, whilst ensuring access to renewable energy sources.

Trend Glass is consistently improving its energy efficiency by diversifying its energy sources and developing renewable energy. Currently, a 1 MW photovoltaic installation is in operation at the plant, and there are plans to expand it with a further unit by 2027. The Company is also implementing energy-saving solutions in the area of infrastructure and prioritises energy-efficient technologies and equipment in its investment and procurement processes.

In 2025, a high-efficiency combined heat and power (CHP) unit with a capacity of 1 MW was commissioned, enabling the simultaneous generation of electricity and heat, thereby increasing fuel efficiency and reducing emissions. This solution also enhances the plant's energy security.

Hydrogen technologies are a key area of development. In December 2025, the Company launched a research and development project on the use of hydrogen as a fuel in glass production. The project, which will run until 2028 with the support of the National Centre for Research and Development (NCBR), involves, among other things, an analysis of the feasibility of partially replacing natural gas with hydrogen in the process of heating glass tanks. The aim is to reduce CO_2 emissions and improve energy efficiency whilst maintaining high product quality.

In parallel, the Company is undertaking measures to optimise energy consumption in production processes, including in the area of compressed air systems, continuing the replacement of lighting with LEDs, and developing automation of control and packaging, which helps to increase efficiency and reduce losses.

Trend Glass is consistently improving its energy efficiency

2025

- Commissioning of 1 MW CHP unit
- Launch of hydrogen R&D project for glass production
- Focus on energy efficiency and low-carbon technologies

2027

- Expansion of photovoltaic capacity planned
- Further development of renewable energy sources

2028

- Completion of hydrogen research project
- Assessment of hydrogen use in glass tank heating
- Target: lower CO_2 emissions and higher energy efficiency

Objectives related to climate change mitigation and adaptation

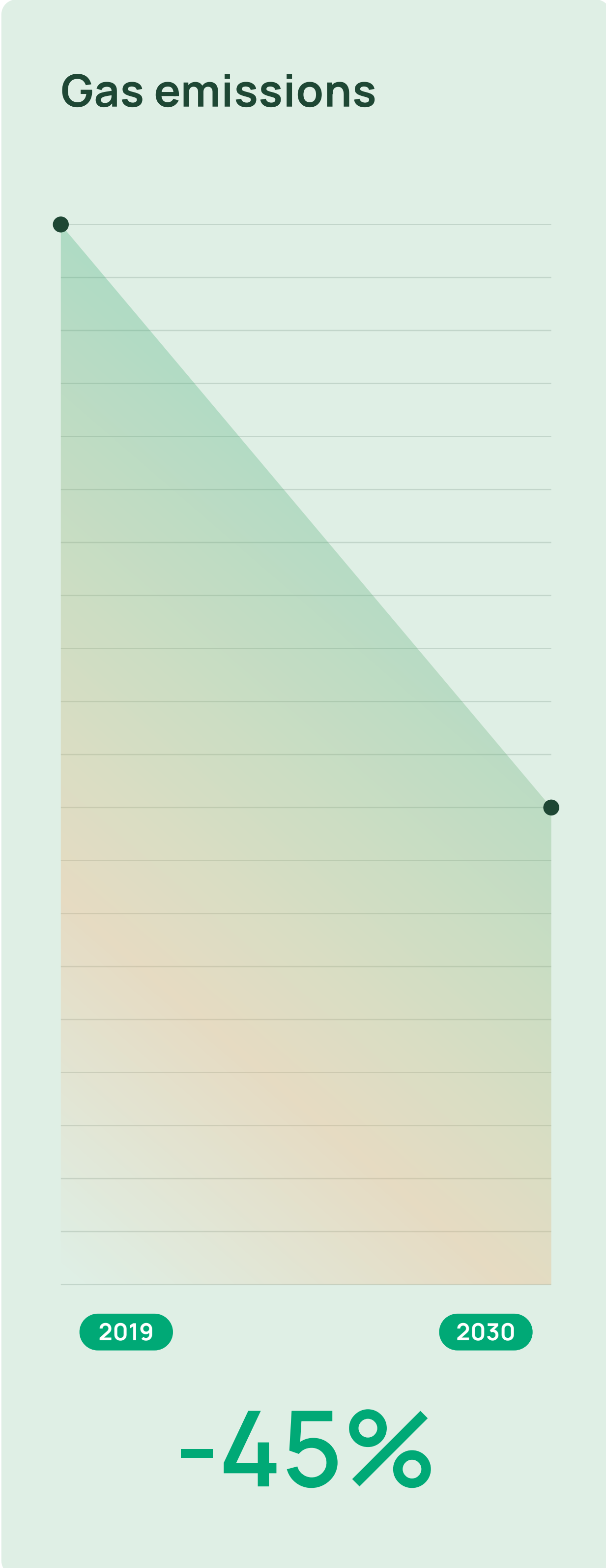
In May 2022, Trend Glass adopted a Decarbonisation Strategy, which sets out the direction of its climate-related actions. The Company has committed to reducing the intensity of its Scope 1 and 2 greenhouse gas emissions by 45% by 2030 compared to 2019 levels. The document will be updated following the approval of the targets by the SBTi in 2026.

The Company's long-term goal is to achieve climate neutrality in Scopes 1 and 2 by 2045.

The implementation of these objectives is based, among other things, on:

- optimisation of production processes and energy efficiency,
- reduction of process emissions,
- gradual electrification of the production line,
- offsetting emissions through carbon-neutral measures, sourcing energy from the market and recovering waste heat, conducting research and development activities,
- the use of new technologies related to hydrogen and biomethane,
- supporting suppliers in their efforts towards decarbonisation.

A key element is the identification of emission sources in the glass production process. The largest share is accounted for by emissions associated with the generation of high-temperature heat (approx. 75–80%) and process emissions resulting from the decomposition of raw materials (approx. 15–25%). The Company carries out activities supporting the implementation of the strategy, including systematic monitoring of the carbon footprint in accordance with the GHG Protocol and ISO 14064-1, identification of the most emission-intensive processes, improvement of energy efficiency, and product life cycle analysis (LCA). The reduction targets are consistent with the scope of the emissions inventory, and the methodology used ensures the comparability of data across reporting periods.



E1-5

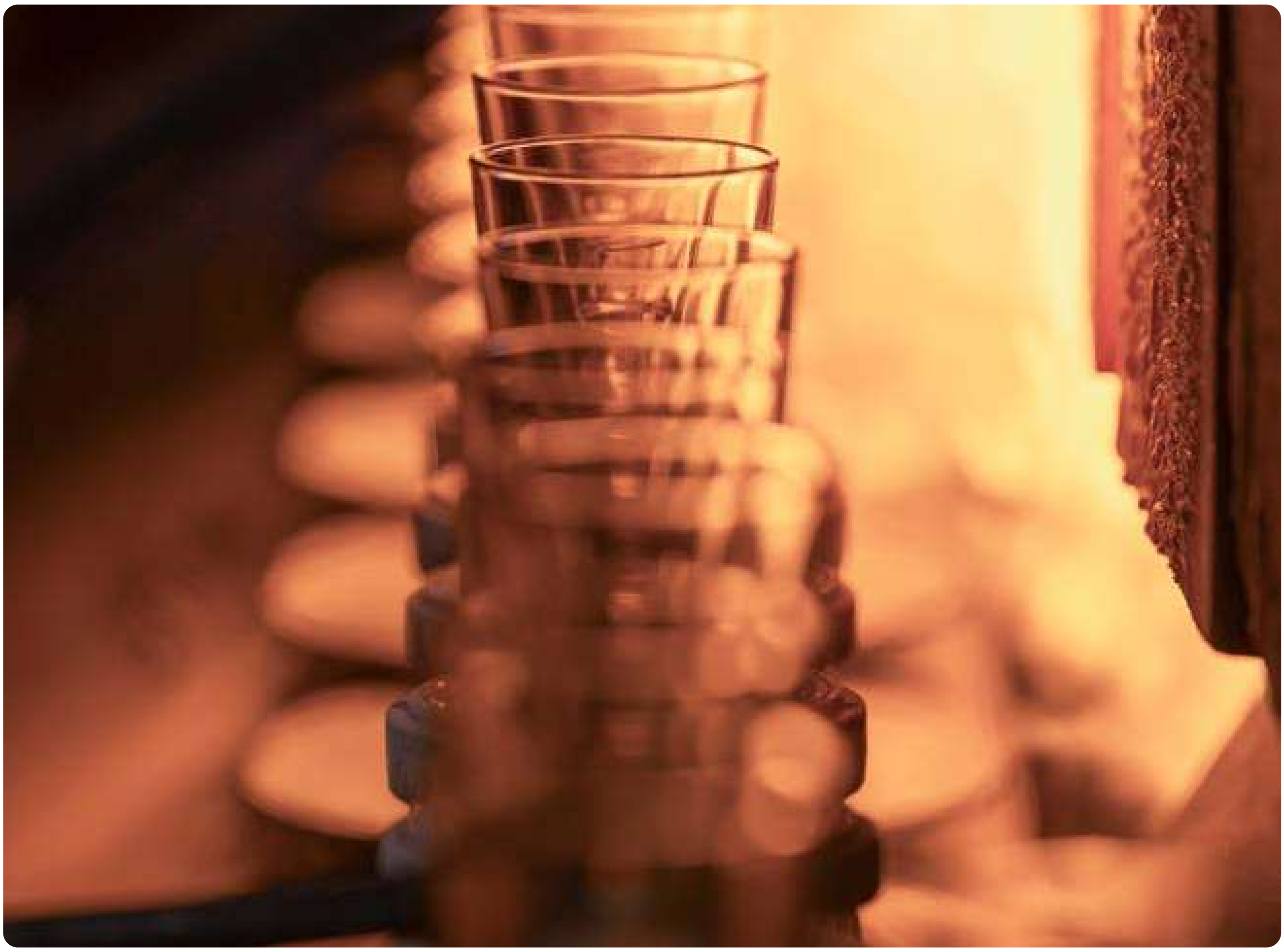
Energy consumption and energy mix

Glass production is an energy-intensive process requiring temperatures of around 1500°C With increasing production capacity, the use of modern technologies and effective energy management remain key. The Company systematically implements improvements, utilising available solutions and its own operational experience.

The main energy sources at Trend Glass are natural gas, used in the glass melting process, and electricity, which powers the production lines and the plant's infrastructure.

In 2025, purchased electricity consumption amounted to 9,932 MWh. In addition, the Company utilises energy from its own renewable sources – in 2025, 882 MWh of energy was generated and consumed from photovoltaic installations, increasing the share of renewable energy in the energy mix.

Trend Glass has an energy management system compliant with ISO 50001, which enables real-time monitoring of consumption, analysis of efficiency indicators and rapid response to deviations. This process is supported by regular energy audits, which help identify areas for further optimisation and ensure compliance with applicable requirements and good market practices.



E1-5

	Energy consumption and energy mix	2024	2025	Change y/y
1	Consumption of coal and coal products (MWh)	0	0	0
2	Consumption of fuel from crude oil and petroleum products (MWh)	0	0	0
3	Natural gas consumption (MWh)	125,236	124,514	-0,58%
4	Consumption of fuels from other fossil sources (MWh)	0	0	0
5	Consumption of purchased or self-generated electricity, heat, steam and cooling from fossil fuel sources (MWh)	11,501	9,932	-13,64%
6	Total fossil fuel consumption (MWh) (calculated as the sum of rows 1 to 5)	136,737	134,446	-1,68%
	Share of fossil fuels in total energy consumption (%)	80%	80%	0
7	Energy consumption from nuclear sources (MWh)	0	0	0
	Share of energy consumption from nuclear sources in total energy consumption (%)	0	0	0
8	Consumption of fuel from renewable sources, including biomass (also covering industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (MWh)	0	0	0
9	Consumption of purchased or self-generated electricity, heat, steam and cooling from renewable sources (MWh)	0	0	0
10	Consumption of self-generated renewable energy without fuel (MWh)	799,42	882,14	+10,35%
11	Total renewable energy consumption (MWh) (calculated as the sum of rows 8 to 10)	799,42	882,14	+10,35%
	The share of renewable energy sources in total energy consumption (%)	0,95%	1,06%	+11,58%
	Total energy consumption (MWh) (calculated as the sum of rows 6, 7 and 11)	137 536,42	135 328,14	-1,61%

E1-5

In 2025, electricity consumption fell by approximately 13% compared to the previous year. Natural gas consumption decreased by approximately 0.58% year-on-year.

