Sustainability Statement of the VIVE Group

2024

Table of Contents

Dawid Sado
President
of the Management Board

Dear Reader,

I am pleased to present to you the first-ever ESG report in the history of the VIVE Group, summarizing our sustainability efforts in 2024. This is a unique moment in our organization's over 32-year history. In this report, we not only summarize our achievements to date but also establish directions for the future, one that are a response to the challenges of the modern world.

This report was prepared by many teams and is the result of a dialogue with stakeholders, and the consistent pursuit of our mission, which is to uncover value in the world of waste and create sustainable solutions that protect the environment. We prioritize teamwork, ensuring that the company's vision – to build a global business that addresses the challenges of the 21st century through groundbreaking innovations in the circular economy – is reflected in the daily operations of all VIVE Group companies.

The report we are presenting to you was prepared in accordance with European reporting standards (ESRS) and the guidelines of the EU Taxonomy. Although there is no reporting obligation, we have opted for full transparency and the voluntary disclosure of our results, challenges, and plans for the future. We believe that only open communication and reliable information build trust – among our employees, business partners, and local communities alike.

2024 was a year of intense change and growth for the VIVE Group. We strengthened our management structures, established a dedicated ESG Department, adopted a decarbonization strategy, and implemented a range of innovative solutions in the circular economy. Our objective is to achieve 100% utilization of the textiles we collect, minimize waste, and develop products and services that tangibly support environmental and social transformation.

In this report, you will find detailed information about our activities, financial results, management structure, stakeholder relations, and our impact on the environment, people, and the business environment. We also do not shy away from areas that require further work – we transparently identify gaps, challenges, and plans to address them in the coming years.

I would like to thank all our employees, partners, and stakeholders for their commitment, openness, and for co-creating value that goes beyond the traditional framework of business. I believe that together we can inspire action for the planet and build a world that each of us can influence.

I invite you to read the report
and continue the conversation.

Sincerely,

1.
General Information

1.1 [ESRS 2] General Disclosures

Adopted Reporting Principles

[ESRS2 BP-1] General Basis for Preparing the Sustainability Statement

This statement has been prepared for the VIVE Capital Group (hereinafter: VIVE Group, VIVE) based on:

- the requirements of the Accounting Act of September 29, 1994 (Chapter 6c of the Journal of Laws of 1994, No. 121, item 591, as amended),
- the European Sustainability Reporting Standards (ESRS) defined in Commission Delegated Regulation (EU) 2023/2772 of July 31, 2023,
- the reporting requirements set forth in Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020, on the establishment of a framework to facilitate sustainable investment (EU Taxonomy).

The information, data, indicators, and statements contained in this report have been prepared on a consolidated basis and refer to the VIVE Group, unless otherwise indicated. The terms "VIVE Group," "VIVE," and "VG" refer to the parent company **VIVE Management Sp. z o. o. (VM)** together with its consolidated subsidiaries:

- VIVE Textile Recycling sp. z o. o. (VTR),
- VIVE Logistic Services sp. z o. o. (VLS),
- VIVE Innovation sp. z o. o. (VI),
- VIVE Properties sp. z o. o. (VP),
- Profittex GmbH (PX).

This report contains sustainability information regarding the VIVE Capital Group for the period from January 1, 2024, to December 31, 2024. The scope of consolidation in this report does not correspond to the scope of the consolidated financial statements, as it excludes three companies in which VIVE Management Sp. z o. o. holds shares but does not exercise operational control: DIMATEX CS spol. s.r.o., EKO-COLLECTIONS, and Textile Premium Sp. z o.o.

The report includes data on the value chain at both the upstream and downstream levels. From the downstream level, data on customer relationships and greenhouse gas emissions were included. From the upstream level, data obtained from suppliers, as described in the disclosures regarding.

The VIVE Group did not avail itself of the option to omit specific information regarding intellectual property, know-how, or innovation outcomes.

[ESRS2 BP-2] Disclosure of Information Regarding Specific Circumstances

Information on value chain estimates and sources of uncertainty in estimates and results is disclosed alongside the individual ESRS topics. The greenhouse gas emissions data presented in the report pertain to the VIVE Group and its value chain. The method for estimating portions of the Scope 3 greenhouse gas emissions data is described in Section 2.2.3 [Material Topic] Greenhouse Gas Emissions.

This is the VIVE Group's first report prepared in accordance with ESRS standards; therefore, the Group does not report any changes in the preparation or presentation of the sustainability statement or errors from previous periods.

Since the preparation of a sustainability report for 2024 is not mandatory for the VIVE Group, this sustainability report for the VIVE Group has not been subject to external verification.

Sustainability Management

[ESRS2 GOV-1] Role of the Administrative, Management, and Supervisory Bodies + Disclosure requirement related to [ESRS2 GOV-1] in [G1]

In 2024, the VIVE Group initiated the process of establishing a new management system, which led to numerous changes in the adopted corporate governance framework for the VIVE Group companies, namely VIVE Management sp. z o.o., VIVE Textile Recycling sp. z o.o., VIVE Innovation sp. z o.o., VIVE Logistic Services sp. z o.o., VIVE Properties sp. z o.o., VIVE Game4Planet sp. z o.o., Dreslow sp. z o.o., and Profitex GmbH, with VIVE Management sp. z o.o. designated as the parent company and the others as subsidiaries.

The development of the VIVE Group's management structure was carried out in 2024 in the following stages:

01. Strengthening the management board of VIVE Management sp. z o.o. in terms of personnel by appointing Mr. Dawid Sado as Vice President of the Management Board effective July 1, 2024, and subsequently as President of the Management Board effective October 16, 2024.

02. Strengthening the management competencies of VIVE Management sp. z o.o. by incorporating strategy management for the VIVE Group, the ESG area, and Compliance into the structure of VIVE Management sp. z o.o. effective August 1, 2024.

03. The next stage in building the management system was the appointment, for a single term beginning October 16, 2024, of a Supervisory Board at VIVE Management sp. z o.o., with a clarification of the Company's supervisory authority over all companies of the VIVE Group. The term of the Supervisory Board is 3 years; the first term is 1 year. The Supervisory Board has not established any committees or working groups within its structure.

04. The appointment and hiring of Ms. Magdalena Białas effective November 18, 2024, as the Chief Financial Officer of VIVE Management sp. z o.o., responsible for the finances of the entire VIVE Group, and subsequently her appointment effective November 28, 2024, as a Member of the Management Board of VIVE Management sp. z o.o.

As of December 31, 2024, the Supervisory Board of the parent company VIVE Management consisted of 2 women and 1 man, as follows:

Gender diversity ratio **66%** F/M

Structure of the Supervisory Board	[Non-Executive Members of Management Bodies]
Agnieszka Servaas	Chairwoman of the Supervisory Board
Bożena Gargas	Member of the Supervisory Board
Rafał Olesiński	Member of the Supervisory Board

Experience and Competencies of the Supervisory Board

Agnieszka Servaas
Visionary, leader, and practitioner in the circular economy; co-owner of VIVE Group and CEO of the Play Sustain Foundation. For over 25 years, she has successfully developed innovative business models in the textile industry. She is the initiator of the Textile Upcycling movement and the Designers Play Sustain competition for circular fashion designers. She creates an ecosystem of business, science, and art centered around the circular economy. An active mentor and member of LiderShe and the Pro Bono Leaders Coalition, she combines strategy with practice, inspiring leaders to create value in business while being mindful of the environment.

Bożena Gargas
Member of the Supervisory Board of VIVE Management, formerly President of VIVE Innovation. She also served as President of the Board of the Institute of Industrial Design. A graduate of the University of Economics in Kraków and the Warsaw School of Economics, specializing in industrial commodity science and foreign trade.

Rafał Olesiński
Managing Partner at the law firm Olesiński i Wspólnicy, founder of a modern consulting group providing legal, tax, accounting, and analytical services. He supports the Open Eyes Economy movement and is also a founder and member of the Program Council of the BRIDGE Foundation.

Group
General Disclosures
Taxonomic Disclosures
Climate Change
Pollution
Resource Use and the Circular Economy
Own Workforce
People Working in the Value Chain
Affected Communities
Consumers and End Users
Business Conduct
Table of contents

As of December 31, 2024, the Boards of Directors of the VIVE Group companies were made up of a total of 2 women and 3 men.
Executive Members of the Management Bodies.

	As of January 1, 2024, the structure of the Management Boards of the individual companies of the VIVE Group was as follows	**As of December 31, 2024, the structure of the Management Boards** [Executive Members of the Management Bodies] of the individual companies of the VIVE Group was as follows:
VIVE Management	**Composition of the Management Board of VIVE Management sp. z o.o.:** Agnieszka Servaas – President of the Management Board	**Structure of the Management Board of VIVE Management sp. z o.o.:** Dawid Sado – President of the Management Board Magdalena Białas – Member of the Management Board
VIVE Textile Recycling	**Composition of the Management Board of VIVE Textile Recycling, LLC:** Tomasz Laudy – President of the Management Board Jarosław Urban – Vice President of the Management Board	**VMembers of the Management Board of VIVE Textile Recycling sp. z o.o.:** Bertus Servaas – President of the Management Board Jarosław Urban – Vice President of the Management Board
VIVE Logistic Services	**Members of the Management Board of VIVE Logistic Services sp. z o.o.** Bertus Servaas – Vice President of the Management Board	**Structure of the Management Board of VIVE Logistic Services sp. z o.o.** Anna Miernikiewicz – President of the Management Board Bertus Servaas – Vice President of the Management Board
VIVE Innovation	**Structure of the Management Board of VIVE Innovation sp. z o.o.** Bożena Gargas – President of the Management Board	**Structure of the Management Board of VIVE Innovation sp. z o.o.** Bertus Servaas – President of the Management Board
VIVE Properties	**Structure of the Management Board of VIVE Properties sp. z o.o.** Agnieszka Servaas – President of the Management Board	**Members of the Management Board of VIVE Properties, LLC** Dawid Sado – President of the Management Board
PROFITTEX	**Profitex GmbH PX** Bertus Servaas – President of the Management Board	**Profitex GmbH PX** Bertus Servaas – Chairman of the Management Board

The gender diversity ratio,
taking into account all members
of the management boards of companies
in the VIVE Group, is

40% *K/M*

while in the parent company,
VIVE Management, it is

50% *K/M*

Experience and Competencies of the Management Boards of VIVE Group Companies:

Dawid Sado
Responsible for coordinating the VIVE Group's activities in the areas of strategy and management. In his work, he focuses on implementing projects that support sustainable development, particularly in the areas of the circular economy, innovative textile recycling, and solutions that reduce the industry's impact on the natural environment. As part of his roles in other VIVE Group companies, he supports initiatives that combine business innovation with environmental and social responsibility.

Magdalena Białas
A financial management expert with over 25 years of experience, including on the boards of corporate groups. She has experience in building financial structures in engineering and manufacturing companies as well as in the healthcare sector. She possesses extensive knowledge in the areas of business valuation, investment risk analysis, and controlling, accounting, and treasury. An EMCC-accredited mentor ( ) active in mentoring programs, including those of the Business Women's Foundation and AGH University of Science and Technology. She combines expert knowledge with practical experience, inspiring conscious leadership and development. A graduate of the University of Economics in Katowice, Toulouse Business School, and the EMBA program at the Institute of Economics of the Polish Academy of Sciences (INE PAN) .

Bertus Servaas
Co-owner of VIVE Group; since 1992, CEO of VIVE Textile Recycling, a company setting the direction for textile recycling in Poland and Europe. A visionary and innovator, he creates and develops ventures across various industries that align with the circular economy. Originally from the Netherlands and long associated with Poland, he consistently builds a business ecosystem that combines innovation with social and environmental responsibility.

Jarosław Urban
Responsible for strategy and sales development in B2B, B2C, and e-commerce. He has experience managing business operational transformation processes in line with circular economy principles at international corporations and tech startups. He combines strategic knowledge with market practice to create modern business models aligned with the circular economy.

Anna Miernikiewicz
An expert in logistics and international transport. For over 14 years, she has successfully designed sustainable supply chains and logistics solutions for the VIVE Group and external partners. She specializes in international waste transport and comprehensive contract logistics services. She implements innovative projects that increase operational efficiency and support sustainable development. A graduate of the Catholic University of Lublin and Kozminski University, she combines legal and logistics expertise with business practice to create modern operational and process models.

Employee Representation on Management and Supervisory Bodies

As of the date of this publication, VIVE Group employees are not represented on the management or supervisory bodies of the Group's companies – neither through formal employee representatives nor other participatory mechanisms. This means that the management boards and supervisory boards do not include individuals selected or delegated by employees.

Role of administrative, management, and supervisory bodies

Sustainability Aspects Subject to Oversight:

- Strategy and business model assessment: The VIVE Management Board is responsible for integrating ESG into the Group's business model, including assessing the strategy and implementing changes in response to the results of analyses.
- Identification of risks and opportunities: Together with members of the management boards of subsidiaries, material ESG risks and opportunities are identified, including in the areas of circular economy, circular logistics, and eco-design.
- Policies, goals, and resources: In 2024, dedicated structures responsible for ESG and compliance were established at VIVE Management.
- Reporting: The VIVE Management Board oversees the preparation of ESG reports, which are part of the Group's financial and non-financial reporting.

Form of Oversight:

- Supervision of ESG aspects is carried out through regular reporting to the Supervisory Board, consultations, and the participation of Supervisory Board members in strategic reviews.

Organization and Formalization of Oversight:

- In October 2024, the Supervisory Board of VIVE Management was established with supervisory authority over all Group companies.
- The oversight structure was formalized by assigning ESG responsibilities within the management structure and integrating ESG into the internal control system.

Sustainability Management

Until July 31, 2024, the ESG area was part of VIVE Textile Recycling, and supervision of this area was exercised directly by the CEO. As of August 1, 2024, an ESG Department was established within VIVE Management, the parent company, reporting directly to the CEO of VIVE Management. This department is responsible for assessing ESG risks, developing, implementing, and managing the ESG strategy – including short – and long-term goals and methods for their implementation – ESG reporting, ESG audits, as well as ESG education and training. The Group is currently refining the structure of responsibility for overseeing impacts, risks, and opportunities and plans to finalize it by the end of 2026.

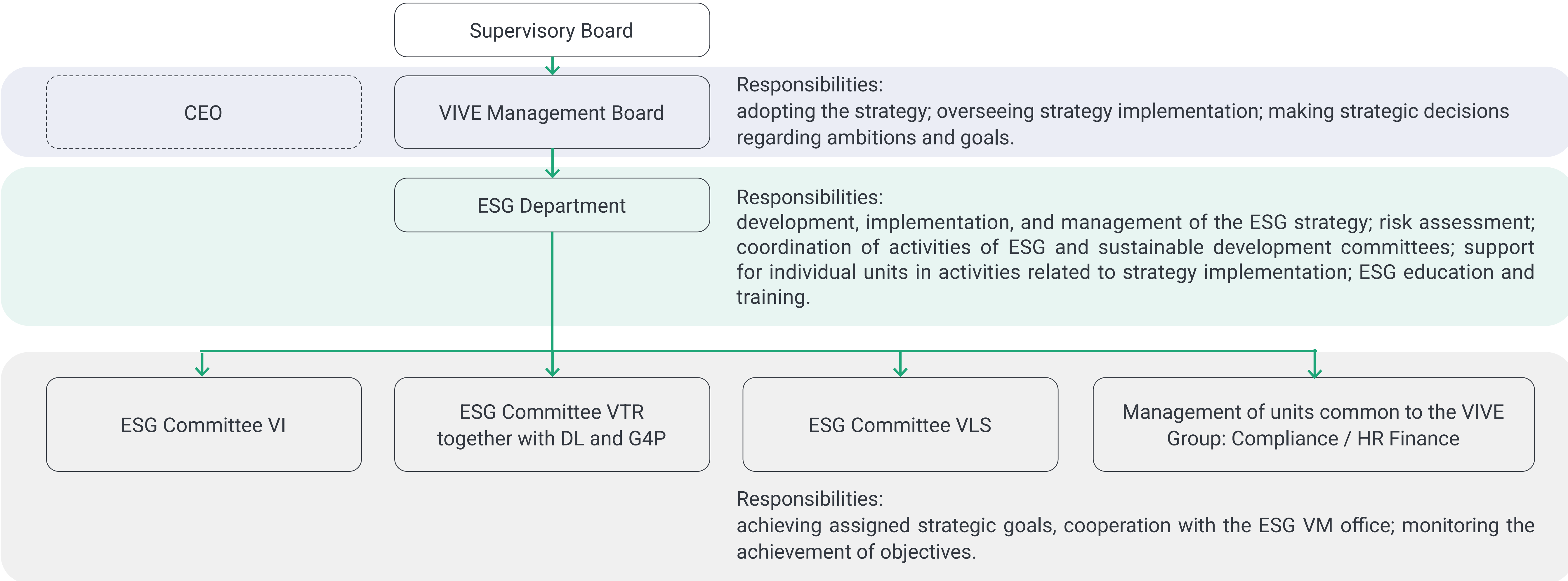
ESG-related matters are discussed and reported to the CEO during regular meetings, and key documents are approved by the Management Board.

The Management Board has the following responsibilities regarding the management of the Company's affairs:

01. sets and implements the Company's development strategy, within the framework of which it supervises, co-creates, and coordinates the capital group's operational strategy,
02. sets and implements the risk management strategy of the Company and the capital group, including developing the operating principles of the internal control system,
03. develops a financial plan (budget),
04. establishes the principles of the human resources and compensation policy,
05. manages the Company's assets,
06. incurs liabilities and enters into contracts,
07. grants and revokes power of attorney,
08. approves regulations governing the internal order and organization of the Company, including adopting, by resolution, rules for the division of powers within the Management Board and the responsibilities of individual Management Board members,
09. enters into, amends, and terminates employment contracts with the Company's employees, and determines their compensation in accordance with the rules set forth in the compensation regulations,
10. adopts the remuneration regulations,
11. adopts organizational regulations for individual units and organizational units defining their structure, tasks, and responsibilities,
12. makes and accepts declarations of intent on behalf of the Company,
13. convenes Shareholders' Meetings,
14. prepares the Company's annual financial statements and reports on the Company's operations, submits proposals regarding the distribution of profits or coverage of losses.

[ESRS2 GOV-2] Information Provided to the Entity's Administrative, Management, and Supervisory Bodies and Matters Related to Sustainable Development Addressed by Them

Sustainability Strategy Implementation Responsibility Chart



In 2024, ESG committees were established at VIVE Textile Recycling, VIVE Innovation, and VIVE Logistics Services, comprising the management of the operating units of each company. Committee meetings are held regularly approximately every two weeks. In 2024, VIVE Properties and Profitex were not included in the ESG structures. In the coming years, we plan to harmonize ESG management across all Group companies.

In 2024, the following activities, among others, were carried out within the ESG structures under the supervision of the Management Boards of the VIVE Group companies:

- **Work on Formalizing the Policy and Updating the ESG strategy:** throughout the year, extensive consultations were conducted regarding the policy and strategy for the entire Group, covering all subsidiaries and defining common principles, goals, and a framework for action. The 2023–2026 ESG Strategy was updated and implemented based on four pillars: the new value of textiles, circularity, ecological living, and innovation.
- **Corporate Governance and Compliance:** In 2024, work began on building an ESG reporting infrastructure in accordance with the CSRD directive and ESRSstandards. Gaps were identified, the report format was defined, and data collection began. A double materiality analysis was conducted, along with dialogue with internal and external stakeholders (surveys, workshops, needs mapping). Implementation of organizational regulations and codes of ethics in subsidiaries began.
- **Decarbonization and Environmental Footprint:** An environmental footprint calculator was developed for sorted textiles. The environmental footprint of the VIVE Group was calculated, and a decarbonization strategy for the VIVE Group was developed.

[ESRS2 GOV-3] Incorporating sustainability performance into incentive systems + Disclosure requirement related to [ESRS2 GOV-3] in [E1]

In 2023, the VIVE Group did not consider sustainability factors when determining compensation levels and did not set financial targets linked to ESG goals. However, the Group is considering introducing a financial component contingent on the achievement of ESG goals as part of total compensation.

[ESRS2 GOV–5] Risk management and internal controls over sustainability reporting

The Group does not have a separate risk management and internal control process for ESG reporting. These matters are managed within the framework of existing methods and processes.

The VIVE Management Board sets and implements the risk management strategy for the Company and the capital group. Responsibility for managing ESG impacts and risks is delegated to the units and teams managing the operational issues related to these impacts. This allocation of responsibilities allows for the simultaneous management of business issues and impact, enabling a quick and flexible response to needs. Specific responsibilities related to impact management, linked to relevant business operations, fall under the purview of Management Board members tasked with comprehensive risk monitoring. The Management Board is also responsible for impact management and for overseeing the sustainable development strategy and the integration of ESG criteria into the overall business strategy (in the short-, medium-, and/or long-term) as well as within the framework of comprehensive risk management. In 2024, the Internal Audit Department was established within the company. The VIVE Group's risk management system will be developed and formalized in the coming years.

Key identified risks (the Group's priorities in risk management and internal control) in the ESG area and methods for mitigating them

During the materiality assessment conducted in 2024, 63 sustainability risks were examined, of which 10 were assessed as material. These are described in detail in Section 1.1.4 Materiality Analysis. Within the VIVE Group, oversight of material ESG issues is carried out in an organized manner and assigned to specific units and functional roles. The ESG Department plays a key role, responsible for coordinating activities across the Group, ensuring a consistent approach to reporting in accordance with ESRSand CSRD requirements, maintaining documentation, overseeing ESG policies, and preparing reports for the Management Board and Supervisory Board. ESG Committees operate within the individual subsidiaries – VIVE Textile Recycling, VIVE Logistics Services, and VIVE Innovation. Their task is to implement ESG activities operationally, collect data, and monitor progress. The Management Board and Supervisory Board are informed about the implementation of the ESG strategy, including progress on material issues. They also participate in periodic reviews and approve key documents.

[ESRS2 GOV-4] Due Diligence Statement

Key elements of the due diligence process	Points in the sustainability statement
Integration of due diligence into corporate governance, strategy, and business model.	Sustainability management
Engagement with stakeholders over whom the entity has an influence at all key stages of the due diligence process.	[ESRS2 SBM-2] Stakeholder interests and views
Identification and assessment of adverse impacts.	Materiality analysis
Taking action to mitigate identified adverse impacts.	Activities and resources: E1-3, E2-2, E5-2
Monitoring the effectiveness of these efforts and communicating relevant information in this regard.	Metrics and targets, E1-4, S1-5, S1-14, S1-13

Statement on Minimum Guarantees for the Taxonomy:
Minimum Guarantees are one of the criteria of the EU Taxonomy that allow determining whether a given activity is environmentally sustainable (compliant with the EU Taxonomy) pursuant to Article 18(1) of Regulation 2020/852 on the establishment of a framework to facilitate sustainable investment.

By definition, this is a set of procedures applied by a business entity to ensure compliance with:

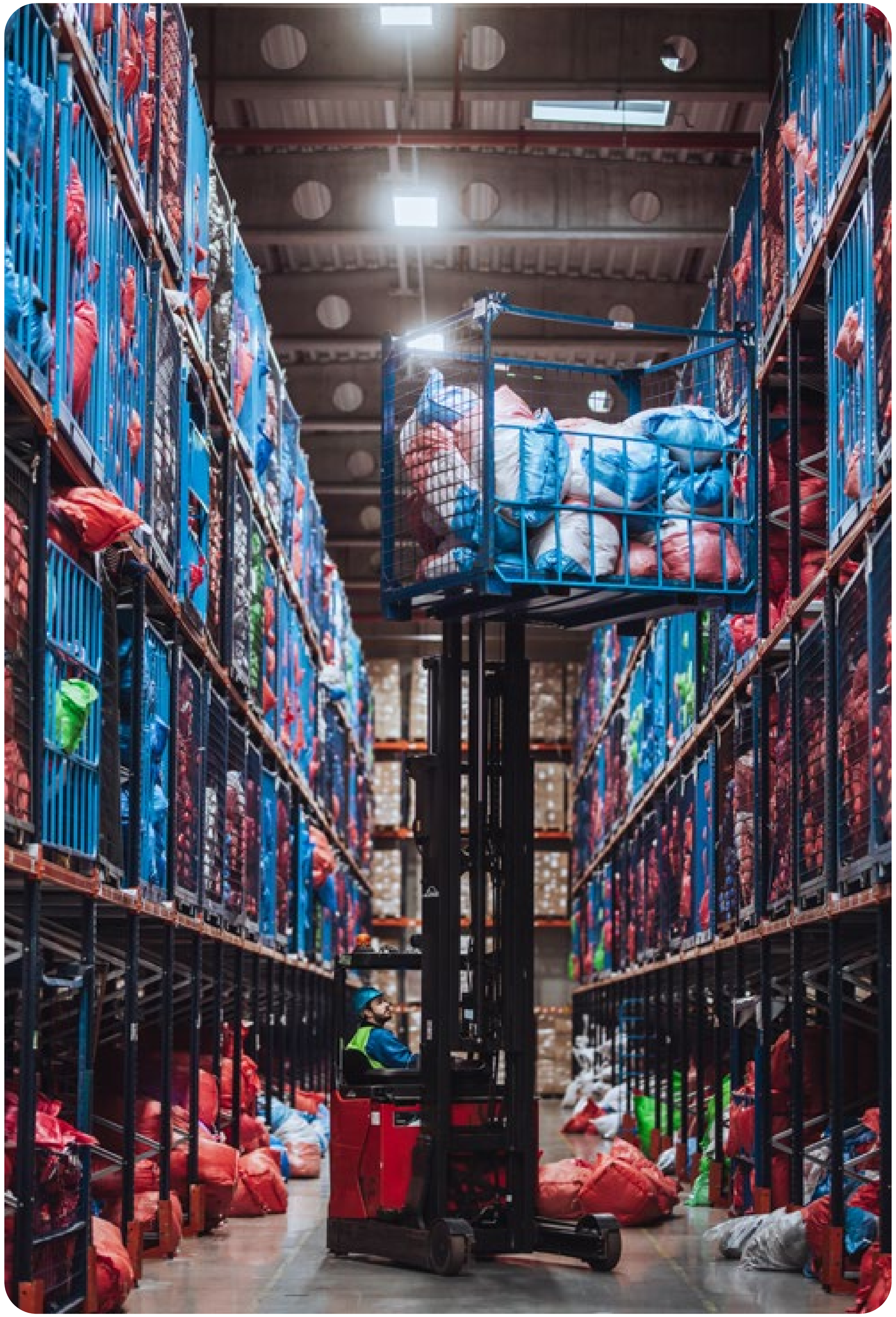
01. The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

02. The UN Guiding Principles on Business and Human Rights, including:

- the principles and rights set forth in the eight fundamental conventions identified in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work,
- the principles and rights set forth in the International Bill of Human Rights.

The assessment of compliance with the Minimum Guarantees was conducted in accordance with the recommendations of the SIF (Sustainability Investment Forum).

As a result of the verification process, it has been determined, to the best of our knowledge, that the VIVE Group's operations are conducted in accordance with the Minimum Guarantees.

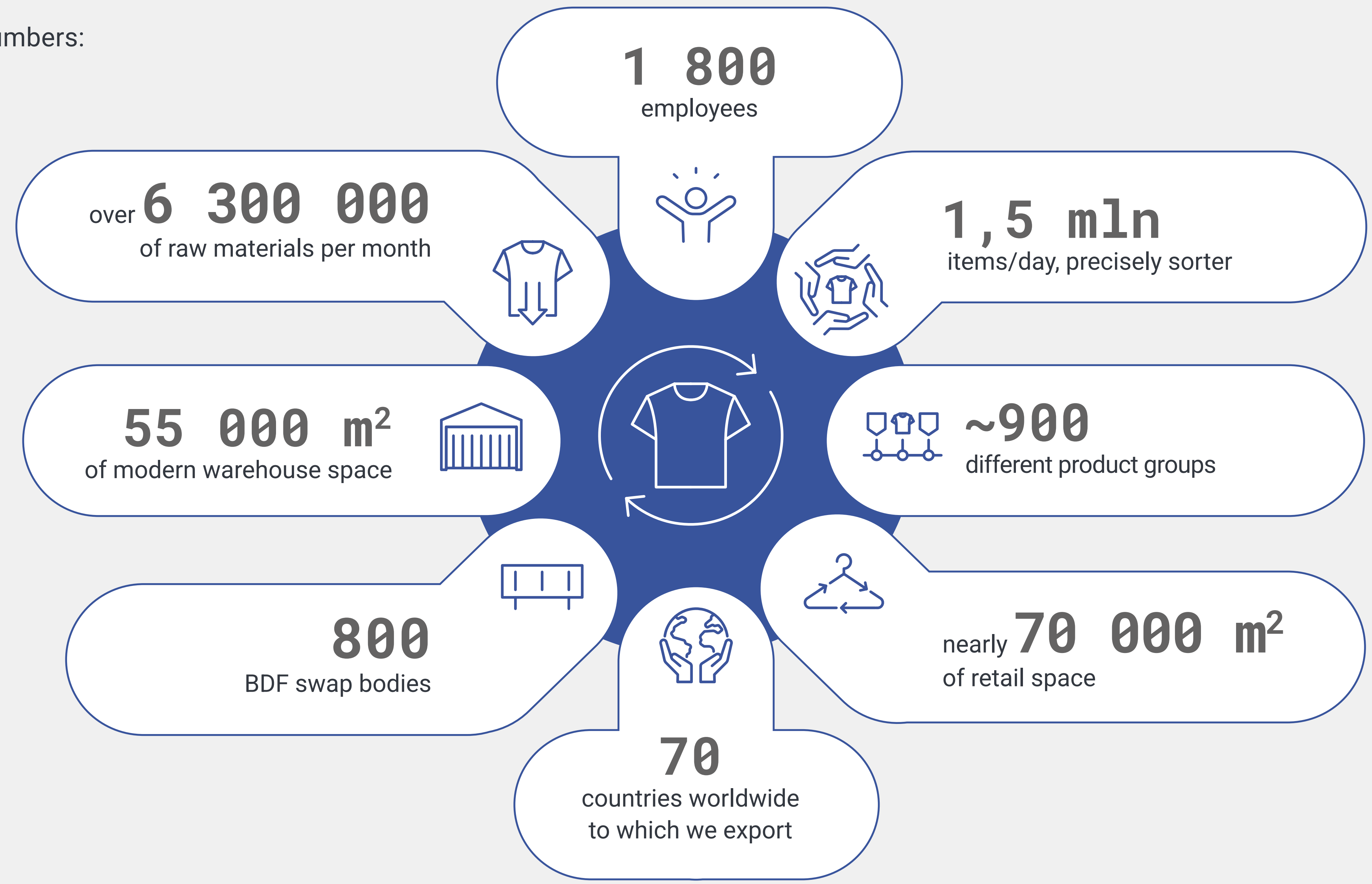


Strategy and Business Model

[ESRS2 SBM-1] Strategy, Business Model, and Value Chain

VIVE is a group of affiliated companies that has been operating for over 32 years **in the used textile industry in Poland and Europe. VIVE Management oversees and supervises the Group's companies. The company aims to achieve 100% utilization of used clothing, which is collected and sorted by VIVE Textile Recycling every day in an average volume of over 300 tons. This merchandise is then distributed to VIVE Profit secondhand clothing stores throughout Poland, for online sales, and for B2B sales to over 80 countries worldwide. VIVE Logistics is a commercial enterprise in the fields of transport and logistics, offering its clients a wide range of TSL services and Class A/A+ warehousing solutions. It also specializes in the transport of bulky and standard cargo using high-capacity BDF swap bodies. It provides international transport services, offering a distribution system to retail chains using its own dedicated** fleet. **VIVE Innovation** is the manufacturer of the VIVE Texcellence® textile composite, produced from a combination of used textiles and plastic waste. **Profitex** is a company operating in Germany that specializes in the direct collection of textiles from street containers. **VIVE Propertis**, on the other hand, is the real estate management company within the VIVE Group.

