



Dr Irena Eris

**SUSTAINABILITY
STATEMENT OF
DR IRENA ERIS S.A.**

FOR THE PERIOD 01.01 – 31.12.2024

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ABOUT *the company*

- LETTER FROM PAWEŁ ORFINGER – PRESIDENT OF THE MANAGEMENT BOARD OF DR IRENA ERIS S.A.
Sustainability Statement 2024 -



At Dr Irena Eris S.A., sustainability is a mindset and approach that has accompanied us since the company's inception. For more than four decades, we have been building a brand founded on quality, credibility, science, and responsibility. These principles guide our daily decisions: from formulation design, through relationships with business partners, to care for people and the environment.

In 2024, we consistently pursued our strategy, focusing on product innovation, reducing environmental impact, developing organizational culture, and enhancing transparency. We are part of a community of companies engaged in the global UN Global Compact initiative, and we support the Ten Principles of the UN Global Compact in the areas of human rights, labor, environment, and anti-corruption. In our annual "Communication on Progress", we describe our activities that support the implementation of the 2030 Agenda and the UN Sustainable Development Goals.

We believe that a company can be a meaningful participant in positive social, environmental, and cultural change. This is why we invest in technological innovation, strengthen supply chain transparency, foster dialog with stakeholders, and support our employees in a safe, inclusive working environment.

Our next objectives are to further reduce emissions, reinforce ethical governance, strengthen engagement with local communities, and develop initiatives in the spirit of "science-based beauty."



Paweł Orfinger, dr Irena Eris, Henryk Orfinger

With kind regards,

PAWEŁ ORFINGER
PRESIDENT OF THE MANAGEMENT BOARD
DR IRENA ERIS S.A.



GENERAL *INFORMATION*

GENERAL *information*

DR IRENA ERIS S.A. IS A LEADING POLISH COSMETICS MANUFACTURER AND THE OWNER OF BRANDS RECOGNIZED BOTH NATIONALLY AND INTERNATIONALLY. PRODUCTS FROM DR IRENA ERIS S.A. ARE SOLD IN OVER 60 COUNTRIES WORLDWIDE. FOUNDED OVER 40 YEARS AGO, THE COMPANY HAS REMAINED A FAMILY BUSINESS – ESTABLISHED BY DR IRENA ERIS AND HENRYK ORFINGER, AND CURRENTLY LED BY THEIR SON, PAWEŁ ORFINGER, WHO SERVES AS PRESIDENT OF THE MANAGEMENT BOARD.

The company owes its strong market position to an unwavering commitment to values that include dedication to the highest quality of products and services, respect for tradition, integrity, consideration for all stakeholder groups, and a spirit of innovation in every endeavor. Dr Irena Eris S.A. embraces a proprietary, holistic philosophy of beauty and wellness – an approach that integrates care for health, appearance, and emotional wellbeing, while nurturing the inner balance of its clients.

The company's mission is to empower women to feel confident, beautiful, and to successfully pursue their life goals.

Dr Irena Eris S.A. is the owner of the following cosmetics brands: **Dr Irena Eris, Pharmaceris, Emotopic, Lirene, and Under Twenty.**

Dr Irena Eris



Dr Irena Eris

Pharmaceris

EMOTOPIC

Lirene
DERMOPROGRAM

↓20
UNDER
TWENTY

GENERAL *information*

Nationwide Network *of Dr Irena Eris* Skin Care Institutes

A COMPREHENSIVE RANGE OF COSMETIC TREATMENTS BASED ON DR IRENA ERIS PROSYSTEM PROFESSIONAL PRODUCTS.

DR IRENA ERIS SKIN CARE INSTITUTES FORM A NETWORK OF 24 PREMIUM FACILITIES OFFERING THE HIGHEST STANDARD OF FACE AND BODY CARE SERVICES AND TREATMENTS.

The network includes:

- 5 company-owned institutes,
- 3 facilities located in Dr Irena Eris SPA Hotels,
- 8 franchised institutes
- and 8 Dr Irena Eris Beauty Partner salons.

Dr Irena Eris Beauty Partner salons are located in carefully selected 4- and 5-star partner hotels. These are unique destinations where guests can immerse themselves in care rituals based on the Dr Irena Eris philosophy of skincare and supported by professional-grade products.



GENERAL *information*

Center for Science and Research Dr Irena Eris

DR IRENA ERIS CENTER FOR SCIENCE AND RESEARCH, ESTABLISHED IN 2001, EMPLOYS BIOLOGISTS, PHARMACISTS, CHEMISTS, BIOCHEMISTS, BIOTECHNOLOGISTS, AND DERMATOLOGISTS WHO CONDUCT ADVANCED RESEARCH ESSENTIAL TO THE DEVELOPMENT OF NEW COSMETIC PRODUCTS.