At the same time, total energy consumption from renewable sources increased by approximately 10% in 2025 compared to 2024, reflecting the gradual increase in the share of renewables in the Company's energy mix.

Energy intensity per net revenue	2024	2025	Change y/y
Total energy consumption from operations in sectors with a significant impact on the climate, per net revenue from operations in sectors with a significant impact on the climate (MWh/PLN 1 million)	348	342	-1.72%

E1-6

Gross greenhouse gas emissions from Scopes 1, 2 and 3, and total greenhouse gas emissions

In 2025, Trend Glass carried out the mapping, verification and calculation of its carbon footprint for Scopes 1, 2 and 3 in accordance with the GHG Protocol methodology.

Scope 1

Covers direct emissions resulting from the combustion of fuels in production processes, the use of vehicles and machinery, as well as process emissions and refrigerant leaks.

Scope 2

Covers indirect emissions associated with electricity consumption and is reported using two approaches: location-based (the average energy mix of a given country or region) and market-based (taking into account the actual energy supplier mix, including energy from renewable sources).

Scope 3

Covers other indirect emissions in the value chain, including, amongst others, purchased products and services, capital goods, energy and fuels, upstream and downstream transport, waste, business travel, employee commuting, leasing and end-of-life products.

Due to the limited availability of primary data, some Scope 3 emissions have been estimated using proxy data and assumptions. This applies in particular to downstream transport, business travel, employee commuting and end-of-life product disposal. Emissions are calculated based on quantitative data and current emission factors. The source of GWP values is the IPCC AR6 report, and emission factors are derived from publications by DEFRA, KOBiZE, URE, PLGBC and the EPA, among others.

Trend Glass plans to gradually improve the accuracy of its emissions calculations by developing data collection systems and deepening cooperation with participants in the value chain. These measures will enable a more detailed assessment of environmental impacts, including within the framework of life cycle assessments (LCA) covering the stages of production, decoration and packaging.

The Company uses Guarantees of Origin (GOO), which confirm the generation of electricity from renewable sources. In 2025, the volume of GOOs purchased and redeemed corresponded to 100% of electricity consumption, which allowed Scope 2 emissions to be reported as zero on a market-based basis.

The use of GOO reduces the carbon intensity of energy in the market-based model and reflects the Company's purchasing decisions regarding energy from renewable sources. It does not, however, affect the national energy mix, but enables a more accurate presentation of decarbonisation efforts.

The Company maintains detailed records of GOO, covering, among other things, their volume, validity period, energy sources and the scope of consumption covered. This ensures data transparency and compliance with ESRS reporting requirements, and forms part of the implementation of the emissions reduction strategy.

E1-6

	Retrospective			
	2019*	2024	2025	Change y/y
Scope 1 greenhouse gas emissions				
Total Scope 1 greenhouse gas emissions (tCO2eq)	46,387	27,230	31,615	16%
Total Scope 1 greenhouse gas emissions (tCO2eq)	99,5	99,6	99,7	0,1%
Scope 2 greenhouse gas emissions				
Total Scope 2 greenhouse gas emissions according to the location-based method (tCO2eq)	14,039	7,485	6,464	-14%
Gross greenhouse gas emissions under Scope 2 according to the market-based method (tCO2eq)	–	6,307	5,446	-14%
Significant Scope 3 greenhouse gas emissions				
Total gross indirect greenhouse gas emissions under Scope 3 (tCO2eq)	1,252	36,638	19,092	-48%
1 Goods and services purchased	–	21,833	6,795	-69%
Optional subcategory: Cloud services and data centres	–			
2 Capital goods	–	622	61	-90%
3 Fuel and energy activities not included in scope 1 or 2	–	6,875	6,045	-12%
4 Upstream transport and distribution	1,217	825	1,329	61%
5 Waste generated during operations	–	182	270	48%
6 Business travel	36	13	12	-8%
7 Staff commuting	–	2	2	0
8 Leased upstream assets	–	1,324	465	-65%
9 Downstream transport	–	4,538	3,781	-17%

Intermediate targets and the years to which the target applies			
2026	2030	2050	Change y/y
The target was set in relation to energy production intensity			–
			–
The target was set in relation to energy production intensity			–
			–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–

	Retrospective			
	2019*	2024	2025	Change y/y
(10) Processing of products sold	–	–	–	–
(11) Use of products sold	–	–	–	–
(12) Disposal of sold products at the end of their useful life	–	425	331	-22%
(13) Leased assets in the downstream sector	–	–	–	–
(14) Franchises	–	–	–	–
(15) Investments	–	–	–	–
Total greenhouse gas emissions	–	–	–	–
Total greenhouse gas emissions (location-based) (tCO2eq)	61,678	71,353	57,170	-20%
Total greenhouse gas emissions (market-based) (tCO2eq)	–	70,175	56,153	-20%

*Total gross indirect greenhouse gas emissions in Scope 3 (tCO2eq) for the base year 2019 were calculated for only two categories: Upstream transport and Business travel. The process was subsequently streamlined.

Greenhouse gas emissions intensity per net revenue	Unit	2024	2025	Change y/y
Total greenhouse gas emissions (location-based) per PLN 1 million of net revenue	MgCO2e/ PLN 1 million	181	145	-20%
Total greenhouse gas emissions (market-based) per PLN 1 million of net revenue	MgCO2e/ PLN 1 million	178	142	-20%

Intermediate targets and the years to which the target applies			
2026	2030	2050	Change y/y
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–
–	–	–	–

E1-7

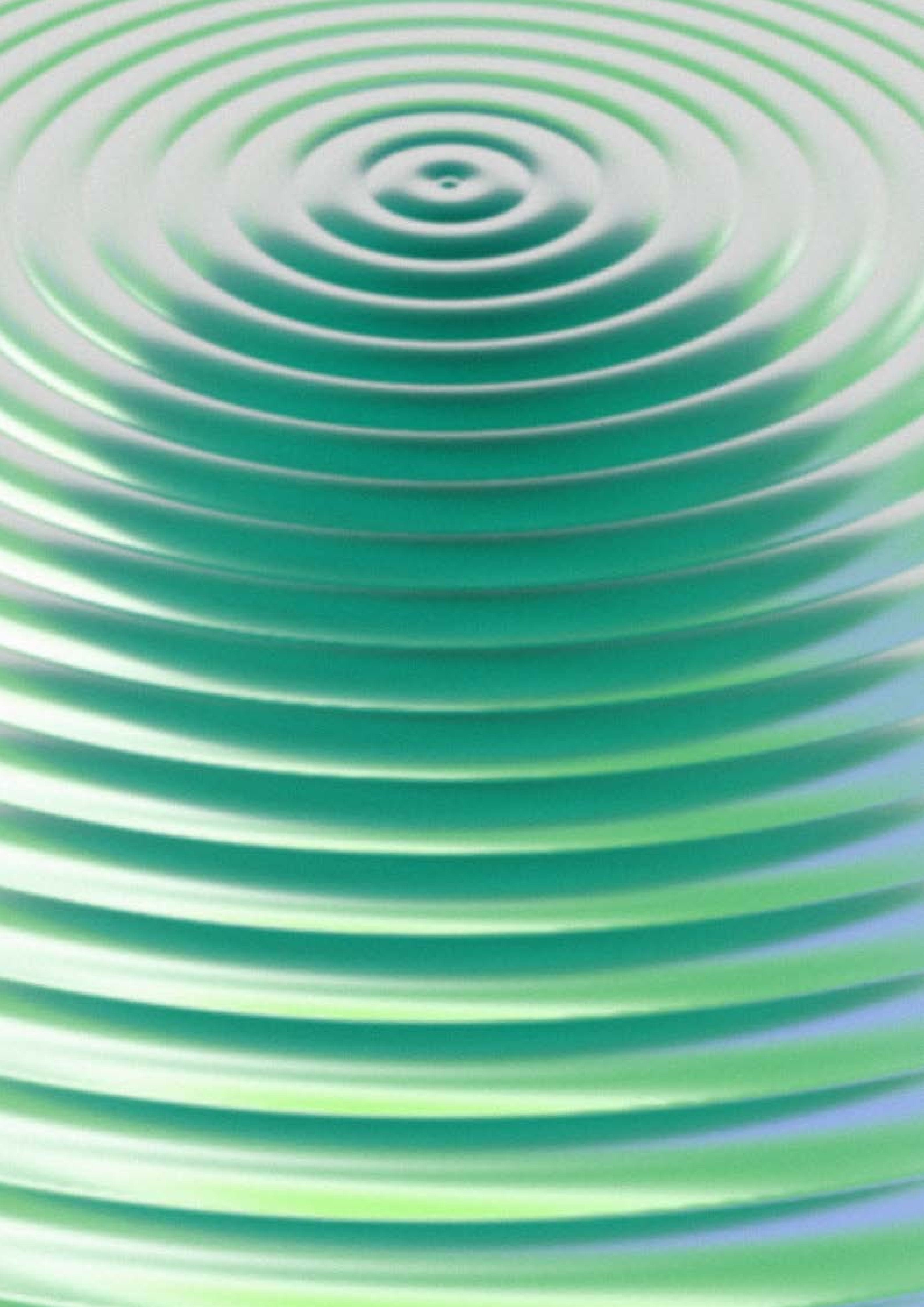
Greenhouse gas removal and emission reduction projects financed through carbon credits

In 2025, Trend Glass did not purchase any offset units or carbon credits.

E1-8

Internal pricing of greenhouse gas emissions

Trend Glass has not set an internal price for greenhouse gas emission units.



Water and marine resources

Description of processes used to identify and assess significant impacts, significant risks and significant opportunities

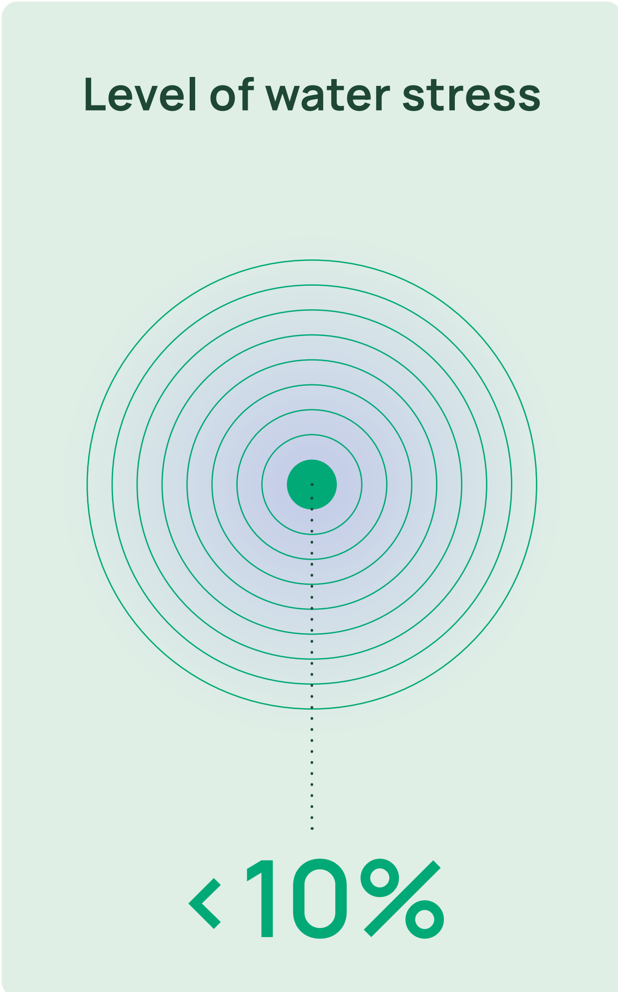
The Company has conducted an analysis of impacts, risks and opportunities related to water resources, covering both its own operations and the value chain. Areas of impact have been identified, such as water abstraction for production and domestic purposes, wastewater discharge and their impact on water quality.

The Radom plant is located in an area with a low level of water stress (below 10%), as confirmed by the indicators available from the World Resources Institute's Aqueduct Water Risk Atlas.

The analysis took into account both negative and positive impacts.

The main risks include, among others, excessive water abstraction and the potential impact on the quality of aquatic ecosystems. At the same time, the Company is implementing measures to reduce water consumption, developing closed-loop solutions and striving to improve the quality of discharged wastewater.