VIVE by the Numbers:



Current and Expected Results

In 2024, the Capital Group reported a net profit of PLN 11,552,414.27, a profit from sales of PLN 16,028,024.05, and an operating profit of PLN 18,915,298.72.

Net sales revenue amounted to PLN 512,174,276.99, of which net revenue from the sale of goods was PLN 18,312,532.70, and net revenue from the sale of products reached PLN 493,861,744.29.

During the same period, the cost of goods sold amounted to PLN 272,115,931.67, selling expenses to PLN 174,008,647.96, general and administrative expenses to PLN 34,216,765.66, and the value of goods sold was PLN 15,804,907.65.

EBITDA amounted to PLN 38,709,150.66. The balance sheet total at the end of 2024 stood at PLN 244,051,088.27. Return on equity (ROE) was 13.72%, and return on assets (ROA) was 4.67%.

Strategy

GROUP MISSION:

We uncover value in the world of waste. We create sustainable solutions for the natural environment.

GROUP VISION:

We are building a global business that addresses the challenges of the 21st century through groundbreaking innovations in the circular economy.

The VIVE Group's ESG Strategy was adopted for the years 2023–2026 and is closely aligned with the VIVE Group's mission and vision.

The strategy was originally developed at the VTR corporate ecosystem level, but following the restructuring process, it was updated and formally approved by the VIVE Management Board and applies to all companies within the Group. This was regulated by an agreement between the parent company and its subsidiaries, including VIVE Textile Recycling, VIVE Logistic Services, VIVE Innovation, VIVE Properties, VIVE Game4Planet, Dreslow, and Profittex GmbH.

The VIVE Management Board is responsible for implementing the ESG strategy at the highest level and has approved both the ESG strategy and the decarbonization strategy. Operational oversight is provided by the ESG Office, which coordinates the implementation of the strategy across the Group, prepares reports, and supports subsidiaries in achieving their ESG goals.

The ESG strategy was developed through a participatory process that included in-depth interviews with internal and external stakeholders, as well as three strategic workshops attended by representatives of various Group companies.

The VIVE Group's ESG Strategy was made public through the Group's social media channels. Additionally, it is made available to stakeholders via the website.

The VIVE Group's ESG Strategy distinguishes the following strategic areas:

01

New Value for Textiles

Leveraging our experience and expertise, we consistently work to minimize textile waste by gradually changing the negative perception of secondhand clothing and promoting responsible consumer behavior.

02

The Circular Partner of Choice

We are an integral part of the ecosystem that closes the textile loop and takes responsibility for managing unwanted products. We strive to become the partner of choice for all entities for whom increasing their responsibility in this area is important or necessary.

03

Innovation in Circularity

We seek innovative solutions that will support closing the loop in the textile industry. We want to inspire the world in an ambitious search for new technologies, proving that the impossible becomes possible.

04

Wellbeing

At VIVE, we believe that the well-being of people and the planet are interconnected; therefore, we prioritize the well-being, development, and education – including ESG education – of our employees, as well as their safety. We also design eco-friendly processes and undertake sustainable actions throughout the entire value chain.

Based on the areas defined above and through the development of strategic directions, the VIVE Group undertakes the commitments listed below, which in turn contribute to achieving various United Nations Sustainable Development Goals (SDGs): 3, 4, 5, 8, 9, 10, 11, 12, 13, 17.

01. The New Value of Textiles

VIVE'S COMMITMENTS:

- **We are changing the perception of textile waste.**
- **We bring valuable clothing back into circulation.**

By creating a closed-loop system for clothing, VIVE minimizes the amount of textile waste sent to landfills, thereby reducing potential risks associated with water and soil contamination.

High-quality education is the foundation for improving people's lives and achieving sustainable development. Universal access to education enhances quality of life and enables the discovery of innovative solutions to the world's most pressing challenges. The Game4Planet project and its educational objectives are the ideal response to this critical challenge.

Sustainable consumption and production require a systematic approach and cooperation among all stakeholders throughout the supply chain, from producers to consumers. This process involves conducting educational and other activities for consumers to raise their awareness of sustainable consumption and the lifestyle associated with it.

02. The Circular Partner of Choice

VIVE'S COMMITMENT:

- **We enable new and existing partners to co-create an effective and reliable circular ecosystem.**

Sustainable economic growth requires societies to create conditions that enable people to take on high-quality jobs that drive the economy without harming the environment. New job opportunities must be created, and decent working conditions must be ensured. As an employer, VIVE has a direct impact on achieving this goal.

We must address the challenges associated with rapid urbanization (e.g., safe waste disposal and waste management in cities). Cities should grow while improving resource efficiency, striving to reduce pollution, and combating poverty. One such example is improving municipal waste management.

Effective implementation of the 2030 Agenda for Sustainable Development requires partnership-based cooperation between governments, the private sector, and civil society.

03. Innovation in Circularity

VIVE'S COMMITMENTS:

- **We are developing new, circular solutions for the textile industry.**
- **We are entering into new partnerships to increase the potential for circularity.**

Technological progress, including improvements in material and energy efficiency, is at the heart of efforts to achieve environmental goals. Small and medium-sized enterprises engaged in manufacturing and processing – which typically create the most jobs – are of paramount importance for the early stages of industrialization.

Such inclusive partnerships should be built on principles and values, a shared vision, and common goals that place people and our planet at the center of our actions.

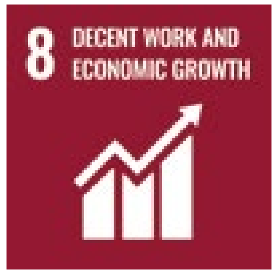
VIVE Group
General Disclosures
Taxonomic Disclosures
Climate Change
Pollution
Resource Use and the Circular Economy
Own Workforce
People Working in the Value Chain
Affected Communities
Consumers and End Users
Business Conduct
Table of contents

VIVE'S COMMITMENTS:

- **We implement eco-friendly solutions in VIVE's operations.**
- **We care for the wellbeing, development, and safety of our employees.**
- **We help build sustainable supply chains.**

By ensuring decent working conditions and caring for the mental health of its employees through prevention and education, VIVE also directly contributes to the achievement of the third goal.

Gender equality is not only a universal human right; it is also the foundation of a sustainable world where people will live in peace and prosperity. VIVE's implementation of a legal framework for gender equality in the workplace – covering pay, accessibility, and career advancement – is essential to ending gender-based discrimination.



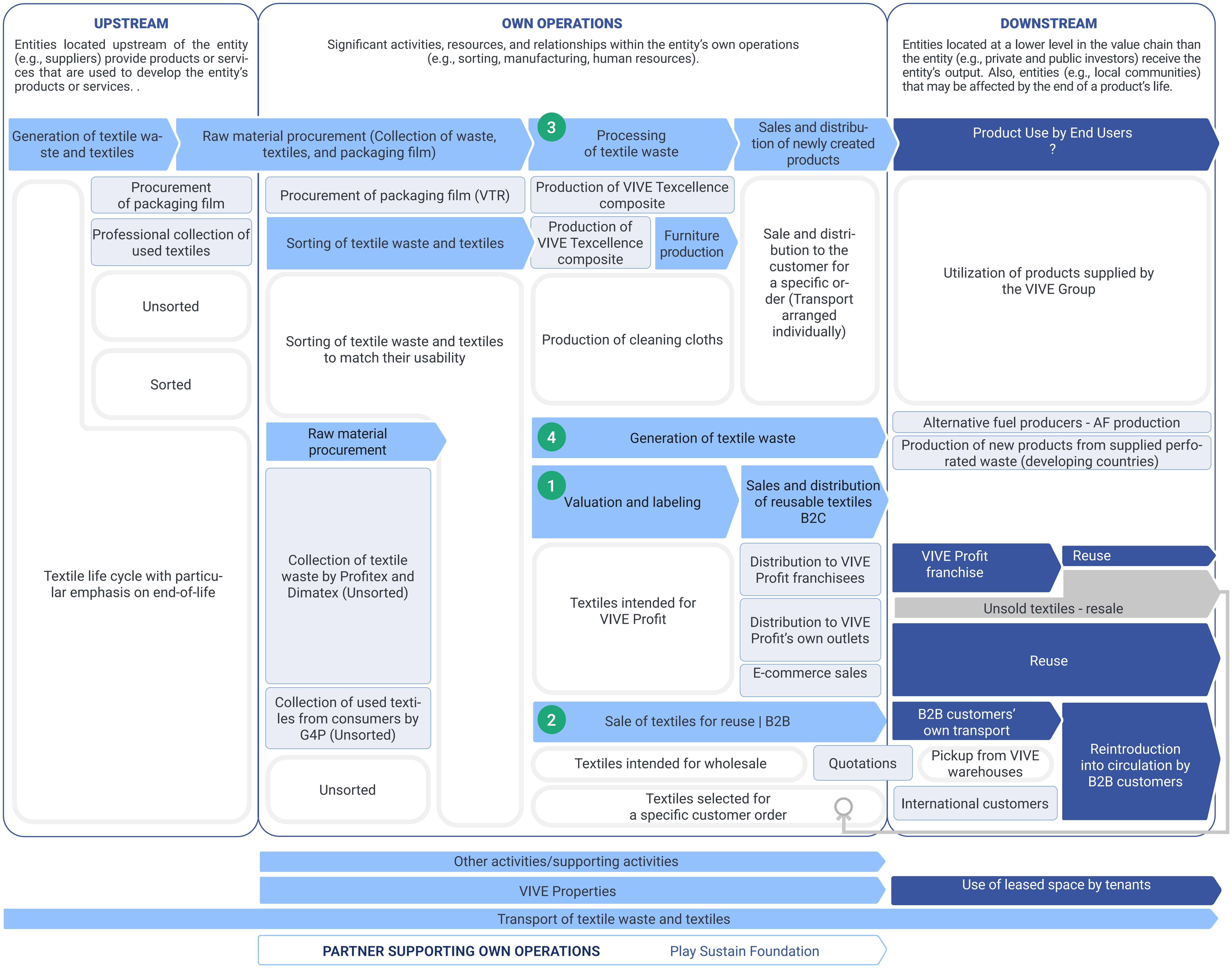
Stimulating the economy without harming the environment. New job opportunities must be created, and decent working conditions must be ensured. As an employer, VIVE has a direct impact on the achievement of this goal.

Current climate change is being felt in every country on every continent. Combating climate change is a global challenge that knows no national borders. Through its circular economy initiatives, VIVE significantly contributes to reducing greenhouse gas emissions into the atmosphere.

Value Chain

The VIVE Group's value chain model is based on an analysis of material flows. It encompasses operations at the stage of raw material extraction, the creation of materials and components, and their transport to VIVE; the complete set of operational processes taking place at VIVE; and the transport of products to customers, the phase of their use, and the end-of-life phase. The method of managing inputs is described in Table SBM-2 later in this chapter.

VIVE Group



VIVE Group Process Hierarchy

1. Reintroducing textiles into circulation (B2C)
2. Textile Re-circulation (B2B)
3. Processing textile waste into new products (VIVE Texcellence® & cleaning cloths)
4. Generation of textile waste

[ESRS2 SBM-2] Stakeholder Interests and Opinions + Disclosure Requirement Related to [ESRS2 SBM-2] in [S1] + [S2] + [S3] + [S4]

The VIVE Group conducted a comprehensive double materiality analysis that covered both the impact materiality and financial materiality perspectives. The process involved 273 stakeholders (employees and external partners), as well as representatives of the management board and senior management. Workshops, surveys, and an analysis of internal and external documents were conducted. The stakeholder engagement process and the results of the analysis will be taken into account in shaping the Group's future strategy and business model.

The VIVE Group's Management Board is actively involved in ESG processes and is regularly informed of the results of analyses and stakeholder feedback. The Management Board participated in validation workshops for the double materiality analysis, approved the list of material ESG topics, receives reports from surveys and stakeholder workshops, and participates in reviews of ESG strategies and thematic policies. The organizational structure includes an ESG Office, which is responsible for coordinating activities and communicating with the Management Board. Work is also underway to implement a Code of Ethics and a whistleblower protection system, and the Management Board is kept informed of any potential violations.

Own Workforce

The company's own workforce constitutes a key stakeholder group over which the entity exerts significant influence. During the reporting period, significant impacts were identified regarding working conditions (including high turnover and rotating shift schedules), compensation, occupational safety and health (OSH), and pay equity.

The unit's business model, based on operational flexibility and high task turnover, may contribute to exacerbating some of these effects, particularly about job stability and the predictability of working hours. At the same time, the organization mitigates these impacts, among other things, by developing and implementing privacy protection policies, hiring people with disabilities in dedicated areas, and conducting regular health and safety training.

During the reporting period, the gender pay gap was not monitored, nor was a comprehensive DEI (Diversity, Equity & Inclusion) policy implemented. However, the entity plans to incorporate these aspects into future strategic initiatives, adapting its business model to the needs and rights of its workforce, including respect for human rights.

Workers in the Value Chain

During the reporting period, VIVE did not monitor working conditions at its contractors. The Group plans to implement a Code of Conduct for Suppliers.

Affected Communities

VIVE is one of the main employers in the region (Kielce) and supports local communities.

Risks associated with the export of textiles to developing countries, where they could potentially end up in illegal landfills, have been identified. The company prevents such situations by processing export orders exclusively based on strictly defined specifications – using over 900 product codes that correspond to specific product groups. Each order is fulfilled individually, in accordance with the B2B customer's requirements, which allows for a precise match between the type of textiles and the recipient's needs and reduces the risk of shipping products that are unsuitable for reuse.

Consumers and End Users

The company recognizes consumers and end users as a key stakeholder group that it influences through the products it offers and the way it conducts its business. As part of its business model, which is based on promoting the circular economy and the sale of secondhand clothing from the second-hand market, VIVE conducts educational activities and campaigns promoting conscious consumer choices.

The entity's strategy aims to increase the availability of sustainable products and develop. In this context, a privacy policy for online store customers has been implemented, and further measures have been planned regarding personal data protection and transparent communication with customers.

At the same time, significant risks were identified related to the lack of disinfection and safety verification of children's clothing and toys entering the second-hand market, which is a common market practice.

VIVE identified stakeholder groups relevant to its operations and determined their impact on the organization. During internal workshops, stakeholder needs were identified, along with how VIVE addresses them.

Stakeholder groups	Impact on the orga-nization's reputation (1-10)	Impact on the orga-nization's objectives (1-10)	Department responsible for contact	Needs and expectations (What does this stakeholder group expect from us?)	How VIVE responds / can respond to these needs	Method and frequency of communication
Owners and Investors	10	10	Management	• Profit and organizational growth • Managing the organization in accordance with the management style developed as part of the organizational culture harmonization process • Integration of esg strategy with the organization's business strategy • Engaged employees • Risk management • Ensuring business continuity • Transparency and reporting • Responsible business and corporate governance • Protecting the company's image and reputation • Ethical management and legal compliance	• Reliable and relevant information about the company's performance • The company's income statement • Reporting • Internal audit • External audit • Reporting meetings with owners • Code of ethics • Esg strategy • Implementation of corporate governance policies • Adoption of a decarbonization plan • Business continuity plan	• Annual shareholders' meeting
Boards of Directors of VIVE Group Companies	10	9	Management Board Office/ Management Board Members	• Two-way communication • Clear division of responsibilities • Reliable information • Business continuity	• Corporate governance principles (internal procedures, policies, regulations) • Rules of procedure of the board of directors / organizational regulations • Minutes of management board meetings, resolutions • Function/unit responsible for ensuring the organization's compliance with the law • Function/unit responsible for ensuring compliance with the organization's regulations	• Once a month at management board meetings
Employees	10	8	HR	• Responsible recruitment • DEI-driven operations (promoting diversity, ensuring equal opportunities, and fostering inclusion for all employees) • An organizational culture grounded in shared values • Enabling participation in volunteer work • Ensuring professional development • Stability • Health care • Access to current corporate governance documents • Company news • Feedback • Flexible work arrangements (remote work, flexible hours)	• Implemented policy to prevent undesirable incidents in the workplace • Recruitment process aligned with the organization's values • Employee volunteering (enabling participation during work hours), coordination of employee volunteering • Training procedures, talent development • Employee benefits package – health care, life insurance, employee assistance fund • Newsletter for all employees: VIVE News, Intranet • External Portal: Welcome to VIVE	• VIVE News employee newsletter, • Communication with supervisors • Intranet • WitamywVIVE portal for candidates and employees • Employee Dashboard • Mailings

Stakeholder groups	Impact on the organization's reputation (1-10)	Impact on the organization's objectives (1-10)	Department responsible for contact	Needs and expectations (What does this stakeholder group expect from us?)	How VIVE responds / can respond to these needs	Method and frequency of communication
Pracownicy	10	8	HR	• Commitment to compensation (timely payments, market-competitive rates, fair pay and compensation policies) • Active health and safety policy and attention to ensuring a comfortable work environment (e.g., air conditioning, employee amenities) • Focus on employee integration • Social policy (e.g., employee support) • Active measures to prevent workplace bullying and discrimination • Availability of company information for potential employees • Change management • Involvement in processes, clear rules • Synergy of activities between units within the organization • Transparency in communication	• Online HR services for employees – Employee Dashboard • Timely payroll • Flexible working hours • Direct communication between supervisors and subordinates • Employee satisfaction surveys, • Employee integration through the organization of eco-friendly initiatives that foster attitudes aligned with the company's values and mission	• Posters, announcements • App for communicating with drivers • Production Radio
Customers	8	4	Sales / Marketing/ Logistyka/VLS	• Products that meet specifications • Collaboration in the development of new products and/or services • Transparency on the part of the organization • A company that creates added value for society and the environment • A socially responsible company • Clear rules of cooperation • Transparent and inclusive communication regarding the company's offerings and current operations • A trustworthy brand that keeps its promises • A wide selection of products • Attractive prices commensurate with the quality of our products • Price promotions • Online availability • After-sales service • Loyalty programs • Product carbon footprint calculation and life cycle assessment (LCA) • Efficient and high-quality in-store and logistics service • Real-time updates on service status and delivery timelines	• Code of ethics • ESG reporting and strategy • Procedures • Customer satisfaction survey, • Loyalty program, • Customer service standards, • Operations manual (for store staff), • ISO standards, certificates, permits, licenses (transport, freight forwarding, waste transport permits) • Calculation of the organization's carbon footprint • Product carbon footprint calculation (Texcellence®) and LCA • Telemetry systems (TMS, WMS) • Internal training • Dedicated, qualified logistics division • Certifications for sustainable systems • Communication through all available channels, including social media, direct marketing, websites, in-store communication, newsletters, and educational podcasts • Inventory management, • Product quality control, in-store complaint forms	• Ongoing communication via store employees and dedicated organizational units/ • Ongoing communication between the sales director (vi) and customers/ ongoing communication with the customer and reporting during and after service delivery (logistics)

Stakeholder groups	Impact on the organization's reputation (1-10)	Impact on the organization's objectives (1-10)	Department responsible for contact	Needs and expectations (What does this stakeholder group expect from us?)	How VIVE responds / can respond to these needs	Method and frequency of communication
				• Accurate documentation • Adequate fleet and insurance quality • Continuous improvement • Certificates and permits for waste transport		
Business Partners	9	7	Sales/G4P	• Long-term relationships based on loyalty • A partnership-based approach to business • A precise and transparent collaboration model • Setting trends in circularity, decarbonization, and ESG • Collaboration on the launch of new services • Business development • Measurable ESG benefits (fundraising reports) • Communication that delivers measurable business results (increased sales, customer growth) • Mutual adherence to the code of ethics • Engagement in the supply chain • Compliance with the law, the partner's internal regulations, and ISO standards • Continuous improvement • Support in difficult situations	• ESG strategy • ESG reporting • Code of Ethics • Policies • Certifications (ISO) • B2B Sales Department • Code of Conduct for Suppliers/Franchisees (Operations Manual, Franchisee Guide) • Regular communication via social media (LinkedIn, Facebook, Instagram, YouTube, TikTok) • Respect for DEI principles + human rights	• Ongoing communication with a dedicated /unit/ Social Media / Regular / quarterly meetings for franchisees / Regular visits to franchise stores by regional managers and management staff responsible for VIVE Profit stores
Suppliers	7	7	Department collaborating with the supplier (Purchasing/IT/ Logistics	• Financial reliability and solvency • Being the partner of choice • Long-term relationships based on loyalty • Clear rules of cooperation, transparency, and integrity • Responsible purchasing • Responsible business practices • Shared values throughout the supply chain • Mutual respect for the code of ethics • Compliance with the law, the supplier's internal regulations, and ISO standards • Continuous improvement • Knowledge sharing • Scientific publications (VI) • Adherence to scientific methodology within R&D (VI)	• Code of Ethics • Code of Conduct for Suppliers • Corporate governance • Supplier evaluation • Readiness for supplier audits • Control of outsourced processes • Certifications (ISO) • General terms and conditions • NDAs (non-disclosure agreements) • ESG strategy • Publication of research results (research units) • B&R Office - Project implementation in accordance with scientific methodology	• Ongoing communication, • VI - dedicated contact person for research centers, scientific publications

Stakeholder groups	Impact on the organization's reputation (1-10)	Impact on the organization's objectives (1-10)	Department responsible for contact	Needs and expectations (What does this stakeholder group expect from us?)	How VIVE responds / can respond to these needs	Method and frequency of communication
Society and Local Communities	8	6	Management/ Marketing /ESG / Department collaborating with the organization	• Responsible business practices • Ethical conduct • Supplier evaluation • Readiness for supplier audits • Control of outsourced processes • Publication of audit results • Risk management • Creating added value for society • Managing socio-economic impact • Offsetting environmental impact • Positively impacting the environment, climate, and biodiversity • Setting decarbonization goals • Commitment to sustainable development and the circular economy • Engagement with the local community • Responsible management of ESG issues • Sharing knowledge and expertise • Good reputation • Setting best practices • Transparency • Dialogue with stakeholders (scientific community) • B&R Office - project implementation in accordance with scientific methodology	• Code of Ethics • Organizational governance: policies and procedures • Legal compliance • ESG Strategy • Reporting • Company experts serving as lecturers at universities • Participation in industry conferences • Membership in non-governmental organizations (including UNEP GRID / UNGC) • Decarbonization strategy / SBT • Stakeholder dialogue • Conducting a double materiality assessment • Dedicated circular economy expert for networking and communication with organizations (specifically NGOs)	Ongoing communication through dedicated liaisons with specific organizations; via social media and tailored to the specific needs of each organization
Media Traditional media, social media	10	3	Marketing->PR	• Accessibility and transparency • Reliable information • Expert knowledge	• Dedicated media contact • Designated experts within the organization for specific topics • Social media communication and media relations • Updated website • Online press office	Regular activity on social media, website, ongoing contact with journalists from a dedicated unit within the organization

Stakeholder groups	Impact on the orga-nization's reputation (1-10)	Impact on the orga-nization's objectives (1-10)	Department responsible for contact	Needs and expectations (What does this stakeholder group expect from us?)	How VIVE responds / can respond to these needs	Method and frequency of communication
Public Administra-tion	4	4	HR/Environmental Affairs/Logistics/ Compliance	• Ethical management • Compliance with laws, local requirements, recom-mendations, etc. • Timely reporting • Compliance with administrative decisions • Providing timely responses • Risk management • Corporate governance • Transparency and reporting • Holding the required licenses • Sharing knowledge and expertise • Academic publications (VI) • Partnerships with local governments • Setting trends in textile waste management	• Code of Ethics • Organizational governance • Legal compliance • ESG strategy • Reporting • Dedicated R&D unit • Publication of research results (VI) • Participation in thematic conferences as an expert to share knowledge • Possession of required permits, environmental reporting	periodically as required by law or upon request, as part of consulta-tions as needed
Regulator	4	10	Compliance	• Ethical management • Compliance with laws and local guidelines, etc. • Timely reporting • Risk management • Corporate governance • Transparency and periodic reporting		pERIODICALLY IN accordance with legal requirements
Environment	5	8		• Minimizing the negative impact of business opera-tions on the environment	• We help build sustainable supply chains • Decarbonization strategy	

The table below shows where specific stakeholder groups are in the chain and what actions are taken at each stage of the chain.

Name of entity in the value chain		Stakeholder group	Description of actions taken by the entity
			Upstream
Production of textile waste and textiles		• Apparel companies • Consumers • Textile factories • National/EU regulators	The textile life cycle, with a particular focus on end-of-life
Sourcing Raw Material	**Procurement of packaging film**	• External market entities • VTR purchasing department staff	Procurement of packaging film necessary for the production of VIVE Texcellence®
	Raw material procurement (sorted & unsorted)	• Municipal, commercial, or charitable organizations engaged in the professional collection of used textiles • Municipalities • National/EU regulator • Competition	Professional collection of used textiles Collection areas: Germany, Czech Republic, Poland, Italy, Sweden, Austria, Slovenia. Waste collected for VI Based on the VIVE Group's procurement strategy, suppliers undergo weekly quality verification of the purchased raw material against defined quality indicators specified in the strategy. Suppliers receive feedback based on the verification. Examples of quality indicators include yield, waste volume, and footwear volume (in the purchased raw material).
			Own Operations
	Procurement of packaging film	• Consumers • VIVE partnership initiatives through Game4Planet • National/EU regulator • Competition • Media • VIVE employees	Packaging film made from VTR and VI (for the production of VIVE Texcellence®)
	Textile waste collection by Profitex and Dimatex (unsorted)		Textile waste collection by Profitex and Dimatex Sourcing area: Germany, Czech Republic
	Collection of used textiles from consumers by G4P (unsorted)		Collection of used textiles from consumers (G4P via VIVE Profit (drop-off location); including partnership campaigns, e.g., with OSP) Collection area: Poland
Sorting of textile waste and textiles		• VIVE employees • Temporary workers • Employment agencies	Sorting textiles to determine their suitability The sorting of textile waste and textiles to determine their suitability is carried out in several stages (in one of the halls, mostly by hand) and in two stages in another hall (50% automated, 50% manual labor)

Name of entity in the value chain		Stakeholder group	Description of actions taken by the entity
Sorting of textile waste and textiles			**Sorting waste into:** • Clothing for sale in VIVE Profit stores • Special orders / dedicated purposes, e.g., theater and film costumes, historical / vintage clothing • Textile waste intended for the production of cleaning cloths • Textile waste intended for transfer to VIVE Innovation for use in the production of VIVE Texcellence® composite • Other textile waste • Other waste – electronic waste, toys, leather, fur, other items mixed with textile waste Textiles that are unsuitable for reintroduction into the cycle but are made of absorbent material are designated for industrial cleaning rags. Textiles that cannot be used as cleaning rags may be transferred to VI for the production of the Texcellence® textile composite, or to companies that will use the textiles to produce RDF, or they will be managed in another, best-possible way to dispose of these materials.
Disposal		• VIVE employees • Alternative fuel producers • Combined heat and power plants • Cement plants	After the sorting stage, some of the textile waste is sent for disposal to alternative fuel producers. That is, the material is not sold but disposed of – the textile waste is sent for the production of alternative fuels, which grinds it into a special fraction while maintaining the combustion parameters and calorific value required by the cement plant or combined heat and power plant. On VIVE's side, such waste is entered into the BDO system, where the quantities of transferred waste are certified under code 191208 (textiles) or code 191212 (modified waste), which are collected by RDF producers.
Shredding of textile waste		• VIVE employees • B2B customers	Textile waste perforated for sale to developing countries (including India), where the customer will use it locally to manufacture new products, such as fillings.
Pricing and labeling		• VIVE employees	Textile products obtained through G4P and textile waste identified as reusable during sorting are prepared for reuse. At this stage, textile waste (from purchased unsorted material) ceases to be treated as waste. Damp textiles are sometimes dried.
Textile Waste Processing	Production of VIVE Texcellence® composite	• VIVE employees	The composite produced from granules is used in construction, road building, as well as in urban furniture and directly by consumers. VIVE Texcellence® is produced using both textile waste (after sorting) and packaging films sourced by VIVE Innovation from VTR or external suppliers.

Name of entity in the value chain		Stakeholder group	Description of actions taken by the entity
Processing of textile waste	Production of VIVE Texcellence® composite		Custom-made furniture is also produced from the textile composite.
	Production of cleaning cloths	• VIVE employees	Textiles intended for industrial cleaning cloths are sent to the cutting room. Types of cleaning cloths produced: cut, uncut, colored, and white.
Sales and Distribution of Newly Manufactured Products	VIVE Texcellence® composite	• VIVE employees	Transportation arranged individually upon customer request.
	Cleaning cloth	• VIVE employees	Cleaning cloths are sold and distributed to customers who use them in the production of their own products.
Sale of Reusable Textiles (B2B)	Textiles intended for countries outside Europe	• VIVE employees • National/EU regulator	B2B sales (directly to the end customer or through a broker) Distribution handled by VIVE or the customer – depending on individual agreements.
	Textiles (wholesale)	• VIVE employees • National/EU regulator • Individual customer • Wholesale customer	Sales through the VIVE Group's logistics center. Mail-order sales area: Poland Sales based on offers from B2B customers.
Sales and Distribution of Reusable Textiles (B2C)	Distribution to VIVE Profit franchisees	• VIVE employees • Franchisees • Individual customers • Media • Owners of retail and service spaces • National/EU regulator	Distribution of textiles to VIVE Profit locations (franchise) depending on arrangements with the franchisee (own fleet or third-party service).
	Distribution to VIVE Profit's own locations	• VIVE employees • Individual customers • Media • Owners of retail and service spaces • National/EU regulator	Distribution by own fleet (majority) or outsourced to external fleet.
	E-commerce sales	• VIVE employees • Individual customers • National/EU regulator	Sales via the website and distribution via courier services.
Transport (VIVE Logistics/VTR)		• VIVE employees • National/EU regulator • Leasing companies • Logistics companies and freight forwarders • Customers	VLS performs unloading, receiving, warehousing, full-pallet picking, order fulfillment, and loading operations for several commercial clients, including those in the FMCG and home appliance sectors. In addition to warehousing activities, we provide freight forwarding services involving the arrangement of transportation resources to meet customer needs. Drivers providing services to VLS kom are employed by their respective employers. VLS does not currently own a fleet of trucks and does not employ drivers.

Name of entity in the value chain	Stakeholder group	Description of actions taken by the entity
Other activities/support services	• VIVE employees	Internal operations, including bidding, HR activities, R&D, and warehousing. Activities of departments under VIVE management and other internal group activities described below. Warehousing: Sorted textiles, as finished products in special bins, are transported to warehouse halls or sent directly for loading. The warehouses receive 1,500 tons of finished goods from the production department each week. For VIVE Profit: VIVE's service offering under VIVE Profit also includes regular 100% merchandise replenishment, staff training, support from a regional manager, assistance in evaluating the potential of a new location, store layout planning, store branding, a marketing starter kit, and full logistics support.
VIVE Properties	• VIVE employees • Tenants (Wody Polskie)	Leasing of office space to Wody Polskie and VIVE Profit store space.
PARTNER SUPPORTING OWN OPERATIONS: Play Sustain Foundation	• VIVE Group • Individual consumers • Business partners and social organizations • National/EU regulator • Media	The Play Sustain Foundation promotes sustainable fashion and the circular economy through: • Education – workshops, campaigns, and programs to raise environmental awareness. • Upcycling and circularity – inspiring designers and consumers to reuse textiles. • Partnerships – collaborating with businesses, ngos, and public institutions to implement innovations. • Flagship projects – the designers play sustain competition, educational events, and social campaigns.