ACHIEVEMENTS OF THE CENTER:

- Dr Irena Eris S.A. was the first company worldwide to use folic acid in cosmetic formulations.
- Dr Irena Eris S.A. was among the first cosmetic manufacturers globally to incorporate vitamin K, used in Pharmaceris brand products.
- Development of a cosmetic line that works in harmony with the skin's circadian rhythm, improving complexion and helping prevent premature aging.
- Strong record of scientific achievements, with publications and presentations at leading international annual congresses. By the end of 2024, the Impact Factor (IF) of published scientific reports reached 66.2 – an exceptional achievement for a research facility operating within a cosmetics company.
- Numerous patent applications and granted patents – the company holds 12 invention patents (as of 2024).

GENERAL *information*

| *Export* – a key area for further growth

AN IMPORTANT ELEMENT OF THE COMPANY'S OPERATIONS IS EXPORT, WHICH IN 2024 ACCOUNTED FOR OVER ONE-THIRD OF THE COMPANY'S REVENUE.

Cosmetics produced by the company are sold in beauty salons, perfumeries, drugstores, pharmacies, supermarkets, and online stores in over 60 countries worldwide. Following Russia's invasion of Ukraine in 2022, the company immediately ceased sales to Russia and Belarus. Exports to these countries accounted for 30% of the total export value.



GENERAL information

History

1983

launch of operations under the Dr Irena Eris brand. The company starts with the **production of a single cream**.

1985

The company employs 4 staff members and manufactures **6,000 units per month**.

1993

company relocation to a modern manufacturing plant in Piaseczno. The company employs 32 staff members and manufactures **300,000 units per month**.

1997

opening of **Dr Irena Eris SPA Hotel** in Krynica Zdrój.

2001

establishment of **Dr Irena Eris Center for Science and Research**.

2001

environmental stewardship confirmed by **ISO 14001 certification**.

2002

global premiere of the folacin cream developed by Dr Irena Eris – **the world's first cosmetic to use folacin**.

2005

Global breakthrough! researchers at the Dr Irena Eris Center for Science and Research discover folic acid's protective effects against X-ray radiation.

2015

Polish Economy Brand – Dr Irena Eris is honored for creating a positive image of the Polish economy and actively promoting the idea of the Polish Economy Brand worldwide.

2014

Dr Irena Eris and Henryk Orfinger are awarded the **Officer's Cross of the Order of Polonia Restituta** for their outstanding contribution to the development and promotion of Polish business and achievements in community engagement.

2014

opening of the third **Dr Irena Eris SPA Hotel** in Polanica-Zdrój.

2012

Dr Irena Eris joins the prestigious **Comité Colbert**.

2010

Dr Irena Eris among the most innovative Polish businesses (**11th place in the Rzeczpospolita ranking**, October 2010)

2009

Dr Irena Eris recognized as the strongest Polish cosmetic brand in the Rzeczpospolita ranking: Dr Irena Eris takes **first place in the 'cosmetics and hygiene' category**.

2006

opening of the second **Dr Irena Eris SPA Hotel Wzgórza Dylewskie**.

2005

Dr Irena Eris is among five companies nominated in the "Innovation" category for the prestigious **"Best European Business"** award in a competition organized by Roland Berger Strategy and the Financial Times.

2016

Dr Irena Eris joins the **United Nations Global Compact initiative**. Established in 2000 by UN Secretary-General Kofi Annan, the organization promotes principles related, among others, to labor rights, environmental protection, and anti-corruption. By joining the United Nations Global Compact, the company strengthens its image and market competitiveness as a modern, responsible enterprise that cares for its employees, partners, and customers.

2018

expansion of production space at the Piaseczno plant to 22,000 m²

2019

Paweł Orfinger, son of Irena Eris and Henryk Orfinger, assumes the role of company president. Henryk Orfinger becomes Chairman of the Supervisory Board.

2021

Irena Eris and Henryk Orfinger receive the **Polish Business Roundtable Award in the SUCCESS category** for executing a spectacular business project with a lasting impact on the Polish market.

2021

Recognition from the **UN Global Compact** for DR IRENA ERIS as a member of the Equal Opportunities in Business – Target Gender Equality initiative for setting ambitious corporate goals promoting women's leadership and gender equality in business.

2024

launch of a **modern distribution center** with a total area of 9,036 m².

2024

decision to enter the U.S. market, **DR IRENA ERIS USA INC.** is registered in New York.



II. ENVIRONMENTAL INFORMATION

ENVIRONMENTAL

information

- CLIMATE CHANGE -

CLIMATE CHANGE REPRESENTS ONE OF THE GREATEST CHALLENGES OF OUR TIME. THE INCREASINGLY VISIBLE EFFECTS OF GLOBAL WARMING – SUCH AS EXTREME WEATHER EVENTS, RISING SEA LEVELS, GLACIER MELTING, AND CHANGES IN BIODIVERSITY – HAVE A DIRECT IMPACT ON THE NATURAL ENVIRONMENT, THE ECONOMY, AND HUMAN HEALTH AND SAFETY. IN THE FACE OF ESCALATING THREATS, IT IS ESSENTIAL NOT ONLY TO UNDERSTAND THE MECHANISMS BEHIND CLIMATE CHANGE, BUT ALSO TO TAKE DECISIVE ACTION TO MITIGATE ITS EFFECTS AND ADAPT TO NEW CONDITIONS. BELOW, WE PRESENT AN ANALYSIS OF ENERGY CONSUMPTION ALONGSIDE MEASURES TAKEN TO REDUCE THE ORGANIZATION’S IMPACT ON THE CLIMATE.