The identified opportunities primarily include the potential to reduce costs through efficient water management and to increase operational resilience to climate change. The analysis also covered operational, regulatory and financial risks associated with water resources.



E3-1

Policies relating to water and marine resources

Trend Glass implements a policy of responsible water resource management, as set out in the Environmental and Energy Policy and the Water Report.

The Company's approach involves monitoring water consumption, identifying the most water-intensive processes, and implementing measures to reduce water withdrawal and losses. Minimising the impact of operations on water resources is of key importance through the use of closed-loop systems in production and decoration processes, regular water quality testing, and monitoring of wastewater parameters.

The Company operates in accordance with applicable regulations and applies best environmental practices. The Water Report also provides for a periodic assessment of water-related risks and the setting of targets and performance indicators.

Trend Glass is committed to the efficient use of water resources, their ongoing monitoring, and the maintenance of infrastructure in a manner that ensures compliance with environmental requirements.

E3-2

Activities and resources related to water and marine resources

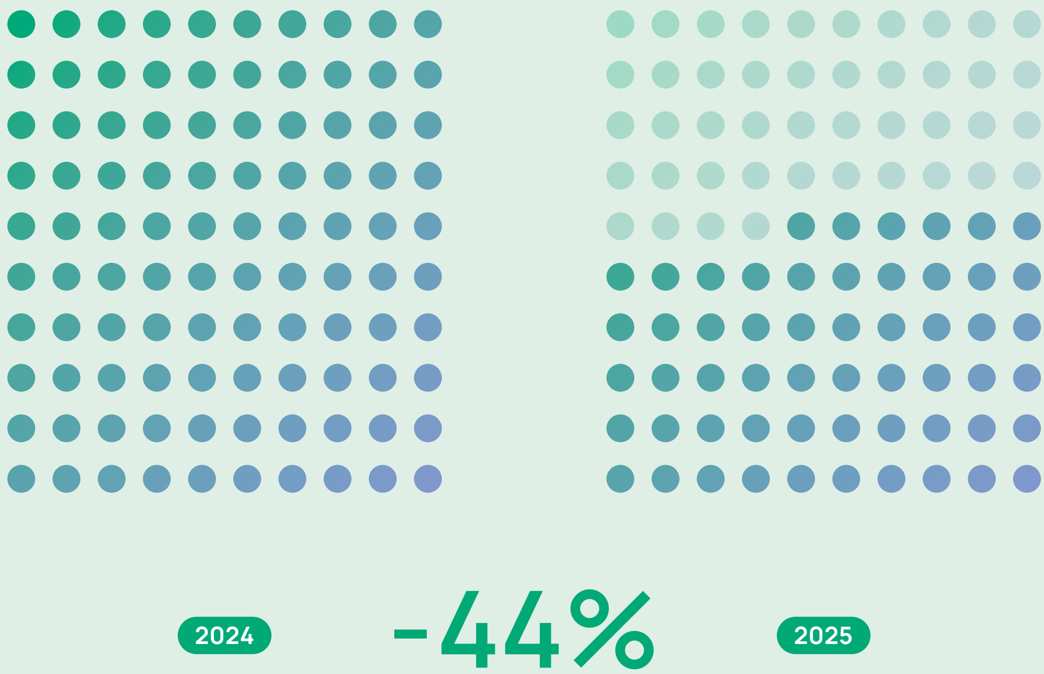
Trend Glass carries out activities aimed at responsible water management and reducing the impact of its operations on the aquatic environment.

A closed-loop system is used in production processes, in which water from the public water supply is used mainly to replenish losses resulting from evaporation and periodic replacement. Water is used primarily for cooling, cleaning production lines and for sanitary purposes. Process water is treated in accordance with the water permit before being discharged into the sewerage system.

Water resource management includes monitoring consumption, optimising processes, preventing leaks and reducing the volume of wastewater.

In 2025, the Company did not implement any new projects in this area, as existing solutions were sufficiently effective. At the same time, total water consumption was 44% lower than in 2024, whilst maintaining ongoing monitoring and compliance with regulatory requirements.

Total water consumption



E3-3

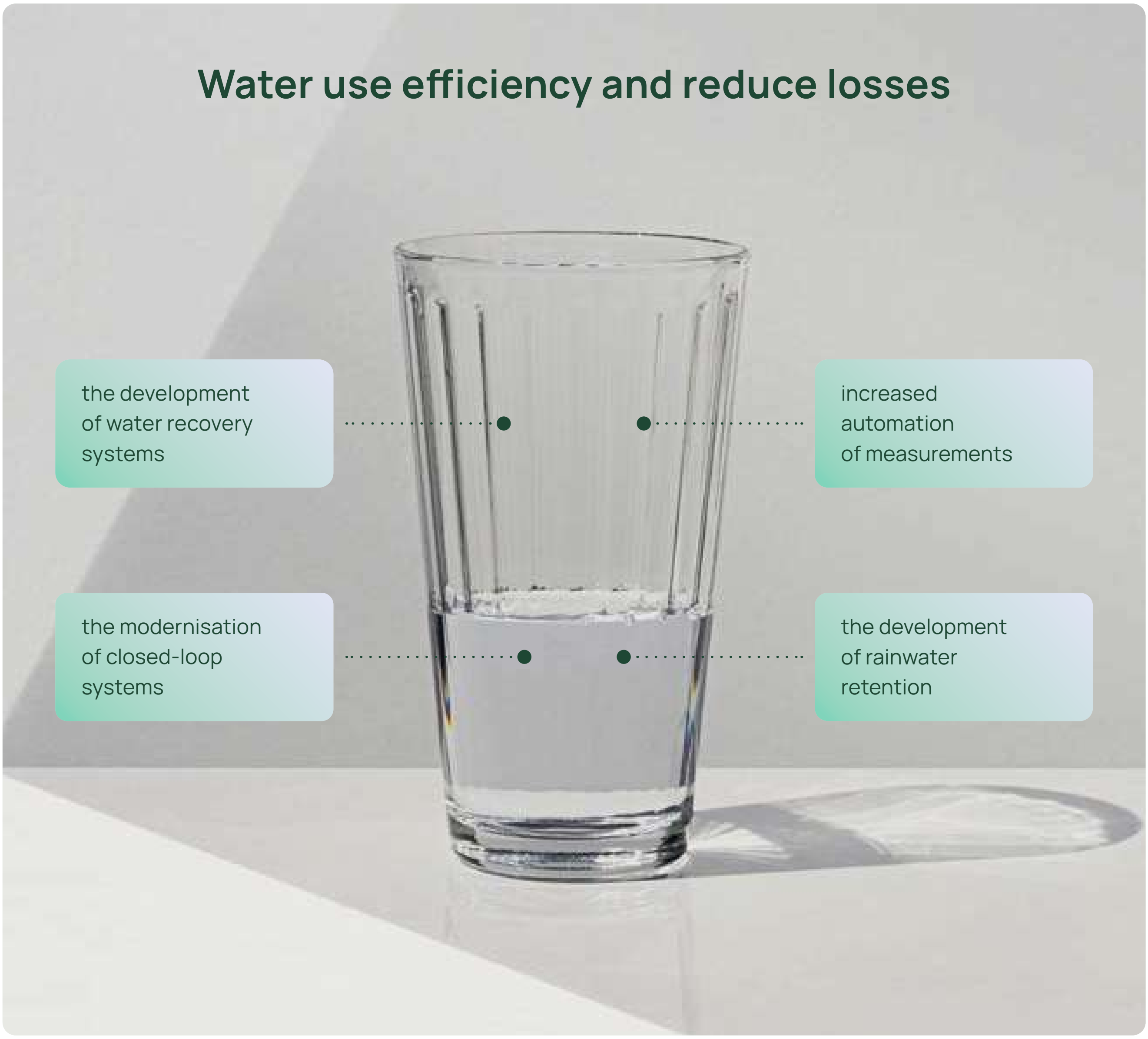
Targets relating to water and marine resources

As at the reporting date, the Company does not have formal, measurable quantitative targets for water consumption in line with the ESRS.

At the same time, operational activities are being carried out to improve water use efficiency and reduce losses. These include the development of water recovery systems, the modernisation of closed-loop systems, increased automation of measurements, and the development of rainwater retention.

Progress is monitored based on an analysis of water consumption, recovery rates in closed-loop systems, water retention, and historical data.

Implementation of these measures is planned over the next three years. The Company is considering the future implementation of formalised, measurable targets in this area.



E3-4

Water consumption

Water is a key and shared resource, which is why its responsible use is a significant element of the Company's operations.

At Trend Glass, water is used mainly in production processes (cooling, cleaning of installations) and for sanitary purposes. Water is drawn from the public water supply network, and its consumption is monitored separately for technological and sanitary purposes.

Water consumption and wastewater discharge are subject to ongoing monitoring. In the event of deviations, corrective actions are taken, which helps to minimise losses and improve the efficiency of resource use.

Process wastewater is pre-treated in on-site facilities and then discharged into the sewerage system in accordance with applicable requirements. Its volume and parameters are regularly monitored and verified by external laboratories.

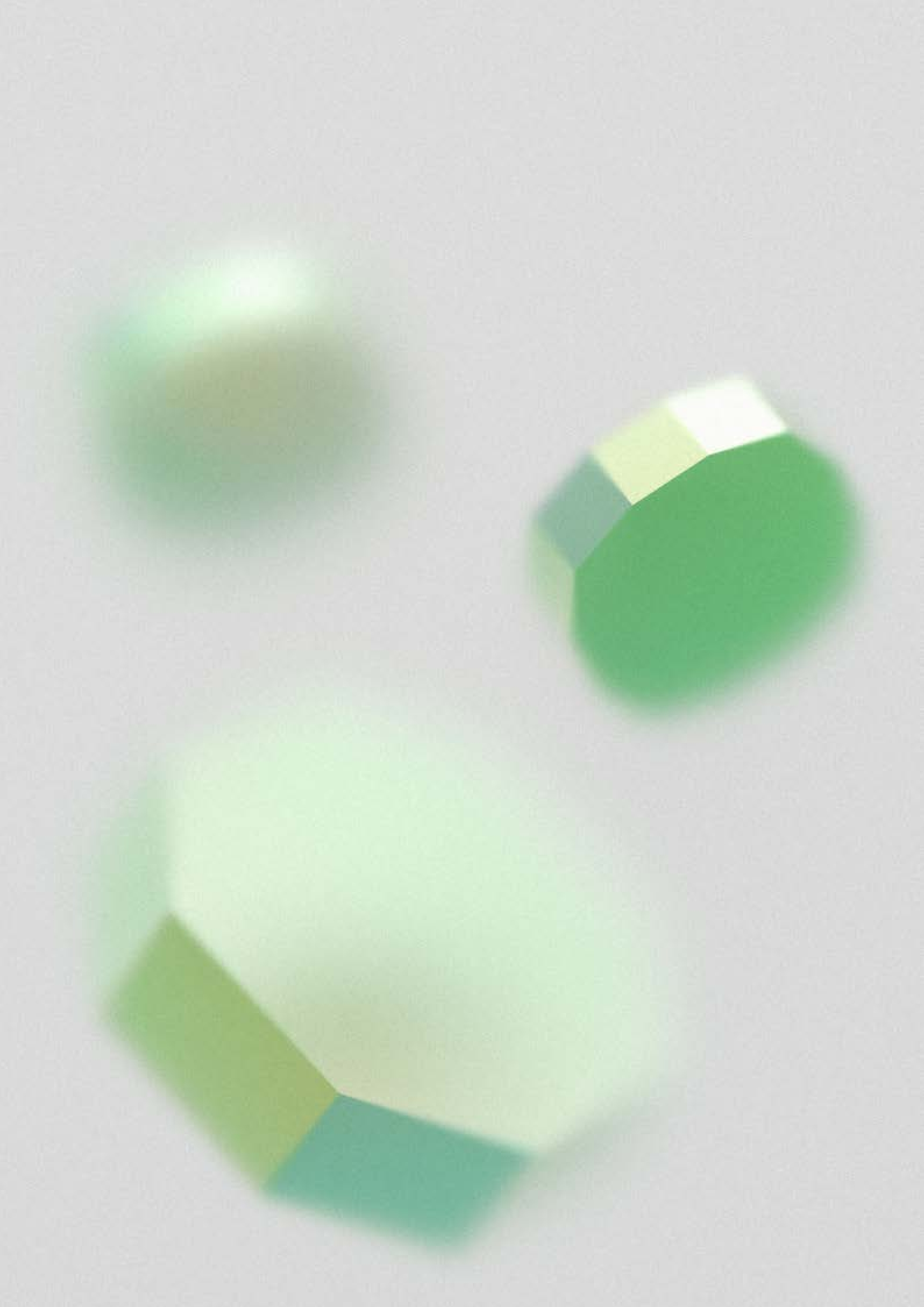
E3-4

Category	Description	Unit	2024	2025
Water consumption	Total water consumption	m^3	90,161	50,015
	Total water consumption in areas at risk of water-related hazards	m^3	0	0
	Total volume of water recycled and reused	m^3	40,970	96,660
	Total volume of stored water	m^3	100	100
Water intake and discharge	Total water intake	m^3	90,161	90,161
	Total water discharge	m^3	90,161	90,161
Water consumption rate water	Total water consumption per PLN 1 million of net revenue	m^3/PLN 1 million	228	129

The Trend Glass plant in Radom is located in an area with a low level of water stress (below 10%), according to data from the Aqueduct Water Risk Atlas and national indicators.