Name of entity in the value chain	Stakeholder group	Description of actions taken by the entity
		Downstream
Franchise (VIVE Profit)	• VIVE employees • Franchisees • Individual customers • Media • Owners of retail and service spaces • National/EU regulator	VIVE supplies textiles to VIVE Profit franchise locations, providing full operational support: from logistics and staff training to marketing activities. Franchisees sell second-hand textiles, supporting the circular economy model.
Reuse	• Individual customers • Commercial companies/designers	Reuse by individual consumers/end users. Textiles are delivered to individual customers, as well as designers and upcycling companies, where they are reused as clothing, accessories, or raw materials for creating new products.
Reintroduction into circulation by B2B customers	• Brokers • End customers (outside Europe) • B2B customers	VIVE conducts wholesale sales of textiles to B2B customers, including brokers and buyers outside Europe. Orders are fulfilled based on over 900 product codes, allowing for precise matching of products to customer needs and reducing the risk of textiles ending up in illegal landfills.
Use of new products by end users	• Developers • Public entities (municipalities) • VIVE Texcellence® customers	Use of finished products supplied by the VIVE Group. The VIVE Texcellence® composite is used by end customers in construction, small-scale architecture, and industrial processes.
Production of new products from perforated textile waste	• Business partners	Perforated textile waste is exported to business partners (e.g., in India), who use it as raw material to produce new products, such as furniture fillings or insulation materials.
Use of leased space by tenants	• Tenants (State Water Management and Water Resources Agency – Wody Polskie)	Tenants use office and retail space owned by VIVE Properties.

Materiality Analysis

Double Materiality Analysis Process

[ESRS2 IRO-1] Description of the Process for Identifying and Assessing Material Impacts, Risks, and Opportunities

As part of the preparation for this report, a materiality assessment was conducted to identify sustainability issues and risks related to material sustainability areas that are significant to the VIVE Group and its stakeholders across the entire value chain. The materiality assessment was aligned with the requirements of the CSRD and the European Sustainability Reporting Standards (ESRS). The assessment incorporated the principle of double materiality, meaning that it considered both the impact perspective–i.e., the VIVE Group's impact on sustainability issues – and the perspective of financial materiality, i.e., the impact of a given sustainability issue on the company's future financial performance.

The materiality study was conducted between June 2024 and October 2024 in collaboration with the consulting firm Deloitte.

The study involved the following steps:

01. Benchmarking Analysis

The objective of the process was to identify material topics indicated by selected entities and their approach to conducting the entire process. The benchmarking analysis included four organizations from the logistics, retail, and waste collection, sorting, and processing (recycling) sectors, including textile waste.

02. Defining the Objectives and Understanding the Organizational Context

- Understanding business operations to identify specific elements of the business model and define the scope of the analysis.
- Defining the value chain.

03. Identifying Impacts, Risks, and Opportunities

- Materiality analysis – ESRS requirements: analysis of compliance with the requirements of the European Sustainability Reporting Standards (ESRS), including standards E1, E2, E3, E4, E5, S1, S2, S3, S4, and G1.
- External market and industry trend analysis: industry reports and competitive analysis.
- Analysis of internal documents: VIVE's strategy and internal documents (policies and internal reports).
- Employee surveys (internal stakeholders).
- Surveys of external stakeholders.
- Creation of a long list that served as the basis for further assessment.

04. Assessment of Impacts, Risks, and Opportunities

- Assessment of the materiality of identified impacts (in terms of scale, scope, reversibility, and likelihood of occurrence), ESG risks, and opportunities.

05. Prioritization and Validation of Results

- Prioritization of the most material ESG impacts.
- Presentation of the results of the entire analysis along with the rationale for the list of material topics.

Key Figures of the VIVE Group's Double Materiality Analysis Process

>10h
hours of workshops summarizing the identification of impacts, risks, and opportunities

5
months of work with a consultant's involvement

273
people completed a survey questionnaire regarding the VIVE Group's impact on ESG-related topics

32
participants in the IRO identification workshops

2
analytical perspectives - Impact Materiality & Financial Materiality (risks and opportunities)

Steps of the Double Materiality Analysis

01. Identification of a long list of impacts, risks, and opportunities: **91** impacts. Risks and opportunities were identified within these impacts.

02. Assessment **of the materiality** of impacts, risks, and opportunities: **28** material impacts from an impact perspective, **10** material risks and opportunities from a financial perspective.

The materiality threshold was established following consultation with internal and external experts; the Management Board decided to set the materiality threshold at 3.5. The assessment of impacts was conducted based on four criteria: scale of impact, scope of impact, reversibility of impact, and likelihood of occurrence. Each criterion was rated on a scale of 1–5, and then a weighted average was calculated, with greater weight assigned to the severity of the impact (weight 2) than to the probability (weight 1), which was justified by the greater uncertainty and subjectivity involved in assessing probability. Subsequently, based on the results obtained, significance levels were assigned: Low: 0–3, Medium: 3–3.5, High: 3.5–4, Very High: 4–5. A similar methodology was applied to assess financial significance, where the magnitude of the potential financial effect and the likelihood of its occurrence were evaluated. The adopted methodology allows for the objectification of the assessment of impacts and risks, as well as their comparability across topics. The use of a weighted average with a higher weight for the severity of the impact is consistent with practices recommended by EFRAG and other regulatory bodies.

03. **Grouping** of material impacts, risks, and opportunities. As a result of this process, 15 material topics were identified, including:

- Climate change (CO_2 emissions, adaptation),
- Circular economy (CE),
- Working conditions and occupational health and safety,
- Equality and diversity,
- Customer security and privacy,
- Management of relationships with business partners.

The results of the analysis were approved by the Management Board at its meeting on October 24, 2024, confirming their strategic importance to the VIVE Group's business model.

Disclosure requirement related to [ESRSE1, E2, E3, E4, E5, and G1]

Climate change

As of 2024, the Group had not yet conducted a comprehensive climate-related scenario analysis to identify and assess physical risks, as well as the risks and opportunities associated with the transition, in the short-, medium-, and long-term. However, as part of its decarbonization strategy, approved in December 2024, greenhouse gas emission reduction targets were set in accordance with the Science Based Targets (SBTi) methodology, covering Scope 1 and 2 (a 54.6% reduction by 2033) and Scope 3 (a 32.5% reduction by 2033).

Air Pollution

The VIVE Group continuously implements measures to reduce particulate matter pollution, including total particulate matter, PM10, and PM2.5. Particulate matter emitted during the production of VIVE Texcellence® is reported to KOBIZE.

Trucks used in road transport are also a source of particulate matter emissions – both the Group's own fleet (89 vehicles meeting the Euro 6 standard) and external carriers.

The Group does not monitor the composition of the processed textiles, but has begun preliminary tests indicating that, on average, 31% of the collected textiles consist of polyester. Plastic packaging waste is also used in the production of VIVE Texcellence®, which reduces the amount of waste sent for disposal.

Water and Marine Resources

This topic was deemed immaterial due to the lack of water use in production processes, such as the production of the VIVE Texcellence® composite or dyeing. Water is used primarily for social and domestic purposes and in a closed-loop system for cooling at VIVE Innovation.

Currently, the Group does not monitor the volume of water withdrawn or its sources, does not have its own water intakes, and has not implemented measures to reduce consumption.

Biodiversity and Ecosystems

This topic was deemed immaterial due to the lack of a direct impact of the Group's operations on biodiversity and ecosystems.

Use of Resources and the Circular Economy

The circular economy has been identified as one of the material topics. The VIVE Group treats the circular economy as a key element of its business model and competitive advantage, while simultaneously minimizing negative environmental impact. The strategic goal is 100% utilization of sorted textiles, using modern sorting lines compliant with ISO 9001 and ISO 14001.

Textile and plastic packaging waste is used in the production of VIVE Texcellence®. Reusable packaging (bags, bales, pallets) is used for transport, which reduces waste. The Group also supports the educational activities of the Play Sustain Foundation in the areas of the circular economy and eco-design.

Business Operations

VIVE has organizational and management regulations in place; however, due to structural changes, the level of internal transparency is limited, which has a real negative impact. In 2024, the organization worked on a Code of Ethics and an ESG Policy intended to regulate corporate governance issues.

In 2024, VIVE Management, VIVE Textile Recycling, and VIVE Logistic Services adopted a procedure for receiving internal reports and taking follow-up actions, established a reporting channel, and appointed a coordinator to manage it.

VIVE is a member of various industry organizations such as the UN Global Compact Network Poland and EuRIC. However, it does not have documents regulating political engagement and lobbying activities.

The procurement process does not include standard payment terms. In its relations with foreign partners, VIVE has not verified working conditions or end-of-life product management, which could potentially have a negative impact. No incidents of corruption were reported in 2024. At the same time, VIVE began work on a Code of Conduct for Suppliers.

[ESRS2 IRO-2] ESRS Disclosure Requirements Covered by the Entity's Sustainability Statement

ESRS Disclosures – Location in the Document

Disclosure No.	Disclosure Name	Section / Chapter	Page
BP-1	General Basis for the Sustainability Statement	[ESRS 2] General Disclosures	5
BP-2	Disclosures Regarding Specific Circumstances	[ESRS 2 BP-2] Disclosure Regarding Specific Circumstances	5
GOV-1	Role of Administrative, Management, and Supervisory Bodies	[ESRS 2 GOV-1]] Role of Administrative, Management, and Supervisory Bodies	6
GOV-2	Information Provided to the Entity's Administrative, Management, and Supervisory Bodies and Matters Related to Sustainable Development Addressed by Them	[ESRS 2 GOV-2] Information Provided to the Entity's Administrative, Management, and Supervisory Bodies and Matters Related to Sustainable Development Addressed by Them	10
GOV-3	Incorporating Sustainability Performance into Incentive Systems	[ESRS 2 GOV-3] Incorporating Sustainability Performance into Incentive Systems	11
GOV-4	Due Diligence Statement	[ESRS 2 GOV-4] Due Diligence Statement	11-12
GOV-5	Risk Management and Internal Controls over Sustainability Reporting	[ESRS 2 GOV-5] Risk Management and Internal Controls over Sustainability Reporting	11
SBM-1	Strategy, Business Model, and Value Chain	[ESRS 2 SBM-1] Strategy, Business Model, and Value Chain	13-17
SBM-2	Stakeholder Interests and Perspectives	[ESRS 2 SBM-2] Stakeholder Interests and Perspectives	18-28
SBM-3	Material Impacts, Risks, And Opportunities, As Well As Their Interrelationships with Strategy and The Business Model	[ESRS 2 SBM-3] Material Impacts, Risks, And Opportunities, As Well As Their Interrelationships with Strategy and The Business Model	37-45

Disclosure No.	Disclosure Name	Section / Chapter	Page
IRO-1	Description Of Processes Used to Identify and Assess Material Impacts, Material Risks, and Material Opportunities	[ESRS 2 IRO-1] Description of the Process Used to Identify and Assess Material Impacts, Risks, and Opportunities	29-31
IRO-2	Disclosure Requirements Under the ESRS covered by the Entity's Sustainability Statement	[ESRS 2 IRO-2] Disclosure Requirements Under the ESRS covered by the Entity's Sustainability Statement	31-36
E1.GOV-3	Incorporating Sustainability Performance into Incentive Systems	[ESRS2 Gov-3] and [ESRSE1] Climate Change	11
E1-1	Climate Change Mitigation Transformation Plan	[ESRS E1-1] Transformation Plan…	57
E1-6	Gross Greenhouse Gas Emissions from Scopes 1, 2, and 3, And Total Greenhouse Gas Emissions	[ESRS E1-6] Gross Greenhouse Gas Emissions from Scopes 1, 2, and 3, And Total Greenhouse Gas Emissions	60-63
E1-7	Greenhouse Gas Removal and Emission Reduction Projects Financed Through Carbon Credits	[ESRS E1-7] Greenhouse Gas Removal and Emission Reduction Projects Financed Through Carbon Credits	63
E1-8	Internal Pricing of Greenhouse Gas Emissions	[ESRS E1-8] IInternal Pricing of Greenhouse Gas Emissions	63
E1-5	Energy Consumption and Energy Mix	[ESRS E1-5] Energy Consumption and Energy Mix	64-65
E2-1	Policies Related to Pollution	[ESRS E2-1] Pollution Policies…	66
E2-2	Pollution-Related Activities and Resources	[ESRS E2-2] Activities and Resources Related to Pollution…	66-67
E2-3	Pollution-Related Objectives	[ESRS E2-3] Pollution-Related Objectives…	67
E2-4	Air, Water, and Soil Pollution	[ESRS E2-4] Air, Water, And Soil Pollution	67
E5-1	Policies Related to Resource Use and the Circular Economy	[ESRS E5-1] Policies Related to Resource Use and the Circular Economy	67-68
E5-2	Activities and Resources Related to Resource Use and The Circular Economy	[ESRS E5-2] Activities and Resources Related to Resource Use and The Circular Economy	69-70

Disclosure No.	Disclosure Name	Section / Chapter	Page
E5-3	Targets Related to Resource Use and The Circular Economy	[ESRS E5-3] Objectives Related to Resource Use and The Circular Economy	70
E5-4	Inputs	[ESRS E5-4] Inputs	70
E5-5	Outflowing Resources	[ESRS E5-5] Discharged Resources	70
S1-1	Policies Related to The Company's Own Workforce	[ESRS S1-1] Policies Related to the Domestic Workforce	73, 74, 77, 80, 82, 87
S1-2	Procedures For Cooperation with the Company's Own Employees and Employee Representatives Regarding Impact	[ESRS S1-2]] Procedures For Cooperation with the Company's Own Employees and Employee Representatives Regarding Impact	74
S1-3	Processes for Remedying the Effects of Negative Impacts and Channels for Employees to Raise Concerns	[ESRS S1-3] Processes for Remedying the Effects of Negative Impacts and Channels for Employees to Raise Concerns	75
S1-4	Taking Action Regarding Significant Impacts on the Organization's Own Employees and Applying Approaches to Mitigate Significant Risks and Capitalize on Significant Opportunities Related to the Organization's Workforce, as well as the Effectiveness of these Actions	[ESRS S1-4] Taking Action Regarding Significant Impacts on the Organization's Own Employees and Applying Approaches to Mitigate Significant Risks and Capitalize on Significant Opportunities Related to the Organization's Workforce, as well as the Effectiveness of these Actions	77-78, 80, 83, 87
S1-5	Objectives Regarding the Management of Significant Adverse Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities	[ESRS S1-5] Objectives Regarding the Management of Significant Adverse Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities	78, 81, 83, 88
S1-6	Characteristics of the Entity's Employees	[ESRS S1-6] Characteristics of the Entity's Employees	75-77
S1-7	Characteristics of Non-Employees Who are the Entity's Own Employees	[ESRS S1-7] Characteristics of Non-Employees Who are the Entity's Own Employees	76-77

Disclosure No.	Disclosure Name	Section / Chapter	Page
S1-9	Diversity Metrics	[ESRS S1-9] Diversity Metrics	84
S1-10	Fair Wages	[ESRS S1-10] Fair Wages	78-79
S1-11	Social Protection	[ESRS S1-11] Social Protection	79
S1-12	People with Disabilities	[ESRS S1-12] People with Disabilities	85
S1-13	Indicators Related to Training and Skills Development	[ESRS S1-13] Indicators Related to Training and Skills Development	85
S1-14	Occupational Safety and Health Indicators	[ESRS S1-14] Occupational Safety and Health Indicators	82
S1-15	Work-Life Balance	[ESRS S1-15] Work-Life Balance	79
S1-16	Compensation Measures (Wage Gap and Total Compensation)	[S1-16] Compensation Measures (Wage Gap and Total Compensation)	85-86
S1-17	Incidents, Complaints, And Significant Impacts on Human Rights	[ESRS S1-17] Incidents, Complaints, And Significant Impacts on Human Rights	75
S2-1	Policies Related to Workers in the Value Chain	[ESRS S2-1] Policies Related to Workers in the Value Chain	89-90
S2-2	Engagement Processes with Workers in The Value Chain Regarding Impacts	[ESRS S2-2] Engagement Processes with Workers in The Value Chain Regarding Impacts	89-90
S2-3	Processes For Mitigating Negative Impacts and Channels for Employees in The Value Chain to Report Issues	[ESRS S2-3] Processes For Mitigating Negative Impacts and Channels for Employees in The Value Chain to Report Issues	89-90
S2-4	Taking Action Regarding Significant Impacts on People Working in the Value Chain and Applying Approaches to Manage Significant Risks and Capitalize on Significant Opportunities Related to People Working in the Value Chain, as well as the Effectiveness of These Actions	[ESRS S2-4] Taking Action Regarding Significant Impacts on People Working in the Value Chain and Applying Approaches to Manage Significant Risks and Capitalize on Significant Opportunities Related to People Working in the Value Chain, as well as the Effectiveness of These Actions	89-90

Disclosure No.	Disclosure Name	Section / Chapter	Page
S2-5	Objectives Regarding the Management of Significant Adverse Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities	[ESRS S2-5] Objectives Regarding the Management Of…	89-90
S3-1	Policies Related to Affected Communities	[ESRS S3-1]Policies Related to Affected Communities	91
S3-2	Engagement Processes Regarding Impacts with Affected Communities	[ESRS S3-2] Engagement Processes Regarding Impacts with Affected Communities	91
S3-3	Processes For Addressing the Negative Impacts and Channels for Affected Communities to Raise Concerns	[ESRS S3-3] Processes For Addressing the Negative Impacts and Channels for Affected Communities to Raise Concerns	91
S3-4	Taking Action Regarding Significant Impacts on Affected Communities and Applying Approaches to Manage Significant Risks and Capitalize on Significant Opportunities Related to These Communities, as well as the Effectiveness of these Actions	[ESRS S3-4] Taking Action Regarding Significant Impacts on Affected Communities and Applying Approaches to Manage Significant Risks and Capitalize on Significant Opportunities Related to These Communities, as well as the Effectiveness of these Actions	91
S3-5	Objectives Regarding the Management of Significant Negative Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities	[ESRS S3-5] Objectives Regarding the Management of Significant Negative Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities	91
S4-1	Policies Related to Consumers and End Users	[ESRS S4-1] Policies Related to Consumers and End Users	91-92, 94
S4-2	Cooperation Processes Regarding Interactions with Consumers and End Users	[ESRS S4-2] Cooperation Processes Regarding Interactions with Consumers and End Users	91-92
S4-3	Processes for Remediating Negative Impacts and Channels for Consumers and End Users to Report Issues	[ESRS S4-3] Processes for Remediating Negative Impacts and Channels for Consumers and End Users to Report Issues	92

Disclosure No.	Disclosure Name	Section / Chapter	Page
S4-4	Taking Action Regarding Significant Impacts on Consumers and End Users, Applying Approaches to Manage Significant Risks and Capitalize on Significant Opportunities Related to Consumers and End Users, and the Effectiveness of these Actions	[ESRS S4-4] Taking Action Regarding Significant Impacts on Consumers and End Users, Applying Approaches to Manage Significant Risks and Capitalize on Significant Opportunities Related to Consumers and End Users, and the Effectiveness of these Actions	93-94, 95
S4-5	Objectives Regarding the Management of Significant Negative Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities	[ESRS S4-5] Objectives Regarding the Management Of…	94, 96
G1-1	Business Conduct Policies and Corporate Culture	[ESRS G1-1] Business Conduct Policies and Corporate Culture	99, 101
G1-3	Prevention And Detection of Corruption and Bribery	[ESRS G1-3] Prevention And Detection of Corruption and Bribery	100
G1-4	Incidents of Corruption or Bribery	[ESRS G1-4] Incidents of Corruption or Bribery	100-101
G1-2	Supplier Relationship Management	[ESRS G1-2] Supplier Relationship Management	101
G1-6	Payment Practices	[ESRS G1-6] Payment Practices	102

List Of Data Points Contained in Cross-Sectional and Thematic Standards That Result from Other EU Regulations

ESR Requirement	SFDR[1]	Pillar 3[2]	BRR[3]	EUCL[4]	Page
ESRS 2 GOV-1 Gender Diversity of Board Members, Point 21(D)	✓		✓		6
ESRS 2 GOV-1 Percentage of Board Members Who Are Independent, Paragraph 21(E)			✓		n/d
ESRS 2 GOV-4 Statement on Due Diligence, Item 30	✓				11
ESRS 2 SBM-1 Participation in Activities Related to Fossil Fuels, Paragraph 40(D)(I)	✓	✓	✓		n/d
ESRS 2 SBM-1 Participation in Activities Related to the Production of Chemicals, Point 40(D)(Ii)	✓		✓		n/d
ESRS 2 SBM-1 Involvement in Activities Related to Controversial Weapons, Point 40(D)(Iii)	✓		✓		n/d
ESRS 2 SBM-1 Involvement in Activities Related to the Cultivation and Production of Tobacco, Point 40(D)(Iv)			✓		n/d
ESRS E1-1 Transition Plan to Achieve Climate Neutrality By 2050, Point 14				✓	57
ESRS E1-1 Entities Excluded from the Scope of the Paris Agreement-Aligned Benchmarks, Point 16(G)		✓	✓		n/d
ESRS E1-4 Greenhouse Gas Emission Reduction Targets, Point 34	✓	✓	✓		59-60
ESRS E1-5 Energy Consumption from Fossil Sources, Disaggregated by Source (Applies Only to Sectors With Significant Climate Impact) Item 38	✓				n/d
ESRS E1-5 Energy Consumption and Energy Mix, Item 37	✓				64
ESRS E1-5 Energy Intensity Associated with Activities in Sectors with Significant Climate Impact, Items 40–43	✓				n/d
ESRS E1-6 Scope 1, 2, And 3 Gross Greenhouse Gas Emissions and Total Greenhouse Gas Emissions, Item 44	✓	✓	✓		62
ESRS E1-6 6 Gross Greenhouse Gas Emissions Intensity, Items 53–55	✓	✓	✓		63
ESRS E1-7 Greenhouse Gas Removals and Carbon Dioxide Emission Units, Paragraph 56				✓	63
ESRS E1-9 Exposure of the Reference Portfolio to Physical Climate-Related Risks, Paragraph 66			✓		57
ESRS E1-9 Disaggregation of Monetary Amounts by Acute and Long-Term Physical Risks, Paragraph 66(A)		✓			57
ESRS E1-9 Location of Significant Assets Exposed to Material Physical Risks, Paragraph 66(C)		✓			57
ESRS E1-9 Breakdown of the Carrying Amount of Real Estate by Energy Efficiency Class, Paragraph 67(C)		✓			57
ESRS E1-9 Degree of Portfolio Exposure to Climate-Related Opportunities, Paragraph 69			✓		57
ESRS E2-4 Quantity of Each Pollutant Listed in Annex II to the E-PRTR Regulation (European Pollutant Release and Transfer Register) Emitted to Air, Water, and Soil, Item 28	✓				67
ESRS E3-1 Water and Marine Resources, Item 9	✓				n/d
ESRS E3-1 Specific Policies, Item 13	✓				n/d
ESRS E3-1 Sustainable Practices in the Field of Seas and Oceans, Point 14	✓				n/d
ESRS E3-4 Total Volume of Water Recycled and Reused, Item 28(C)	✓				n/d
ESRS E3-4 Total Water Consumption In M³ Per Net Revenue from Own Operations, Item 29	✓				n/d
ESRS 2 SBM 3-E4 Item 16(A)(I)	✓				n/d
ESRS 2 SBM 3-E4 Item 16(B)	✓				n/d
ESRS 2 SBM 3-E4 Paragraph 16(C)	✓				n/d
ESRS E4-2 Sustainable Land/Agricultural Practices or Policies, Point 24(B)	✓				n/d
ESRS E4-2 Sustainable Ocean/Marine Practices or Policies, Paragraph 24(C)	✓				n/d
ESRS E4-2 Policies to Combat Deforestation, Point 24(D)	✓				n/d

ESR Requirement	SFDR[1]	Pillar 3[2]	BRR[3]	EUCL[4]	Page
ESRS E5-5 Non-Recycled Waste, Point 37(D)	✓				70-71
ESRS E5-5 Hazardous Waste and Radioactive Waste, Point 39	✓				n/d
ESRS 2 SBM-3-S1 Risk of Forced Labor, Point 14(F)	✓				73
ESRS 2 SBM-3-S1 Risk of Child Labor, Point 14(G)	✓				73
ESRS S1-1 Human Rights Policy Commitments, Item 20	✓				73
ESRS S1-1 Due Diligence Strategies Regarding Issues Covered by the International Labor Organization's Core Conventions Nos. 1–8, Point 21			✓		73
ESRS S1-1 Procedures and Measures to Prevent Human Trafficking, Para. 22	✓				73
ESRS S1-1 Policy or Management System for the Prevention of Workplace Accidents, Para. 23	✓				73
ESRS S1-3 Complaint Handling Mechanisms, Point 32(C)	✓				75
ESRS S1-14 Number of Work-Related Deaths and Number and Rate of Work-Related Accidents, Point 88(B) And (C)	✓		✓		82
ESRS S1-14 Number of Days Lost Due To Injuries, Accidents, Fatalities, Or Illnesses, Point 88(E)	✓				82
ESRS S1-16 Unadjusted Gender Pay Gap, Point 97(A)	✓		✓		85
ESRS S1-16 Excessive Remuneration of the CEO, Point 97(B)	✓				86
ESRS S1-17 Cases of Discrimination, Section 103(A)	✓				75
ESRS S1-17 Failure to Comply with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, Point 104(A)	✓		✓		75
ESRS 2 SBM-3-S2 Significant Risk of Child Labor or Forced Labor in the Value Chain, Point 11(B)	✓				88
ESRS S2-1 Commitments Regarding the Policy on Respect for Human Rights, Point 17	✓				89
ESRS S2-1 Policies Regarding People Working in the Value Chain, Section 18	✓				89

ESR Requirement	SFDR[1]	Pillar 3[2]	BRR[3]	EUCL[4]	Page
ESRS S2-1 Non-Compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, Point 19	✓		✓		89
ESRS S2-1 Due Diligence Strategies Regarding Issues Covered by the International Labor Organization's Core Conventions Nos. 1–8, Item 19			✓		89
ESRS S2-4 Human Rights Issues and Incidents Related to The Value Chain at the Upstream and Downstream Levels, Paragraph 36	✓				89
ESRS S3-1 Human Rights Policy Commitments, Para. 16	✓				91
ESRS S3-1 Non-Compliance with the UN Guiding Principles on Business and Human Rights, ILO Standards, Or OECD Guidelines, Para. 17	✓		✓		91
ESRS S3-4 Issues and Incidents Related to Respect for Human Rights, Item 36	✓				91
ESRS S4-1 Policy Regarding Consumers and End Users, Section 16	✓				91-92
ESRS S4-1 Non-Compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, Item 17	✓		✓		n/d
ESRS S4-4 Issues and Incidents Related to Respect for Human Rights, Item 35	✓				95
ESRS G1-1 United Nations Convention Against Corruption, Point 10(B)	✓				98
ESRS G1-4 Fines for Violations of Anti-Corruption and Anti-Bribery Regulations, Point 24(A)	✓		✓		100
ESRS G1-4 Standards on Anti-Corruption and Anti-Bribery, Para. 24(B)	✓				100-101

Identified Material Topics

[ESRS2 SBM-3] Material Impacts, Risks, And Opportunities, And Their Interrelationships with the Strategy and Business Model

ESRS	MATERIAL ISSUE	Impact	Materia-lity Conclu-sion	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
E1 Climate Change	**Adaptation to Climate Change**	Climate Change Adaptation Measures		**The impact was determined to be immaterial:** **Risks:** • Potential costs associated with the need to modernize the company's own buildings • Costs associated with implementing the company's decarbonization measures in scopes 1, 2, and 3 • Modernizing the vehicle fleet to meet the highest environmental standards **Opportunities:** • Increasing resilience to the impacts of climate change • Increased access to financing linked to sustainable development • Reputational opportunity for the Group	• Upstream; • In-house operations;	Need for investment in low-carbon infrastructure and technologies.	• Decarbonization strategy adopted in 2024. *Long-term impact*
	Climate Change Mitigation: Greenhouse Gas Emissions	CO_2 Emissions (Scopes 1, 2, And 3)	Very high	**Impact (actual, negative):** One of the measures to achieve the EU's climate neutrality goal by 2050 is to reduce greenhouse gas emissions by businesses. In its operations, the VIVE Group emits CO_2. **Risks:** • Reputational risk related to insufficient action • Costs associated with the need to replace the vehicle fleet with a zero-emission fleet • Costs of implementing a decarbonization strategy • Increased costs associated with CO_2 emissions **Opportunities:** • Reputational opportunity – strengthening the brand's position through the implementation of a decarbonization strategy • Lower fleet maintenance costs after modernization	• Upstream; • In-house operations; • Downstream.	CO_2 emissions impact the environment and reputation.	• In 2024, the VIVE Group adopted a decarbonization strategy. • VIVE's own fleet consists of 89 trucks (82 trucks + 7 Terbergs), all no older than 4 years. The trucks meet the latest, stringent Euro 6 environmental standard. *Medium- and long-term impact*
	Energy Efficiency	Energy Consumption	High	**Impact (actual, negative):** VIVE's operations, particularly the production processes for the VIVE TEXCELLENCE® composite, and energy consumption at VIVE locations (VIVE Profit – stores, offices, warehouses) are highly energy-intensive. *No significant risks or opportunities*	• In-house operations; • Downstream.		• In 2024, the VIVE Group adopted a decarbonization strategy. • In May 2024, VIVE established a dedicated ZDOZE group (Energy Consumption Optimization Team).