Energy consumption and energy mix

A detailed breakdown of energy consumption by fuel source used in its generation, taking into account emission sources and the locations where the energy was consumed – the manufacturing plant in Piaseczno, the Distribution Center in Łódź (as of Q4 2024), and the Center for Science and Research [CNB] in Warsaw – is presented in the table below.

Dr Irena Eris S.A. energy mix

ENERGY (MWh)	2023	2024
Consumption of coal and coal-derived fuels	41	0
Consumption of crude oil and petroleum-derived fuels	1,124	1,126
Consumption of natural gas fuel	2,945	3,124
Consumption of fuel from other fossil sources	0	0
Consumption of purchased/acquired electricity and heat	0	0
Total consumption of fossil fuel energy	4,110	4,250
Share of fossil fuels in total energy consumption (%)	57%	57.8%
Consumption of nuclear energy	0	0
Share of nuclear energy in total energy consumption	0%	0%
Consumption of renewable fuels, including biomass (also covering industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.)	0	0
Consumption of purchased/acquired electricity, heat, steam, and cooling from renewable sources	3,020	2,998
Consumption of self-generated renewable energy without fuel use	18	100
Total consumption of renewable and low-emission energy	3,038	3,098
Share of renewable sources in total energy consumption (%)	42.5%	42.2%
Total energy consumption	7,148	7,348

The above data summary does not include fuel consumption in Skin Care Institutes due to its low significance – approximately 2% of the enterprise’s total.



Climate action

In 2024, Dr Irena Eris S.A. continued a series of initiatives aimed at reducing the climate impact of its manufacturing operations. We prioritized energy efficiency, responsible resource management, and the integration of renewable energy sources across our operations. Our energy management activities are systematic, measurable, and carried out with care for the natural environment, while also taking into account our responsibility toward future generations.

As part of implementing Goal 7 of the 2030 Agenda – “Affordable and Clean Energy” – we undertook comprehensive technical and organizational measures.

Audits and optimization of energy-intensive equipment

At the beginning of 2024, two detailed energy efficiency audits were conducted, focusing on key high-energy-consumption equipment (the compressor and steam generator). The audits helped identify potential areas for improvement, which formed the basis for investments and final energy savings of 51 toe (tonnes of oil equivalent). This represents a tangible contribution by the company to reducing its carbon footprint and achieving long-term operational cost savings. As part of its efforts to increase transparency and document improvements in energy efficiency, the company submitted applications to the Energy Regulatory Office for the issuance of so-called White Certificates.

Modern HVAC and heating systems

In 2024, the heating and cooling systems in the Raw Materials Warehouse and the older part of the office building were modernized. Outdated ventilation units were also replaced with modern devices equipped with heat recovery systems, further improving the energy efficiency of the buildings.

Heating of the future – heat pumps

Two air-source heat pumps were installed at the Center for Science and Research in Warsaw, significantly reducing the demand for thermal energy from non-renewable sources. This improvement marks another step toward the gradual decarbonization of the company's infrastructure.

New infrastructure for electromobility

In 2024, a new electric vehicle charging station with a total capacity of 2×22 kW was put into operation. This investment supports the development of low-emission transportation while strengthening the plant's eco-friendly infrastructure.

ENVIRONMENTAL information

- CLIMATE CHANGE -

Renewable energy

Since September 2023, the manufacturing plant in Piaseczno has been powered by a photovoltaic installation with a total capacity of 2×49.68 kWp. In 2024, the system contributed 3.5% to the plant's overall energy consumption, marking a first step toward greater energy self-sufficiency and reduced reliance on conventional energy sources. As part of its efforts to reduce carbon dioxide emissions, Dr Irena Eris consistently implements a range of initiatives aimed at minimizing the negative climate impact of its operations. One of the key elements of this strategy is the exclusive use of electricity from renewable sources, which the company has been implementing continuously since 2019. This approach significantly reduces greenhouse gas emissions associated with energy production, contributing to the achievement of global climate goals and the European Union's environmental protection commitments.



Guarantee of Origin 2024 certificate for the Łubna Distribution Center, including the warehouse leased by the organization in Q4 2024.



Guarantee of Origin 2024 certificate for the manufacturing plant in Piaseczno, including the Center for Science and Research in Warsaw.

Adaptation to climate change and mitigation of its effects

Since 2017, we have been calculating the carbon footprint of our manufacturing plant in accordance with the GHG Protocol standard, covering Scope 1 and Scope 2 emissions (direct emissions and indirect emissions related to energy consumption). We regularly monitor CO₂ emission levels and actively seek solutions to reduce them. Through continuous improvement efforts, including the replacement of inefficient equipment and tools at the manufacturing plant in Piaseczno and the CNB, Scope 1 emissions are steadily decreasing. Scope 2 emissions are minimal. In 2024, they originated solely from charging the company's electric vehicle fleet.