Data on water abstraction and wastewater discharge are based on readings from certified meters also used for billing purposes, ensuring their reliability and consistency.

Detailed information on water cycles, inspections and regeneration processes is presented in the Company's Water Report.



Circular economy

IRO-1

Description of the processes used to identify and assess material impacts, material risks and material opportunities

A description of the processes for identifying and assessing material impacts, risks and opportunities is provided in disclosure IRO-1 in Part ESRS 2 'General disclosures'.

E5-1

Policies relating to resource use and the circular economy

Issues relating to waste management, chemicals management and a sustainable approach to raw materials, design and products are set out in the Environmental and Energy Policy and the Environmental, Water and Waste Management Procedure, adopted in 2024.

These documents include, among other things, targets for reducing waste volumes, waste sorting, monitoring and reporting, as well as exploring opportunities for reuse. The Company also strives to optimise processes to reduce resource consumption and to design products and packaging that are suitable for reuse and recycling.

Waste is transferred exclusively to authorised entities involved in its recovery or disposal. The volume of waste is monitored by weight, and records are kept electronically in the BDO system by the Environmental Protection Specialist, ensuring compliance with applicable regulations and full control over waste streams.

E5-2

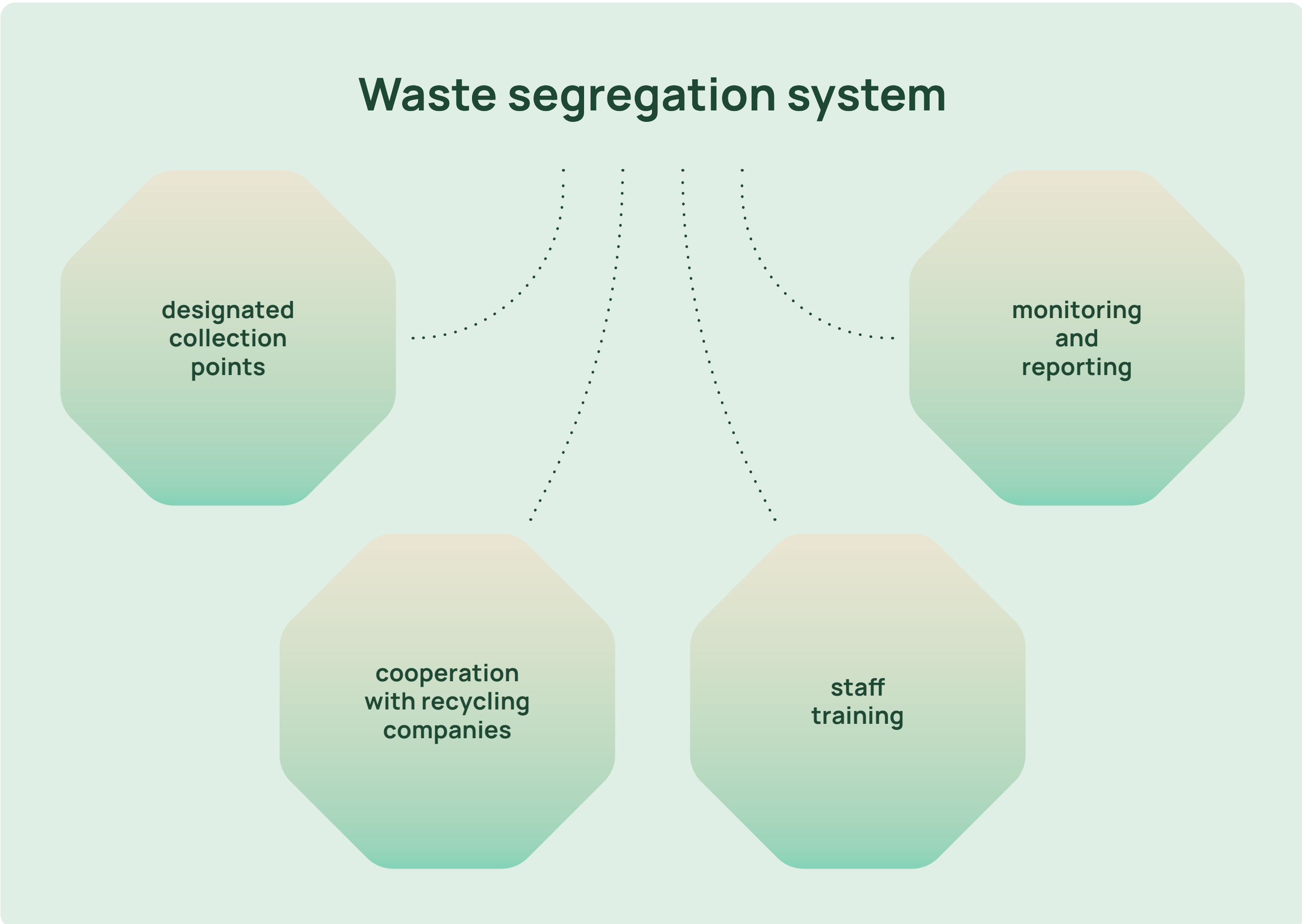
Activities and resources related to resource use and the circular economy

Trend Glass strives for the responsible use of resources and the implementation of circular economy principles to reduce environmental impact, enhance process efficiency while reducing costs.

The facility operates a waste segregation system comprising designated collection points, cooperation with recycling companies, staff training, and ongoing monitoring and reporting to the BDO system.

The Company implements solutions supporting resource reuse, including material recovery, tooling refurbishment and the use of reusable packaging. By-products are, where possible, redirected for reuse or recycling.

In addition, the Company optimises logistics and transport, including through route planning and the reduction of empty transport runs, and analyses opportunities for transport consolidation with partners. The effectiveness of these measures is regularly monitored based on key environmental indicators.



E5-3

Objectives related to resource use and the circular economy

The Company aims to reduce resource consumption and advance the circular economy by reducing energy, water and virgin raw material consumption, increasing the share of recycled materials, and optimising production processes. Ecodesign solutions are being implemented and packaging suitable for reuse or recycling is being developed.

Trend Glass plans to reduce stretch film consumption by 5% by 2026 and cut the use of virgin raw materials by 6%, whilst increasing the proportion of glass cullet. By 2028, the Company aims to reduce its electricity consumption by 9%, partly by increasing the share of energy from renewable sources and expanding its photovoltaic installation by a further 1 MW.

At the organisational level, the aim is to train all new employees and management staff in the areas of the circular economy and resource efficiency by 2027. Additionally, the implementation of the ISO 14001 environmental management system is planned by the end of 2026.

Reduce resource consumption

2026

- Reduce stretch film consumption by 5%
- Cut the use of virgin raw materials by 6%
- Increasing the proportion of glass cullet

2027

- Train all new employees and management staff in the areas of the circular economy and resource efficiency

2028

- Reduce its electricity consumption by 9%

Resources introduced into the organisation

Trend Glass is developing its own expertise in the design and manufacture of glass moulds, which ensures control over quality, costs and production continuity, and enables the realisation of customised projects.

Glass production is automated – the molten glass is formed in precision-made steel moulds. Due to the high process temperatures, the moulds must be highly durable and resistant to deformation and oxidation. Their manufacture involves advanced machining, in which a significant amount of material is removed to achieve the required geometry and accuracy.
The precision of the moulds is crucial to product quality, directly affecting their technical parameters, aesthetics and durability.

In 2025, 87 Mg of technical materials, mainly steel, were used in mould production. The resulting waste in the form of steel chips (48 Mg) was sent in its entirety for recycling. Waste data is taken from records maintained in the BDO system.
During the period under review, the Company did not use any biological materials.

E5-5

Resources discharged from the organisation

The Company segregates waste at source. The largest share consists of glass from its own production, which is entirely returned to the process and recycled at the plant.

Trend Glass products are made from soda-lime glass, which is safe for food contact and fully recyclable. The Company offers a wide range of products – from everyday items to solutions for the HoReCa sector – with the option of personalisation and advanced decorative techniques.
Due to high quality requirements, the production process mainly utilises the Company's own glass cullet, with a limited proportion of post-consumer cullet. The Company is taking steps to increase its use whilst maintaining quality standards.

Trend Glass strives to reduce waste and maximise its recovery, particularly within its own operations. Waste management is monitored and reported in the BDO system, in accordance with applicable regulations.

Resources discharged from the organisation	Entity	2024	2025
Total product mass	Mg	48,560	47,207
Total weight of recyclable products	Mg	48,560	47,207
Total weight of packaging	Mg	1,571.79	1,363.45
Total weight of recyclable packaging	Mg	1,571.79	1,363.45
Recyclable content ratio in products	%	100	100
Recyclable material content in packaging	%	100	100

E5-5

Resources discharged from the organisation	Unit	2024	2025
Hazardous waste	kg	86,161.00	184,104.00
Quantity of hazardous waste sent for recycling	kg	86,161.00	97,102.00
Quantity of hazardous waste sent for incineration for energy recovery/recovery	kg	0.00	87,002.00
Quantity of hazardous waste sent for incineration without energy generation/recovery	kg	0.00	0.00
Quantity of hazardous waste sent to landfill	kg	0.00	0.00
Non-hazardous waste	kg	830,973.00	685,673.00
Quantity of non-hazardous waste sent for recycling	kg	664,430.00	671,885.00
Quantity of non-hazardous waste sent for incineration for energy generation/energy recovery	kg	166,543.00	7,648.00
Quantity of non-hazardous waste sent for incineration without energy recovery	kg	0.00	0.00
Quantity of non-hazardous waste sent to landfill	kg	0.00	6,140.00
Quantity of glass generated as internal waste that we recycle internally	kg	17,244,031.00	13,374,188.00
Total amount of radioactive waste	kg	0.00	0.00
Total mass of waste generated	kg	18,161,165.00	14,243,965,
Percentage of non-recycled waste	%	0.00	0.04

People working for the organisation

SBM-2

Stakeholders' interests and views

Consideration of stakeholders' interests, views and rights is presented in disclosure SBM-2 in section ESRS 2 "General disclosures".

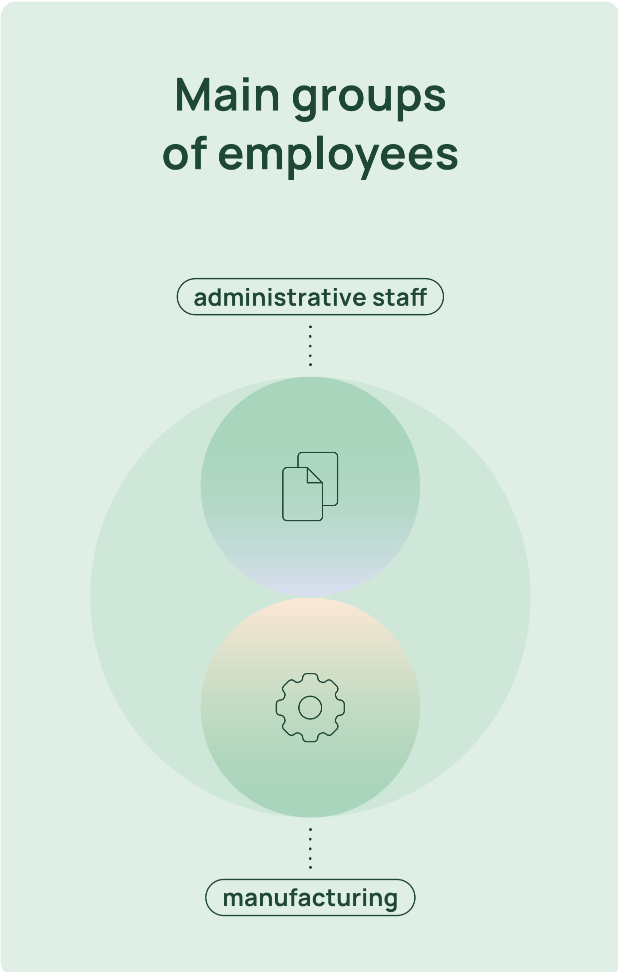
SBM-3

Significant impacts, risks and opportunities and their interrelationships with strategy and the business model

The Company's operations involve significant social impacts, particularly in the areas of working conditions, safety, job security, work-life balance and the development of employees' skills.