ESRS	MATERIAL ISSUE	Impact	Materia-lity Conclu-sion	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
		Energy Efficiency	Very high	**The impact was determined to be immaterial** **Risks:** • Risk of incurring unbudgeted costs related to ensuring energy efficiency • Costs associated with the potential need to renovate company-owned buildings to improve their energy efficiency • Production interruptions due to the introduction of power rationing in Poland (due to low river levels and the inability to cool coal-fired power plants, restrictions on electricity consumption may be imposed) • A decline in margins due to rising production costs **Opportunities:** • Opportunity to reduce energy costs by improving energy efficiency • Consolidating an attractive position as a business partner for companies with medium or high ESG awareness	• In-house operations	CO_2 emissions impact the environment and reputation.	• In 2024, an Energy Consumption and Optimization Team (ZDOZE) were established within the VIVE Group • Decarbonization strategy. *Medium- and long-term impact*
E2 Pollution	**Pollution, Including Microplastics**	Air Pollution from Transportation	Very High	**Impact (actual, negative):** One of VIVE's operational activities is providing transportation services for its own and commercial purposes. In addition to emissions from fuel combustion, vehicles also emit particulate matter resulting from tire wear and brake pad wear. The VIVE Group primarily uses road transport in the form of trucks and maritime transport. VIVE has its own fleet and uses external regular carriers (between 20 and 30 vehicles); the remainder of transport is handled by vehicles from the freight exchange. VIVE makes approximately 30 trips per day from the warehouse (transport within Poland). Regular carriers account for about two-thirds of all trips. VIVE's own fleet consists of 89 trucks (82 trucks + 7 Terebergs), all no older than 4 years. The trucks meet the latest, stringent Euro 6 environmental standard. *No significant risks or opportunities*	• In-house operations	PM 10 and PM 2.5 particulate matter emissions affect health.	• Fleet modernization . *Short-term impact*
		Use of Synthetic Materials	High	**Impact (actual, positive):** By processing textile waste made of synthetic materials, primarily polyester, and by reintroducing textiles containing polyester and other materials into circulation, VIVE mitigates the negative environmental impact of textiles made of polyester and other synthetic materials by preventing their direct disposal. *No significant risks or opportunities*	• In-house operations	Closing the circular economy loop; waste reduction.	• Circular economy-based business model. *Long-term impact*
	The Circular Economy	Use of Textile Waste	Very High	**Impact (actual, positive):** VIVE's operations are based on the reuse of textile waste and collected textiles. The VIVE Group aims for 100% utilization of sorted used textiles at a scale of over 1,380,000 items per day. It is constantly expanding its operations into new areas, such as innovative recycling methods (VI) and transport and logistics (VLS). At the same time, as a socially responsible business, the VIVE Group supports the activities of the Play Sustain Foundation, which focuses on education in the areas of circular economy and eco-design.	• In-house operations; • Downstream.	Closing the circular economy loop; waste reduction.	• Circular economy-based business model. *Long-term impact*

ESRS	MATERIAL ISSUE	Impact	Materiality Conclusion	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
E5 Resource Use and the Circular Economy	**The Circular Economy**			**Risks:** • High capital expenditures on innovative textile recycling solutions • Risk associated with growing competition due to new EU regulations, such as the European Green Deal, supporting the transformation of textile waste management **Opportunities:** • Reputational opportunity due to VIVE's business model, which is based on and supports the circular economy • Reputational opportunity related to educating the public about the circular economy of textiles • Building a leading position in the industry on the Polish and European markets, which will allow for an expansion of the customer base • Reducing raw material acquisition costs by applying a circular model to the company's processes			
		Plastic Transport and Bulk Packaging	High	**Impact (actual, negative)** Use of plastic packaging in transport. *No significant risks or opportunities*	• In-house operations	Closing the circular economy loop; waste reduction.	• Circular economy-based business model. *Long-term impact*
		Reintroduction of Textiles into Circulation	Very High	**Impact (actual, positive):** After sorting, VIVE introduces textiles for reuse through B2C and B2B channels: • the VIVE Profit store network. Clothing is distributed to company-owned stores, franchise stores, and via e-commerce. • wholesale sales, international sales to dozens of countries worldwide **Risks:** • Risk associated with new regulations (due to the implementation of mandatory selective textile collection, an oversupply of low-quality raw materials is expected) • Reputational risk associated with the lack of a cleaning process for textiles reintroduced to the market **Opportunities:** • Reputational opportunity associated with participation in the circular economy • Opportunity to become a leader in the rapidly growing second-hand textile market • Business growth opportunity related to new regulations on extended producer responsibility for the textile industry • Business development opportunity through increased access to raw materials and growing public awareness resulting from new EU regulations introducing mandatory separate collection of textiles	• In-house operations	Closing the circular economy loop; waste reduction.	• Circular economy-based business model. *Long-term impact*
		Minimization of Textile Waste	Very High	**Impact (actual, negative):** Employee turnover can be a problem for companies, as departing employees possess skills and knowledge that could be exploited by competitors. Additionally, departing employees can be difficult to replace (hiring and then onboarding a new person is a labor-intensive process that involves significant costs).	• In-house operations	Closing the circular economy loop; waste reduction.	• Circular economy-based business model. *Long-term impact*

ESRS	MATERIAL ISSUE	Impact	Materia-lity Conclu-sion	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
		Minimization of textile waste	Very high	According to data from Better Workplace, the national average turnover rate has fluctuated between 15% and 17% in recent years. In 2023, turnover at VIVE significantly exceeded the national average. *No significant risks or opportunities*			
S1 Own Workforce	**Working Conditions**	High Turnover	High	**Impact (actual, negative):** Employee turnover can be a problem for companies, as departing employees possess skills and knowledge that could be exploited by competitors. Additionally, departing employees can be difficult to replace (hiring and then onboarding a new person is a labor-intensive process that involves significant costs). According to data from Better Workplace, the national average turnover rate has fluctuated between 15% and 17% in recent years. In 2023, turnover at VIVE significantly exceeded the national average. *No significant risks or opportunities*	• In-house operations	Increased operating costs, risk of losing know-how.	• The HR strategy includes retention measures, such as exit interviews, analysis of reasons for departure, and development and motivational initiatives. *Long-term impact*
		Regular Salary Reviews	Very High	**Impact (actual, positive):** VIVE conducts regular, annual salary reviews. During this process, compliance with legal regulations is also verified, and necessary changes are implemented. *No significant risks or opportunities*	• In-house operations	Increased employee satisfaction and motivation.	• The salary review process is integrated into the compensation policy. *Long-term impact*
		Non-Competitive Non-Wage Benefits Package	High	**Impact (potentially negative):** VIVE offers a non-wage benefits package (subsidies for medical care, sports card subsidies, additional group insurance on preferential terms, vacation subsidies–"vacations under the pear tree," fuel card entitling holders to fuel discounts, employee referral program, subsidies for courses, training, and postgraduate studies, holiday gift cards, St. Nicholas Day gifts for employees' children, retirement program) for selected employee groups. During the reporting period, not all benefits were available to all employee groups. *No significant risks or opportunities*	• In-house operations	Risk of employee dissatisfaction and turnover.	• VIVE offers a non-wage benefits package. There are plans to standardize the benefits package as part of the HR strategy. *Medium- and long-term impact*
		Shift Work	Very High	**Impact (actual, negative):** VIVE operates various work schedules, including a 2- or 3-shift system, with schedules set in advance for the entire year. The lack of flexibility in the shift work system, particularly for night shifts, disrupts natural biological rhythms and routines and hinders personal life. *No significant risks or opportunities*	• In-house operations	Decreased employee well-being.	• Analysis of the possibility of introducing more flexible solutions in work schedules. *Long-term impact*

ESRS	MATERIAL ISSUE	Impact	Materia-lity Conclu-sion	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
S1 Own Workforce	**Occupational Safety and Health**	Workplace Accidents	Very High	**Impact (actual, negative):** A total of 39 workplace accidents was recorded across the entire VIVE Group in 2024. An investigation into the circumstances and causes of these accidents revealed that the majority resulted from human error. Each accident results in the preparation of a post-accident report, which lists specific corrective actions and preventive measures to prevent similar accidents in the future. There were therefore many such actions, divided into technical and organizational measures. *No significant risks or opportunities*	• In-house operations	Health and financial risks.	• The OHS strategy includes ongoing audits, training, root cause analysis, and the implementation of corrective actions. • In addition, an OHS Committee operates within the organization. *Long-term impact*
		Monitoring and Managing Health and Safety Risks	High	**Impact (actual, positive)** As part of preventive healthcare, the VIVE Health and Safety team maintains constant contact with the HR department and physicians providing preventive healthcare to employees, including by systematically sharing and communicating the results of workplace environment assessments. VIVE conducts regular, ongoing safety audits. A procedure for hazard identification and risk management is in place across the entire Group, which comprehensively addresses the identification of hazards at workstations and the assessment of occupational risks. Every accident results in the preparation of a post-accident report, which lists specific corrective actions and preventive measures to prevent similar accidents in the future. *No significant risks or opportunities*	• In-house operations	Improving workplace safety.	• The occupational health and safety risk management procedure is an integral part of the quality and safety management system. *Short-, medium-, and long-term impact*
	Employee equality and diversity	No Monitoring of the Gender Pay Gap	High	**Impact (actual negative):** During the reporting period, VIVE did not have an internal GPG indicator in place to determine whether and to what extent a pay gap exists between the pay of women and men in the same positions. **Risks:** • Costs associated with adjusting salaries to an equal level • Costs associated with calculating the Gender Pay Gap within the organization • Financial penalties related to non-compliance with the Equal Pay Directive • Decreased interest in the company among potential employees **Opportunities:** • Expanding the talent pool • Opportunity to reduce turnover and increase job satisfaction by improving the effectiveness of the compensation policy	• In-house operations	Regulatory and reputational risk.	• The organization plans to implement GPG monitoring and align its compensation policy with the requirements of the EU directive. *Short- and medium-term impact*

ESRS	MATERIAL ISSUE	Impact	Materiality Conclusion	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
S1 Own Workforce		Fostering Employee Development	High	**Impact (Actual positive):** All VIVE employees have access to both industry-specific and non-industry-specific training. Additionally, all employees participate in periodic annual reviews with their supervisors, during which their performance is summarized and their development is supported. Upon leaving VIVE, employees participate in an exit review, during which the employment period is summarized from both the employee's and the employer's perspectives. *No significant risks or opportunities*	• In-house operations	Growth in competencies and engagement.	• Competency development and a commitment to diversity and inclusion are outlined in the ESG strategy under the "Ecology of Life" pillar. • Actions consistent with the diversity and social responsibility policy. *Medium- and long-term impact*
		Employment of People with Disabilities in Selected Companies	High	**Impact (Actual positive):** According to data from the Central Statistical Office (GUS), the employment rate among people with disabilities in Poland differs significantly from the European Union average. VIVE Textile Recycling and VIVE Logistics employ workers with disabilities. These employees are primarily employed in office and production roles, as well as truck drivers. Taking into account the needs of employees with disabilities, VIVE takes measures to adapt its infrastructure, such as providing access to elevators and dedicated parking spaces. *No significant risks or opportunities*	• In-house operations	Increased inclusivity and diversity.	
	Privacy	Privacy Improving Processes Related to Employee Privacy	High	**Impact (Potentially Positive):** Implementing measures to protect employee privacy not only enhances employee safety and engagement but also impacts the company's internal processes. Regarding employee privacy protection, VIVE currently applies, among other measures: GDPR principles, file encryption, and document archiving. However, ongoing development activities are planned in this area, aimed at raising the standard of privacy protection. *No significant risks or opportunities*	• In-house operations	Enhancing data security and trust.	• The IT and HR strategy includes the development of privacy policies and compliance with the GDPR. *Impact: moderate and long-term*
S2 Employees in the Value Chain	**Working Conditions of Employees in the value Chain**	Lack of Oversight Regarding Working Condition, Fair Treatment and Other Issues Relevant from the Perspective of Workers in the Value Chain	High	**Impact (potentially negative):** During the reporting period, VIVE did not monitor the employment conditions of workers in the value chain (both upstream and downstream). The organization did not have official policies or codes in this regard that VIVE's contractors were required to adhere to. *No significant risks or opportunities*	• Upstream; • Downstream.	The lack of monitoring may lead to reputational and operational risks related to labor rights violations in the value chain.	• There are plans to develop a Code of Conduct for Suppliers and implement mechanisms to monitor working conditions in the value chain. These actions are part of the ESG strategy and will be developed in the medium term.

ESRS	MATERIAL ISSUE	Impact	Materia-	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
S3 Affected Communities	**Job Creation**	One of the Region's Major Employers in Poland (Kielce)	Very High	**The impact was assessed as non-material** **Risks:** • Reputational risk – in the event of mass protests or employee strikes **Opportunities:** • Reputational opportunities – recognition and an established position as a social partner in the region • Opportunity to develop business relationships with municipalities	• In-house operations	The impact was assessed as immaterial. However, there are potential reputational risks in the event of mass protests or strikes.	• VIVE's activities in the areas of employment and cooperation with local communities are part of its social responsibility strategy. *High resilience in the long term.*
S4 Consumers and End Users	**Customer Security and Privacy**	Measures to Ensure the privacy of e-Commerce customers	Very High	**Impact (actual, positive):** In 2024, an online store was launched, enabling VIVE Profit customers to make online purchases. Out of concern for the security of its customers' data, VIVE undertook several measures, including adopting a privacy policy (publicly available on the website) and a cookie policy, as well as incorporating security and consumer rights provisions into the online store's terms and conditions. A dedicated unit oversees the development and monitoring of activities related to privacy and personal data protection. *No significant risks or opportunities*	• In-house operations; • Downstream.	Increasing customer trust and reducing risks related to personal data breaches.	• These activities align with the strategy for digitalization and the development of sales channels. *High resilience in the medium- and long-term*
		No Disinfection of Clothing Destined for the Secondary Market	High	**Impact (actual, negative):** VIVE does not have a textile cleaning process. Collected textiles are only sorted and, in some cases, dried. *No significant risks or opportunities*	• In-house operations; • Downstream.	Potential health and reputational risks.	• We plan to continuously monitor best market practices regarding the hygiene and safety of textiles intended for reuse, particularly solutions that align with optimizing the business model as well as customer comfort and expectations. *Short- and medium-term outlook.*
		Lack of Safety Verification for Children's Clothing	High	**Impact (actual, negative):** Toys with visible damage are not put up for sale; however, due to the lack of specialized safety verification, toys with less visible defects that are also harmful or pose a threat to children may be put back into circulation. *No significant risks or opportunities*	• In-house operations; • Downstream.	Potential health and reputational risks.	• The area of product safety, including children's clothing, *Remains part of the ongoing monitoring of VIVE's compliance with current and upcoming legal requirements and market standards*
		Lack of Specialized Verification of Toys Sold	High	**Impact (actual, negative):** Toys with visible damage are not put up for sale; however, due to the lack of specialized safety verification, toys with less visible defects that are also harmful or pose a threat to children may be put back into circulation. *No significant risks or opportunities*	• In-house operations; • Downstream.	Increasing public awareness and demand for second-hand products.	• Educational initiatives are an integral part of the ESG strategy and brand communication. High resilience in the long term.

ESRS	MATERIAL ISSUE	Impact	Materia-lity Conclu-sion	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
	Education and Dialogue with External Stakeholders	Changing Perceptions of Secondhand Clothing and the Value of Upcycled Clothing	Very High	**Impact (actual, positive):** Through its business, marketing, and educational activities, VIVE influences a shift in the perception of secondhand clothing. Currently, VIVE Profit stores are one of the most well-known secondhand brands, attracting large numbers of customers who choose the products offered over newly manufactured ones. Furthermore, VIVE educates consumers on responsible consumption and clothing use. We aim to expand our audience to reach more discerning consumers and demonstrate the value of recycled products. To this end, the company Dreslow was established, which, in collaboration with designers, creates unique, high-end products using recycled materials. VIVE is also changing perceptions of recycling – by demonstrating that textiles can be transformed into an entirely new product: a composite material that can be used in the construction of, for example, terraces, playgrounds, or small-scale urban infrastructure. *No significant risks or opportunities*	• Upstream; • In-house operations; • Downstream.	Increasing public awareness and demand for second--hand products.	• Educational initiatives are an integral part of the ESG strategy and brand communication. *High resilience in the long term.*
ESRSG1	**Responsible and Transparent Business Practices**	Business Ethics and ESG Management	Very High	**Impact:** VIVE has an ESG Office responsible for overseeing the group's sustainability initiatives. Group companies are members of numerous industry organizations, including the UN Global Compact Network Poland, EuRIC, UNEP GRID (Climate Leadership), the Partnership for the Implementation of Sustainable Development Goals in Poland under the Ministry of Entrepreneurship and Technology, and the Świętokrzyskie Association of Private Employers Lewiatan. **Risks:** • Increased operating costs resulting from the selection of more sustainable solutions regarding the products and services offered • Regulatory risk and increased costs of compliance with new regulations **Opportunities:** • Increased access to contractors/business partners who are demanding in terms of ESG issues • Opportunity to benefit from potential subsidies, grants, and tax breaks related to ESG • Educational activities and support in the ESG area for the Group's suppliers and business partners, which will lead to better ESG performance as well as improved relationships with business partners • Reputational opportunity	• Upstream; • In-house operations; • Downstream.	Increased access to business partners requiring ESG measures, the possibility of obtaining grants and tax breaks, and improved relationships with business partnersi.	• ESG activities are integrated into the VIVE Group's strategy. Membership in industry organizations supports resilience to regulatory changes. *Perspective: short-, medium-, and long-term*
		Measures to Ensure Transparency of Operations and Structure	High	**Risks:** • Risk of ineffective communication, data flow, and lack of process comparability • Risk of inadequate identification of VIVE's impact • Costs associated with implementing non-financial reporting under the CSRD • Costs associated with the need to create new position. **Opportunities:** • Opportunity to increase the effectiveness of VIVE's operations • Reputational opportunity – an attractive business partner	• In-house operations	Risk of operational inefficiency, increased costs associated with the implementation of non-financial reporting.	• Planned implementation of reporting systems and structural organizational changes. *Timeframe: medium-term.*

ESRS	MATERIAL ISSUE	Impact	Materia-lity Conclu-sion	Description of Material Impact and/or Risks and Opportunities	Position in the Value Chain	Description of Effects	Links to Strategy and Business Model, Resilience, and Time Horizons
ESRS G1		Lack of Anti-Corruption Measures	High	**Impact:** • During the reporting period, VIVE worked on introducing a new Code of Ethics. • Existing agreements with business partners did not contain anti-corruption clauses *No significant risks or opportunities*	• In-house operations	Potential legal and reputational risks.	• In 2024, a system for whistleblower system. *High resilience in the medium term.*
		Corruption Incidents	High	**Impact:** There were no corruption incidents at VIVE during the reporting period. *No significant risks or opportunities*	• In-house operations	Potential risk of failure to detect irregularities.	• Implemented system for reporting irregularities. *Outlook: short-term.*
	Management of relationships with business partners	Business Partner Relationship Management	High	**Impact (potentially negative)** During the reporting period, VIVE did not have a formal document governing its relationships with business partners. VIVE does not obtain information regarding the working conditions of employees in the value chain or the end-of-life of products it supplies to partners abroad, nor their environmental impact. *No significant risks or opportunities*	• Upstream; • In-house operations.	Reputational risk and lack of control over impacts in the value chain.	• Planned implementation of the Supplier Code of Conduct. *Timeframe: medium-term.*

2. Environmental Information

2.1. Taxonomic Disclosures

Compliance with the EU Taxonomy

The VIVE Group discloses information regarding compliance with the EU Taxonomy for environmentally sustainable activities for the first time in this report. The related obligations were introduced by Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment.
This regulation, commonly referred to as the EU Taxonomy, translates the European Union's climate and environmental objectives into technical criteria used to assess whether a given activity can be considered sustainable with respect to six environmental objectives:

01. Climate change mitigation,
02. Climate change adaptation,
03. Sustainable use and protection of water and marine resources,
04. Transition to a circular economy,
05. Pollution prevention and control,
06. Protection and restoration of biodiversity and ecosystems.

Taxonomy is therefore a classification system that allows for the assessment and disclosure of the extent to which the activities carried out by the VIVE Group are environmentally sustainable. All activities carried out by the VIVE Group can be assigned to one of three categories:

- Activities eligible for the scheme, for which it has been determined that the Technical Eligibility Criteria and Minimum Guarantees are met – these are environmentally sustainable activities.
- Activities eligible for the scheme for which the Technical Eligibility Criteria have not been assessed, or for which it has been determined that at least one criterion is not met, or the Minimum Guarantees have not been met – these are activities eligible for the scheme but not environmentally sustainable.
- Activities not eligible for the Taxonomy for which no Technical Qualification Criteria exist (this category includes, among others, those types of activities for which criteria will be developed in the future, at which point such activities will become eligible for the Taxonomy).

Technical Qualification Criteria (TQC) are detailed criteria that allow for an unambiguous determination of whether a given activity makes a significant contribution to one of the environmental objectives and does not cause significant harm to other environmental objectives. The TQC are contained in two legal acts:

1. Commission Delegated Regulation (EU) 2021/2139 of June 4, 2021 (the so-called "Climate Delegated Act"), which sets out criteria for a significant contribution to two environmental objectives: climate change mitigation (CCM) and climate change adaptation (CCA), as well as criteria for not causing significant harm to other environmental objectives (do no significant harm, DNSH).

2. Commission Delegated Regulation (EU) 2023/2486 of June 27, 2023,[5] (the so-called "Environmental Delegated Act"). This Regulation establishes the TKK for significant contribution and no significant harm with respect to the remaining four environmental objectives: water resource protection (WTR), circular economy (CE), pollution prevention (PPC), and biodiversity protection (BIO).

Minimum Guarantees (MG), as defined in Article 18 of Regulation 2020/852, are procedures used to ensure compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Every company subject to the obligations under Regulation 2020/852 is required, pursuant to Article 8 of the Regulation, to disclose three indicators:

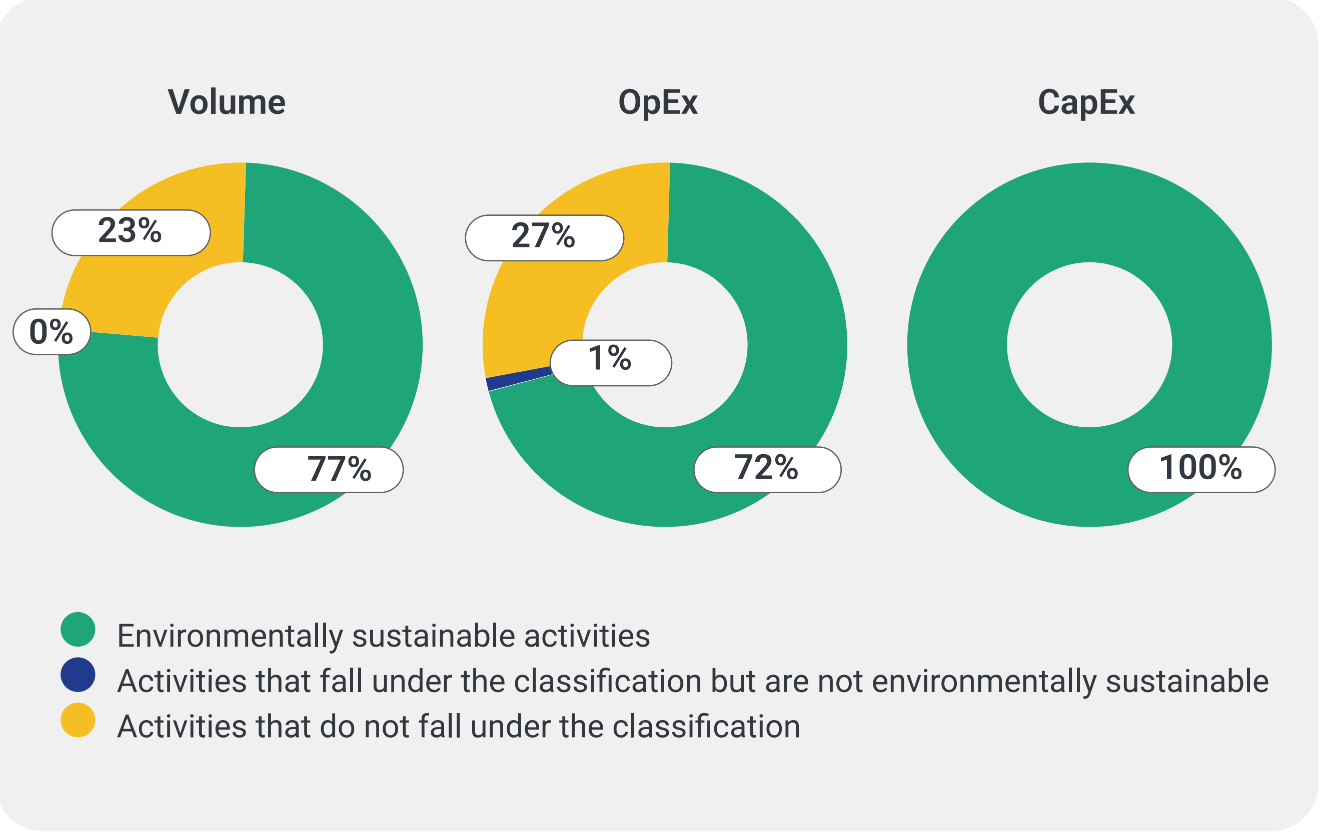
- The percentage of revenue derived from products or services related to environmentally sustainable activities.
- The percentage of capital expenditures (CapEx) corresponding to assets or processes related to environmentally sustainable activities.

- The percentage of operating expenses (OpEx) corresponding to assets or processes related to environmentally sustainable activities.

Detailed requirements regarding the calculation and disclosure of the above indicators are set forth in Commission Delegated Regulation (EU) 2021/2178[6] , the so-called "delegated act to Article 8."

Compliance of the VIVE Group's operations with the Taxonomy

As a result of the analyses conducted, the following percentages of revenue, capital expenditures (CapEx), and operating expenses (OpEx) compliant with the Taxonomy were determined:



An assessment of the compliance of the VIVE Group's activities with the Taxonomy revealed that:

- In 2024, the VIVE Group's sustainable activities accounted for: 77% of revenue, 100.00% of capital expenditures, and 72% of operating expenses.
- In 2024, the following originated from activities that were eligible but not compliant with the taxonomy (environmentally unsustainable): 0.00% of revenue, 0.00% of capital expenditures, and 1% of the VIVE Group's operating expenses.
- In 2024, activities not eligible for the Taxonomy accounted for: 23% of revenue, 0.00% of capital expenditures, and 27% of the VIVE Group's operating expenses.

	Volume	OpEx	CapEx
Value in 2024 [PLN million] from environmentally sustainable activities (in accordance with the classification)	441,4	401,7	0,4
Environmentally sustainable activities	77%	72%	100%
Activities eligible for the classification but not environmentally sustainable	0%	1%	0%
Activities not eligible for the classification	23%	27%	0%

The remainder of this chapter describes the Taxonomy compliance assessment process, the accounting principles applied, and a detailed discussion of the three performance indicators, along with tables prepared in accordance with the so-called delegated act under Article 8, namely Commission Delegated Regulation (EU) 2021/2178.

Taxonomy Compliance Assessment Process

To assess compliance with the Taxonomy, a four-step process was carried out:

01. Identification

This stage involved reviewing all activities conducted by the VIVE Group and determining whether, and if so, which types of activities qualify under the Taxonomy. The review covered revenues, capital expenditures, and operating expenses generated by the companies. To identify specific types of activities, their descriptions contained in the annexes to Commission Delegated Regulations (EU) 2021/2139 and 2023/2486 were used and compared to the actual activities conducted. In cases where the description of the activity was not sufficiently clear, the NACE statistical classification of economic activities[7] was used as an auxiliary reference.

02. Allocation

This stage involved assigning turnover, capital expenditures, and operating expenses to the specific activities identified in the first stage. Details of the allocation methods used are described in the Accounting Principles section.

03. Verification

This stage involved conducting two types of assessments:

- For all identified activities, an assessment of the criteria of significant contribution and no significant harm was conducted using the Technical Qualification Criteria (TQC) specified in the annexes to Commission Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486, depending on the environmental objective to which the activity relates. Details of the assessment are presented in the section on Verification of Compliance with Technical Qualification Criteria.
- An assessment has been conducted to determine whether the Minimum Guarantees are met. Details of the assessment are presented in the section on Minimum Guarantees.

04. Calculation

This stage involved using the information resulting from stages two and three to compile tables containing the required information and to prepare this supplementary information, in accordance with the requirements of Annexes I and II to Commission Delegated Regulation (EU) 2021/2178.

The taxonomy compliance review was conducted by a team comprising representatives from the various business areas of the organization covered by the taxonomy, as well as the controlling and compliance teams, and was overseen by the ESG Manager and the Controlling Manager.

Statement on Minimum Guarantees for the Taxonomy:

Minimum Guarantees are one of the criteria of the EU Taxonomy that allow determining whether a given activity is environmentally sustainable (compliant with the EU Taxonomy) pursuant to Article 18(1) of Regulation 2020/852 on the establishment of a framework to facilitate sustainable investment[8].

By definition, it is a set of procedures applied by a business entity to ensure compliance with:

01. The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct[9].

02. The UN Guidelines[10] on Business and Human Rights, including:

- the principles and rights set forth in the eight fundamental conventions identified in the International Labor Organization's Declaration[11] concerning fundamental principles and rights at work
- the principles and rights set forth in the International Bill of Human Rights[12].

The assessment of compliance with the Minimum Guarantees was conducted in accordance with a framework developed by the SIF (Sustainability Investment Forum) containing checklists for conducting the assessment in the following areas: human rights and labor rights, science, technology, and innovation, corruption, taxation, and fair competition.

As a result of the verification process, it has been determined, to the best of our knowledge, that the VIVE Group's operations are conducted in accordance with the Minimum Guarantees.

Verification of Compliance with Technical Eligibility Criteria

Verification of compliance with the Technical Qualification Criteria was conducted for all types of activities eligible for the scheme and consisted of analyzing the specific criteria of significant contribution and no serious harm, as well as assessing the extent to which a given type of activity complies with the TQC as defined in the provisions of Commission Delegated Regulation (EU) 2021/2139. The table below presents the results of the TCC requirements assessment for activity 5.4, Sale of Used Goods. This activity accounts for 72.931% of the turnover eligible for the classification. Due to the length of the report, detailed descriptions of the TKK analysis for each type of activity have been omitted; the table below is intended to illustrate the approach used in conducting the analysis. This analysis was performed in the same manner for each type of activity eligible for the classification system where the revenue/CapEx/OpEx ratio exceeded the materiality threshold set at PLN 100,000.

Significant Contributing Criteria	
The Circular Economy	The VIVE Group's primary focus is giving used clothing a second life. The company makes every effort in its operational processes to maximize the percentage of textile waste recycled.
Criteria for Avoiding Significant Harm	
Adaptation to Climate Change	Not applicable
Sustainable use and protection of water and marine resources	Not applicable
Transition to a circular economy	Collected and purchased textiles (used clothing, i.e., raw material, undergoes a sorting process to prepare them for resale according to the individual preferences of sales channels, markets, and customers)
Pollution prevention and control	Not applicable
Protection and restoration of biodiversity and ecosystems	Not applicable

Accounting Principles

To calculate the percentage of revenue, capital expenditures (CapEx), and operating expenses (OpEx) eligible for the classification and consistent with it, the following principles described below were applied.

Revenue

Regarding revenue, the denominator was the consolidated revenue of the VIVE Group in 2024. Revenues from activities eligible for the scheme and compliant with it were assigned to the numerator (revenues from the sale of maritime transport services, which we organize for a customer purchasing clothing – an additional service that is neither necessary nor unconditional – were excluded).

Capital Expenditures (CapEx)

Regarding capital expenditures (CapEx), the denominator consisted primarily of investments in the development and modernization of the machinery fleet involved in the clothing sorting process. The numerator included that portion of CapEx pertaining to activities that qualify for the classification and are consistent with it. The value of capital expenditures is not significant because the predominant form of financing within the group is leasing (expenditures for the purchase of machinery and equipment, in accordance with the adopted accounting policy, are recognized in OPEX/depreciation).

Operating expenses (OpEx)

Regarding operating expenses (OpEx), the calculation was performed in accordance with the OpEx definition for the purposes of Taxonomy disclosures. Due to the method of cost accounting and data availability, a conservative approach was applied in 2024, basing the denominator on a broad basket of operating costs that can be identified based on accounting accounts and allocations. This approach may overstate the OpEx denominator and thus understate the percentage of OpEx that is eligible and compliant with the Taxonomy.

The data used for the calculations were sourced from the VIVE Group's financial and accounting system and from the financial and accounting systems of the individual subsidiaries comprising the VIVE Group.

The Group avoided double counting when allocating revenue and capital expenditures by making appropriate consolidation adjustments in accordance with applicable accounting regulations.

Intra-group re-invoicing was treated as a cost allocation mechanism – so that the cost was recognized only once at the consolidated level, in the entity to which it pertained.

In the case of operating expenses, which are defined in Commission Delegated Regulation (EU) 2021/2178 in a manner not aligned with international financial reporting standards, all accounts in the Group's accounting system were reviewed, and then the identified items meeting the definition of OpEx were assigned in each case to the relevant type of activity eligible for the classification or to the category of other operating expenses (not eligible for the classification).

The Group discloses in this report, for the first time, the proportion of activities consistent with the classification and, for the first time, the proportion of activities qualifying for the classification. The disclosure in this report pertains to the most recent fiscal year, i.e., the period from January 1, 2024, to December 31, 2024.

During the analysis, one type of activity was identified that contributes to more than one environmental objective. This is road transport. If the transport service is provided to an external customer, the costs are allocated to 6.6; in the case of transport services provided for internal use related to operational processes associated with the sale of used clothing, to 5.4 (in accordance with the cost allocation in the accounting system for MPK regarding VTR and MPK regarding commercial customers, as well as the mileage of individual vehicles). Included in 5.4 are the full costs of the areas involved in the entire process (from raw material procurement, total production division costs, to sales – costs of the commercial areas). The costs of services provided for internal needs (transport and logistics) were allocated using allocation keys (number of vehicle-kilometers, number of logistics operations, warehouse space utilization). Due to the inability to directly allocate costs to Terberg vehicles, the breakdown into costs compliant with the taxonomy and non-compliant costs was calculated using the average cost per vehicle. Verification of compliance with the Technical Eligibility Criteria was conducted for all types of activities eligible for the scheme and consisted of an analysis of the individual criteria of significant contribution and no serious harm. For other types of activities that did not exceed the materiality threshold, no analysis was conducted, and such activities were classified as eligible for the taxonomy but non-compliant with it. The analysis showed that there was no need for a detailed disaggregation of key performance indicators among the Group's individual operating units in accordance with Section 1.2.2.3 of Annex I to Commission Delegated Regulation (EU) 2021/2178.