Scope 1, 2, and 3 greenhouse gas emissions (gross) and total greenhouse gas emissions

The greenhouse gas emission data presented in the table refer to Dr Irena Eris S.A., which conducted calculations for Scopes 1 and 2, as well as selected categories within Scope 3. The following emission summary includes consolidated data from the manufacturing plant in Piaseczno, the Skin Care Institutes, and the Łubna Distribution Center, which has been in operation since Q4 2024.

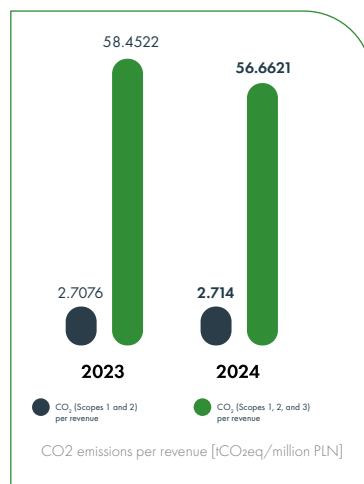
GREENHOUSE GAS EMISSIONS [tCO _{2e}]		2023	2024
Scope 1 greenhouse gas emissions (gross)		873.1	885.8
Share of Scope 1 greenhouse gas emissions from regulated emissions trading systems (%)		0%	0%
Scope 2 greenhouse gas emissions (gross) – location-based method		2,317.4	2,317.4
Scope 2 greenhouse gas emissions (gross) – market-based method		31.2	47.5
Scope 3 greenhouse gas emissions (gross) including:		18,618.2	18,549.6
1.	Purchased goods and services	12,339.2	9,644.7
2.	Capital goods	4,040.4	7,027.1
3.	Fuel- and energy-related activities	94.0	164.0
4.	Downstream transport and distribution	570.2	calculation in progress
5.	Waste generated in operations	136.0	1,477
6.	Business travel	184.1	225.8
7.	Employee commuting	no data	493.1
8.	Upstream leased assets	412.3	4,979
9.	Upstream transportation	no data	123.6
10.	Processing of sold products	n/a	n/a
11.	Use of sold products	no data	calculation in progress
12.	End-of-life treatment of sold products	195.6	79.3
13.	Downstream leased assets	146.4	146.4
14.	Franchises	no data	no data
15.	Investments	n/a	n/a
Total greenhouse gas emissions (location-based method)		21,808.7	21,487.7
Total greenhouse gas emissions (market-based method)		19,522.5	19,482.9

ABOUT information

- CLIMATE CHANGE -

THE INCREASE IN TCO₂E EMISSIONS IN 2024 (SCOPES 1 AND 2) RESULTS FROM THE INCLUSION OF GAS CONSUMPTION AT THE CD ŁUBNA FINISHED GOODS WAREHOUSE, WHICH COMMENCED OPERATIONS IN Q4 2024. THE TCO₂E EMISSIONS FROM SKIN CARE INSTITUTES IN 2024 WERE ACCOUNTED FOR UNDER SCOPE 2 DUE TO THE AVAILABILITY OF DETAILED DATA. In 2023, these emissions were accounted for under Scope 3.

Between 2023 and 2024, the cosmetics company maintained a stable Scope 1 and 2 emission intensity at 2.71 tCO₂eq per 1 million PLN, despite a slight increase in absolute emissions. At the same time, an improvement in environmental efficiency across all scopes (1–3) is clear: the total carbon footprint has decreased while revenue has increased, resulting in a reduction in emissions per unit of revenue from 58.5 to 56.7 tCO₂eq per 1 million PLN. This demonstrates progress in value chain optimization and a growing climate awareness in the company's operations.



Actions for greenhouse gas emission mitigation

In 2024, the company's employees took part in a tree-planting initiative in the Chojnów Forests. Across a 2-hectare area, a total of 15,000 two-year-old pedunculate oak saplings were planted. Over the next 10 years, this effort is expected to generate approximately 511 tons of oxygen.



Nadleśnictwo Chojnów



Ref. No.: ZG.7010.13.2024

Pilawa, 9 July 2024

Dr Irena Eris S. A.
ul. Armii Krajowej 12
05-500 Piaseczno, Poland

Chojnów Forest District hereby certifies that on 20 April 2024, employees of Dr Irena Eris S.A., in cooperation with the Chojnów Forest District, planted 15,000 two-year-old pedunculate oak saplings in compartments 174k and 149d of the Dobiesz forest division. The seedlings were planted over an area of approximately 2 hectares.

Assuming that 1 hectare of forest produces 700 kg of oxygen per 24 hours, the forest planted by your company will generate approximately 511 tonnes of oxygen over the next 10 years.