Trend Glass operates in accordance with high social, environmental and ethical standards. Human resources are closely linked to the Company's strategy and business model, which is based on production continuity, product quality and process efficiency. Competent and stable teams are of key importance. The analysis did not identify any significant negative impacts of a systemic nature or resulting from individual incidents. Detailed information is provided in the ESRS 2 SBM-3 disclosure.

Trend Glass has two main groups of employees: manufacturing and administrative staff. All employees are employed under employment agreements. The Company does not use non-standard employment arrangements.



S1-1

Policies relating to the workforce

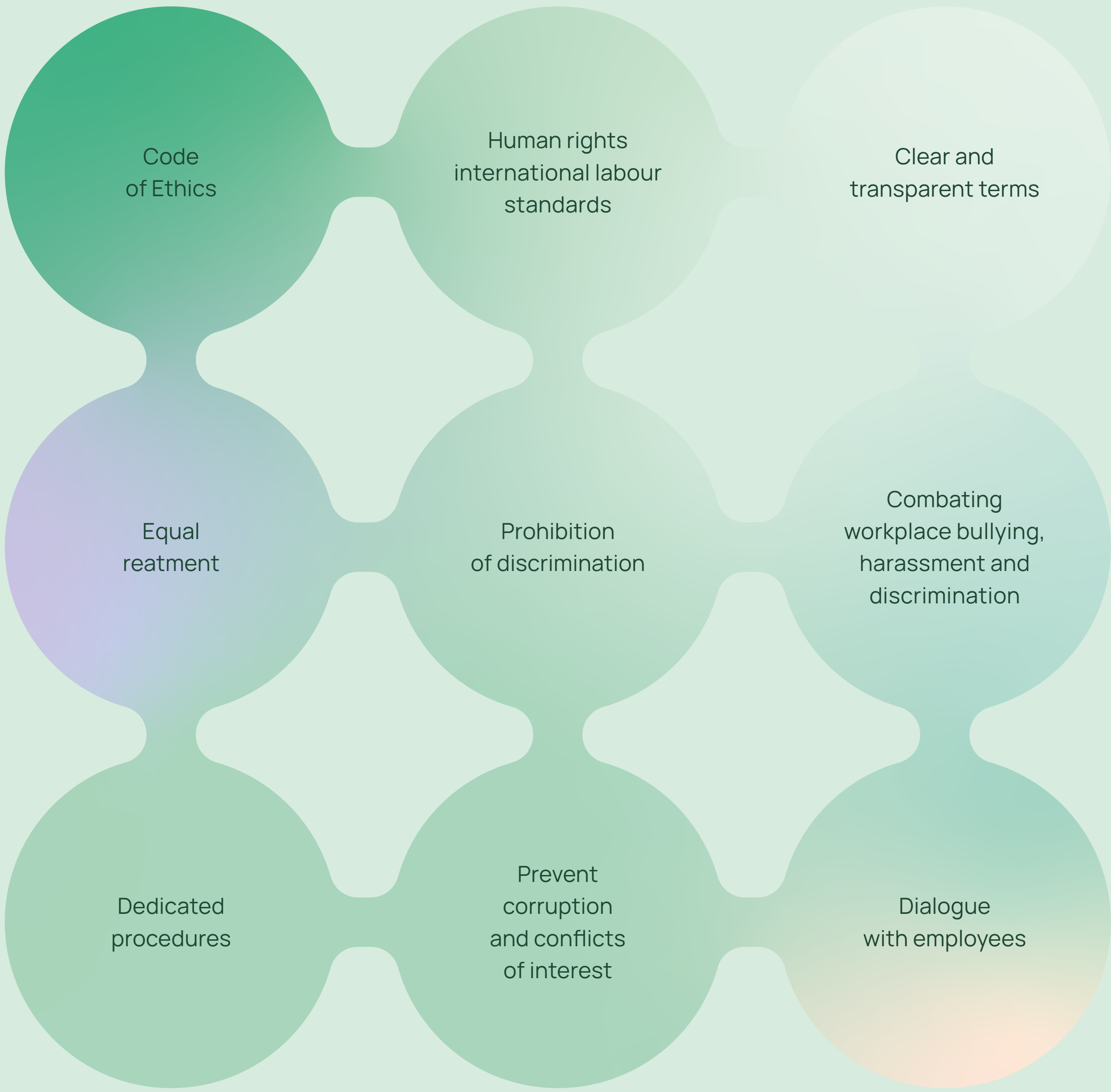
Trend Glass's conduct is based on the Code of Ethics, which sets out the principles governing the conduct of all employees and the values shaping the Company's organisational culture. Operations are conducted in accordance with applicable laws, with respect for human rights and international labour standards, including freedom of association and social dialogue. The Company does not permit illegal, forced or child labour. Employees are hired under clear and transparent terms, receive regular pay and are aware of their terms of employment and working hours. The principles of equal treatment and the prohibition of discrimination are observed.

The principles for combating workplace bullying, harassment and discrimination are set out in a dedicated procedure, which includes a list of protected characteristics and mechanisms for reporting and investigating breaches. Any employee or third party, including a contractor to the Company, who becomes aware of any form of corruption or other undesirable behaviour is expected to report this to the Legal and Compliance Department via the email address compliance@trendglass.pl or via the whistleblowing channel.

Trend Glass also implements measures to prevent corruption and conflicts of interest, in accordance with the Anti-Corruption Policy and the rules regarding the acceptance and offering of gifts.

Dialogue with employees is maintained on an ongoing basis through meetings, consultations, surveys and feedback channels. The Management Board is responsible for adopting and updating policies, whilst managers of individual departments are responsible for their implementation.

Key workforce policies



S1-2

Procedures for engaging with the company's own employees and employee representatives regarding impacts

The Company implements measures to systematically identify and assess impacts relating to working conditions and safety. These include consultations with employee representatives, the option to submit comments via a suggestion box located in the HR Department, and a whistleblowing system, including issues relating to discrimination and ethics violations.

Trend Glass plans to conduct regular, anonymous employee satisfaction surveys covering the entire organisation. The survey results contribute to monitoring of ESG strategy implementation and support dialogue with employees. The first survey was conducted in the third quarter of 2025, and its results are being analysed and used to support improvements.

S1-3

Processes for mitigating negative impacts and channels for employees to report issues

Trend Glass attaches great importance to ensuring stable employment and job security, which is reflected in low staff turnover and the perception of the Company as a responsible employer.

Employees' comments and feedback are analysed on an ongoing basis. They may be submitted via Employee Representatives, who represent the workforce in dialogue with the employer and participate in consultations regarding planned changes. In 2025, two meetings were held with the Employee Representatives concerning changes to the workplace regulations.

In addition, employees and visitors to the site can submit comments anonymously via the suggestions box located in the HR Department.

Taking action regarding material impacts on its own employees and applying approaches to mitigate material risks and capitalise on material opportunities related to its own workforce, and the effectiveness of these actions

Trend Glass implements measures to ensure a safe, stable and inclusive working environment and to develop employees' skills. These include both systemic solutions and initiatives supporting the health, integration and engagement of the team.

A key area is occupational safety. Measures are preventive in nature and include the application of health and safety principles, risk identification and the ongoing maintenance of safe working conditions.
The company applies principles of equal treatment and diversity management in its recruitment, appraisal, training, promotion and remuneration processes. It ensures transparent employment policies and remuneration commensurate with skills and responsibilities.

An important element is employee development through training and initiatives supporting adaptation and internal mobility. Additionally, an annual anonymous employee survey is conducted, covering, among other things, safety, working conditions and adherence to employee rights.

The Company also implements initiatives in health and wellbeing, including preventive programmes ("White Saturdays"), support for physical activity and employee volunteering. These initiatives strengthen team cohesion and employee engagement.
These are complemented by measures supporting work-life balance, including access to sporting and cultural events. The effectiveness of these measures is assessed based on participation levels and the results of employee opinion surveys.

S1-5

Targets relating to managing material negative impacts, enhancing positive impacts, and managing material risks and material opportunities

The Company identifies areas where its operations may generate significant social impacts and strives to mitigate these and enhance positive effects. A key area of focus is the development of managerial and leadership skills.

In 2025, the following were implemented, amongst others:

The "Supply Chain Manager" training course (60 hours), developing managerial skills
44 people

The "Development Centre" programme, comprising coaching sessions
12 people

Specialist and industry-specific training (including compliance, energy, analytics, 3D modelling, AI)
26 employees

Training on sustainable development and stakeholder dialogue – attended by the Management Board and senior management
29 people

Development initiatives are tailored to specific roles and the organisation's needs, supporting both day-to-day operations and long-term skills development. The skills development process is conducted in accordance with the Regulations and takes into account the needs of both employees and the employer.

In 2026, the Company plans to develop a systematic approach to training, including extending it to 90% of employees, increasing the number of training hours and implementing training effectiveness assessments. A comprehensive employee satisfaction survey will also be conducted as a tool for dialogue and identifying areas for improvement.

Initiatives are also planned in the area of diversity and inclusion, including the "Let's Create a Better Workplace" campaign, which encompasses training, dialogue with staff, and educational activities for teams.

An important element of employee risk management is the development of the onboarding process, supported, among other things, by the "Welcome" handbook. These measures aim to reduce staff turnover, strengthen engagement and ensure the effective induction of new employees.

S1-6

Characteristics of the entity's employees

Employees constitute a key stakeholder group and one of the Company's most important resources. Their skills and specialist knowledge have a direct impact on the development of all areas of operation and the implementation of the business model.

Trend Glass employs staff exclusively on the basis of employment contracts. The Company does not conduct recruitment activities outside Poland.

The information below presents the employment structure in 2025, broken down by gender.

The employment structure by gender

men	322
women	334
other	-
not reported	-
total number of employees	656

S1-6

Information on persons employed under employment contracts in 2025, broken down by type of contract