Item	Type of Activity	Y/N
	Activities related to nuclear energy	
A	The company conducts research, development, demonstration, and deployment of innovative electricity generation facilities that produce energy through nuclear processes with minimal fuel cycle waste, finances such activities, or has exposure to them.	NO
B	The company engages in the construction and safe operation of new nuclear facilities for the generation of electricity or process heat, including for district heating systems or industrial processes such as hydrogen production, as well as their safety-related modernization using the best available technologies, finances these activities, or has exposure to them.	NO
C	PThe company operates existing nuclear facilities that generate electricity or process heat — including for district heating systems or industrial processes such as hydrogen production from nuclear energy — and modernizes them for safety purposes or finances such activities or has exposure to them.	NO
	Natural gas-related activities	
D	The company constructs or operates facilities for the generation of electricity using gaseous fossil fuels, finances such activities, or has exposure to them.	NO
E	The company constructs, modernizes, and operates facilities for the combined generation of heat/cooling and electricity using gaseous fossil fuels, finances such activities, or has exposure to them.	NO
F	The company engages in the construction, modernization, and operation of heat generation facilities producing heat and/or cooling using gaseous fossil fuels, finances such activities, or has exposure to them.	NO

Since the VIVE Group does not engage in activities related to the business lines indicated in the table above, the report does not include tables accompanying the disclosures of key performance indicators for activities 4.26–4.31 concerning nuclear energy and natural gas, as all of them would show only zero values.

01. 1. Revenue

Fiscal Year 2024	Year			Criteria of Significant Contribution						Criteria Related to the DNSH ("Do No Significant Harm") Rule						
DBusiness Activities	Code(S)	Operating Expenses (Absolute Amount)	Percentage of Operating Expenses	Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	The Circular Economy	Pollution	Biodiversity And Ecosystems	Climate Change Mitigation tu	Climate Change Adaptation	Water and Marine Resources	The Circular Economy	Pollution	Biodiversity and Ecosystems	Minimum Guarantees
		PLN million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N
A. ACTIVITIES ELIGIBLE FOR THE CLASSIFICATION																
A.1. Types Of Environmentally Sustainable Activities (In Accordance with Classification)																
Sale of Used Goods	5.4	417,31	72,93%	N/EL	N/EL	N/EL	Y	N/EL	N/EL	N	N	N	N	N	N	Y
Recovery of Materials from Non-Hazardous Waste	5.9	4,81	0,84%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	Y
Road Freight Transport Services	6.6	19,28	3,37%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	Y
Turnover from Environmentally Sustainable Activities (In Accordance with Classification) (A.1)		**441,40**	**77,14%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**							
A.2. Activities Eligible for the Classification but Not Environmentally Sustainable (Activities Not Compliant with Classification)																
Revenue from Activities Eligible for Classification but Not Environmentally Sustainable (Not Compliant with Classification) (A.2)		**0**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**							
Total (A.1. +A.2.)		**441,40**	**77,14**	**0**	**0**	**0**	**0**	**0**	**0**							
B. ACTIVITIES THAT DO NOT QUALIFY FOR CLASSIFICATION																
Revenue from Activities Which Do Not Qualify for Classification (B)		**130,79**	**22,86**													
Total (A+B)		**572,19**	**100**													

In 2024, the VIVE Group generated PLN 572.2 million in revenue, which was divided into: revenue eligible for the Taxonomy and revenue ineligible (no TKK). The following was identified within the eligible revenue:

- Revenue related to activity 5.4, Sale of used goods, amounted to PLN 417.3 million (72.93% of total revenue).
- Turnover related to activity 5.9 Recovery of materials from non-hazardous waste amounted to PLN 4.81 million (0.84% of total turnover).
- Turnover related to activity 6.6 Road freight transport services amounted to PLN 19.3 million (3.37% of total turnover).

For all three activities listed above, compliance with the relevant criteria of a significant contribution to at least one of the environmental objectives and the criteria of not causing serious harm to other objectives was confirmed; therefore, turnover related to this type of activity was deemed compliant with the classification system. The share of turnover from environmentally sustainable activities (compliant with the framework) in total turnover amounted to 77.14% in 2024, while the share of turnover from activities eligible for the framework but non-compliant with it was 0.00%. The remaining 22.86% of turnover comes from revenues from activities not qualifying for the framework, i.e., those for which the regulator has not established Technical Qualification Criteria in the annexes to the delegated acts.

02. CAPEX

Fiscal Year 2024	Year			Criteria of Significant Contribution						Criteria Related to the DNSH ("Do No Significant Harm") Rule						
Economic Activity	Code(S)	Operating Expenses (Absolute Terms)	Percentage of Operating Expenses	Climate Change Mitigation	Climate Change Adaptation	Water And Marine Resources	The Circular Economy	Pollution	Biodiversity And Ecosystems	Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	Circular Economy	Pollution	Biodiversity and Ecosystems	Minimum Guarantees
		PLN Million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N
A. ACTIVITIES ELIGIBLE FOR THE CLASSIFICATION																
A.1.Types Of Environmentally Sustainable Activities (In Accordance with Classification)																
Sale Of Used Goods	5.4	0,39	100%	N/EL	N/EL	N/EL	Y	N/EL	N/EL	N	N	N	N	N	N	Y
Capital Expenditures on Environmentally Sustainable Activities (In Accordance with Classification) (A.1)		**0,39**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**							
A.2. Activities Eligible for Classification																
Capital Expenditures on Activities Eligible for Classification but Not Environmentally Sustainable (Not Compliant with Classification) (A.2)		**0**	-	-	-	-	-	-	-							
Total (A.1. + A.2.)		**0,39**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**							
B. ACTIVITIES NOT ELIGIBLE FOR THE CLASSIFICATION																
Capital Expenditures on Activities not Eligible for Classification (B)		0	0%													
Total (A+B)		**0,39**	**100%**													

In 2024, the VIVE Group incurred capital expenditures of PLN 0.391 million. The entire amount related to activities eligible for the classification system:

- Capital expenditures related to activity 5.4 Sale of used goods amounted to PLN 0.391 million (100% of total capital expenditures).

For activity 5.4, compliance with the relevant criteria for a significant contribution to the circular economy and the criteria for not causing serious harm to other environmental objectives was confirmed; therefore, capital expenditures related to this type of activity were deemed compliant with the classification.

03. OPEX

Fiscal Year 2024	Year			Criteria of Significant Contribution						Criteria Related to the DNSH ("Do No Significant Harm") Rule						
Business Activities	Code(S)	Operating Expenses (Absolute Amount)	Percentage of Operating Expenses	Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	The Circular Economy	Pollution	Biodiversity And Ecosystems	Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	The Circular Economy	Pollution	Biodiversity and Ecosystems	Minimum Guarantees
		PLN million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N
A. ACTIVITIES ELIGIBLE FOR THE CLASSIFICATION																
A.1. Types Of Environmentally Sustainable Activities (In Accordance with Classification)																
Sale of Used Goods	5.4	375,24	67,04%	N/EL	N/EL	N/EL	Y	N/EL	N/EL	N	N	N	N	N	N	Y
Recovery of Materials from Non-Hazardous Waste	5.9	6,85	1,22%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	Y
Road Freight Transport Services	6.6	19,56	3,49%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	Y
Operating Expenses Related to Environmentally Sustainable Activities (In Accordance with Classification) (A.1)		**401,65**	**71,76%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**							
A.2. Activities Eligible for the Classification but Not Environmentally Sustainable (Activities Not Compliant with Classification)																
Sale of Used Goods	5.4	1,56	0,28%	N/EL	N/EL	N/EL	Y	N/EL	N/EL	N	N	N	N	Y	N	Y
Transport Via Motorcycle, Passenger Car and Light Commercial Vehicle	6.5	1,76	0,31%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	Y	N	Y
Operating Expenses Related to Activities that Qualify for Classification but are Not Environmentally Sustainable (Not Compliant with the Classification) (A.2)		**3,32**	**0,59%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**							
Total (A.1. +A.2.)		**404,98**	**72,36%**	**0**	**0**	**0**	**0**	**0**	**0**							
B. ACTIVITIES NOT ELIGIBLE FOR THE CLASSIFICATION																
Capital Expenditures on Activities not Eligible for Classification (B)		**154,72**	**27,64%**													
Total (A+B)		**559,70**	**100**													

In 2024, the VIVE Group incurred operating expenses of PLN 559.7 million, only a portion of which related to activities eligible under the classification, including (activities are listed in order of their largest share of operating expenses):

- Operating expenses related to activity 5.4 Sale of used goods amounted to PLN 376.80 million (67.32% of total operating expenses).
- Operating expenses related to activity 5.9 Recovery of materials from non-hazardous waste amounted to PLN 6.85 million (1.23% of total operating expenses).

VIVE Group
General Disclosures
Taxonomic Disclosures
Climate Change
Pollution
Resource Use and the Circular Economy
Own Workforce
People Working in the Value Chain
Affected Communities
Consumers and End Users
Business Conduct
Table of contents

- Operating expenses related to activity 6.6 Road freight transport services amounted to PLN 19.56 million (3.49% of total operating expenses).
- Operating expenses related to activity 6.5 (Transport by motorcycles, passenger cars, and light commercial vehicles) amounted to PLN 1.76 million (0.32% of total operating expenses).

For activities 6.6 and 5.9, selected companies were confirmed to meet the relevant criteria for a significant contribution to climate change mitigation and the Do No Significant Harm (DNSH) criteria with respect to other environmental objectives; therefore, operating expenses related to these activities were deemed compliant with the Taxonomy. Furthermore, for activity 5.4, compliance with the criteria for a significant contribution to the transition to a circular economy (CE) and the DNSH criteria relative to other environmental objectives was confirmed; consequently, operating expenses allocated to this activity were also deemed compliant with the Taxonomy. For all other activities, compliance with the relevant criteria for a significant contribution and the DNSH criteria was not confirmed, and thus the operating expenses related to these activities were deemed inconsistent with the Taxonomy. The share of operating expenses related to environmentally sustainable activities (compliant with the Taxonomy) in total operating expenses amounted to 71.76% in 2024, while the share of operating expenses related to activities eligible for the Taxonomy but non-compliant with it was 0.59%. In total, the share of operating expenses related to activities eligible for the Taxonomy amounted to 72.36%.

2.2. [ESRS E1] Climate Change

General Approach to Climate Change

[Disclosure Requirement Related to ESRS2 SBM-3] Material Impacts, Risks, and Opportunities and Their Interrelationships with Strategy and the Business model

The VIVE Group's impacts, risks, and opportunities were identified in 2024 during a double materiality analysis. In the context of climate change and energy, the VIVE Group identified material impacts, risks, and opportunities, which are presented in the table below. A detailed description of the process can be found in the General Information section.

ESRS	MATTER OF MATERIALITY	Impact	Description of Material impacts and/or Risks and Opportunities	Link to the Company's Business Strategy/ Management Approach
E1 Climate Change	**Adaptation to Climate Change**	Climate Change Adaptation Measures	**The impact was determined to be immaterial** **Risks:** • Potential costs associated with the need to retrofit company-owned buildings [transition risk]. • Costs associated with implementing the company's decarbonization measures in scopes 1, 2, and 3 [transition risk]. • Modernization of the vehicle fleet to meet the highest environmental standards [transition risk]. **Opportunities:** • Increasing resilience to the consequences of climate change [transition opportunity]. • Increased access to sustainability-linked financing [transition opportunity]. • Reputational opportunity for the Group [transition opportunity].	• In 2024, the VIVE Group adopted a decarbonization strategy.
	Climate Change Mitigation: Greenhouse Gas Emissions	CO_2 Emissions (Scopes 1, 2, and 3)	**Impact (actual negative):** One of the measures to achieve the EU's climate neutrality goal by 2050 is to reduce greenhouse gas emissions by businesses. In its operations, the VIVE Group emits CO_2. **Risks:** • Reputational risk related to insufficient action [transition risk]. • Costs associated with the need to replace the vehicle fleet with a zero-emission fleet [transition risk]. • Costs of implementing a decarbonization strategy [transition risk]. • Increase in costs related to CO_2 emissions [transition risk]. **SOpportunities:** • Reputational opportunity – strengthening the brand's position through the implementation of a decarbonization strategy [transition-related opportunity]. • Lower fleet maintenance costs following modernization [transition-related opportunity].	• In 2024, the VIVE Group adopted a decarbonization strategy. • VIVE's own fleet consists of 89 trucks (82 trucks + 7 Terbergs), all no older than 4 years. The trucks meet the Euro 6 emissions standard.
	Energy Efficiency	Energy Consumption	**Impact (actual negative):** VIVE's operations, particularly the production processes for the VIVE TEXCELLENCE® composite, and energy consumption at VIVE locations (VIVE Profit – stores, offices, warehouses) are highly energy-intensive. The company does not currently use energy from renewable sources. In 2024, an Energy Consumption and Optimization Team (ZDOZE) was established within the VIVE Group. *No significant risks or opportunities*	• In 2024, the VIVE Group adopted a decarbonization strategy. • In May 2024, a dedicated ZDOZE group (Energy Consumption Optimization Team) was established at VIVE.
		Energy Efficiency	**The impact was determined to be immaterial** **Risks:** • Risk of incurring unbudgeted costs related to ensuring energy efficiency [transition risk]. • Costs associated with the potential need to renovate company-owned buildings to improve their energy efficiency [transition risk]. • Interruption of production due to the introduction of power rationing in Poland (due to low river levels and the inability to cool coal-fired power plants, restrictions on electricity consumption may be imposed) [physical risk]. • Decline in margins due to rising production costs [transition risk]. **Opportunities:** • Opportunity to reduce energy costs by improving energy efficiency [transition-related opportunity]. • Consolidating an attractive position as a business partner for companies with medium or high ESG awareness [transition opportunity].	• In 2024, the VIVE Group adopted a decarbonization strategy. • In May 2024, VIVE established a dedicated ZDOZE group (Energy Consumption Optimization Team).

In 2024, the VIVE Group took the first steps toward analyzing the resilience of its strategy and business model to climate change by conducting a climate risk assessment. In 2024, a comprehensive identification and assessment of these risks was conducted without considering mitigation measures. The process of identifying and assessing climate-related risks is based on the standards outlined in the ESRS. The materiality of climate-related risks is assessed based on a combination of the likelihood of occurrence and the potential scale of financial impacts.

However, the analysis to date has not included climate scenarios or specific time horizons, nor has it taken into account the Group's ability to adapt its strategy and business model to changing climate conditions. The Group is considering expanding the analysis to include these elements in the future to better understand the potential impacts of climate change under various scenarios and to assess the organization's adaptive capacity.

[E1-9] Expected financial impacts arising from material physical and transition risks and potential climate-related opportunities

Given that the ESRS standards permit the omission of disclosures regarding the projected financial impacts of climate-related risks and opportunities for reporting entities in the first year of reporting, and the voluntary nature of disclosures for 2024, the VIVE Group has decided to omit this information.

[E1-1] Climate change mitigation transition plan

Recognizing the need to mitigate climate change, the VIVE Group developed and adopted a decarbonization strategy in 2024 with targets set based on a methodology, i.e., for emission reductions in line with the latest advances in climate science. The strategy was developed with the assistance of the consulting firm Deloitte; however, the Group did not decide to have its decarbonization targets validated by the SBTi initiative during the reporting year.

Beyond the decarbonization strategy, the VIVE Group has not developed a formal plan for transitioning toward a climate-neutral economy in line with the goals of the Paris Agreement. Currently, no work is underway to prepare such a plan.

[E1-2] Policies Related to Climate Change Mitigation and Adaptation + [ESRS2 MDR-P] [E2-1] [ESRS2 MDR-P], [E5-1] + [ESRS2 MDR-P]

The VIVE Group has a general quality and environmental management policy, under which it implements and improves a Management System compliant with ISO 14001 and ISO 9001 standards, confirming its commitment to environmental protection and service quality. This approach has been successfully documented at VIVE Textile Recycling, which has obtained and maintains certifications in accordance with the ISO standards – ISO 14001 since 2018 and ISO 9001 since 2019. Our goal is to continuously work toward the ability to process 100% of the raw materials arriving at our facility. Furthermore, in accordance with the ESG strategy, which was described in detail in the previous section 1.1.3. Strategy and Business Model; we design eco-friendly processes and undertake sustainable actions throughout the entire value chain. This translates into our approach to managing our own vehicle fleet, ensuring the organization's energy efficiency, and controlling air emissions.

The process of monitoring policy implementation is currently based on ongoing operational oversight and the analysis of selected environmental and quality indicators, which are reviewed during regular meetings of the teams responsible for quality and ESG. Although the VIVE Group does not yet conduct regular internal and external audits in this area, there are plans to gradually implement a more formalized monitoring system that will enable a systematic assessment of the policy's effectiveness and the identification of areas requiring improvement. Responsibility for implementing the policy lies with the VIVE Group's senior management, including the Management Board and a dedicated ESG team that coordinates activities related to sustainable development and non-financial reporting. The policy takes into account the interests of key stakeholders, such as customers, business partners, employees, and local communities, through stakeholder dialogue, materiality analysis, and the integration of their expectations into the process of formulating environmental and social goals. The policy is publicly available on the VIVE Group website and is shared with employees and partners through internal communications and training.

Proprietary Metric – Environmental Impact Calculator

VIVE, in collaboration with the consulting firm Audytel S.A., has developed a proprietary tool – an environmental footprint calculator – which, based on the quantities of the most common materials found in the sorted clothing processed by VIVE Textile Recycling, allows for estimating the size of the environmental footprint saved through clothing recycling and upcycling. Calculating the environmental footprint involves many approaches, methodologies, and tools, ranging from simplified online calculators to more scientific and complex methods based on life cycle analysis. For our tool, we used an approach based on life cycle analysis and other scientific methods (GHG Protocol emission calculation methodologies, Global Water Footprint Standard methodology), and we took the mass of individual materials collected during used clothing drives as the starting point for our analyses. In this way, we aim to educate people on the importance of reintroducing specific textiles into the circular economy. The calculation mechanism we developed is designed to determine how much in terms of emissions or raw material consumption has been saved through the reuse and further utilization of clothing in the second/subsequent cycle, as well as to produce the VIVE Texcellence® textile composite or industrial cleaning cloths. These savings are expressed in terms of environmental footprint equivalents. In this case, the water footprint – how much water was saved by reusing existing clothing instead of producing new garments – and the carbon footprint – we obtain the carbon dioxide equivalent that was not emitted as a result of new production, and the energy equivalent – the energy that was not consumed to produce new clothing.

Total Weight of Sorted Clothing in [kg] in 2024: 84 082 002 kg → 84 082 t

Which is equivalent to a total saving of:

177 587 952,46	Total GHG Emissions Saved [kgCO_2eq]:
4 204 273 415,60	Total Energy Savings [MJ]
563 468 873 084,78	Total Water consumption Saved [l]:

177 587 952 We managed to save: [kgCO_2]

That is the amount absorbed by:

01. **10 303 017** deciduous trees grown in the city over **10 years**

That is how much is produced by:

01. **2 018 044 914** hours of TV viewing.

4 204 273 416 Savings: [MJ]

Which corresponds to energy consumption of:

01. **53 084 260 298** charging a smartphone.
02. This is equivalent to the average annual energy consumption of: **170 905** households.

563 468 873 085 We managed to save: [l]

Which corresponds to water consumption for:

01. **10 244 888 602** showers.
02. What is the equivalent of the average annual water consumption by: **16 572 614** people.

Adaptation to Climate Change

KEY TOPIC

Actions and Resources Dedicated to the Implementation of Climate Change Adaptation Policies

[E1-3] Actions and Resources Dedicated to the Implementation of Climate Policy + [ESRS2 MDR-A]

The VIVE Group has been calculating its carbon footprint since 2022 across all three scopes (Scope 1, Scope 2, and Scope 3) and categories, in accordance with the international GHG Protocol Corporate Accounting and Reporting Standard. In 2024, in collaboration with the consulting firm Deloitte, a decarbonization strategy was developed in accordance with the Science Based Targets (SBTi) methodology, supporting companies in efforts to mitigate global warming. As part of this work, an emissions forecast was conducted under a business-as-usual (BAU) scenario, based on the projected growth of the Group's operations; potential emission reduction targets were defined; possible decarbonization scenarios were analyzed; specific projects were identified; and a roadmap for their implementation was developed.

These actions constitute a further development of the Group's environmental policy, described in disclosure [E1-2], which provides for the implementation and improvement of an environmental management system compliant with ISO 14001. The decarbonization strategy is a practical tool for this policy in the context of combating climate change and adapting to its effects. The Group plans to begin implementing selected decarbonization projects, including, among others, improving energy efficiency, switching energy sources, optimizing transport and logistics, and collaborating with suppliers to reduce emissions across the entire value chain. Concurrently, a system for monitoring emissions and progress toward climate goals will be developed. These efforts will be supported by an ESG team responsible for coordinating climate initiatives and by capital expenditures allocated in the budget, which will be incorporated into the Group's strategic planning through 2032.

The actions and resources dedicated to implementing the climate policy, as well as [E1-4] the goals related to climate change mitigation and adaptation, are consistent with the responses previously provided under the material topic regarding the VIVE Group's climate policy.

Capital expenditures (CapEx) have been allocated for the implementation of the climate strategy, including, among other things, the modernization of energy infrastructure, the purchase of low-emission vehicles, and the implementation of energy management systems by 2033. Additionally, operating expenditures (OpEx) are planned for the ongoing management of projects, emissions monitoring, and collaboration with external partners. The ESG Department, ESG Committees, and the operational management of individual business units are involved in the implementation of these activities.

Metrics and Targets

[E1-4] Targets Related to Climate Change Mitigation and Adaptation + [ESRS2 MDR-T]

In 2024, the VIVE Group adopted a decarbonization strategy with targets set based on the Science Based Targets (SBTi) methodology. The strategy covers both direct and indirect emissions (Scope 1 and 2) as well as emissions in the value chain (Scope 3). The base year for all targets is 2023, and the target year is 2033. The year 2023 was chosen as the baseline year because it was **the second consecutive year** for which the Group had **a complete and verified greenhouse gas emissions inventory** across all three scopes (Scope 1, Scope 2, and Scope 3), in accordance with the GHG Protocol methodology. The year 2023 was also used as a reference point in scenario analyses and in the Science-Based Target Setting Tool v.2.2, ensuring its compliance with SBTi requirements. Selecting this year also enables a realistic and measurable definition of the emissions reduction pathway through 2033, taking into account the current emissions profile and planned changes in operational activities and the value chain structure.

For Scopes 1 and 2, the VIVE Group commits to reducing absolute greenhouse gas emissions by 54.6% by 2033 compared to the 2023 baseline year using a market-based approach, in line with the 1.5°C pathway. The emissions value for the base year is disclosed in the following subsection. This target covers emissions from mobile and stationary fuels, as well as electricity and heat. As part of the implementation of the , a number of potential decarbonization initiatives have been identified, including: fleet modernization based on electric and low-emission vehicles, the use of alternative fuels (e.g., HVO100), investments in in-house photovoltaic installations, the purchase of energy with a guarantee of origin, the conversion of lighting to LED, energy optimization of buildings, and the installation of heat pumps.

For Scope 3, the VIVE Group is considering two target options:

- A combined target, covering a 32.5% reduction in emissions in Scopes 3, 4, 9, 13, and 14, and engaging 92% of suppliers in Scopes 1, 2, 5, 6, 7, and 12 to set their own decarbonization targets in line with the SBTi methodology by 2029.

The scope of the targets covers all significant sources of emissions in the Group's operations and its value chain. The timeframe for achieving the targets is 2023–2033. Progress will be monitored annually based on updates to the carbon footprint and the implementation of planned initiatives.

As part of the strategy, capital and operating expenditures were estimated:

- **CAPEX:** including PLN 7.5 million for PV installations, PLN 220,000 for LED lighting upgrades, and investments in electric vehicles and charging infrastructure.
- **OPEX**: the annual cost of purchasing guarantees of origin for electricity is estimated at approximately PLN 37,000.
- Additionally, expenditures are planned for energy audits, technical analyses, communication with suppliers, and the development of emissions monitoring systems.

These objectives are directly linked to the VIVE Group's environmental policy and ESG strategy, and their implementation aims to reduce the organization's impact on the climate and increase the business model's resilience to regulatory and market changes.

Greenhouse Gas Emissions

KEY TOPIC

Activities and Resources Dedicated to Implementing Policies Related to Greenhouse Gas Emissions

[E1-3] Activities and Resources Dedicated to Implementing Climate Policy + [ESRS2 MDR-A] [E1-4] Objectives Related to Climate Change mitigation and adaptation + [ESRS 2 MDR-T]

Metrics and Targets

[E1-6] Gross Greenhouse Gas Emissions from Scopes 1, 2, and 3, and Total Greenhouse Gas Emissions + [ESRS MDR-M]

GOrganizational boundaries:
The disclosed data covers the parent company and all subsidiaries of the VIVE Group in which the Group holds equity interests. Emissions have been accounted for as follows:

In full (100%):
VIVE Management, VIVE Textile Recycling, VIVE Innovation, VIVE Logistics Services, VIVE Properties, Profitex.

Proportional to equity interests (in accordance with paragraph 67 of ESRS1, without operational control):
Dimatex (50%), Eco-coll (33%).

In accordance with ESRS1, emissions from associates and joint ventures that are part of the value chain have been included in proportion to the ownership share, even though the VIVE Group does not exercise operational control over them.

Methodology and assumptions for GHG emissions calculations:
The VIVE Group discloses greenhouse gas emissions data in metric tons of carbon dioxide equivalent (tCO_2e) for the year 2023, in accordance with the GHG Protocol Corporate Accounting and Reporting Standard:

A.	Scope 1 gross emissions (direct emissions): **9 093,16** tCO_2e
B.	Gross Scope 2 emissions (indirect emissions from energy, market-based approach): **7 054,92** tCO_2e Gross Scope 2 emissions (indirect emissions from energy, location-based approach): **6 236,14** tCO_2e
C.	Gross Scope 3 emissions (other emissions in the value chain): **51 688,72** tCO_2e
D.	Total gross emissions (Scope 1+2+3, market-based approach): **67 836,79** tCO_2e Total gross emissions (Scope 1+2+3, location-based approach): **67 018,02** tCO_2e

- For Scope 1 emissions, emissions were calculated using emission intensity factors for individual fuels based on the DEFRA and Quantis databases.
- For Scope 2 emissions, emissions were calculated using emission intensity factors for thermal and electrical energy (market-based) based on emission factors from DEFRA, ENEA, and AIB.

Scope 3 emissions were calculated for the following categories:

Category 1: Purchased goods and services
Category 2: Fixed assets (capital goods)
Category 3: Fuel and energy-related activities (not included in Scope 1 and 2)
Category 4: Transportation and distribution (upstream)
Category 5: Waste generated by operational activities
Category 6: Business travel
Category 7: Employee commuting
Category 9: Transportation and distribution (downstream)
Category 11: Use of sold products
Category 12: Disposal of sold products (end of life)
Category 13: Leased assets (downstream)
Category 14: Franchises

Using emission factors from the ENEA, ADEME, AIB, DEFRA, KOBIZE, Quantis, EC, ICL, and IELab databases. Where emission sources were missing from publicly available databases, emission factors were estimated. Excluded Scope 3 emission categories and justification.

As part of the calculation of Scope 3 greenhouse gas emissions, the VIVE Group included 12 of the 15 categories specified in the GHG Protocol. The categories excluded from the calculations are presented below:

Category 8: Leased Assets (upstream)
Justification: All assets used by the Group (including offices, warehouses, vehicles, and equipment) are either owned by Group companies or are under operational control and have therefore already been included in Scope 1 or 2.The Group does not use leased assets that remain outside its operational control and that would generate additional emissions requiring reporting in this category. Therefore, emissions in this category were deemed immaterial from the perspective of the completeness and reliability of the GHG emissions report.

Category 10: Processing of Sold Products
Justification: The products offered by the VIVE Group (primarily recycled textiles) are not subject to further processing by customers in a manner that would generate significant emissions. Their further use does not involve industrial or energy-intensive processes.

Category 15: Investments
Justification: The VIVE Group does not engage in investment activities as defined by this category. It does not hold an investment portfolio or financial assets that would generate GHG emissions in a manner requiring reporting under this category.

Summary of the VIVE Group's carbon footprint for 2023–2024 (location-based)

Scope of Emissions	GHG source category	2023 kgCO_2e	2023 %	2024 kgCO_2e	2024 %	2024 vs. 2023 (diff. %)
Scope 1	Diesel + Petrol	8 635 471,6	12,0%	8 548 501,2	12,5%	-1,0%
	Natural gas	607 327,3	0,8%	544 656,2	0,8%	-10,3%
	Sum of Scope 1	**9 242 798,9**	**12,9%**	**9 093 157,4**	**13,3%**	**-1,6%**
Scope 2	Electricity	5 729 395,4	9,1%	5 771 231,5	9,6%	0,7%
	Heating energy	547 888,7	0,8%	464 911,2	0,7%	-15,1%
	Sum of Scope 2	**6 277 284,1**	**9,8%**	**6 236 142,7**	**10,3%**	**-0,7%**
Scope 3	Category 1: Purchased goods and services	18 271 577,3	25,4%	18 238 935,9	26,9%	-0,2%
	Category 2: Capital goods	1 741 799,6	2,4%	830 993,7	1,2%	-52,3%
	Category 3: Fuel- and energy-related activities	3 682 476,2	5,1%	3 662 684,9	5,4%	-0,5%
	Category 4: Transportation & distribution upstream	10 984 658,2	15,3%	12 670 262,6	18,7%	15,3%
	Category 5: Waste generated in operations	163 108,4	0,2%	282 425,2	0,4%	73,2%
	Category 6: Business travel	30 549,6	0,0%	85 316,4	0,1%	179,3%
	Category 7: Employee commuting	748 364,5	1,0%	710 049,0	1,0%	-5,1%
	Category 9: Transportation & distribution downstream	2 587 237,2	3,6%	3 712 600,5	5,5%	43,5%
	Category 11: Use of sold products	15 164 644,5	21,1%	9 700 277,6	14,3%	-36,0%
	Category 12: End of life treatment of sold products	1 338 530,3	1,9%	1 193 854,3	1,8%	-10,8%
	Category 13: downstream leased assets	25 710,6	0,0%	27 364,3	0,0%	6,4%
	Category 14: Franchises	873 390,4	1,2%	573 953,5	0,8%	-34,3%
	Sum of Scope 3	**55 612 046,8**	**77,3%**	**51 688 717,8**	**76,2%**	**-7,1%**
	TOTAL (location based)	**71 132 129,8**		**67 018 017,9**		**-5,8 %**

Summary of the Vive Group's Carbon Footprint for 2023–2024 (market-based)

Scope of Emissions	GHG source category	2023 kgCO_2e	2023 %	2024 kgCO_2e	2024 %	2024 vs. 2023 (diff. %)
Scope 1	Diesel + Petrol	8 635 471,6	12,0%	8 548 501,2	12,6%	-1,0%
	Natural gas	607 327,3	0,8%	544 656,2	0,8%	-10,3%
	Sum of Scope 1	**9 242 798,9**	**12,9%**	**9 093 157,4**	**13,4%**	**-1,6%**
Scope 2	Electricity	6 516 466,2	9,1%	6 590 003,9	9,7%	1,1%
	Heating energy	547 888,7	0,8%	464 911,2	0,7%	-15,1%
	Sum of Scope 2	**7 064 354,9**	**9,8%**	**7 054 915,1**	**10,4%**	**-0,1%**
Scope 3	Category 1: Purchased goods and services	18 271 577,3	25,4%	18 238 935,9	26,9%	-0,2%
	Category 2: Capital goods	1 741 799,6	2,4%	830 993,7	1,2%	-52,3%
	Category 3: Fuel- and energy-related activities	3 682 476,2	5,1%	3 662 684,9	5,4%	-0,5%
	Category 4: Transportation & distribution upstream	10 984 658,2	15,3%	12 670 262,6	18,7%	15,3%
	Category 5: Waste generated in operations	163 108,4	0,2%	282 425,2	0,4%	73,2%
	Category 6: Business travel	30 549,6	0,0%	85 316,4	0,1%	179,3%
	Category 7: Employee commuting	748 364,5	1,0%	710 049,0	1,0%	-5,1%
	Category 9: Transportation & distribution downstream	2 587 237,2	3,6%	3 712 600,5	5,5%	43,5%
	Category 11: Use of sold products	15 164 644,5	21,1%	9 700 277,6	14,3%	-36,0%
	Category 12: End of life treatment of sold products	1 338 530,3	1,9%	1 193 854,3	1,8%	-10,8%
	Category 13: downstream leased assets	25 710,6	0,0%	27 364,3	0,0%	6,4%
	Category 14: Franchises	873 390,4	1,2%	573 953,5	0,8%	-34,3%
	Sum of Scope 3	**55 612 046,8**	**77,3%**	**51 688 717,8**	**76,2%**	**-7,1%**
	TOTAL (market based)	**71 919 200,6**		**67 836 790,3**		**-5,7**

Greenhouse gas emissions intensity per net revenue

Total Greenhouse Gas Emissions Per Net Revenue (location-based)	130,85	tCO_2e/1 million PLN
Total Greenhouse Gas Emissions Per Net Revenue (market-based)	132,45	tCO_2e/1 millionPLN

Biogenic Emissions
In 2024, the VIVE Group did not generate biogenic emissions as part of its operational activities or within its value chain. Consequently, the total value of biogenic emissions was 0 tCO_2e.