Respectfully yours,
Sławomir Mydlowski
Forest District Manager
/signed electronically/

ENVIRONMENTAL

information

- WATER AND MARINE RESOURCES -

WATER IS A KEY RESOURCE FOR DR IRENA ERIS S.A., PLAYING A CRUCIAL ROLE IN PRODUCTION PROCESSES. THE MANUFACTURING PLANT IN PIASECZNO IS SITUATED IN AN AREA CLASSIFIED AS AT RISK OF WATER SCARCITY, ACCORDING TO HYDROLOGICAL ASSESSMENTS AND REGIONAL WATER BALANCE ANALYSES. AS A RESULT, DETAILED MONITORING AND WATER MANAGEMENT BALANCING ARE CARRIED OUT, ALLOWING THE IDENTIFICATION OF HIGH-CONSUMPTION AREAS AND THE IMPLEMENTATION OF OPTIMIZATION MEASURES. THE TABLE BELOW PRESENTS CONSOLIDATED WATER WITHDRAWAL DATA FROM THE MANUFACTURING PLANT IN PIASECZNO, THE CNB IN WARSAW, AND THE ŁUBNA DISTRIBUTION CENTER (OPERATING SINCE Q4 2024), AS WELL AS THE WATER WITHDRAWAL INTENSITY PER REVENUE.

In 2024, we reduced total water withdrawal by 4,265 m³, representing a 17.5% decrease compared to 2023 – primarily due to an 8% reduction in production volume. The water withdrawal intensity per million PLN of revenue improved significantly – from 75.5 to 60.6 m³. This represents a year-on-year reduction in water use intensity of over 19%, reflecting effective water management optimization and improved operational efficiency. It signals positive outcomes both environmentally and economically.

As part of our commitment to Goal 6 of the 2030 Agenda – “Clean Water and Sanitation,” we are implementing measures to reduce water consumption in both core and auxiliary processes. We monitor the water balance and optimize equipment cleaning processes, including the Clean-in-Place (CIP) system, where water from the final rinse is recirculated and reused in the next cleaning cycle. We use advanced technologies and efficient detergents that enable effective cleaning with lower water consumption.

We continuously monitor and improve the efficiency of process water treatment, and we use rainwater for plant irrigation, reducing reliance on mains water. All these efforts support water resource conservation and sustainable development.



Water (m3)	2023	2024
Water withdrawal	25,220	20,830
Water withdrawal intensity per revenue [m ³ / 1 million PLN]	75.5	60.6

The statement does not include water withdrawal at the Skin Care Institutes, as it is considered insignificant in the context of the analysis.

Actions related to water and marine resources

In September 2024, company employees and their families took part in the “Clean River” initiative organized in collaboration with Operation Clean River. Participants helped clean up the surroundings of the Jeziorka River. Approximately 500 kilograms of waste were collected and properly managed. This event reflects the company’s commitment to social engagement and care for the local environment.



ENVIRONMENTAL information

- RESOURCE USE AND CIRCULAR ECONOMY -

Recycling of production waste generated at Dr Irena Eris S.A.

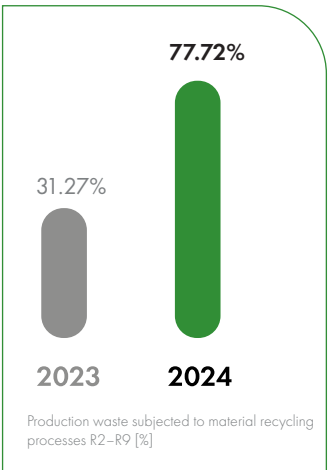
The table below presents consolidated data from the manufacturing plant in Piaseczno, the Center for Science and Research in Warsaw, the Łubna Distribution Center (operational since Q4 2024), and the company's own Skin Care Institutes. In keeping with the principles of responsible production and consumption, and recognizing the critical role of waste management in evaluating environmental impact, this overview also incorporates data from the Skin Care Institutes.

	2023	2024
Total production waste [t]	549.9	546.7
Waste subjected to recycling processes R2–R9 [t]	172.0	424.9
Waste subjected to recycling processes R2–R9 [%]	31.3	77.7
Recycling intensity per revenue [t / 1 million PLN]	0.5	12

* Total waste subjected to recycling processes R2–R9 reduced by the mass of contaminants from the entire stream of waste sent to the recycler during the given period.

Recycling intensity has increased significantly – from 0.5 to 1.2 tonnes per 1 million PLN. This means that the company improved waste management efficiency by directing a significantly larger share of waste to secondary raw material processing (an increase from 31.3% to 77.7%). This is a strong indicator of progress in circular economy practices and in reducing environmental impact.

In 2024, we recorded a significant increase in the share of production waste subjected to material recycling (R2–R9): from 31.3% in 2023 to 77.7%. This substantial change confirms the effectiveness of our waste management efforts and the consistent implementation of circular economy principles.



Our company systematically implements solutions that benefit both the environment and operational efficiency. Particular attention is given to the responsible management of packaging waste, including that from hazardous substances. Thanks to collaboration with specialized partners, a portion of this waste can be directed to recycling, helping to reduce its environmental impact while also delivering organizational and economic benefits.