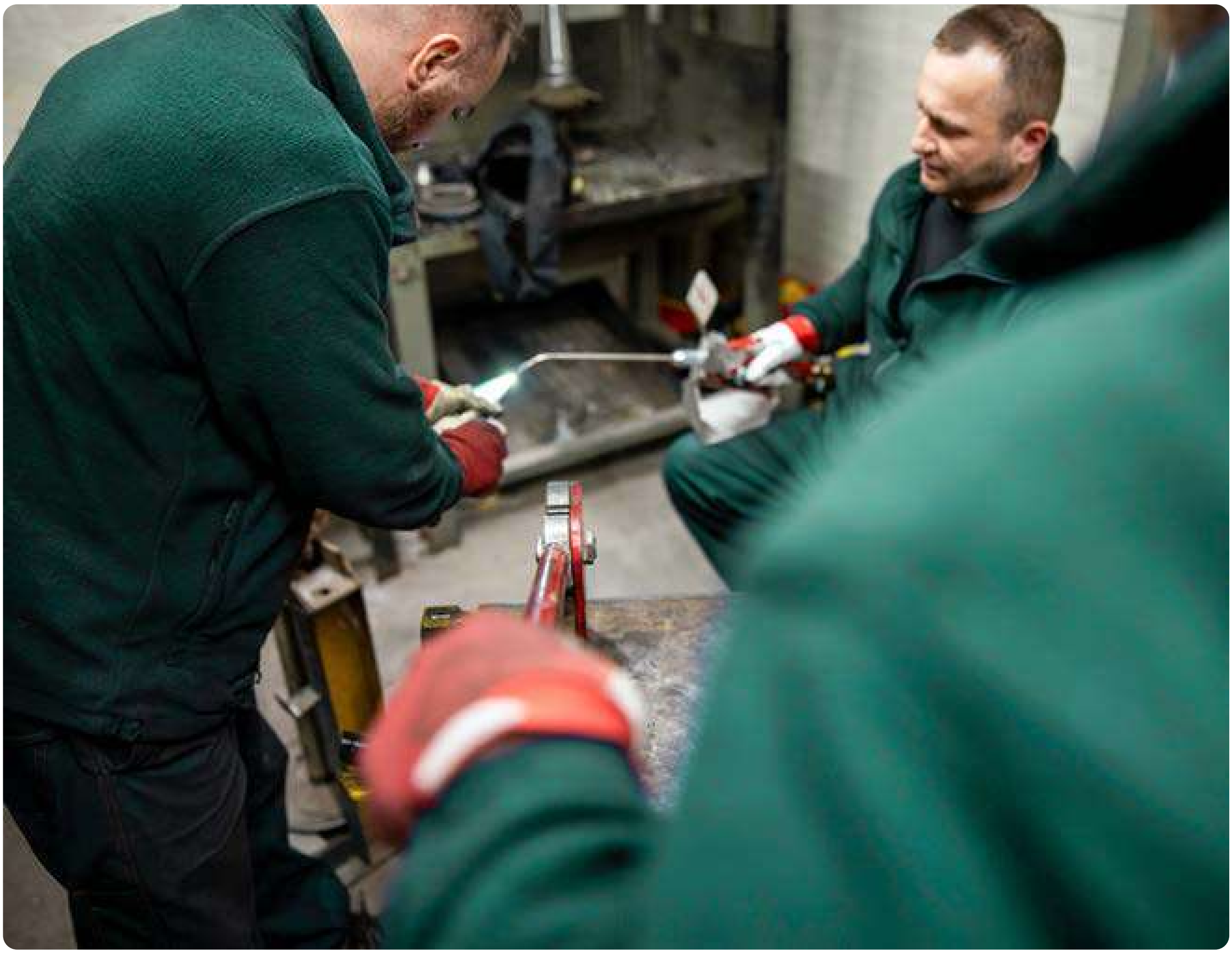
	Women	Men	Others	Not Disclosed	Total
Number of employees (total)	334	322	–	–	656
Number of employees on permanent contracts (total number)	256	267	–	–	523
Number of employees on fixed-term contracts (total number)	78	55	–	–	133
Number of employees without guaranteed working hours (total)	–	–	–	–	–
Number of full-time employees (total number)	326	306	–	–	632
Number of part-time employees (total number)	7	17	–	–	24

	Region A	Region B	Total
Number of employees (total/EPC)	635.77	–	635.77
Number of employees on permanent contracts (total/FTE)	509.68	–	509.68
Number of temporary staff (total/EPC)	–	–	–
Number of workers without guaranteed working hours (total/EPC)	–	–	–
Number of full-time employees (total/EPC)	626.19	–	626.19
Number of part-time employees (total number/EPC)	9.58	–	9.58

S1-6

Information on the turnover rate of employees on employment contracts in 2025.

	2025
Number of employees who left the organisation during the reporting period	90
Turnover rate	2.34



S1-8

Scope of collective bargaining and social dialogue

In 2025, there were no collective agreements or arrangements in place at Trend Glass.

Dialogue between the employer and employees is conducted through Employee Representatives, elected from among the workforce. They represent key areas of the Company's operations, including production, quality, logistics and administration. In total, the representation consists of 12 members, and the term of office lasts 3 years.

Their tasks include representing the interests of employees and conveying opinions, needs and requests concerning, among other things, work organisation and internal regulations.

In 2025, two meetings were held with the Employee Representatives, focusing on planned changes to the work regulations.

Percentage of employees covered by collective agreements and arrangements within and outside the European Economic Area

	Scope of collective agreements labour	Social dialogue
Coverage coverage	Employees – EEA (for countries with >50 employees, representing >10% of the total workforce)	Workplace representation (EEA only) (for countries where >50 people, representing >10% of total workforce)
0–19%	Poland	The Company is not covered by a collective or collective agreement
20–39%		
40–59%		
60–79%		
80–100%		

S1-9

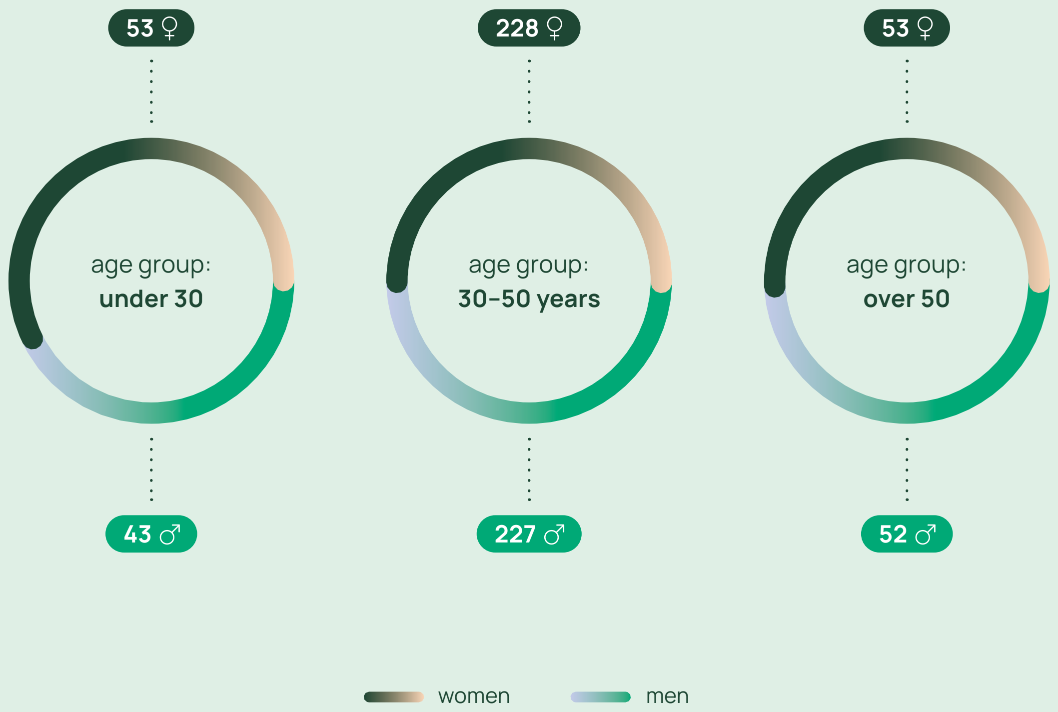
Diversity indicators

No cases of non-disclosed gender identity or of individuals identifying outside the male and female gender categories were identified.

Gender distribution in numerical and percentage terms among senior management in relation to the Company's workforce.

	2025	
	Women	Men
Number of senior managers	0	7
Percentage of women in senior management	0	100%

Company employees by age



S1-10

Fair wages

All Trend Glass employees receive remuneration in accordance with the definition of adequate remuneration as defined in ESRS S1-10. This means that there are no instances within the Company of remuneration falling below the minimum wage level applicable in Poland.

S1-11

Social protection

Trend Glass employees are covered by social protection under the public social security system, including benefits provided by the Social Insurance Institution (ZUS), covering, among other things, the risk of loss of income due to illness.

The Company also provides additional non-wage benefits, such as group insurance and participation in the Employee Capital Plans (PPK) scheme.

Disclosure	Description / Response	Comments
All employees on the Company's payroll are covered by social protection through public schemes or benefits offered by the company, against loss of income due to illness.	YES – Social Insurance Institution (ZUS)	
All employees on the Company's payroll are covered by social protection, either through public schemes or benefits provided by the company, against loss of income due to accidents at work and acquired disability.	YES - Social Social Insurance Institution (ZUS) and group life insurance available to employees	
All employees on the Company's payroll are covered by social protection, through public schemes or benefits offered by the company, against loss of income due to parental leave.	YES – Social Insurance System (ZUS)	

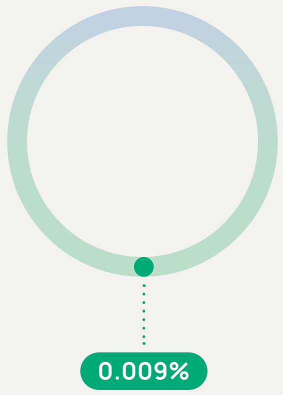
Disclosure	Description / Response	Comments
All employees on the Company's payroll are covered by social protection, through public schemes or benefits offered by the company, against loss of income due to retirement.	YES - Social Insurance System (ZUS)	
Disclosure of the categories of employees who are not covered by social protection, through public schemes or benefits offered, against loss of income due to unemployment, from the moment they start working for the company.		Contributions to the Labour Fund are a prerequisite for such protection under compulsory social insurance. There is no obligation to pay contributions for part-time workers; however, they are also classified as FV contractors and have to fulfil this obligation.
Identification of categories of employees who are not covered by social protection through public schemes or benefits offered, against loss of income due to accidents at work and acquired disability.	Contractors with student status	No obligation to pay social security contributions – special state conditions regarding the employment of the specified group.
Identification of categories of workers who are not covered by social protection through public schemes or benefits offered, against loss of income due to parental leave.	Civil law contracts	No compulsory sickness insurance
Identification of categories of workers who are not covered by social protection through public schemes or benefits offered, against loss of income due to retirement.		No insurance against loss of income due to retirement.
Disclosure of the types of employees who are not covered by social protection through public schemes or benefits offered, against loss of income due to illness.	Civil law contracts	Lack of compulsory sickness insurance

S1-12

People with disabilities

The diagram shows the proportion of people with disabilities in the total number of Trend Glass employees in 2025.

Percentage of employees with disabilities in 2025



S1-14

Health and Safety Indicators

Health and safety at work is a key element of the Company's operations and an essential part of building a stable and effective working environment.

Trend Glass takes measures to minimise the risk of accidents through the use of appropriate procedures, personal protective equipment, regular technical inspections and the proper organisation of workstations. All employees are covered by an occupational health and safety management system, which is subject to continuous improvement.

Regular hazard analysis, risk assessment and the implementation of corrective measures enable us to systematically improve workplace safety.

The following tables present data on accident rates at Trend Glass.

	Employee accidents		Accidents involving non-employees		Accidents involving subcontractor employees working on the premises	
	2024	2025	2024	2025	2024	2025
Minor accidents	7	5	0	0	0	2
Serious accidents	0	0	0	0	0	0
Fatal accidents	0	0	0	0	0	0
Mass accidents	0	0	0	0	0	0
Total number of accidents	7	5	0	0	0	2

Other health and safety data covering employees and non-employees in 2025 are presented in the tables below.

	Employees	Non-employees
Number of recorded cases of occupational diseases	1	0
Number of days of incapacity for work due to work-related injuries / illnesses	52	0
Workplace accident rate	7.47	0

S1-15

Work-life balance indicators

Percentage of employees eligible for parental leave and percentage of eligible employees who took parental leave.

The employment structure by gender

	employees eligible for parental leave	eligible employees who took parental leave
men	49	0,31%
women	51	4,79%
other	-	-
not reported	-	-

S1-16

Pay indicators (pay gap and total pay)

The Gender Pay Gap indicator (%) is calculated as the percentage difference between the median total annual gross pay of women and men. The indicator is unadjusted and does not take into account differences in job roles or levels of responsibility.

The difference stems primarily from the varied employment structure – a higher proportion of women in managerial positions and a higher proportion of men in senior management.

In 2025, the Gender Pay Gap stood at 17.94%. The Company plans to reduce it to below 16% by the end of 2026.

Gender Pay Gap (%) – detailed data for 2025

Average gross hourly pay	
Management	100%
Senior management	100%
Managers and supervisors	-13.75%
Other staff	9.46%
Average gross hourly wage + fixed allowances	
Board of Directors	100%
Senior management	100%
Managers and supervisors	-13.75%
Other staff	9.46%
Average gross hourly wage + variable allowances	
Management	100%
Senior management	100%
Managers and supervisors	-8.36%
Other staff	21.88%

S1-17

Incidents, complaints and significant impacts on human rights

No cases of discrimination, including harassment, or serious incidents relating to respect for human rights were reported during the reporting period.

Employees in the value chain

SBM-2

Stakeholder interests and views

Trend Glass plans to conduct regular, anonymous employee satisfaction surveys – the "Employee Satisfaction Survey". The survey will be carried out annually and will cover all employees, forming part of the monitoring of ESG strategy implementation.

The survey results will be analysed and used to implement improvement measures and to enhance dialogue with employees.