Biogenic emissions are understood as greenhouse gas emissions originating from biological sources, such as biomass, biofuels, or organic waste. The VIVE Group does not use such raw materials or technologies in a way that would generate measurable biogenic emissions.

[E1-7] Greenhouse Gas Removal and Mitigation Projects Financed Through Carbon Credits + [ESRS MDR-M]

Purchase of carbon offsets

In the 2024 reporting year, the VIVE Group did not purchase greenhouse gas emission offset units (carbon credits), either through voluntary offset mechanisms or regulatory systems. Consequently, none of the reported gross emissions (Scope 1, 2, and 3) were offset through the purchase of carbon credits.

[E1-8] Setting Internal Carbon Prices + [ESRS MDR-M]

The VIVE Group does not use an internal system for setting greenhouse gas emission fees.

Energy Efficiency

KEY TOPIC

Activities and resources dedicated to the implementation of energy efficiency policies

[E1-3] Activities and Resources Dedicated to Implementing Climate Policy + [ESRS 2 MDR-A]

In accordance with its quality and environmental management policy and ESG strategy, VIVE continuously seeks measures to improve energy efficiency through initiatives such as reactive power management and lighting modernization by systematically replacing lighting fixtures with new ones utilizing energy-efficient LED technology (which yields measurable benefits in terms of energy efficiency. The old fixtures, based mainly on fluorescent and sodium light sources, were not compatible with LED technology and were characterized by high energy consumption and limited lifespan). In addition, in May 2024, the group established an energy consumption optimization team (ZDOZE). The following initiatives were implemented within the group:

- Optimization of the operation of electric heaters and air curtains in one of the production halls.
- Reactive power compensation in one of the stores in Warsaw.
- Automation of lighting in common areas through the installation of motion sensors.
- Replacement of light sources with LEDs in the office area and the Texcellence® hall.
- Automation of heating circuits in office spaces in Building C.
- Partial overhaul of the lighting control system for corridors in the main sorting facility based on brightness sensors.

Planned actions:
Based on the Decarbonization Strategy and the results of the 2021 energy audit, which showed energy consumption at 32.5 GWh, the VIVE Group plans to:

- implement an ISO 50001 energy management system by the end of 2026, in accordance with the requirements of Directive EED 2023/1791.
- develop its own renewable energy sources (including solar panels on the roofs

of production halls).
- Implement a real-time energy consumption monitoring system (EMS).
- Continue efforts to implement reactive power compensation at additional locations.
- SMART OFFICE, i.e., automation of the heating system through the installation of controllers, temperature sensors, thermostatic heads, and window-opening sensors based on the SINUM TECH system, as well as modernization of the film extraction system involving the use of air generated by the machine to heat the production hall.
- Reactive power compensation at 6 retail locations.
- Installation of digital meters along with an electricity management system that allows for monitoring of current consumption.

Capital and operating expenditures:

- CAPEX: sestimated capital expenditures for the modernization of the energy infrastructure amounted to approximately PLN 42,744 net in 2024.
- OPEX: operating costs related to ZDOZE activities amounted to approximately PLN 13,834 in 2024.

Energy benefits
As a result of the implemented measures, the following were recorded:

- an 18% year-over-year reduction in electricity consumption in office areas,
- a 12% improvement in the energy efficiency ratio (kWh/m²) in production halls,
- a 27% reduction in reactive power losses at the Warsaw site.

All the above measures are consistent with the ESG strategy and VIVE's Decarbonization Strategy, which identify energy efficiency as one of the key material topics identified in the double materiality analysis.

[E1-5] Energy consumption and energy mix + [ESRS 2 MDR-M]

Electricity consumption for the VIVE Group is reported using organizational boundaries analogous to those adopted for carbon footprint calculations, as described in [E1-6] Gross Scope 1, 2, and 3 greenhouse gas emissions and total greenhouse gas emissions + [ESRSMDR-M[KM138.1] [KM138.2]]. Total electricity consumption for the VIVE Group is reported as the sum of electricity consumption reported for individual Group companies. The electricity was then divided into the portion derived from renewable energy sources (RES) and the portion derived from fossil fuels by applying RES shares corresponding to the location of operations: for companies in Poland, a RES share of 24.85% was assumed for 2023 and 23.81% in 2024, in accordance with the fuel mix of electricity sold by ENEA S.A.; for Dimatex (Czech Republic), a RES share of 16.447% for electricity was applied in 2023 and 17.928% in 2024, reported based on Eurostat data; for Profitex and Eco-coll (Germany), a RES share of 57.1% was applied to the electricity mix ("load") in 2023 and 56.0% in 2024 In each case, the calculations were performed using the following formulas: MWh_RES = MWh_electricity × RES_share, and MWh_fossil = MWh_electricity − MWh_RES. Heat energy consumption given in GJ was converted to MWh using the unit conversion 1 MWh = 3.6 GJ (i.e., MWh = GJ/3.6), and − in accordance with the assumption adopted for the purposes of the estimation − all heat energy was classified as energy from fossil fuels (RES = 0). Total energy consumption from RES is the sum of MWh_RES from electricity for all companies, while total energy consumption from fossil fuels is the sum of MWh_fossil from electricity for all companies plus MWh of thermal energy.

	Unit	2023	2024	Change
Fuel Consumption from Coal and of Coal Products	Mwh	0	0	-
Fuel Consumption from Crude Oil and Petroleum Products	Mwh	31 835,62	29 151,51	-8%
Natural Gas Consumption	Mwh	3 423,56	2 973,49	13%
Fuel Consumption from Other Fossil Sources	Mwh	0	0	-
Consumption Of Purchased or Procured Electricity, Heat, Steam, And Cooling from Fossil Fuel Sources	Mwh	9 629,49	9 308,09	-3%
Total Energy Consumption from Fossil Fuels	Mwh	44 888,67	41 433,09	-8%
Share Of Fossil Fuels in Total Energy Consumption	%	95%	95%	-
Energy Consumption from Nuclear Sources	Mwh	0	0	-
Share Of Nuclear Energy in Total Energy Consumption	%	0%	0%	-
Fuel Consumption for Renewable Sources, Including Biomass (Also Covering Industrial and Municipal Waste of Biological Origin, Biogas, Renewable Hydrogen, Etc.)	Mwh	0	0	-
Consumption Of Purchased or Self-Generated Electricity, Heat, Steam, And Cooling from Renewable Sources	Mwh	2 119,79	2 080,47	-2%
Consumption Of Renewable Energy Produced Without the Use of Fuel	Mwh	0	0	-
Total Consumption of Energy from Renewable Sources	Mwh	2 119,79	2 080,47	-2%
Share Of Renewable Sources in Total Energy Consumption	%	5%	5%	-
Total Energy Consumption	Mwh	47 008,46	43 513,56	-7%

2.3. [ESRS E2] Pollution

Pollution, Including Microplastics

KEY TOPIC

Policies Related to Pollution and Microplastics

[E2-1] Policies Related to Pollution + [ESRS 2 MDR-P]

The VIVE Group currently has no formal policy regarding the reduction of pollution, including microplastics.

Regarding **air pollution from transportation,** VIVE has a modern fleet of 89 trucks that meet the stringent Euro 6 emissions standard. Although road transport generates particulate matter emissions (including PM2.5) from tire and brake pad wear, this impact is difficult to mitigate at the operational level, and its scale in VIVE's operations is relatively small compared to other emission sources. For this reason, there are currently no plans to implement a separate policy in this area.

Regarding **microplastics and synthetic materials**, VIVE's operations have a **positive environmental** impact. The Group processes textiles containing polyester and other synthetic materials, preventing their disposal and the release of microplastics into the environment. As part of the textile sorting and recycling processes, synthetic materials are directed toward reuse (e.g., through the resale of clothing, in industrial cleaning rags, or in Texcellence® products), which aligns with the principles of the circular economy. It is estimated that, on average, 34% of collected textiles contain polyester, which, thanks to VIVE's operations, is managed in a controlled and environmentally safe manner.

Considering the above, the VIVE Group does not currently plan to implement a separate policy regarding microplastics and particulate matter, recognizing that current operational and environmental activities are sufficient to manage these impacts. However, this situation will be regularly reviewed as part of the process of updating the double materiality analysis.

Activities and Resources Dedicated to Implementing Policies Related to Pollution and Microplastics

[E2-2] Actions and Resources Related to Pollution + [ESRS 2 MDR-A]

The VIVE Group, through the activities of VIVE Innovation, combats environmental pollution, including microplastics, by implementing the VIVE Texcellence® textile composite production technology. This innovative solution enables the processing of textile and packaging waste into durable products used, among other things, in construction and small-scale architecture.

This technology:

- reduces microplastic emissions by closing the loop on synthetic materials,
- holds environmental certifications (EPD, LCA),
- is supported by R&D resources and tested by independent certification bodies.

These activities are in line with the VIVE Group's environmental policy and ESG strategy. The company allocates resources to technology development, certification, and education regarding the circular economy.

These activities encompass both internal production processes and collaboration with supply chain partners (textile waste suppliers, composite product customers). The technology is being implemented in Poland, with plans to expand into European markets. The VIVE Group engages stakeholders, including customers, local governments, and industry organizations, in educational activities and initiatives promoting the circular economy.

These activities are ongoing and form an integral part of the VIVE Group's ESG strategy. Further investments in technology development and scaling are planned for the medium- and long-term (3–10 years). In 2024, as part of VIVE Innovation's operations, nearly 674 tons of textile waste and over 404 tons of plastic waste were processed.

Between 2023 and 2025, the VIVE Group allocated a total of PLN 6.2 million (CapEx) to the development and implementation of VIVE Texcellence® technology, including PLN 1.8 million for research and certification. Annual operating costs (OpEx) related to maintaining the production line and educational activities amount to approximately PLN 1.1 million.

Metrics and Targets

[E2-3] Pollution-Related Targets + [ESRS 2 MDR-T]

The Group does not have specific targets related to the prevention of air, water, and soil pollution, or the prevention of potentially hazardous substances and substances of very high concern. Activities that may have a direct impact are addressed within other areas of operation related to greenhouse gas reduction and the implementation of circular economy solutions. In the area of microplastics and pollution from synthetic textiles, the VIVE Group is taking preventive measures, including through the development of VIVE Texcellence® technology, which enables the sustainable use of synthetic materials in products with a long lifecycle. Although no formal goals have been established in this regard, the Group's ambition is to further reduce its environmental impact through the innovative use of waste and the development of low-carbon technologies. The effectiveness of these measures is monitored through an analysis of the volume of recycled synthetic textiles, product certifications obtained (EPD, LCA), and, regarding the fleet, environmental performance metrics. The Group does not currently plan to implement separate pollution-related targets, recognizing that current actions are adequate for the scale of the impact; however, this situation will be subject to an annual review as part of the ESG strategy update and materiality analysis.

[E2-4] Air, Water, and Soil Pollution + [ESRS 2 MDR-M]

The VIVE Group does not engage in activities that generate significant emissions to water or soil, and hazardous waste is transferred to specialized entities in accordance with regulations. Regarding air pollution, the impact is mitigated by operating a fleet that meets the Euro 6 standard and by optimizing logistics. Fugitive emissions, such as dust from tires and brakes, are not currently monitored due to their marginal nature. Pollution reduction measures are implemented within other areas, particularly energy efficiency and the circular economy, including through Texcellence® technology, which enables the sustainable management of synthetic textiles and reduces microplastic emissions.

2.4. [ESRS E5] Resource Use and the Circular Economy

Policies Related to the Circular Economy

Circular Economy

KEY TOPIC

[E5-1] Policies Related to Resource Use and the Circular Economy + [ESRS 2 MDR-P]

The VIVE Group has adopted a systemic approach to managing environmental impact, focusing on implementing circular economy (CE) principles, maximizing material reuse, and minimizing waste generation. The VIVE Group focuses on the processing of textiles and plastics derived from waste, including the development of VIVE Texcellence® technology, which enables the sustainable use of synthetic materials in products with a long lifecycle. The VIVE Group's activities also include educational initiatives, the development of research and development infrastructure, and collaboration with stakeholders to promote circular business models. The impacts, risks, and opportunities associated with resource use are identified through a double materiality analysis, and their management is integrated into the Group's strategic and operational processes.

The VIVE Group has an informal policy for managing textile waste in accordance with the waste hierarchy.

01. **Waste Prevention and Reuse**

In addition to purchasing textile raw materials that formally have waste status, within the VIVE Group we place a strong emphasis on acquiring textiles before they become waste. We carry out these activities through the company Game4Planet, which simultaneously conducts educational campaigns as part of its collection drives to build environmental awareness regarding fashion consumerism.

Clothing collections are conducted in-store at VIVE Profit locations, at designated partners, and at partner companies participating in joint collection drives.

In the hierarchy of textile waste management during the sorting process, the priority is always to extend the product's lifespan and return it to circulation in accordance with its original purpose. Extending the product's lifespan through reuse is crucial for reducing the environmental footprint of the textile and fashion industries, as most of the environmental impact occurs during the production phase.

02. Preparation for Reuse

During the sorting process, an initial assessment is made of the suitability of textiles that have become waste for reuse, including through activities such as visual inspection, drying, minor repairs, and cleaning. It is possible to restore these textiles to use as fully functional products in accordance with internal quality standards.

By extending the lifespan of textiles, we can reduce the need for new clothing production and thereby potentially scale back resource-intensive manufacturing processes. VIVE Group contributes to this through:

- Retail sales of used clothing and textiles through the VIVE Profit network of stores (both company-owned and franchised) throughout Poland and via e-commerce platforms.
- Wholesale sales in Poland and to dozens of countries across 5 continents.

At the same time, we conduct educational activities on the proper care and use of textiles, as well as on the handling of textile waste to ensure proper management in accordance with the waste management hierarchy.

03. Recycling

By recycling, we mean the recovery process in which waste is converted into a product. At the VIVE Group, we manufacture the Texcellence® textile composite.

The composite is produced from textile waste and plastic packaging waste. VIVE Texcellence® is a globally innovative technology – the first of its kind in the world – that enables the production of composite boards, structural elements, and various types of profiles for the construction and engineering industries, small-scale architecture, garden furniture, and applications in direct contact with soil or water. The material is made from 100% recycled materials and is 100% recyclable.

04. Other Recovery Processes

Textiles are made available for use other than their original intended purpose.

Production of Industrial Cleaning Cloths
Mechanically damaged, soiled clothing that does not meet the quality criteria of other product groups is used to produce industrial cleaning cloths. These materials include so-called absorbent fabrics: cotton, flannel, terry cloth and jersey. The process involves sorting by material and color, followed by cutting textile waste into the form of cleaning cloths commonly used in the industrial sector.

In addition, the sales division includes a Recycled Materials Department, whose primary role is to manage residual waste that could not be reintroduced into circulation at an earlier stage.

05. Transfer for Disposal

As part of the company's operations, no waste undergoes disposal processes

Activities and Resources Dedicated to Implementing Circular Economy Policies

[E5-2] Activities and Resources Related to Resource Use and the Circular Economy + [ESRS 2 MDR-A]

The VIVE Group's operations are based on the reuse of textile waste and collected textiles, which forms the foundation of its approach to the circular economy (CE). As part of its environmental policy and ESG strategy, the Group is constantly expanding its operations into new areas, including innovative methods for recycling and processing synthetic materials. A key example is the development of VIVE Texcellence® technology, which enables the production of durable components from textiles and plastics derived from packaging waste.

VIVE is actively working to eliminate negative perceptions of secondhand clothing and promote responsible consumer behavior. The company is also involved in collecting and introducing textiles into the second-hand market (through the Game4Planet initiative) and developing repair and upcycling services. Through educational initiatives, VIVE strives to raise consumer awareness about caring for clothing.

The total weight collected in 2024 is: **1 507 557,33 kg**

Which is equal to the total savings:

3 184 082,36	GHG emissions $kgCO_2$
75 380 973,98	energy consumption MJ[K]
10 102 775 976,31	water consumption [l]

The Group operates a Research and Development Office, which is responsible for technological development and the implementation of innovative solutions supporting circularity in the textile industry. One of the pillars of the ESG strategy is "Innovation in Circularity," and the Group's ambition is to inspire the market to seek out breakthrough technologies that prove the impossible is possible.

Operational activities include the development of infrastructure for sorting and processing textiles, investments in production lines for composites, research and development, and collaboration with external partners. The Group also conducts educational and communication activities, including through its support of the Play Sustain Foundation, which promotes knowledge about the circular economy and eco-design among children, youth, and adults.

The resources allocated to these activities include financial funds, expert teams (R&D, ESG, operations), as well as technological and certification infrastructure. The effectiveness of these activities is monitored, among other things, by the number of recycled materials processed, the number of products made from waste materials, and the environmental certifications obtained (EPD, LCA).

Metrics and Targets

[E5-3] Objectives Related to Resource Use and the Circular Economy + [ESRS 2 MDR-T]

Activities supporting the achievement of this objective include the development of VIVE Texcellence® technology, investments in textile sorting and processing infrastructure, as well as educational and partnership initiatives, including through the Play Sustain Foundation. The Group monitors progress toward this goal by analyzing the volume of processed textiles, the share of recycled materials in production, and the number of products made from recycled raw materials.

[E5-4] Inputs + [ESRS 2 MDR-M]

In 2024, the VIVE Group purchased 68,682,159.35 kg of raw materials. VIVE Profit's own stores and the e-commerce channel launched in 2024 sold 20,892.26 tons of clothing, while 55,984.585 s of textiles were supplied to B2B customers. In addition, within the group, 673,735 kg of textile waste was transferred to VIVE Innovation to produce textile composites.

Input	Quantity	Unit of measure
Quantity of textiles purchased	68 682 159, 35	kg
Amount of plastic packaging purchased (stretch film, etc.)	744 360	kg
Amount of textiles used in the production of VIVE Texcellence®	673 735	kg
Amount of textiles used in the production of VIVE Texcellence®	404 190	kg
Metal/steel technical materials	105 280	kg
Biological materials	0	kg
Mass of reused or recycled resources	**70 593 907,00**	**kg**
Total weight of products	**72 117 282**	**kg**

[E5-5] Discharged Resources + [ESRS 2 MDR-M]

Input resource	Quantity (2024)	Unit of Measure	Durability and Environmental Properties
Clothing introduced into the B2C (Business-to-Consumer) secondary market--to-consumer sales to individual customers,	20 892,26	pieces	The durability of second-hand clothing often depends on its original quality and how it was used by the first owner. Studies indicate that many textiles entering the second-hand market still have high usability potential – especially in the case of workwear, jeans, and sportswear. New clothes produced under the fast fashion model often have a shorter lifespan than high-end secondhand clothing. Studies conducted by organizations such as WRAP (UK) and the Ellen MacArthur Foundation indicate that secondhand clothing can be used for an average of 1.5–2 years, and in the case of high-quality clothing – even longer.
Clothing introduced into the second-hand market B2B (Business-to-Business) wholesale	55 984,585	units	
Kompozyt VIVE Texcellence®	866	tons	Durability and weather resistance, no maintenance required, 100% recyclable base material.

VIVE Texcellence® products are designed for a long service life and resistance to environmental degradation. As a result, they reduce microplastic emissions and do not require frequent replacement. The composite contains up to 100% recycled materials, including synthetic textiles and packaging plastics.

Waste is managed in accordance with the waste hierarchy:

- Textile and synthetic waste are directed toward composite production within the Group's ecosystem or sent externally for further material or energy recycling.
- Hazardous waste is transferred to specialized external entities.
- Residual waste is minimized through the optimization of sorting and production processes.

Waste data is obtained from the BDO system and internal operational records. Waste weight is measured at the time of transfer for management, and the data is verified by the environmental protection team. For products, data on the quantity of inputs comes from sales systems and operational records.

In 2024, 673,735 kg of textile waste (of which 340,100 kg came from VIVE Textile Recycling) and 404,190 kg of packaging waste (all sourced from VIVE Textile Recycling), finding a new use for waste that might otherwise have been incinerated or sent to landfills.

3. Information on Social Issues

3.1. [ESRS S1] Own Workforce

General Approach to Employees

[Disclosure Requirement Related to ESRS 2 SBM-3] Significant Impacts, Risks, and Opportunities, and Their interrelationships with Strategy and the Business Model.

The VIVE Group employs diverse employment models tailored to the specific nature of operations at individual companies and local market conditions. The predominant form of employment is employment contracts, which form the basis of labor relations. In addition to employment under employment contracts, the company hires based on service contracts, civil law contracts (within the framework of sole proprietorships), appointment decrees, or outsourcing.

In the context of its own workforce, the VIVE Group has identified IROs, which are presented.

[S1-1] Policies Related to Own Workforce + [ESRS 2 MDR-P]

The organization has implemented comprehensive policies aimed at managing material impacts on its own workforce, mitigating associated risks, and capitalizing on opportunities, while respecting human rights, including labor rights, in accordance with the UN Guiding Principles on Business and Human Rights, the conventions of the International Labor Organization (ILO), and the OECD Guidelines for Multinational Enterprises. These policies include, among other things, principles for engaging with members of its workforce and measures to ensure or facilitate the application of remedial action in the event of human rights violations. An example is the Policy on Preventing Undesirable Incidents in the Workplace, which enables the reporting of irregularities, the conduct of investigations, and provides protection against retaliation and access to psychological support. Furthermore, VIVE is a member of the UN Global Compact and adheres to the organization's 10 principles, including those relating to human rights. In 2024, VIVE adopted an ESG Policy and began work on a code of ethics and a code of conduct for suppliers and business partners. These documents will aim to manage significant impacts on people working within the value chain, as well as the associated risks and opportunities.

The VIVE Group declares that its policies regarding the management of its workforce explicitly address the issues of forced labor and child labor and include mechanisms for reporting violations and protecting whistleblowers.

Furthermore, VIVE supports the professional development of its employees by providing access to industry-specific and cross-industry training, as well as conducting periodic performance reviews. Employees leaving the company participate in exit interviews, which allow for an analysis of the reasons for their departure and the implementation of corrective measures.

The Group plans to implement a comprehensive human resources policy that takes into account the company's strategy and legal changes within three years.

VIVE has the following policies and procedures in place regarding employees.

Policy Name	Description	Scope of Application	Responsibility for Implementation	Reference to Standards	Stakeholder Involvement	Method of Disclosure
VIVE Group ESG Policy	Principles regarding the environment, social issues, and corporate governance, including respect for human and labor rights.	The entire VIVE Group and value chain	VIVE Management Board and organizational units	UN, ILO, and OECD guidelines	Yes, incorporated	Shared internally and with external stakeholders
Work Regulations	Work organization principles, shift systems, working hours, obligations of the parties, disciplinary regulations.	VTR, VLS, VM companies	HR and Payroll Department and operational management	Principles of decent working conditions	Directly, through consultation with labor unions	Available to all employees on the intranet
Policy on Preventing Undesirable Phenomena in the Workplace	Prevention of bullying, discrimination, and other undesirable phenomena	VTR, VLS, VM	Human Resources Department	UN, ILO, OECD guidelines	Yes, included	Appendix to the Work Regulations, available to all employees on the intranet
Training Policy and Procedure for Financing Development Activities	Training, professional development, performance reviews.	VTR, VLS, VM	Human Resources Department	Competency Development Guidelines	Yes, programs tailored to employees' needs	Available to all employees on the intranet
Compensation and Bonus Policy	Rules for determining salaries, allowances, and bonuses.	VTR, VLS, VM	Human Resources and Payroll Department	Equal Pay Principles	Indirectly, through consultations	Available to all employees on the intranet
Social Benefits Fund Regulations	Rules for granting non-wage benefits.	VTR, VLS, VM companies	Human Resources and Payroll Department	Rules for equal access to benefits	Yes, co-financing is possible	Available in the HR and Payroll Department
Procedures for reporting violations	Reporting violations of the law, including anonymously.	All Group companies	Compliance Department	EU Guidelines on Whistleblowers	Yes, whistleblower protection	Online and offline reporting channels

The above documents have been formally adopted by VIVE Textile Recycling, VIVE Logistics Services, and VIVE Management. In the coming years, we plan to standardize corporate governance across all companies in the VIVE Group.

In addition, the organization operates an informally established human resources management policy that addresses aspects such as recruitment, training, employee development, performance evaluation, and talent management.

[S1-2] Procedures for Cooperation with the Company's Own Workforce and Employee Representatives on Matters of Influence

Consultations with employees take place during performance reviews, exit interviews (upon every departure from the company), and consultations with employee representatives regarding regulations and organizational changes (as needed).

Cooperation takes place both directly (meetings, surveys) and indirectly (reporting channels, suggestion boxes). Employees can submit comments and suggestions anonymously.

The Director of the Human Resources and Administration Division, who reports directly to the CEO, is responsible for cooperation with employees regarding social impacts and HR strategy.

The company does not have formal collective bargaining agreements. However, in the event of changes to work regulations, compensation, or the work schedule, consultations are held with employee representatives. In 2024, an agreement was reached regarding the rules for shift work during holiday periods.

The VIVE Group does not currently conduct a formal process to assess the effectiveness of its collaboration with employees, nor does it use metrics to measure it.

Consequently, it is not possible to provide an objective assessment of this collaboration. The organization is considering implementing such a mechanism as part of its planned HR policy development over the next three years.

[S1-3] Processes for Remedying the Effects of Negative Impacts and Channels for Employees to Report Concerns

The VIVE organization has implemented a unified procedure for receiving internal reports and taking follow-up actions, aimed at protecting employees and providing them with safe and effective channels for reporting legal violations. This procedure was developed in accordance with the Whistleblower Protection Act. Employees have been informed about the procedure for reporting violations through internal communication channels: via email, through notices on bulletin boards at workplaces, and on the company intranet, where detailed information about the procedure and available reporting channels has been posted. Employees and other individuals associated with the organization (e.g., interns, volunteers, and individuals employed under civil law contracts) may report information regarding legal violations, such as corruption, violations of environmental protection, personal data protection, public health, or human rights.

Reports may be submitted in writing (by mail), via email (to sygnalista@vive.com.pl), by phone (888 392 811), or in person during a meeting with an authorized representative. Upon receiving a report, the responsible person will acknowledge receipt within 7 days and then take follow-up actions, such as an investigation, notifying the relevant authorities, or other preventive measures. The whistleblower receives feedback on the actions taken within 3 months. The organization ensures protection against retaliatory actions, such as dismissal, reduction in pay, or violation of personal rights. Whistleblowers' personal data is protected and may not be disclosed without their consent, unless required by law. Additionally, reports are recorded in a special register maintained by the compliance officer, and the data is retained for 3 years. The procedure has been consulted with employee representatives and the labor union, and new employees are briefed on it upon joining the organization.

[S1-17] Incidents, Complaints, and Significant Impacts on Human Rights + [ESRS 2 MDR-M]

During the reporting period, the organization did not record any work-related incidents or complaints involving human rights violations among its own workforce. There were also no cases that resulted in fines, administrative sanctions, or the need to pay compensation in connection with violations of labor rights or other significant impacts on human rights. The organization conducts preventive and educational activities regarding the observance of labor rights and provides access to internal whistleblowing channels, which supports the maintenance of high ethical standards and compliance with labor laws.

Employee Profile

[S1-6] Characteristics of the Entity's Workforce + [ESRS 2 MDR-M]

The number of employees of the entity is reported based on the number of employees as of the end of the reporting period, i.e., as of December 31, 2024.

The predominant form of employment in the VIVE Group is the employment contract.

Data regarding the Group's employees is presented broken down into three categories:

- Senior management (Management Boards and Directors).
- Managers and Supervisors (lower and middle management).
- Other Employees.

The VIVE Group employs individuals in the position of Truck Driver, whose nature of employment allows them to be classified as foreign workers performing work within the European Union. The only country in which the VIVE Group employs more than 50 employees is Poland; therefore, the Group does not present information on the number of employees broken down by country.

Furthermore, the only company within the VIVE Group that operates outside of Poland is Profitex, which employed 13 employees during the reporting period. The Group's key performance indicators presented later in this statement do not include information regarding Profitex. The Group is aware of this inaccuracy and plans to streamline the reporting process so that this company's data is systematically included in future years.

The VIVE Group defines employees as individuals directly employed under an employment contract. All employees were taken into account, including inactive employees on leave or parental leave. The data presented reflects the employment status as of December 31, 2024, and is reported on a head-count basis.

S1-6 – Number of Employees by Gender [number of people] 2024

Woman	Man	Other	Not Disclosed
1279	522	0	0

S1-6 – Number of Employees by Gender and Type of Employment [number of people]
Number of Employees on fixed-term contracts

Woman	Man	Other	Not Disclosed
307	139	0	0

S1-6 – Total Number of Employees Who Left the Entity [number of people]
Number of Employees (integer values)

96

Turnover rate for VG in 2024

rotation
27,18%

S1-6 – Number of Employees by Full-Time Equivalent Employed Under an Employment Contract in the VIVE Group

	Woman	Man	Total
Number of Part-Time Employees (total)	20	9	29
Number of Full-Time Employees (total)	1256	516	1772

Percentage of Employees in the VIVE Group by Contract Type and Gender

	Woman	Man	Other	Not Disclosed
Permanent %	54,89	20,93	0	0
Temporary %	16,66	7,52	0	0

[S1-7] Characteristics of Non-Employees Who Are the Entity's Own Employees + [ESRS 2 MDR-M]

The entity describes the main characteristics of non-employees who are its own workers.

The predominant form of employment at the VIVE Group is an employment contract. However, work for the Group is also performed by individuals based on:

- contracts for specific tasks
- letters of appointment
- B2B contracts
- interns
- individuals employed undergraduate internship agreements

Individuals working under service contracts constitute a group with relatively high turnover.

The table below presents figures regarding individuals working with the Group under contracts other than employment contracts. The data refers to the number of individuals working with the Group as of the last day of the reporting period, i.e., December 31, 2024.

Non-employees are reported by number of persons (actual number of persons). The number of non-employees is reported as of the end of the reporting period, i.e., December 31, 2024.

S1-6 – Data on non-employees collaborating with the entity (number of individuals)

	Female	Male	Others	Not Disclosed
B2B Contract (as part of a sole proprietorship)	3	10	0	0
Participation in Decision-Making Bodies	3	4	0	0
Contracts for Specific Tasks	2482	1137	0	0
Total	2488	1151	0	0

Working Conditions

IMPORTANT TOPIC

Policies Related to Working Conditions

[S1-1] Policies Related to the Organization's Own Workforce + [ESRS 2 MDR-P]

Activities and Resources Dedicated to Implementing Policies Related to Working Conditions

[S1-4] Taking Actions Regarding Significant Impacts on Own Employees and Applying Approaches to Mitigate Significant Risks and Capitalize on Significant Opportunities Related to Own Workforce, As Well As the Effectiveness of These Actions + [ESRS 2 MDR-A]

The VIVE Group has a range of policies and procedures aimed at mitigating the negative effects of employee turnover, ensuring fair compensation, developing competencies, and improving working conditions. "Regarding working conditions, the most important documents are the work regulations and other documents described in detail in subsection 3.1.1. "General Approach to Employees."