An essential aspect of our strategy is employee education. As part of the Zero Waste Week, organized to mark the International Day of Zero Waste, we published daily content on the company's website promoting eco-friendly attitudes and best practices. Topics covered included, among others, waste minimization in everyday life, selective collection, the art of reuse, and cooking in the spirit of less waste.

These actions demonstrate that responsible waste management can go hand in hand with operational efficiency, while also fostering the development of an organizational culture based on environmental values.

RafCycle Program

Dr Irena Eris actively participates in the RafCycle initiative, which aims to recycle label liners through a desiliconization process, followed by their conversion into paper pulp used for the production of new paper and label materials. This project exemplifies the practical application of circular economy principles, allowing recycled materials to be reintegrated into production processes.

In 2023, as part of the RafCycle program, 5.99 tons of used label liners were processed. In 2024, this figure reached 4.92 tons.

The UPM Raflatac certificate confirms continuous cooperation with the partner since 2020 and the systematic collection of label liners, demonstrating a long-term commitment to sustainable production practices.



As part of its efforts to reduce waste and improve resource efficiency, the company continually minimizes the number of cardboard boxes sent for disposal by reusing them multiple times in internal processes. In 2024, more than 13 tons of cardboard packaging were reintroduced into the recycling stream (similarly to the previous year).

THESE ACTIONS DEMONSTRATE OUR COMMITMENT TO MINIMIZING THE NEGATIVE ENVIRONMENTAL IMPACT OF OUR OPERATIONS AND PROMOTING RESPONSIBLE AND EFFICIENT RESOURCE MANAGEMENT.

ENVIRONMENTAL information

- RESOURCE USE AND CIRCULAR ECONOMY -

Second life for office binders

In 2024, we launched a campaign to collect unused office binders. Some were reused internally within the company, while the remaining ones were handed over to an external partner who refurbished them for refurbishment and reintroduction to the market. In the very first year of the initiative, we successfully collected over 2,500 office binders.

Additionally, in the spirit of the circular economy, we collaborate with a partner specializing in the regeneration of printer consumables. Used toner cartridges are returned for refilling and prepared for another usage cycle. Through these efforts, we reduce waste, minimize raw material consumption, and enhance resource efficiency, thereby contributing to the more sustainable operation of our business.

Collection of e-waste and batteries for International E-Waste Day

To help reduce the disposal of e-waste in municipal waste streams, in 2024 we partnered with an organization specializing in the recovery of electrical and electronic equipment. To mark the launch of this collaboration, we organized an October campaign in celebration of International E-Waste Day. Thanks to the engagement of our employees, we successfully collected a total of 256 kg of household e-waste.

In response to the positive reception and growing demand, we decided to continue and expand our partnership with the Recovery Organization. Electronic waste generated through our operations is also systematically sent for recycling.

Collected e-waste is delivered to certified recyclers, where secondary raw materials, metals, minerals – including precious metals – are recovered. All components that pose environmental or health risks are safely neutralized under controlled conditions, in accordance with applicable regulations.

These efforts support the Sustainable Development Goals, particularly Goal 12 of the 2030 Agenda: Responsible Consumption and Production. By promoting recycling and reducing the volume of waste sent to landfills, we contribute to more efficient resource use and a lower environmental impact.

Dr Irena Eris

Packaging waste

According to the data presented, in 2024 the organization introduced a total of 830.2 tons of product packaging to the domestic market. The main categories of packaging materials include plastic, paper, and glass.

	2023	2024
Paper and cardboard packaging	231.6	239.1
Glass packaging	109.2	84.7
Plastic packaging	340.4	330.9
Ferrous metal packaging	2.0	1.4
Aluminum packaging	6.1	8.0
Wooden packaging	48.6	40.0
Multimaterial packaging	122.7	118.5
Packaging from hazardous substances	9.1	76
	869.7	830.2

Other packaging (e.g., textiles) were excluded from the summary, as they account for less than 1% of the total mass.



DUE TO THE INTRODUCTION OF PACKAGED PRODUCTS, WE ARE REQUIRED TO MEET THE LEGALLY MANDATED RECYCLING TARGETS FOR THIS PACKAGING. AS A RESPONSIBLE COMPANY, WE WORK IN PARTNERSHIP WITH A PACKAGING RECOVERY ORGANIZATION AND THE NATIONAL CHAMBER OF COMMERCE TO CONSISTENTLY PURSUE GOALS THAT GO BEYOND CURRENT REGULATORY REQUIREMENTS. SINCE 2021, WE HAVE BEEN ACHIEVING RECYCLING TARGETS ORIGINALLY SET FOR 2030 – INCLUDING SINGLE-MATERIAL, MULTI-MATERIAL, AND HAZARDOUS SUBSTANCE PACKAGING.

ENVIRONMENTAL information

- RESOURCE USE AND CIRCULAR ECONOMY -

The table below presents the amounts of packaging waste that have been recycled.