Information regarding the impact of stakeholders' interests, opinions and rights is presented in disclosure SBM-2 in section ESRS 2 "General disclosures".

SBM-3

Significant drivers, risks and opportunities, and their interrelationships with the strategy and business model

No operations exposed to the risk of forced labour or child labour have been identified in the value chain.

Trend Glass does not tolerate such practices either in its own operations or in its dealings with suppliers. The Company does not employ anyone under the legal working age and does not work with partners who breach these principles.

All employees are required to comply with the Child Rights Protection Policy, which sets out the principles for ensuring the safety and respect for children's rights, as well as the scope of responsibility in this area.

Compliance with these standards is subject to regular verification through ethical audits conducted by external bodies, including in accordance with SMETA and IWAY standards.

S2-1

Policies relating to employees in the value chain

Respect for human rights is reflected in key documents:

- The Labour Regulations
- Code of Ethics
- The Human Rights Policy
- The Child Rights Protection Policy
- The Code of Conduct for Business Partners
- Procedures concerning the prevention of discrimination, bullyinag and the assurance of workplace safety

Respect for human rights is a fundamental principle of Trend Glass's operations and is reflected in key documents such as the Code of Ethics, the Code of Conduct for Business Partners, the Human Rights Policy, the Child Rights Protection Policy, the Labour Regulations, and procedures concerning the prevention of discrimination, bullying and the assurance of workplace safety.

The Company adopts a comprehensive approach, encompassing principles, policies and procedures governing areas such as employee rights, safety, diversity, equality and privacy protection.

In accordance with the Human Rights Policy, relevant requirements are taken into account in relations with business partners. The Company undertakes measures to raise suppliers' awareness of human rights standards and expects equivalent practices to be applied.

The Code of Conduct for Business Partners sets out minimum standards for cooperation, including a ban on forced labour and child labour, compliance with labour law, and adherence to ethical and environmental principles. Compliance with these requirements is a criterion for the assessment of suppliers, and any breach may result in the termination of the business relationship.

Trend Glass promotes equal treatment and diversity and does not tolerate discrimination, violence or human rights violations. The Company ensures compliance with regulations regarding pay, working hours and safety, and strives to maintain a working environment free from hazards and undesirable behaviour.

Activities in this area are supported by due diligence processes, audits and cooperation with business partners in accordance with international standards, including SMETA and IWAY.

Processes for engaging with people working in the value chain regarding impacts

Dialogue with stakeholders in the value chain is a key element of Trend Glass's operations and is supported by formalised tools and procedures ensuring transparency.

The Company enables the reporting of comments and irregularities through various channels, including anonymously via the email address sygnalista@trendglass.pl, the sygnalista.amodit.com platform available on the official website, and the complaints and suggestions box located at the plant. Reports are verified by authorised persons, and where justified, investigations are conducted, culminating in a report and recommendations for the Management Board.

In its relations with business partners, the Company maintains a regular dialogue, including by providing the Code of Conduct for Business Partners and surveys assessing compliance with ESG requirements. Compliance with these standards forms part of the supplier assessment and is monitored throughout the course of the partnership.

In 2025, training was provided for employees responsible for liaising with business partners (29 people), covering issues related to the entire value chain as well as social, environmental and corporate governance areas. Additionally, a dialogue was conducted with 30 suppliers and 3 key customers.

The Company does not directly collect feedback from employees in the value chain; however, their perspective has been taken into account as part of the double materiality analysis. Detailed information on the methods used is presented in disclosure IRO-1 in section ESRS 2 “General disclosures”.

S2-3

Processes for mitigating adverse impacts and channels for employees in the value chain to report concerns

Employees and individuals in the value chain have the opportunity to report irregularities anonymously regarding actual or potential impacts affecting them.

Reports may be submitted:

electronically to sygnalista@trendglass.pl or via the sygnalista.amodit.com/trendglass platform

internally via the box in the HR Department

externally by post in an envelope marked 'Confidential – Whistleblowers'

Reports of violations may be submitted, among other channels, via a dedicated platform accessible by scanning the QR code.

All reports are treated as confidential and are reviewed by a designated Committee comprising representatives from HR, the Legal Department, management and staff. The composition of the Committee is adjusted on a case-by-case basis to avoid any conflict of interest.

The process ensures impartial verification of reports and the taking of appropriate follow-up action.

S2-4

Taking action to address material impacts on people working in the value chain and applying approaches to manage material risks and capitalise on material opportunities relating to people working in the value chain, as well as the effectiveness of these actions

Trend Glass takes measures to prevent and mitigate adverse impacts on people working in the value chain, particularly in the areas of human rights, labour standards and occupational health and safety.

As part of its risk management, the Company:

- communicates to suppliers the requirements arising from the Code of Ethics and the principles of responsible business conduct,
- takes ESG criteria into account in the supplier qualification and assessment process,
- engages in dialogue with business partners regarding working conditions and regulatory compliance,
- promotes the principles of equal treatment, diversity and a safe working environment,
- conducts educational and awareness-raising activities among suppliers regarding social and environmental standards.

These activities aim to mitigate risks associated with labour rights violations and to support cooperation with responsible business partners.

The effectiveness of these measures is monitored through supplier compliance assessments, analysis of reports and ongoing dialogue. The findings from these activities are used to further improve the Company's approach to managing social impacts within the value chain.

S2-5

Objectives regarding the management of material negative impacts, the enhancement of positive impacts, and the management of material risks and material opportunities

The Company defines its ESG objectives based on a materiality analysis, risk assessment and the identification of key impact areas. These include both mitigating negative impacts and enhancing the positive effects of its operations. Employees contributed to their definition by participating in the 2025 materiality survey.

The Company also analyses the opportunities associated with the ESG transition, including improving operational efficiency, developing new areas of business and building a competitive advantage. Progress is regularly reported and used to update actions.

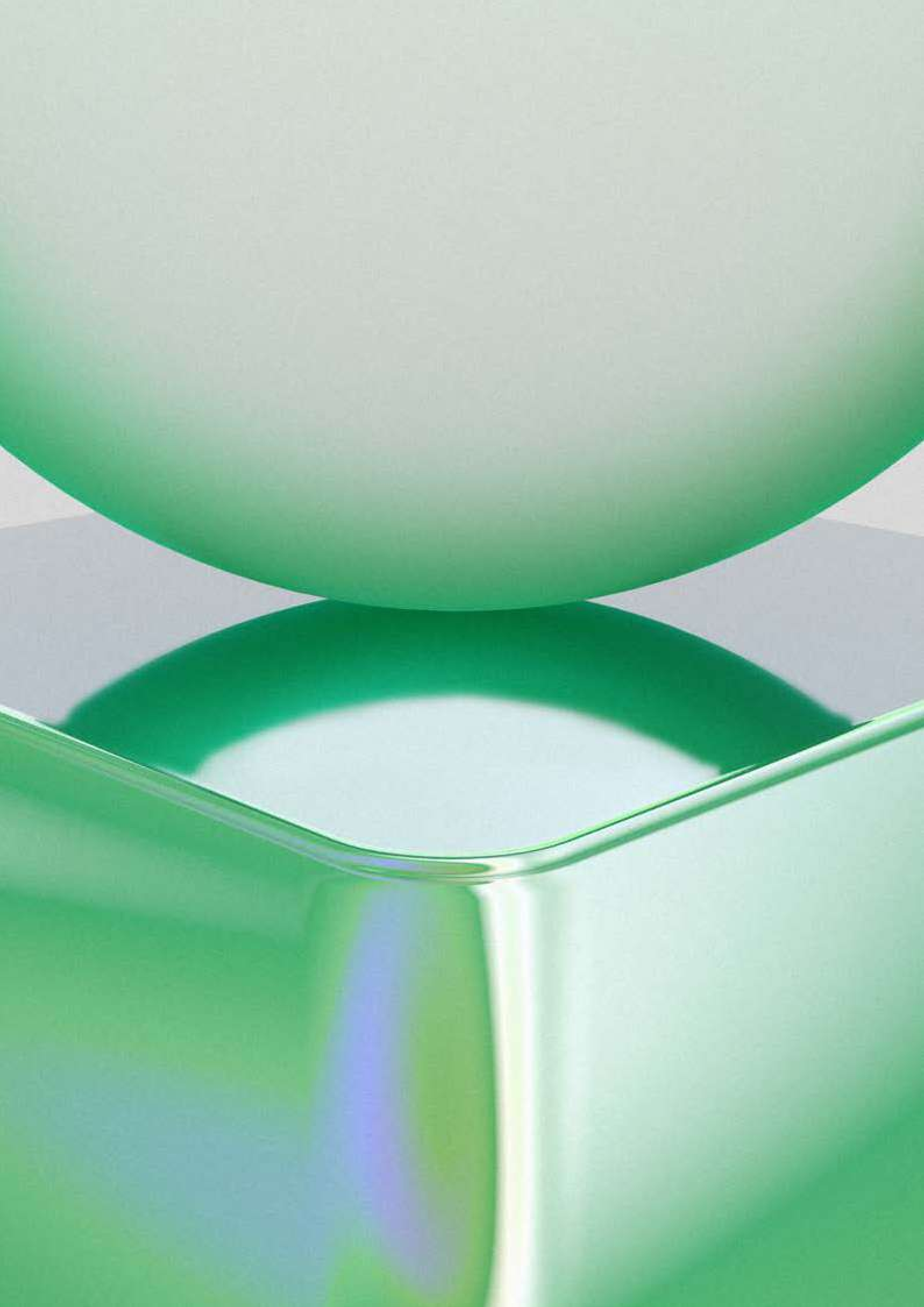
Employees in the value chain were not directly involved in setting or monitoring the achievement of the targets.

Key objectives include:

45% reduction in greenhouse gas emissions by 2030 compared to 2019

Elimitigating negative social impacts by ensuring safe working conditions, combating discrimination and strengthening an ethical culture

Striving to maintain the number of serious accidents at zero



Consumers and end-users

SBM-2

Stakeholder interests and views

As part of identifying interests and expectations, Trend Glass conducted an analysis of consumers and end-users. They constitute a key stakeholder group, and their satisfaction and the protection of their rights are an essential element of responsible business conduct. The Company builds relationships based on trust and transparency, providing access to product information and guaranteeing their quality and safety of use.

Customer feedback is monitored through CATI surveys, analysis of complaints and enquiries to the Customer Service Department, monitoring of social media and opinion-forming platforms, and analysis of market trends. The results of these activities are used to improve products and service quality.

SBM-3

Significant influences, risks and opportunities, and their interrelationships with the strategy and business model

The Company's strategy is based on building value through customer trust, which requires maintaining high standards of quality, safety and transparency. The business model is based on long-term relationships, and consumer risk management is integrated into the design, production, quality control and customer service processes.

Trend Glass focuses on key areas of impact, such as product safety and quality, product availability, data protection and transparency of information. The products hold a health quality certificate and undergo internal testing for stress levels in accordance with ASTM C148 and thermal shock in accordance with BS EN 1183:1997 Method B, as well as external testing carried out by accredited laboratories for thermal shock in accordance with ASTM C149 (min. ΔT50°C) and food contact in accordance with ISO 7086, BS 6748. All products are free from heavy metals, parabens, 'E' numbers and plasticisers. Furthermore, the Company holds ISO 9001:2015, ISO 50001 and ISO 28000 certifications, and meets the requirements of the BRC Global Standard for Food Safety.

Identified risks include data protection, the reliability of communication and customer satisfaction levels. The Company ensures compliance with the GDPR and implements procedures to mitigate the risk of privacy breaches that could affect customer trust.

Transparency in communication is also a key area. Marketing and product information is subject to internal verification, which reduces the risk of misleading customers and strengthens the Company's credibility.

Maintaining high product quality remains a key tool for mitigating the risk of customer dissatisfaction and building lasting business relationships.

The products

S4-1

Policies relating to consumers and end users

Trend Glass does not currently have a separate, formalised customer policy. The document "Customer Service Process for Order Fulfilment" serves as the operational guidelines in this area.

The document sets out the rules for service at all stages of cooperation, from order acceptance and verification, through order fulfilment, to after-sales service and the complaints process. It defines standards for quality, data completeness and timeliness, outlines the responsibilities of individual roles, and regulates how to communicate with the customer and respond to their needs.

One of the Company's objectives for 2026 is to develop and implement a formalised customer policy.