One of the key challenges identified in the social impact analysis is high employee turnover, which is associated with knowledge loss, recruitment costs, and the risk of competitors acquiring competencies. Therefore, the HR strategy includes retention measures such as exit interviews, analysis of reasons for leaving, and the implementation of development and motivational initiatives. In addition, the organization combats discrimination and workplace bullying and enables employees to enhance their professional qualifications. Employees can confidentially report cases of discrimination, workplace bullying, or other irregularities via a dedicated email address, suggestion boxes, or directly to the HR department. All reports are recorded and analyzed by the HR team and, if necessary, by those responsible for Compliance. In the event of a suspected violation, an investigation procedure is initiated, including interviews with the parties involved, documentation, and risk assessment. The organization plans training sessions on preventing workplace bullying. The HR department analyzes the recurrence of reports in specific departments or teams, which may lead to corrective actions (e.g., changes in management, managerial coaching).

Regarding compensation, the company conducts regular annual salary reviews that are integrated into the compensation policy. The purpose of these reviews is not only to ensure compliance with legal regulations but also to align salary levels with the market. Additionally, employees may receive monthly, quarterly, or annual bonuses, depending on the achievement of individual or team goals. The bonus system covers various job categories and is based on measurable KPIs, which promotes transparency and motivation.

Non-wage benefits are a key area. VIVE offers a benefits package, including medical care subsidies, a sports card, additional group insurance, benefits funded by the Social Fund, a fuel card, an employee referral program, subsidies for courses and studies, holiday vouchers, and gifts for children. However, in 2024, not all benefits were available to all employee groups. VIVE offers a non-wage benefits package. There are plans to standardize the benefits package as part of the HR strategy.

Another significant aspect is shift work, which can negatively impact employees' biological rhythms and their personal lives. According to the "Work Regulations," the company operates various work time systems, including standard, compensatory, and task-based schedules. Shift work is organized in a 2- or 3-shift system, and schedules are set in advance for the entire year or, in special cases, before the start of the pay period within the statutory deadline. The company is exploring the possibility of introducing more flexible solutions in this area, which could contribute to improving employee well-being.

The organization permits remote work unless it is impossible due to the organization of work or the nature of the work performed by the employee.

The effectiveness of human resources activities is monitored through turnover rates, employee satisfaction survey results, absenteeism rates, the number of reports of inappropriate behavior, and quarterly goal achievement metrics. The results are analyzed periodically and reported to the management board.

Development needs are identified based on periodic analyses of HR data, exit interview results, performance reviews, annual reviews, and consultations with employee representatives. Additionally, data from anonymous surveys and internal audits are utilized.

In the area of professional development, the company has implemented the "Procedure for Financing Employee Development Activities," which sets out the rules for sending employees to courses, training sessions, and academic programs. Funding may cover either the full or partial costs, and decisions are made based on the approval of the supervisor and the management board. The procedure also provides for the conclusion of loyalty agreements, the duration of which depends on the type and value of the training. Development costs are planned in the budgets of individual departments, which demonstrates a strategic approach to investing in human capital. Impact, Risk, and Opportunity (IRO) management in human resources is carried out by a dedicated HR team, supported by the compliance department. The budget for competency development is planned annually and approved by the management board. In 2024, it amounted to PLN 1,289,230.

Metrics and Targets

[S1-5]] Objectives Regarding the Management of Significant Adverse Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities + [ESRS 2 MDR-T]

During the reporting period, the VIVE Group did not yet have formally defined, measurable targets regarding reducing significant negative impacts on its own workforce, enhancing positive impacts, or managing significant risks and opportunities in relation to its own employees.

At the same time, the organization declares its intention to develop such objectives and metrics in the coming years, as part of its evolving ESG strategy and human capital management system. This work will include, among other things, the identification of key performance indicators (KPIs) in areas such as employee turnover, job satisfaction, access to benefits, competency development, and pay equity.

[S1-10] Adequate Pay + [ESRS 2 MDR-M]

As of the date of this report, the VIVE Group does not yet have complete data enabling a comprehensive assessment of the adequacy of remuneration in relation to national benchmarks. The organization plans to conduct an analysis of remuneration levels in relation to the definition of adequate pay in 2025, in accordance with the guidelines of Directive (EU) 2022/2041 and the ESRSS1-10 standard. The VIVE Group's goal is to ensure that all individuals employed by the organization receive remuneration at least at a level considered adequate, in accordance with applicable laws and best practices in social responsibility.

As part of the HR and ESG strategy, the Group also plans to integrate the monitoring of wage adequacy into annual salary reviews and to incorporate the results of the analysis into its compensation policy and retention initiatives.

[S1-11] Social Protection + [ESRS 2 MDR-M]

All employees of the Group's own workforce are covered by social protection under public programs or benefits offered in the event of loss of income due to illness. In Poland, basic income protection during illness is provided by the statutory system (employer + ZUS); VIVE Group companies voluntarily supplement this with additional forms of support, such as private insurance or benefits from the social fund. The VIVE Group offers a variety of supplementary benefits, complementing the public system, which provide replacement income in the event of temporary incapacity for work due to illness.

In addition, the VIVE Group offers its employees group health or life insurance, which covers benefits in the event of temporary incapacity to work, as well as additional benefits for hospitalization or serious illness. The organization provides access to employee life insurance on preferential terms. Additionally, the company operates a Company Social Benefits Fund (ZFŚS), under which it is possible to grant a discretionary allowance from the ZFŚS, e.g., in the event of a long-term illness and loss of income or a serious illness. The benefit is discretionary and depends on the employee's financial situation.

Additionally, VIVE offers voluntary Employee Capital Plan (PPK) programs, which were mandated by law starting in 2019. The PPK is funded by employee contributions (at least 2% of gross salary), employer contributions (at least 1.5%), and government subsidies. Funds from the PPK are private and can be withdrawn after turning 60 (as a supplement to the Social Insurance Institution [ZUS] pension).

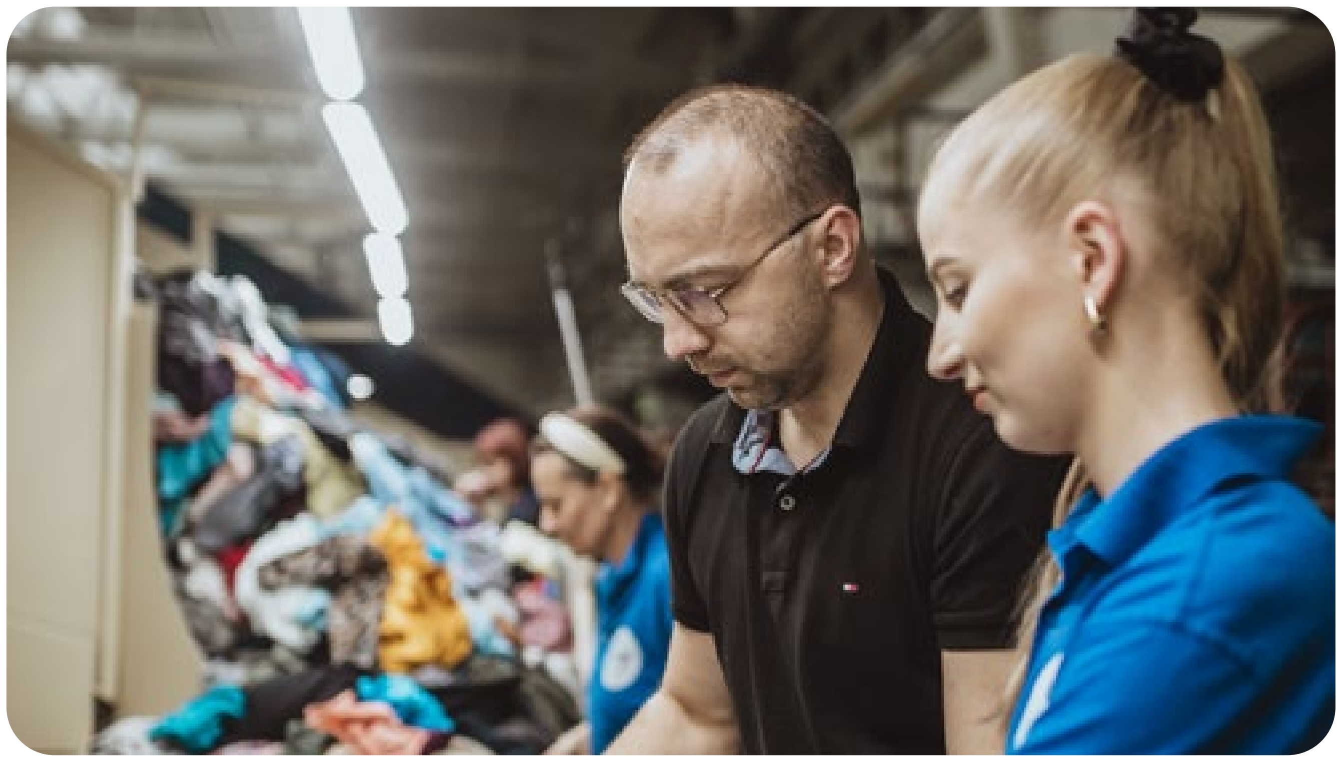
Additionally, VIVE provides farewell benefits in the form of symbolic anniversary bonuses in cases where the departure is associated with long-term service.

[S1-15] Work-Life Balance + [ESRS2 MDR-M] Percentage of Employees Eligible for Parental Leave and Percentage of Eligible Employees Who Took Parental Leave Within the VIVE Group.

Number of eligible employees who took parental leave.

	Women	Men	Others	Not Disclosed
% of employees eligible for parental leave	100	100	0	0
% of eligible employees who took parental leave	4,33	0,22	0	0

In the previous reporting period, 85 people were on leave for family reasons.



Occupational Safety and Health

IMPORTANT TOPIC

Occupational Health and Safety Policies

[S1-1] Policies related to Our Own Workforce + [ESRS 2 MDR-P]

The VIVE Group has implemented a comprehensive occupational health and safety (OHS) management policy, which is an integral part of its human resources management. The policy applies to all Group companies in Poland. Its purpose is to ensure safe and hygienic working conditions, prevent occupational injuries and illnesses, and eliminate hazards and mitigate risks associated with professional activities.

The OHS policy includes, among other things:

- Incorporating safety requirements into design and operational processes.
- Developing employees' skills in safe work practices.
- Hiring and working with contractors in accordance with the same health and safety standards.
- Consulting with employees and their representatives on safety matters.
- Providing adequate resources to achieve health and safety objectives.

Additionally, the VIVE Group has implemented a specialized health and safety policy for road transport, which focuses on the safety of drivers and fleet users. It includes measures such as vehicle selection and technical condition checks, driver training, monitoring of driving behavior, and analysis of every traffic incident. This policy supports risk management in one of the Group's key operational areas.

The health and safety policy includes a commitment to continuously improve working conditions, eliminate hazards, and prevent accidents and occupational diseases. The document applies to all VIVE Group companies in Poland, and its principles are also being gradually implemented at international locations.

The document has been approved by the Group's management and is subject to an annual review by the OHS department and an internal audit.

The Group-level Health and Safety Manager is responsible for implementing and overseeing the policy, supported by local health and safety specialists. The budget for health and safety activities is planned annually and includes, among other things, training, personal protective equipment, audits, and preventive measures.

Activities And Resources Dedicated to the Implementation of Health and Safety Policies

[S1-4] Taking actions regarding significant impacts on its own employees and applying approaches to mitigate significant risks and capitalize on significant opportunities related to its own workforce, as well as the effectiveness of these actions + [ESRS 2 MDR-A]

The VIVE Group undertakes a range of operational and organizational measures aimed at mitigating significant negative impacts and capitalizing on opportunities related to employee safety and health. These measures are focused on effective risk management related to occupational health and safety and encompass both prevention and response to incidents.

In terms of risk mitigation, the Group:

- Conducts systematic analyses of the causes and circumstances of workplace accidents.
- Implements corrective and preventive actions.
- Integrates the results of these analyses into business reviews.
- Promotes a safety culture in which every employee has the right and obligation to report hazards.

In the area of road transport, every traffic incident involving a VIVE fleet driver is reported, analyzed, and discussed with the OHS department. Additionally, the organization conducts educational and communication activities (e.g., OHS alerts) that raise awareness of hazards and promote safe behavior.

As part of preventive healthcare, the VIVE health and safety team maintains constant contact with the HR department and physicians providing preventive healthcare to employees, including by systematically sharing and communicating the results of workplace environment assessments.

VIVE conducts regular, ongoing safety audits. A procedure for hazard identification and risk management is in place across the entire Group, which comprehensively addresses the identification of hazards at workstations and the assessment of occupational risks.

Every accident results in the preparation of post-accident documentation, which lists specific corrective actions and preventive measures to prevent similar accidents in the future.

The measures described above will continue in the coming years. The effectiveness of these measures relies on management commitment, systematic monitoring, and active employee participation. The VIVE Group declares that safety must not be subordinated to other operational priorities, and leaders are responsible for enforcing health and safety rules and motivating teams to comply with them.

The need for actions related to health and safety is identified based on:

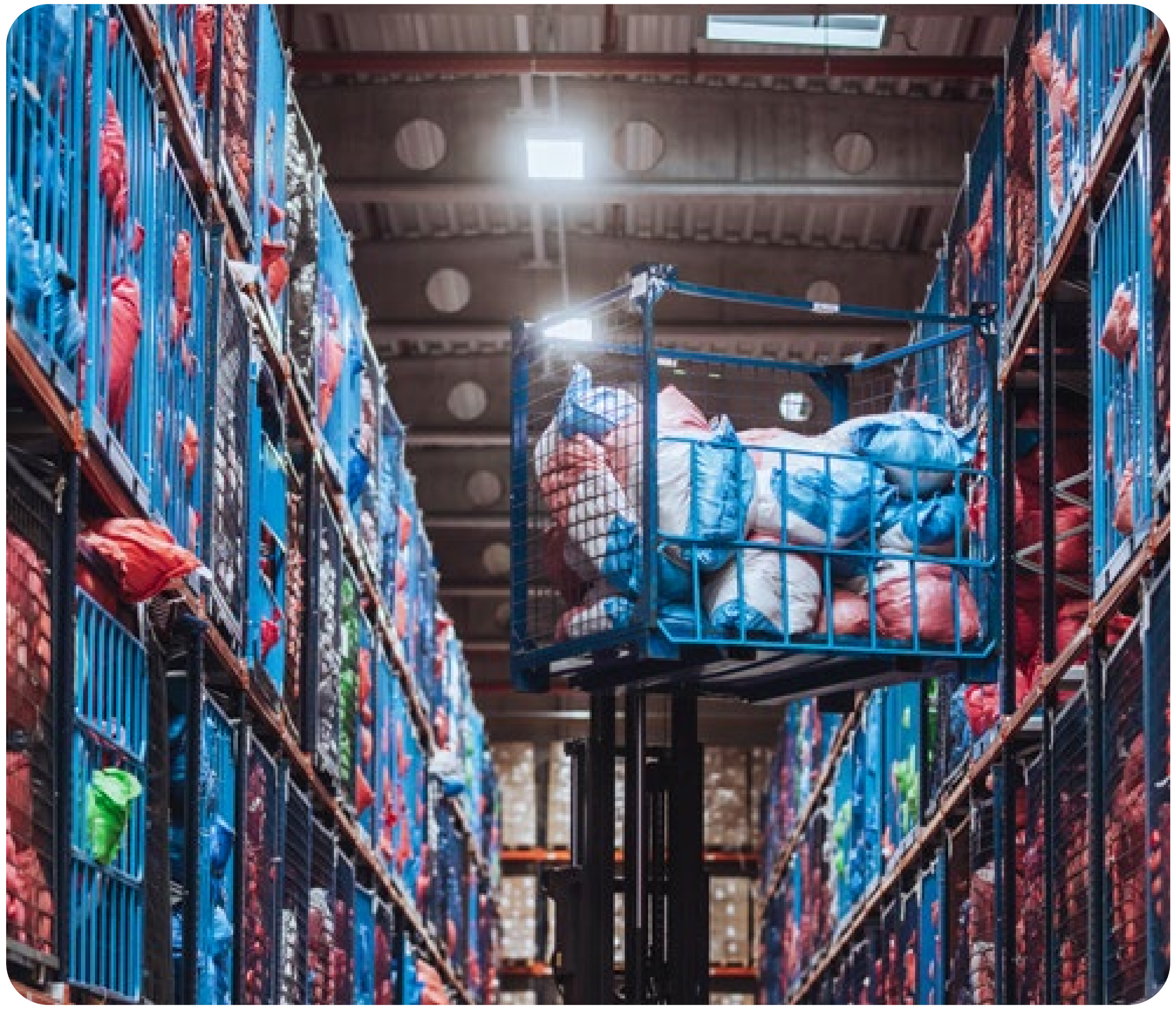
- The results of internal and external audits.
- Analyses of near-miss incidents.
- Employee reports and observations by line management.
- Operational risk reviews and annual health and safety policy reviews.
- Consultations with employee representatives and the OHS committee.

Impact, Risk, and Opportunity (IRO) management related to health and safety is carried out by a team of health and safety specialists. The Health and Safety Manager, who reports to the VIVE Management Board, a dedicated health and safety budget, which in 2024 amounted to approximately PLN 1,000,000, of which: 5% was allocated to training and preventive measures, 85% was allocated to personal and collective protective equipment, and 10% to audits (including corrective actions), technical inspections, and educational campaigns.

Metrics and Targets

[S1-5] Objectives regarding the management of significant adverse impacts, enhancing positive impacts, and managing significant risks and opportunities + [ESRS 2 MDR-T]

The VIVE Group indicates that, related to its own workforce, the priority is the well-being, development, and safety of employees, which guides the actions taken to mitigate negative impacts and enhance positive effects for employees. During the reporting period, the VIVE Group did not yet have formally defined, measurable, and time-bound (SMART) objectives regarding mitigating significant negative impacts on its own workforce, enhancing positive impacts, and managing significant risks and opportunities in relation to employees. At the same time, the Group declares its intention to develop such objectives along with corresponding metrics in subsequent reporting periods.



[S1-14] Occupational Health and Safety Metrics + [ESRS 2 MDR-M]

S1-14 – Number of fatalities resulting from work-related injuries and work-related ill health [number of people]

		Employee	Colleague
VIVE Innovation VIVE Logistics VIVE Management VIVE Textile Recycling	OHS	0	0

S1-14 – Number of reportable work-related accidents [number of persons]]

		Employee	Colleague
VIVE Innovation	OHS	0	0
VIVE Logistics	Environment	2	0
VIVE Management	OHS	0	0
VIVE Textile Recycling	OHS	39	0

Employee Equality and Diversity

KEY TOPIC

Policies Related to Equality and Diversity

[S1-1] Policies Related to the Organization's Own Workforce + [ESRS 2 MDR-P]

The key document for managing the impacts, risks, and opportunities related to equality and diversity in the workplace is the Work Regulations, which mandate equal treatment in employment regardless of gender, age, disability, nationality, sexual orientation, religion, or form of employment.

Under the anti-bullying and anti-discrimination policy, employees may report instances of undesirable incidents, including unequal treatment, harassment, or psychological violence. This procedure provides for the establishment of an investigative committee, protection for whistleblowers, and the possibility of their temporary transfer to another organizational unit.

In terms of professional development, the VIVE Group offers funding for employee development activities such as courses, training, and studies, linking them to loyalty agreements, which demonstrates a strategic approach to investing in human capital. At the same time, it guarantees equal pay for work of equal value and combats pay discrimination, although operationally, during the reporting period, the organization did not have a Gender Pay Gap monitoring system in place.

The Work Regulations apply to all VIVE Group employees, regardless of employment type or location. They are approved by the management board and reviewed at least once every two years or in the event of significant legal changes. The Human Resources Department is responsible for implementation and oversight. In the event of reported violations, a committee appointed in accordance with the provisions of the policy on preventing undesirable phenomena in the workplace is responsible for conducting investigations. During the reporting period, there were no formal metrics for measuring the effectiveness of equality policies. The VIVE Group plans to introduce indicators in the future, such as number of reports, response time, employee satisfaction levels, and the gender pay gap (GPG).

Activities and Resources Dedicated to the Implementation of Equality and Diversity Policies

[S1-4] Taking Action Regarding Material Impacts on Its Own Employees and Applying Approaches to Mitigate Material Risks and Capitalize on Material Opportunities Related to its Workforce, As Well As the Effectiveness of These Actions + [ESRS 2 MDR-A]

In 2025–2026, the VIVE Group plans to:

- Implement a system to monitor the gender pay gap.
- Expand the training program on combating discrimination and unconscious bias. Review non-wage benefits in terms of their availability and adequacy for different employee groups.

The effectiveness of equality and diversity initiatives is monitored through:

- An analysis of the workforce structure (proportion of women, people with disabilities, age diversity).
- The number of reports regarding discrimination or unequal treatment.

Action needs are identified based on:

- HR data and analyses of the employment structure.
- Employee reports and the results of development discussions.
- Supervisors' observations and HR department recommendations.
- Reviews of internal policies and regulations.
- Market benchmarks and changes in labor laws.

Impact, Risk, and Opportunity (IRO) management related to equality and diversity was not implemented during the reporting period. Currently, the organization has no plans to take action in this area.

Employee professional development is supported, among others, by the HR department, which is responsible for the administrative aspects of the training process, preparing contracts, and accounting for costs. Supervisors are required to obtain management approval to send an employee for training and to monitor their progress. Upon completion of the training, the employee submits a certificate, which is archived.

In addition, the VIVE Group also employs people with disabilities in selected companies, and the infrastructure of the facilities is adapted to their needs, which serves as an example of the positive impact of diversity.

Metrics and Targets

[S1-5] Targets for Managing Material Negative Impacts, Enhancing Positive Impacts, And Managing Material Risks and Opportunities + [ESRS 2 MDR-T]

During the 2024 reporting period, the VIVE Group did not yet have formally defined metrics (KPIs) for monitoring the achievement of goals related to reducing material negative impacts on its own workforce and increasing positive impacts.

The lack of metrics stems from the fact that the social impact management system and the ESG strategy were in the development phase. At the same time, the organization declares that as part of its work on the new ESG strategy and human resources management system, it plans to develop metrics in the coming years that will be:

- time-bound,
- results-oriented,
- integrated with the social impact monitoring and non-financial reporting system.

In the VIVE Group's strategy, equality is one of the key pillars of social responsibility. Accordingly, the VIVE Group declares that its qualitative ambition includes:

- ensuring equal pay for work of equal value,
- balancing the representation of women and men in management positions,
- eliminating barriers to promotion and professional development based on gender,
- implementing a Gender Pay Gap monitoring system by the end of 2026,
- incorporating equality into recruitment, training, and competency assessment policies.

At the same time, the organization declares that, as part of its evolving ESG strategy and human resources management system, it plans to develop time-bound, results-oriented goals in the coming years that will be integrated into the social impact monitoring system.

S1-9 Diversity Metrics + ESRS 2 MDR-M

S1-9 – Number of Members of the Highest-Level Management by Gender [number of people]

	Men	Women	Others	Not Disclosed
Number of People in Senior Management	13	6	0	0
Percentage of Each Gender in Senior Management	68,42	31,58	0	0

S1-9 – Number of Employees by Age (number of people)

Total Employees Hired Under Employment Contracts in the VIVE Group (number of people – whole numbers)

	Men	Women	Others	Not Disclosed
>50 lat	94	262	0	0
30-50 years	322	822	0	0
<30 years	106	195	0	0
Total	522	1279	0	0

[S1-12] People with Disabilities + ESRS 2 MDR-M

People with Disabilities [number of people].

Since employees are not required to disclose their disability certification, the data in the table below was collected based on information voluntarily provided by employees.

Total Number of Employees	Number of People with Disabilities	Percentage (%)
1801	50	2,78

[S1-13] Indicators Related to Training and Skills Development + ESRS 2 MDR-M

S1-13 – Number of employees who participated in regular performance and career development reviews, broken down by gender [number of people]

	Men	Women	Others	Not Disclosed
VIVE Innovation - HR	0	0	0	0
VIVE Logistics - HR	118	7	0	0
VIVE Management - HR	0	4	0	0
VIVE Textile Recycling - HR	406	1273	0	0

S1-13 – Number of training hours by gender [hours]

	Men	Women	Others	Not Disclosed
VIVE Innovation - HR	0	0	0	0
VIVE Logistics - HR	3,15	4,14	0	0
VIVE Management - HR	230	33,67	0	0
VIVE Textile Recycling - HR	3,46	1,88	0	0

[S1-16] Wage Measures (wage gap and total compensation) + [ESRS 2 MDR-M]

The average gross hourly wage is the weighted average of earnings for individual pay grades broken down by gender across the entire VIVE Group, calculated among employees hired under an employment contract using the following assumptions: the annual gross compensation resulting from the base pay of employees in a given pay grade was divided by the total number of hours worked by those individuals in the year. A weighting factor was assigned to VIVE Group employees, representing the proportion of each pay grade.

	Man	Female
Average Hourly Wage in PLN (base pay + variable pay)	88,08	79,93

S1-16 – Ratio of the highest-paid employee's total annual compensation to the median total annual compensation of employees

VIVE Innovation	VIVE Logistics	VIVE Management	VIVE Textile Recycling
0	10,24	5,48	15,6

S1-16 Average Wages for Women and Men by Employee Category [PLN]

Data on the Group's employees is presented broken down into 3 categories:

- **Senior management** – this refers to employees in the Management Board and Directors
- **Managers and Supervisors** – refers to employees at the middle and lower management levels
- **Other Employees** – refers to employees other than those in the Senior Management and Managers and Supervisors categories

Average gross hourly wage for base pay + variable for Women	Senior Management	Managers and Supervisors	Managers and Supervisors
	171,17	40,07	28,55

Average gross hourly wage for base pay + variable for Men	Senior Management	Managers and Supervisors	Managers and Supervisors
	167,88	67,08	42,53

S1-16 Average Wage of Women by Employee Category

Average Hourly Gross Base Pay	PLN
Senior Management	162,83
Managers And Supervisors	36,26
Other Employees	25,6
Average Hourly Gross Variable Pay	
Senior Management	8,34
Managers And Supervisors	3,82
Other Employees	2,95
Average Hourly Gross Base Pay + Variable Pay	
Senior Management	171,17
Managers And Supervisors	40,07
Other Employees	28,55

S1-16 Average Wage For Men By Employee Category

Average Hourly Gross Base Pay	PLN
Senior Management	152,2
Managers And Supervisors	56,54
Other Employees	31,1
Average Hourly Gross Variable Pay	
Senior Management	15,68
Managers And Supervisors	10,54
Other Employees	11,43
Average Hourly Gross Base Pay + Variable Pay	
Senior Management	167,88
Managers And Supervisors	67,08
Other Employees	42,53

Privacy

IMPORTANT TOPIC

Privacy Policies

[S1-1] Policies Related to Internal Human Resources + [ESRS 2 MDR-P]

The VIVE Group has a system of policies and regulations regarding privacy and personal data protection that covers both employees and external users. The key documents are the Information Security Policy, the Personal Data Protection Regulations, and the Privacy Policy.

These policies were developed to manage significant impacts on the Group's own workforce, as well as the associated risks and opportunities, in accordance with the requirements **of [ESRS2 MDR-P].** They apply to all VIVE Group employees and individuals working under civil law contracts, and their purpose is to ensure compliance with the GDPR, protect employee privacy and data security, and mitigate risks associated with breaches. The data processing principles adopted by the Group include, in particular, the lawfulness and purposefulness of processing (e.g., in connection with employment, security, or legal obligations), data minimization, protection of sensitive data (including data related to health or disability), definition of the responsibilities of the data controller and the Data Protection Officer (DPO), as well as the classification of information as public or confidential and the resulting obligation of confidentiality for employees. The policies are approved by the management board and are subject to an annual review conducted by the DPO; the Data Protection Officer, supported by the IT and HR departments, is responsible for their implementation and ongoing oversight. These documents are consistent with other internal regulations, including the information security policy and the work regulations. The entire set of measures is designed to mitigate risks related to privacy breaches, data loss, and unauthorized access, and supports building the organization's reputation and trust.

Activities and Resources Dedicated to Implementing Privacy-Related Policies

[S1-4] Taking actions regarding material impacts on its own employees and applying approaches to mitigate material risks and capitalize on material opportunities related to its own workforce, as well as the effectiveness of these actions + [ESRS 2 MDR-A]

To effectively implement privacy policies, the VIVE Group has implemented operational and organizational measures aimed at mitigating risks associated with the processing of personal data and ensuring compliance with applicable requirements. The Data Protection Officer (DPO) plays a key role, responsible for overseeing compliance with data protection rules, maintaining required records, organizing training for employees, and coordinating incident response. Employees with access to personal data participate in data protection training conducted prior to being authorized to work with IT systems or paper documentation. The Group operates a system of personalized authorizations and access controls, under which each employee is granted permissions to process data within a specific scope and timeframe, commensurate with their role. Additionally, rules for the secure use of IT systems are in place, including a password policy, "clean desk and screen" rules, data encryption, and access control for systems and storage media. Procedures for responding to incidents and crisis situations have also been implemented, covering incident logging, root cause analysis, and corrective and preventive actions, while secure data sharing is supported by organizational and technical solutions, such as file encryption and restrictions on transferring data outside the organization. An IT reporting and communication system (helpdesk) is also in place, enabling a rapid response to outages, breaches, and user needs. These activities are supported by operational documentation (logs, instructions, and procedures) and systematic oversight by the DPO and the IT division, and the system's effectiveness is based on continuous improvement, internal audits, and the enforcement of accountability for breaches.

The need for new measures is identified based on an analysis of helpdesk reports, changes in legislation (including those regarding personal data protection), recommendations from the DPO, and observations by the IT division and the HR department. Impact, Risk, and Opportunity (IRO) management related to privacy is carried out by the Data Protection Officer, the IT department responsible for implementing technical safeguards and responding to incidents, and the HR department responsible, among other things, for training and controlling employee access rights. Preventive measures and activities related to IT security development were funded from the operating budget, and expenditures incurred in 2024 amounted to PLN 285,840.

Looking ahead to 2025–2026, the VIVE Group plans to further strengthen the system through, among other things, expanding e-learning training, reviewing and updating the privacy policy, launching phishing awareness campaigns, implementing MDM security solutions (Intune), and deploying a SIEM monitoring system.

Metrics and Targets

[S1-5] Objectives Regarding the Management of Significant Adverse Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities + [ESRS 2 MDR-T]

The VIVE Group recognizes the protection of privacy and personal data as a key area of social impact, directly linked to reputation, trust, and legal compliance. Therefore, although no formal quantitative targets were set in the past period, the organization plans to take steps toward defining and implementing them.

3.2. [ESRS S2] People Working in the Value Chain

General Approach to Employees in the Value Chain.

[ESRS 2 SBM-3] Material Impacts, Risks, And Opportunities and Their Interrelationships with Strategy and the Business Model

The VIVE Group recognizes that people working in the value chain – including employees of suppliers, subcontractors, and service providers – are critical to the implementation of the business strategy and the maintenance of social responsibility standards. Although the organization has not actively managed this area to date, it plans to take steps to identify and mitigate negative impacts and enhance positive effects in its relationships with these groups. In the coming years, the organization plans to adopt a Supplier Code of Conduct, which will define the minimum social, environmental, and ethical standards required of partners in the supply chain.

Currently, basic social criteria are applied in procurement processes, and cooperation with suppliers is based on long-term relationships and mutual trust. Actual and potential impacts on people working in the value chain stem directly from the VIVE Group's business model, which relies on cooperation with a broad network of suppliers and subcontractors, including in the textile and logistics sectors. These impacts include, among others, the risk of:

- Non-compliance with health and safety standards and labor rights,
- Lack of transparency in employment conditions,
- Low job stability in countries with elevated social risk.

The Group's strategy involves the gradual integration of social criteria into supplier risk assessments and the expansion of ESG monitoring across the value chain. These impacts are considered in the double materiality analysis and influence purchasing decisions and the selection of business partners.