RECYCLING [t]	2023	2024
Paper and cardboard packaging	182.3	207.4
Glass packaging	65.2	81.5
Plastic packaging	169.2	197.6
Aluminum packaging	5.1	3.7
Steel packaging	0.6	0.5
Wooden packaging	1.6	1.6
	424.0	492.3
Multimaterial packaging	66.6	71.6
Packaging from hazardous substances	4.4	4.0
	71.0	75.6
	495.0	567.9

IN 2024, THE VOLUME OF PACKAGING RECYCLED BEYOND THE LEGALLY REQUIRED THRESHOLD AMOUNTED TO 115.7 TONS. THIS MEANS THAT 32.8% MORE PACKAGING INTRODUCED TO THE DOMESTIC MARKET WAS RECYCLED THAN REQUIRED BY CURRENT REGULATIONS.

THIS REPRESENTS A TANGIBLE CONTRIBUTION BY OUR ORGANIZATION TO REDUCING ENVIRONMENTAL IMPACT AND FOSTERING THE DEVELOPMENT OF A CIRCULAR ECONOMY.



Waste generated at Dr Irena Eris S.A.

The organization runs initiatives promoting responsible waste management for both business-generated and household waste. A partner company collects used cooking oils brought in by employees, supporting local municipal waste processing efforts. We place particular emphasis on education by conducting training sessions and inviting speakers from our partner organizations, including the Packaging Recovery Organization.

In 2024, the total amount of waste remained at a level similar to that of 2023. The amount of hazardous waste decreased significantly (from 12.6 to 9.1 tons), which has a positive impact on the environment. The waste generation intensity per revenue remained unchanged (1.6 t / 1 million PLN).

GENERATED WASTE [t]	2023	2024
Total waste generated	549.9	546.7
including		
non-hazardous waste	537.3	537.6
hazardous waste	12.6	9.1
Waste generation intensity per revenue [t / 1 million PLN]	1.6	1.6

The above waste generation summary includes consolidated data from the manufacturing plant in Piaseczno, the Skin Care Institutes, the CNB in Warsaw, and the tubna Distribution Center, which has been in operation since Q4 2024.

A photograph of four women in a laboratory or office setting, gathered around a table. They are looking at and holding various skincare products, including jars and bottles of different colors (purple, blue, yellow). The scene is dimly lit with a blue tint. The text 'INFORMATION ON SOCIAL ISSUES' is overlaid in the center, with a large stylized 'II' in the middle. A solid blue rectangle is on the left side.

INFORMATION ON *II* SOCIAL ISSUES

INFORMATION

on social issues

- EMPLOYEES -

Employee-related policies

Dr Irena Eris S.A., guided by its mission, vision, and values, considers employees the foundation of its operations. By following established procedures and planning future initiatives, the company strives to create the sustainable workplace of tomorrow. This approach focuses on fostering conditions that support employees' professional growth, safety, wellbeing, and open, constructive communication.

To support effective personnel management, the company has implemented a range of procedures, including:

- **Employee development procedure:** Encompasses mechanisms that enable skills enhancement and career advancement.
- **Recruitment procedure:** Ensures transparency and equal opportunity throughout the hiring process.
- **Work and remuneration regulations:** Define employment conditions, compensation, and additional benefits.
- **Anti-discrimination and diversity policies:** Promote inclusivity and equal treatment.
- **Accessibility and transparency procedures:** Provide employees with easy access to information, training, and resources that support professional growth.

The procedures and practices implemented by the company enable it to effectively address employee expectations in key areas, including pay equity, non-discrimination, access to information, and transparency in decision-making.

While current processes are considered sufficient, the company plans to further develop them and respond proactively to evolving employee needs. This evolution will strengthen its commitment to building a modern and responsible working environment.

Principles of collaboration with employees and employee representatives on key issues

Employee engagement and open communication are core elements of Dr Irena Eris's organizational culture. Through both formal and informal meetings, as well as employee involvement in key business initiatives, the company seeks to foster a workplace environment that promotes collaboration, engagement, and sustainable development. An important role in this area is played by the Employee Forum, which serves as a formal platform for dialog between the Employer and Employees. The Forum facilitates an open exchange of views on key aspects of the organization's operations. Consultations within the Forum are conducted in good faith, respecting the interests of all parties. Meetings are scheduled to allow sufficient time for appropriate actions to be taken on matters discussed during consultations. Participants include representatives of the Employer and Forum members, and, when necessary, experts or other employees.



Procedures for handling violations and available channels for reporting irregularities

For several years, the company has maintained policies to prevent mobbing, discrimination, and other undesirable workplace behaviors.

The scope of these regulations includes:

1. Definitions of undesirable phenomena.
2. Organizational measures aimed at preventing and counteracting such phenomena.
3. Procedures to follow in the event of their occurrence.
4. Reporting methods.
5. Procedure for reviewing reports.
6. Consequences for perpetrators of mobbing, discrimination, or other inappropriate conduct.

These principles have been communicated to employees, and an Ethics Committee has been established to oversee compliance. Additionally, in 2024, the company adopted the "Internal Reporting Procedure," which outlines in detail the process for handling reports of legal violations. This procedure provides for the submission of reports via dedicated, secure communication channels. All reports are registered in the system, and within seven days, the whistleblower receives confirmation of receipt.