S4-2

Collaboration processes regarding interactions with consumers and end users

Trend Glass maintains structured cooperation primarily with business customers (B2B), whose influence is evident at the order and production planning stages. Customers influence key parameters such as quantities, deadlines, packaging methods, decoration and labelling, which directly impacts the production schedule and resource allocation.

Changes to orders are analysed on an ongoing basis and, subject to operational capacity and contractual agreements, incorporated into production plans.

Another key element of the process is the management of customer complaints and feedback, which inform corrective and preventive actions. Reports are regularly analysed, and findings are passed on to the relevant departments, supporting the improvement of technological, quality and operational processes.

Systematic data collection, analysis and cooperation with customers enable risk mitigation, improved efficiency and the development of the product range.

S4-3

Processes for rectifying negative impacts and channels for consumers and end-users to report issues

Trend Glass has a structured process for identifying, analysing and eliminating negative impacts in its relations with business clients. Its aim is to resolve problems quickly and permanently and to prevent their recurrence.

The complaints process is formally defined and supervised. Each report is subject to root cause analysis, the assignment of corrective actions to the relevant areas, and the setting of a completion deadline. The process is coordinated by the Complaints Specialist, in collaboration with the departments responsible for the relevant area. The effectiveness of the measures is assessed on a three-monthly basis, with the key indicator being the absence of repeat complaints from the customer.

In 2025, 81 complaints were recorded. All were analysed and closed, and corrective actions were implemented. This process is supported by clearly defined management standards and transparent communication, which strengthens customer trust and the sustainability of business relationships.

S4-4

Taking action on material impacts on consumers and end-users, managing material risks and opportunities related to them, and assessing the effectiveness of these actions

The Company provides business customers with transparent and effective mechanisms for submitting complaints and pursuing claims, guaranteeing access to various communication channels and the transparency of the process. Reports may be submitted by email, through a sales representative or the Customer Service Department, by telephone, and during direct operational meetings with strategic customers.

All reports are recorded, analysed and addressed in accordance with the applicable procedures described in disclosure S4–3, and corrective and preventive actions are implemented in collaboration with customers. Regular analysis of quality indicators and complaint trends supports the continuous improvement of processes and products.
Trend Glass monitors the effectiveness of the measures taken and maintains an ongoing dialogue with customers. In connection with organisational changes, an update of customer service procedures and the implementation of more automated tools for managing orders, requests and complaints are planned.

In parallel, the Company plans to develop quality tools in the area of customer satisfaction research, including in-depth interviews, regular summaries of cooperation and the expansion of customer experience analysis.

S4-5

Objectives relating to management of material negative impacts, enhancing positive impacts and managing significant risks and significant opportunities

The Company aims to strengthen communication with business customers and gain a better understanding of their needs, which is intended to directly support the development of long-term, partnership-based relationships founded on trust and transparency.

Regular dialogue with customers enables the ongoing analysis of their experiences and the identification of areas requiring improvement. The findings from these activities are used to improve processes and service quality, including reducing the number of complaints and claims in subsequent periods.

Trend Glass strives to maintain a high level of product quality through continuous monitoring of processes and analysis of feedback received. At the same time, the Company is committed to honest and transparent communication, avoiding practices that could lead to greenwashing.

Objectives in this area are reviewed on an ongoing basis and adapted to changing operational conditions and regulatory requirements.

The Company has not engaged in formal cooperation with consumers, end-users or their representatives regarding the setting and monitoring of objectives.

Governance

GOV-1

Role of administrative, supervisory and management bodies

The Management Board of Trend Glass Sp. z o.o., comprising: Łukasz Bernady (President of the Management Board), Robert Derkacz (Member of the Management Board) and Tomasz Gajos (Member of the Management Board), plays a key role in management, supervision and control processes, including in relation to environmental, social and corporate governance (ESG) issues. The Management Board is the body responsible for the Company's overall operations and for the processes of identifying, monitoring and managing risks and opportunities, including those related to ESG.

The Company does not have a supervisory board; therefore, oversight of ESG matters is exercised directly by the Management Board. Furthermore, at Trend Glass sp. z o.o., ESG issues are handled directly by the Innovation and Sustainable Development Department.

As part of its management and control functions, the Management Board:

approves strategic directions and investment decisions, taking into account environmental, social and corporate governance risks

oversees the implementation of procedures and policies, including those relating to compliance and non-financial reporting

may delegate operational tasks related to ESG to designated heads of departments (e.g. the legal and compliance departments), whilst maintaining ongoing oversight of their implementation

monitors existing internal control processes related to the mitigation of operational, regulatory and reputational risks

GOV-1

Members of the Management Board act in the Company's best interests and are responsible for its operations, including the implementation of ESG matters. The Management Board is responsible in particular for leadership within the Company, involvement in setting its strategic objectives—including those relating to ESG—and their implementation, as well as ensuring the Company's efficiency and security, and overseeing the implementation of appropriate measures and the achievement of the set objectives.

A detailed description of the role and expertise of the administrative, supervisory and management bodies is provided in the GOV-1 disclosure under ESRS 2 General Disclosures.

IRO-1

The description of processes for identifying and assessing material impacts, material risks and material opportunities

A description of the processes used to identify and assess material impacts, material risks and material opportunities is provided in the IRO-1 disclosure in ESRS 2 General disclosures.

G1-1

Business conduct policies and corporate culture

Trend Glass conducts its business based on the values and principles set out in internal regulations, which form the foundation of the organisational culture. The key document is the Code of Ethics, which serves as a practical guide for employees and associates regarding compliance with applicable laws and regulations, market standards and the principles of fair and responsible business conduct.

The Code sets out basic principles of conduct, including equal treatment, a ban on discrimination, forced labour and all forms of violence, harassment and intimidation. It fosters a working environment based on respect, cooperation and safety.

This is supplemented by the Anti-Corruption Policy, together with rules on the giving and receiving gifts, which governs relations with business partners and prevents conflicts of interest. It establishes a requirement for transparency and the reporting of any suspected breaches.

The Company ensures the operation of mechanisms for reporting misconduct (whistleblowing mechanisms), guaranteeing the confidentiality of reports and protection against retaliation. Where breaches are confirmed, investigative measures are taken and, where necessary, disciplinary or legal action is pursued.

In 2025, Trend Glass also introduced a Code of Conduct for Business Partners, setting out standards for cooperation in the areas of human rights, labour law, environmental protection and ethical principles. Compliance with this Code is a criterion for evaluating partners and may influence the ongoing cooperation.

The Legal and Compliance Department conducts educational activities on ethics. In 2025, 23% of employees were trained, and this is planned to continue in the coming years.

Trend Glass regards ethics as a key element in building long-term value, strengthening trust and securing a stable market position.

Below is a table summarising the ethics training course entitled “Good practices and principles of ethical conduct, combined with whistleblower protection and anti-bullying procedures (Trend Glass Sp. z o.o., based in Radom)”.

Training aspect	Details
Number of people trained	150 (including non-managerial employees as well as managers)
Scope of the training	Standards applicable within the Company, including: • Workplace Regulations, • Code of Ethics, • Human Rights Policy, • Procedure for preventing bullying, discrimination and sexual harassment, • Selected provisions concerning disciplinary liability, employees' duties and employers' obligations – Act of 26 June 1974 Labour Code (i.e. Journal of Laws of 2025, item 277, as amended). • The Act of 14 June 2024 on the protection of whistleblowers (Journal of Laws item 928).
Conduct and duration	90 minutes. The training is delivered in a hybrid format – in person at the Company's premises and via the MS Teams application.
Computer-based training	Participants do not require any additional materials or tools, such as a computer.
Optional computer-based training	The training is compulsory and the Company ultimately plans to train all employees and contractors. Training sessions are organised on an ongoing basis.
Frequency	In 2025, 11 training sessions took place.
How often should the training be conducted	New employees must undergo mandatory training. Those who have already been trained also participate in the sessions to update and refresh their knowledge in this area. The Company endeavours to organise training sessions “every 18 months”.
Topics covered	Definitions of terms – whistleblower, bullying, discrimination, harassment (including sexual harassment). Discussion of reporting channels for legal violations and incidents covered by the procedure for countering Bullying, Discrimination and Sexual Harassment. Discussion of the reporting procedure, the course of proceedings and the possible consequences of misconduct. Discussion of the ethical principles and standards we adhere to within the Company.

G1-2

Management of supplier relations

Supplier relationship management is a key element in ensuring operational continuity, transparency and compliance with business ethics. The framework for cooperation is defined, amongst other things, by the Procurement Policy, Anti-Corruption Policy, Code of Ethics and Code of Conduct for Business Partners. Procurement processes are conducted transparently and ensure equal access for suppliers, whilst taking into account quality, technical and commercial criteria. They include an assessment of compliance with legal requirements, quality standards and principles of social and environmental responsibility.

Each supplier undergoes a verification process, which includes a formal, technical and risk analysis, including an assessment of operational capacity, the quality of the products supplied and the certificates held. The selection of suppliers is based on criteria such as price, logistics costs, terms of collaboration, quality and availability of materials.

Supply chain risk management forms part of the Company's risk management system. In the event of non-compliance, investigative and corrective actions are taken, and in cases of significant breaches, the partnership may be terminated. Possible actions include, amongst others, additional audits, strengthened controls or a reassessment of the supplier.

The adopted principles aim to minimise operational, legal and reputational risks and support the development of a responsible supply chain.

G1-3

Prevention and detection of corruption and bribery

Trend Glass implements a comprehensive anti-corruption and anti-bribery system, comprising preventive measures and mechanisms for the early detection of irregularities. It is based on the Anti-Corruption Policy, together with the rules on the acceptance and giving of gifts, and the Code of Ethics, as described in disclosure G1-1, supplemented by a risk assessment and a system of internal controls.
The Company applies a 'zero tolerance' approach to all forms of corruption and bribery.

In 2026, employees who have contact with business partners will undergo mandatory training in this area, aimed at raising awareness of risks and the principles of ethical conduct.

In the event of suspected breaches, the Company provides confidential reporting channels, in accordance with the mechanisms described in disclosures S2-3 and G1-1. Reports are subject to verification, and where appropriate, investigations are conducted, which may result in disciplinary action or a formal inquiry.

The adopted system supports the development of an organisational culture based on transparency, accountability and compliance with ethical principles.

G1-4

Confirmed incident of corruption or bribery

In 2025, no convictions were handed down against Trend Glass for breaches of anti-corruption laws or anti-bribery regulations. The Company was also not a party to any proceedings resulting in the imposition of financial penalties in this area.

Trend Glass implements preventive measures based on a systematic approach to ethics and compliance. Every employee is required to familiarise themselves with the applicable anti-corruption policies and to comply with them in the course of their duties.

G1-5

Political influence and lobbying activities

Supervision of compliance matters, including ensuring the compliance of any potential lobbying activities, is the responsibility of the CEO of Trend Glass.
The Company does not engage in lobbying activities, and its operations do not include any actions that could be classified as lobbying.

G1-6

Payment practices

Trend Glass maintains its accounts in accordance with the Accounting Policy based on the Accounting Act of 29 September 1994. The Company has structured procedures in place regarding the circulation of accounting documents, the verification, approval and recording of invoices, and their timely settlement. Additionally, the Company verifies the credibility of business partners and bank account details.

The Company makes payments in accordance with the regulations on combating excessive delays in commercial transactions, aiming to reduce payment backlogs. The average contractual payment term is 27 days.

For key supplier groups, payment terms are as follows:
- mould suppliers: 30–60 days,
- steel product suppliers: 30 days from delivery,
- suppliers of liquefied gases: 30 days from delivery.

In 2025, no court proceedings against Trend Glass were concluded with a final judgment in relation to outstanding liabilities.

Basis of preparation

This ESG Report (Sustainability Statement) for 2025 has been prepared by Trend Glass Sp. z o.o. in accordance with the European Sustainability Reporting Standards (ESRS). The document is based on internal data and developed in close cooperation with the Company's organisational units. The preparation process was coordinated at the Management Board level and supported by the Innovation and Sustainability Department.

The Company has exercised due care to ensure the accuracy, completeness and reliability of the information presented. This report reflects Trend Glass's commitment to transparency, accountability and the systematic integration of sustainability considerations into its business strategy and operations.

The preparation of this report was coordinated by dr inż. Nina Rędzia. For further information, please contact: esg@trendglass.pl

Detailed information on the Company's policies can be found on the corporate website: www.trendglass.pl/en/documents/