Identified social risks in the value chain are treated as factors affecting the Group's operational resilience and reputation. At the same time, the Group recognizes opportunities in:

- Building a competitive advantage through responsible procurement practices,
- Increasing customer and investor trust through transparency and compliance with the ESRS,
- Strengthening relationships with suppliers through joint development and educational initiatives.

Working Conditions of Employees in the Value Chain

MATERIAL TOPIC

[ESRS S2-1] Policies related to workers in the value chain

[S2-2] Processes for engaging with workers in the value chain regarding impacts

[S2-3] Processes for mitigating negative impacts and channels for reporting issues by workers in the value chain

[S2-4] Actions taken regarding material impacts on workers in the value chain, and the application of approaches to manage material risks and capitalize on material opportunities related to workers in the value chain, as well as the effectiveness of these actions

[S2-5] Targets for managing material adverse impacts, enhancing positive impacts, and managing material risks and opportunities

During the reporting period, the VIVE Group did not have formally adopted policies regarding the working conditions of people working in the value chain. The absence of policies stems from the fact that the organization is in the early stages of developing a system for managing social impacts in the value chain. Work is underway to develop a Code of Conduct for Suppliers, which is to include requirements regarding, among other things, decent working conditions, respect for human rights, the prohibition of forced and child labor, and the assurance of occupational health and safety.

Consequently, during the reporting period, the VIVE Group had not yet taken any actions or allocated resources to implement policies related to working conditions for employees in the value chain. Furthermore, the following were not in place:

- General processes for cooperation with individuals performing work in the value chain or their representatives.
- Channels for reporting issues available to these individuals.
- Procedures for remediation or cooperation in mitigating negative impacts.

As of the reporting date, the VIVE Group did not have formally adopted goals regarding the improvement of working conditions in the value chain, nor did it have its own metrics for assessing impacts, risks, or opportunities in this area. However, the VIVE Group declares a qualitative level of ambition, consisting of striving to implement responsible business principles in the supply chain, including:

- Compliance with the UN Global Compact principles regarding human rights and labor.
- Incorporating social requirements into the future Supplier Code of Conduct.
- Initiating monitoring of working conditions at key suppliers in the medium term.

3.3. [ESRS S3] Affected Communities

General Approach to Affected Communities

[ESRS 2 SBM-3] Significant Impacts, Risks, and Opportunities, and Their Interrelationships with the Strategy and Business Model

As one of the largest employers in the Świętokrzyskie region, the VIVE Group has a significant impact on local communities, particularly in terms of employment, economic development, and cooperation with local governments. As part of the double materiality analysis conducted in 2024, significant reputational risks and opportunities were identified related to VIVE's role as a stable employer and the potential for developing relationships with municipalities regarding textile waste management. Reputational risks in the event of mass protests or employee strikes were also mapped. These risks and opportunities are linked to the Group's strategy, which aims to develop operations in the spirit of the circular economy and strengthen local socio-economic ecosystems.

Job Security

KEY TOPIC

The impacts on local communities stem directly from the VIVE Group's business model, which is based on textile processing and job creation in regions with limited access to employment. The company's strategy addresses these impacts, including through investments in infrastructure, employee skills development, and cooperation with local governments.

Risks and opportunities related to affected communities – such as reputational damage in the event of job cuts or the potential to build long-term relationships with municipalities – are an integral part of strategic management and influence investment and operational decisions.

[S3-1] Policies related to affected communities

[S3-2] Processes for engaging with stakeholders in the value chain regarding impacts

[S3-3] Processes for addressing adverse impacts and channels for affected communities to raise concerns

[S3-4] Actions taken regarding material impacts on affected communities and the application of approaches to manage material risks and seize material opportunities related to these communities, as well as the effectiveness of these actions

[S3-5] Targets for managing material adverse impacts, enhancing positive impacts, and managing material risks and opportunities

As of the date of this disclosure, the VIVE Group has not implemented separate policies regarding affected communities, as no significant impacts on such communities have been identified that would justify the need to develop and implement dedicated policies in this area. At the same time, the VIVE Group implements a range of measures aimed at ensuring decent working conditions, combating social exclusion, and supporting professional development. The implemented employment policies are based on stable and transparent principles that eliminate discrimination and support employee development. They include, among others, regulations on work, compensation, bonuses, an anti-harassment policy, and a training policy. A detailed description of these policies can be found in section [S1-1] Policies related to the Group's own workforce.

In 2024, the VIVE Group did not have formally defined internal metrics regarding its impact on affected communities related to job creation.

3.4. [ESRS S4] Consumers and End Users

General Approach to Consumers and End Users

[ESRS 2 SBM-3] Material Impacts, Risks, and Opportunities and Their Interrelationships with Strategy and the Business Model

The VIVE Group's impacts, risks, and opportunities were identified in 2024 during a double materiality analysis. In the context of consumers and end users, issues related to consumer safety and privacy were identified in the context of preparing goods for reuse (including the lack of disinfection or safety verification) when returning them to circulation.

It is worth noting that disinfecting clothing destined for the second-hand market is not currently a market standard. VIVE does not routinely wash or disinfect clothing destined for sale in the B2C channel to avoid increasing costs and reducing competitiveness. At the same time, it is noted that the used clothing has been washed multiple times previously, which may reduce the presence of harmful chemicals.

Currently, the organization does not have a dedicated procedure for assessing children's clothing or for specialized verification of the toys it sells, which poses a potential risk. VIVE does not sell toys as a primary category; however, when they appear in its offerings (e.g., in home mixes), they are not subjected to specialized assessment for compliance with safety standards.

[ESRS S4-1] Policies Related to Consumers and End Users

[S4-2] Collaboration Processes Regarding Feedback from Consumers and End Users

VIVE actively collaborates with consumers and end users to understand their needs and expectations and to incorporate their feedback into decision-making processes. As part of this collaboration, we conduct regular customer satisfaction surveys as well as other qualitative and quantitative studies.

In March 2024, a satisfaction survey was conducted at VIVE Profit brick-and-mortar stores, with 1,702 participants. This survey provided information on customers' shopping experiences, their satisfaction with purchases, the quality of service, and their assessments of product prices and the clothing offered. The survey results were analyzed to understand customers' needs and expectations and to implement appropriate changes to the product offering and service. During the reporting period, a study was also conducted in collaboration with Edisona, which included quantitative and qualitative surveys of VIVE Profit fans and the general population. The aim of this research was to better understand customer motivations and barriers, verify the concept of an online secondhand clothing store, and evaluate marketing messages. Key findings from the research indicate a preference for online shopping, the importance of sustainability in the store's strategy, and the need for detailed product information. As part of its collaboration with consumers and end users VIVE Profit addresses their needs through a loyalty program and ongoing communication with customers via social media, a newsletter for subscribers, and store staff. Internal communication with store staff takes place through three channels: regular emails, a monthly operational newsletter, and weekly video conferences between regional managers and the management of VIVE Profit's company-owned stores.

Customers expect high-quality merchandise, accuracy in product descriptions, transparency, attractive prices, and the ability to return items. VIVE Profit strives to meet these expectations by ensuring high-quality products and services as well as transparency in communication. Through these efforts, VIVE Profit actively engages in collaboration with consumers and end-users, incorporating their feedback and needs into decision-making processes, which contributes to the continuous improvement of its offerings and service.

[S4-3] Processes for Remedying Negative Impacts and Channels for Consumers and End Users to Report Concerns

VIVE Profit has implemented several processes to ensure the remediation of negative impacts on consumers and end users and to enable them to report concerns and needs.

One of the main mechanisms is a complaint reporting system that allows consumers and end users to report their concerns directly to the company. Customers can use various communication channels, such as satisfaction surveys, social media, in-store communication, or online complaint forms reviewed by VIVE Profit office staff. VIVE also takes corrective actions in response to reported concerns and customer needs, such as improving product quality, adjusting prices, implementing new procedures, and training employees. Furthermore, regular customer satisfaction surveys and analysis of survey results allow for ongoing monitoring and improvement of service quality and offerings.

VIVE Profit actively collaborates with consumers and end-users, taking their opinions into account in decision-making processes and taking corrective actions in response to reported concerns and needs.

Customer Security and Privacy

IMPORTANT TOPIC

Policies Related to Customer Security and Privacy

[S4-1] Policies Related to Consumers and End Users + [ESRS 2 MDR-P]

The VIVE Group has adopted a series of policies aimed at managing the significant impact of its products and services on consumers and end users. In the second quarter of 2024, an e-commerce platform was launched, enabling VIVE Profit customers to make online purchases. Out of concern for the security of its customers' data, the following policies were implemented:

- Privacy Policy: publicly available on the website, this policy sets out the rules for processing customers' personal data, ensuring its protection in accordance with applicable laws.
- Cookie Policy: informs customers about the use of cookies on the website, allowing them to manage their privacy preferences.
- Online Store Terms and Conditions: These address security and consumer rights, ensuring transparency and compliance with applicable laws.

With regard to the safety of products returned to circulation under the secondhand clothing sales model, the Group relies on internal quality and classification guidelines applied in sorting processes, including visual assessment of suitability for reuse and classification according to established quality standards (e.g., quality categories and assigned assortment codes supporting identification and sorting). At the same time, the Group does not apply washing/cleaning/disinfection as a standard, universal stage of textile preparation for reuse; no separate, formal policy dedicated to disinfection or additional product safety verification beyond the quality and classification criteria applied in the sorting process has been established in this area.

[S4-4] Taking Action Regarding Significant Impacts on Consumers and End--Users, And Applying Approaches to Manage Significant Risks and Capitalize on Significant Opportunities Related to Consumers and End-Users, As Well As the Effectiveness of These Actions + [ESRS 2 M]

The VIVE Group monitors the effectiveness of measures related to the safety and hygiene of textiles through a quality control system in the sorting process, in accordance with EuRIC guidelines. The Group sorts textiles in accordance with the recommendations of the European Recycling Industries' Confederation (EuRIC), of which VIVE Textile Recycling is a member. According to EuRIC guidelines, the process of sorting and preparing used clothing for reintroduction into circulation should be conducted in a manner that ensures both the high quality of the recovered textiles and the health safety of future users. In its document "Handling & Sorting Specifications for Re-use and Recycling of Used Textiles," EuRIC emphasizes that textiles intended for reuse must be clean, dry, and free of biological and chemical contaminants. This means that contact with wet, organic, or hazardous waste must be avoided as early as the collection stage. During the sorting process, operators are required to conduct a visual quality inspection, during which clothing is assessed for cleanliness, odor, and the presence of stains, mold, or damage. Items that do not meet hygiene criteria are sent for material or energy recycling, rather than reuse. For clothing requiring additional preparation, industrial washing or other forms of disinfection are used – though no single specific method is mandated, the guidelines recommend practices compliant with local health regulations and environmental standards. The guidelines align with the EU waste hierarchy, in which reuse takes precedence over recycling, and recycling over disposal.

Clothing that is mechanically damaged, soiled, or does not meet the quality criteria of other product groups is processed into industrial cleaning rags or used in the production of the Texcellence® textile composite manufactured by VIVE Innovation.

Disinfecting clothing before it enters the second-hand market is not a common industry standard. In the B2C channel, VIVE does not wash, clean, or disinfect clothing, and implementing such a process at the current scale of operations is not feasible. At the same time, for B2B sales, including exports, VIVE applies the sanitary procedures required by customers and/or the regulations of the destination country (including fumigation, if required) and provides documentation confirming their completion.

It is also worth noting that used clothing entering the secondary market has, with a high degree of probability, been washed multiple times, which has a positive effect on the leaching of harmful chemical compounds found in newly manufactured clothing, such as formaldehyde, phthalates, azo dyes, fungicides, and heavy metals, which have a negative impact on human health. The European Chemicals Agency (ECHA) notes that formaldehyde – commonly used in the textile industry as a preservative and fixative – is a toxic, genotoxic, and carcinogenic substance. ECHA has proposed limiting its emissions from consumer products, including clothing, to a level below 0.124 mg/m³, so as not to exceed (0.1 mg/m³). Formaldehyde may be present in new clothing at concentrations exceeding these standards, especially in clothing imported from countries with less restrictive regulations.

During the reporting period, no reports of serious incidents involving human rights violations in relation to consumers or end users were recorded. The VIVE Group conducts preventive measures, including the implementation of policies to prevent undesirable occurrences and a whistleblower protection system that enables the reporting of irregularities related to products and processes.

Management of material impacts, risks, and opportunities (IRO) related to consumers and end users is carried out within the framework of existing operational functions related to sorting, assortment preparation, and sales in B2C and B2B channels. The ESG Office supports the coordination of consistent actions and reporting in this area. In practice, resources include, among others, quality control processes in sorting and resources dedicated to handling customer reports and feedback (including satisfaction surveys, in-store communication, social media, and complaint forms).

In the operational area, the primary mechanism is quality control during the sorting stage, which includes assessing, among other things, cleanliness, odor, the presence of stains, mold, and damage; items that do not meet hygiene criteria are directed to disposal streams other than reuse. Risk management is supplemented by the continuous collection of customer feedback (including satisfaction surveys, in-store communication, social media, and complaint forms) and corrective actions resulting from the analysis of reports and survey results. In terms of opportunities, the Group focuses on activities that support acceptance and a shift in perception of secondhand clothing, as well as the development of sales channels and consumer education regarding conscious choices.

Metrics and Targets

[S4-5] Objectives Regarding the Management of Significant Negative Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities + [ESRS 2 MDR-T]

VIVE strives to minimize the risks associated with the processing of personal data through monitoring and analysis of data security risks, implementing appropriate mitigating measures, and continuously striving to improve its services in this area, as well as monitoring and analyzing incidents related to the protection of personal data.

The effectiveness of these measures is monitored through:

- the number of customer reports regarding privacy breaches or product quality,
- the number of data security incidents.

In the coming years, VIVE plans to standardize and implement a customer feedback management process (B2C and e-commerce), encompassing the systematic collection, analysis, and reporting of reports/complaints, as well as the publication of clear rules and communications regarding the quality and sales criteria for second-hand products.

[ESRS 2 MDR-M] Proprietary metric

In the 2024 reporting year, the VIVE Group uses its own metric to assess the impact of its customer safety and privacy initiatives, based on the results **of periodic customer satisfaction surveys**. This metric includes:

- **an overall customer satisfaction score** (on a scale of 1–5),
- **an assessment of trust in the brand** regarding shopping security and data protection,
- **an assessment of the transparency of information regarding the processing of personal data,**
- **the number of customers who report knowing and understanding the privacy policy.**

The metrics were obtained through surveys conducted via in-store and online channels (e.g., a March 2024 survey at VIVE Profit stores and surveys conducted with Edisona). The results were analyzed by the marketing team and the e-commerce department, and the findings were used to:

- updating the content of the privacy policy and marketing communications,
- designing shopping experiences that take into account the expectations of privacy-conscious customers,
- planning educational and informational activities (e.g., banners, consent forms, newsletters).

The metric was not subject to independent third-party verification.

Education and Dialogue with External Stakeholders

KEY TOPIC

Policies Related to Education and Dialogue with Stakeholders

[S4-1] Policies Related to Education and Dialogue with Stakeholders + [ESRS 2 MDR-P]

As part of the implementation of this policy, communication and educational activities are conducted, including campaigns and projects to raise consumer awareness regarding responsible consumption and use of clothing (Game4Planet activities). At the same time, in the area of online sales, solutions regarding the security and privacy of e-commerce customers have been implemented, including a privacy policy, a cookie policy, and provisions in the online store's terms and conditions regarding security and consumer rights, and a designated person oversees the development and monitoring of activities related to privacy and personal data protection. Additionally, as part of the dialogue with customers, channels for gathering feedback and handling inquiries are utilized (satisfaction surveys, in-store communication, social media, and online complaint forms managed by VIVE Profit office staff), and insights from these channels are used to improve service quality and the product offering.

Responsibility and oversight: The operational and communication functions related to customer service and sales at VIVE Profit (including handling inquiries and feedback), as well as the teams responsible for communication and education – the Game4Planet and Marketing teams – are responsible for implementing the activities covered by this policy in relation to consumers.

Activities And Resources Dedicated to Implementing Policies Related to Education and Stakeholder Dialogue

[S4-4] Taking Actions Regarding Material Impacts on Consumers and End Users, and Applying Approaches to Manage Material Risks and Capitalize on Material Opportunities Related to Consumers and End Users, As Well As the Effectiveness of These Actions + [ESRS2 MDR-A]

In 2024, as part of the implementation of policies related to education and stakeholder dialogue, the VIVE Group carried out a series of activities aimed at promoting responsible consumption, the circular economy (CE), and changing perceptions of secondhand clothing. These activities included:

- The operation of VIVE Profit stores as a platform promoting secondhand clothing and the launch of an e-commerce platform.
- Collaboration with the Play Sustain Foundation, which conducts workshops, competitions (Designers Play Sustain), and educational campaigns.
- Debates and reports as part of the Climate Leadership program (UNEP GRID Poland) – dialogue with stakeholders in the textile industry.
- Membership in industry organizations, including the Waste Cluster – collaboration with local governments, academia, and NGOs on recycling and the circular economy; UN Global Compact Network Poland; EuRIC; UNEP; GRIID (Partner for the Environment and participant in the Climate Leadership program); Membership for the Sustainable Development Goals.
- Support for the activities of the Play Sustain Foundation: The Designers Play Sustain competition (supports young designers creating collections from recycled materials. This event promotes creativity and innovation in circular fashion), Play Sustain Summit (partner of the Hackathon as part of a conference dedicated to the topic of the circular economy).
- Supporting local events, e.g., the Off Fashion Festival – an upcycling fashion show featuring collections made from secondhand textiles.
- Organizing repair and educational workshops.
- Participation in industry events, such as the Polish Circular Forum and PreCOP, where VIVE shared its knowledge and experience in the field of the circular economy.
- Collaboration with designers and startups, e.g., through the Dreslow brand, which creates premium products from recycled materials.

Resources include dedicated educational, marketing, and design teams, technological infrastructure for textile recycling and processing, and financial support for the activities of the Play Sustain Foundation, which promotes the circular economy, as well as supported initiatives and events. In 2024, VIVE donated a total of PLN 1,719,800.00 to the Play Sustain Foundation in the form of donations and sponsorship.

Through its business, marketing, and educational activities, the VIVE Group is changing perceptions of secondhand clothing. Currently, VIVE Profit stores are one of the most well-known secondhand brands, attracting many customers who choose these products over newly manufactured ones. Furthermore, as part of Game4Planet, VIVE educates consumers on responsible consumption and clothing use. VIVE aims to expand its audience to reach more discerning consumers and demonstrate the value of recycled products. To this end, the company Dreslow was established, which, in collaboration with designers, creates unique, high-end products using recycled materials.
VIVE is also changing perceptions of recycling – by demonstrating that textiles can be transformed into an entirely new product: a textile composite that can be used in the construction of, for example, terraces, playgrounds, and small-scale urban structures, as well as in road and water infrastructure.

General Disclosures
Taxonomic Disclosures
Climate Change
Pollution
Resource Use and the Circular Economy
Own Workforce
People Working in the Value Chain
Affected Communities
Consumers and End Users
Business Conduct
Table of contents

The effectiveness of educational and dialogue initiatives is assessed by:

- the number of participants in workshops, events, and campaigns,
- the reach of educational campaigns (social media, newsletters, publications),
- results of consumer awareness and attitude surveys (e.g., surveys conducted with Edisona),
- the number of partnerships and cross-sector initiatives (NGOs, academia, local governments),
- increase in the number of customers declaring they choose secondhand clothing for environmental reasons.

The findings from these assessments are used to update the communication strategy and plan future activities.
In the coming years, VIVE plans to develop the Dreslow brand as a tool for aesthetic and environmental education and the promotion of secondhand fashion.

Metrics and Targets

[S4-5] Objectives Regarding the Management of Significant Negative Impacts, the Enhancement of Positive Impacts, and the Management of Significant Risks and Opportunities + [ESRS2 MDR-T]

The VIVE Group has defined a strategic objective to increase its positive impact on consumers and end-users by promoting the circular economy (CE) and responsible consumption.

This objective includes the following lines of action:

- expanding the VIVE Profit brick-and-mortar store network and launching and developing an e-commerce platform,
- raising consumers' environmental awareness through educational campaigns and events (e.g., Game4Planet, collaboration with Planet Heroes, participation in expert reports),
- developing premium recycled products and promoting upcycling as an aesthetic and environmental value (e.g., the Dreslow brand),
- strengthening the position of a circular economy leader in Poland and Europe through participation in industry organizations and international initiatives (e.g., UN Global Compact, EuRIC, UNEP GRID).

The goal was identified as part of work on the ESG strategy and the social and environmental impact analysis conducted in 2023.

The currently used metrics are the number of VIVE Profit store customers, the increase in sales of secondhand clothing, and the amount of clothing and textiles collected in kilograms through Game4Planet drives at VIVE Profit stores.

An increase in secondhand clothing sales and the number of kilograms of clothing and textiles collected through Game4Planet drives at VIVE Profit stores.

4. Information Related to Corporate Governance

4.1. [ESRS G1] Business Conduct

General Approach to Business Conduct

At the VIVE Group, we view sustainable development as a key element of our business strategy. We strive to conduct our business responsibly, in accordance with the highest ethical standards and applicable laws. The VIVE Group's impacts, risks, and opportunities were identified in 2024 during a double materiality analysis. In the context of corporate governance, the VIVE Group identified impacts such as business ethics and ESG management, efforts to ensure transparency in operations and structure, issues related to corruption, and management of relationships with business partners. These are described in detail in the General Information section.

[G1-1] Business Conduct Policies and Corporate Culture + [ESRS 2 MDR-P]

The corporate culture based on the shared values of the VIVE Group is an integral part of the organizational governance and is co-created by the owners, members of the management bodies of individual group companies, and the Supervisory Board of VIVE Management. It is founded on shared values:

01. Environmental-Friendliness
We operate with care for the natural environment, promoting a circular economy and giving materials a second life. Our processes and initiatives are focused on minimizing our impact on the planet.

02. Awareness and Innovation
We are constantly expanding our knowledge and expertise, both among our employees and in society. We implement innovative solutions that support the development of sustainable business.

03. Collaboration
We believe in the power of the team. Effective and honest collaboration among nearly 2,000 people in the VIVE Group forms the foundation of our operations and success.

04. Commitment and Passion
We pursue our goals with passion, engaging in projects that have a real impact on our surroundings. This commitment translates into the quality and effectiveness of our actions.

05. Responsibility
We take responsibility for our decisions and their consequences – both toward people and the environment. For us, responsibility is not only a duty but also a guiding principle.

06. Effectiveness
We strive to achieve measurable results. Our actions are focused on effectiveness, measurable goals, and continuous improvement.

07. Integrity
We operate in a transparent, ethical, and legally compliant manner. Integrity is the foundation of our relationships with stakeholders.

08. Dependability
Our actions are based on a solid foundation – knowledge, experience, and values that we consistently apply in our daily work.

VIVE's values are not merely declarative; they form the foundation for strategic and operational decision-making.

In practice, this means that:

- The management boards of VIVE Group companies take corporate values into account when defining strategic goals, assessing risks, and planning development activities.
- The whistleblowing system and internal reporting procedures are managed by the HR and legal departments, which collaborate with management to address violations and improve policies.
- Corporate values are incorporated into recruitment, employee evaluation, bonus, and competency development processes, which reinforces their presence in the organization's day-to-day operations.
- Organizational culture is supported by communication, training, and team-building activities, which are planned and implemented as part of the human resources management system.

Thanks to these mechanisms, the VIVE Group's values do not operate in isolation from the management structure but are actively implemented and monitored as part of the corporate governance system.

The VIVE Group's values are communicated to employees through:

- onboarding and initial training, during which the company's ethical principles and values are discussed,
- regular team meetings and internal communications (intranet, newsletters),
- visual materials and internal campaigns promoting values (e.g., posters, infographics, slogans),
- management's participation in promoting values through example and daily operational decisions.

Responsible and Transparent Business Practices

IMPORTANT TOPIC

Policies Related to Responsible and Transparent Business Practices

[G1-1] Business Conduct Policies and Corporate Culture + [ESRS 2 MDR-P]

The VIVE Group has the following policies supporting responsible business conduct, including:

- an anonymous AML/CFT violation reporting procedure that protects whistleblowers and ensures confidentiality and freedom from retaliation,
- an internal reporting procedure, compliant with the Whistleblower Protection Act, which promotes a culture of reporting irregularities and transparency,
- an MDR procedure addressing non-compliance with tax reporting obligations, which emphasizes high standards of compliance and tax ethics,
- an ESG policy that covers all areas of the Group's operations and aligns with international standards such as the UN Global Compact's 10 Principles, UN and OECD Guidelines, and the UN Sustainable Development Goals.

The VIVE Group's corporate culture is based on values such as environmental responsibility, innovation, collaboration, accountability, and integrity. These values are communicated to employees through:

- onboarding training,
- internal communication (intranet, newsletters, informational campaigns),
- the actions of leaders and management as role models.

The following are responsible for overseeing compliance with policies:

- The VIVE Group Management Board and a dedicated ESG team, which coordinates activities related to sustainable development and non-financial reporting.
- The Compliance Department, the HR Department, and the Legal Department which monitor compliance with procedures and respond to reports.
- The Whistleblowing System, which enables confidential reporting.

During the reporting period, the promotion of values and ethical conduct was carried out through team-building initiatives that fostered collaboration and engagement. In the coming years, plans include linking the bonus system to behavior aligned with these values.

The process of monitoring policy implementation is based on ongoing operational oversight and the analysis of environmental and quality indicators. There are plans to implement a more formalized system of internal and external audits, enabling a systematic assessment of policy effectiveness and the identification of areas for improvement.

Activities and Resources Related to Responsible and Transparent Business Practices

[G1-3] Prevention and Detection of Corruption and bribery

The VIVE Group has implemented systemic measures aimed at preventing and detecting corruption and bribery. VIVE Management has an anonymous reporting procedure for AML/CFT violations in place, which allows employees to safely and confidentially report irregularities, protecting them from retaliation and ensuring appropriate follow-up actions, including notifying the GIIF or the prosecutor's office if necessary. Concurrently, a common procedure for receiving internal reports is in place across the entire VIVE Group, in accordance with the Whistleblower Protection Act, which covers a broad range of individuals authorized to report legal violations and establishes clear rules for their verification, follow-up actions, and providing feedback to reporters. Additionally, VIVE Textile Recycling has implemented an MDR procedure that governs obligations related to reporting tax schemes, including the identification of potential violations, cooperation with external advisors, and employee education regarding tax compliance.

Reports are analyzed by designated individuals or investigative teams that are independent of the management structures directly involved in the matter. This ensures the impartiality and integrity of the investigation process.

The results of investigations are presented to the relevant management and supervisory bodies, including members of the Management Board and – in the case of serious violations – the Supervisory Board. The procedure for reporting results is set forth in internal compliance regulations and the whistleblower policy.

Anti-corruption policies and procedures for reporting irregularities are communicated to employees through:

- onboarding and initial training,
- access to procedures and informational materials on the intranet,
- communications from the HR and Compliance departments.

[ESRS 2 MDR-A] Activities and resources regarding other material sustainability issues for the topic "Responsible and Transparent Business Practices"

The VIVE Group plans to implement a Code of Ethics as a key document shaping the organization's values and behavioral standards. Its adoption will serve as the foundation for the further development of an organizational culture based on responsibility and transparency. At the same time, common compliance and corporate governance procedures are being developed across the entire Group to standardize conduct. The implementation of the Code of Ethics is not expected to require significant financial outlays.

Metrics and Objectives

[ESRS 2 MDR-T] Monitoring the effectiveness of policies and actions using targets for the "Corporate Culture" topic

The VIVE Group's objective is to adopt and implement the Code of Ethics as the foundation for the further development of the organizational culture. Additionally, the Group plans to implement a system to monitor compliance with the Code of Conduct for Suppliers and Business Partners, including through the analysis of survey results, audits, and reports submitted via the ethics channel.

[G1-4] Incidents of corruption or bribery

In 2024, no cases of corruption or bribery were identified within the VIVE Group. Furthermore, no convictions or fines were recorded for violations of anti-corruption laws or anti-bribery regulations.

Management of Relationships with Business Partners

MATERIAL TOPIC

Policies Related to Managing Relationships with Business Partners

[G1-1] Business conduct policies and corporate culture + [ESRS 2 MDR-P]

In 2024, the VIVE Group began work on a Code of Conduct for Suppliers and Business Partners, which it plans to implement in 2025.

Activities And Resources Related to Managing Relationships with Business Partners

[G1-2] Management of supplier relationships

[ESRS 2 MDR-A] Activities and resources regarding material sustainability issues for the topic "Management of relationships with business partners"

VIVE plans a series of measures to support the implementation of the Code, including a requirement for its largest suppliers and partners to sign it. The collaboration also includes audits, surveys, and educational initiatives (e.g., webinars, training sessions) on topics such as environmental and climate issues.

Metrics and Targets

[ESRS 2 MDR-T] Monitoring the effectiveness of policies and actions using targets for the topic "Management of relationships with business partners"

The VIVE Group's goal is to fully implement the Code of Conduct in the short term and to extend it to key business partners. In the medium term, the Group also plans to implement a system to monitor compliance with the Code, including through the analysis of survey results, audits, and reports submitted via the ethics channel.

[G1-6] Payment Practices

The company does not have a formal policy aimed at preventing late payments.

In the area of settling liabilities, the VIVE Group adheres to the contractual provisions set forth in individual agreements with suppliers. The contractual terms in use are: 7, 14, 21, 30, 45, 60, 90, and 120 days.

The average payment term is therefore 24 days. This term depends on the type of supplier. The average time to settle an invoice was calculated based on cost invoices for goods in 2024. The calculated value is the sum of the average payment term shown as the payment terms on the invoice and the number of days between the payment date specified on the invoice and the actual payment.

The VIVE Group has no pending legal disputes with suppliers.

Endnotes

1. Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Regulation on sustainability-related disclosures in the financial services sector) (OJ L 317, 9.12.2019, p. 1).

2. Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms, amending Regulation (EU) No 648/2012 (Capital Requirements Regulation, "CRR") (OJ L 176, 27.6.2013, p. 1).

3. Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

4. Regulation (EU) 2021/1119 of the European Parliament and of the Council of June 30, 2021, on establishing a framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 (European Climate Law) (OJ L 243, 9.7.2021, p. 1).

5. Commission Delegated Regulation (EU) 2023/2486 of June 27, 2023, supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council (EU) 2020/852 by establishing technical eligibility criteria to determine the conditions under which an economic activity qualifies as making a significant contribution to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to the prevention and control of pollution, or to the protection and restoration of biodiversity and ecosystems, as well as determining whether that economic activity causes no significant harm to any of the other environmental objectives, and amending Commission Delegated Regulation (EU) 2021/2178 as regards the public disclosure of specific information relating to those economic activities.

6. Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council (EU) 2020/852 by specifying the content and presentation of information on environmentally sustainable business activities to be disclosed by companies subject to Article 19a or 29a of Directive 2013/34/EU, and by defining the method for fulfilling this disclosure obligation.)

7. Regulation (EC) No 1893/2006 of the European Parliament and of the Council of 20 December 2006 on the statistical classification of economic activities NACE Rev. 2 and amending Council Regulation (EEC) No 3037/90 and certain EC regulations on specific statistical domains.

8. Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, amending Regulation (EU) 2019/2088 (Text with EEA relevance).

9. OECD Guidelines for Multinational Enterprises.

10. UN Guiding Principles on Business and Human Rights.

11. The International Labour Organization's Declaration on Fundamental Principles and Rights at Work, along with its accompanying measures and the ILO conventions covered by the Declaration.

12. Universal Declaration of Human Rights.

For questions or identification of areas requiring further improvement, please contact:

Karolina Mulhern
ESG Manager
karolina.mulhern@vive.com.pl

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The photographic materials in the report depict employees and the operational infrastructure of VIVE Group, in particular offi-ces, warehouses, sorting facilities, and the fleet.