INFORMATION

on social issues

- EMPLOYEES -

1.

RECRUITMENT AND ONBOARDING OF NEW EMPLOYEES

Modern approach to recruitment, with processes tailored to the specific requirements of each role.

Onboarding program supporting new employees in their adaptation and effective integration into the team.

2.

CREATING A FRIENDLY AND SAFE WORK ENVIRONMENT

Equipping workstations with appropriate tools and infrastructure.

Fostering a friendly work environment.

Workplace assessment conducted by accredited entities to ensure safety and comfort.

3.

INTERNAL COMMUNICATION AND COLLABORATION

Collaboration with the Employee Forum as a platform for dialog and joint problem-solving.

Communication via the intranet as a key channel for information exchange.

4.

SUPPORTING EMPLOYEE HEALTH AND ENGAGEMENT

Health and wellbeing initiatives for employees, regular webinars with a psychologist to promote mental health and wellbeing

Summer Challenge – a seasonal initiative in which employees cycle to accumulate kilometers, which are then converted into monetary donations for social causes, such as tree planting or supporting charitable foundations

Regular one-on-one physiotherapy consultations for all employees, conducted on the company premises

Employee initiatives that support various aspects of the workplace environment, including participatory budgeting projects

Annual participation in the Noble Gift project
The company not only supports the initiative through organizational efforts and product contributions but, above all, engages its employees, encouraging them to assist people facing challenging life circumstances.

This involvement fosters a sense of shared purpose, strengthens relationships among employees, and gives them a tangible sense of making a difference in the world around them.

5.

PERFORMANCE MANAGEMENT AND EVALUATION

MBO model (Management by Objectives), which engages employees in the implementation of the organization's strategy

6.

ADDITIONAL BENEFITS

Additional life insurance with the option to include family members and dependents

Flexible work start times

Policy-regulated remote work

Private medical care for employees with the option to extend coverage to family members and dependents

Financial support for foreign language learning

Company-subsidized Multisport Card

Financial support for leisure and holiday activities

Access to psychological support

Discounts on the company's products and services

Additional Employee Pension Scheme (PPE), fully funded by the employer

Subsidized meals in the employee cafeteria

Support for the Lirene Running Team and Bike Team These teams participate in numerous sporting events that promote a healthy lifestyle, such as Cycling Through Busko

Free, secure parking for cars and bicycles, with access to EV charging stations

Actions supporting employee wellbeing, safety, and development – our approach to building a positive work environment

Dr Irena Eris

INFORMATION

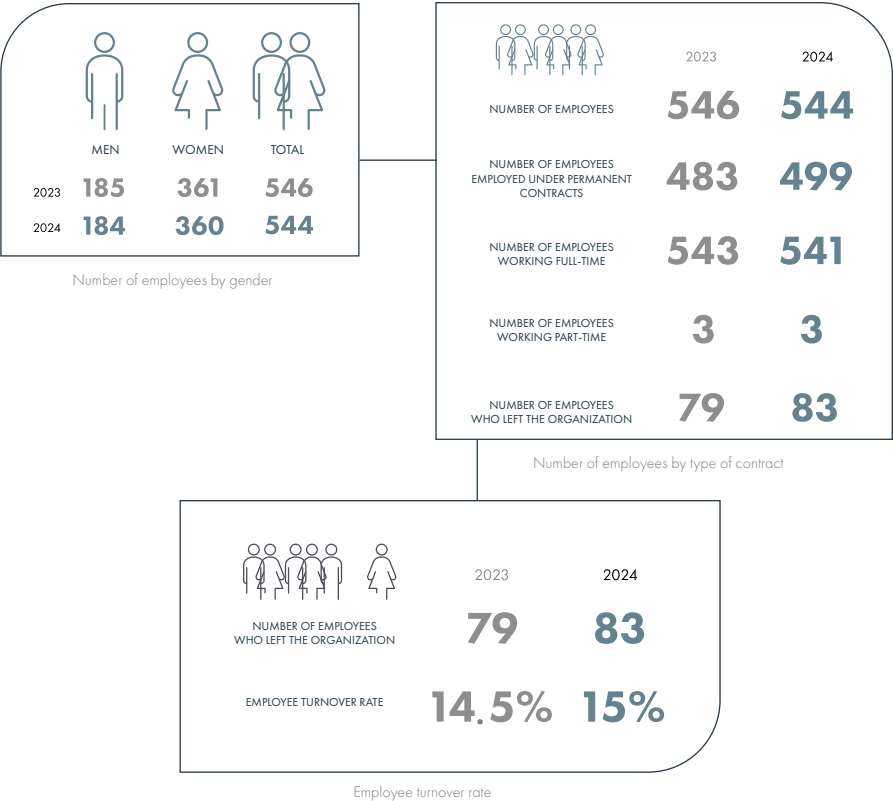
on social issues

- EMPLOYEES -

Company employee profile

As of 31 December 2024, the company employed 544 staff members, of whom **66% were women** and **34% men**.

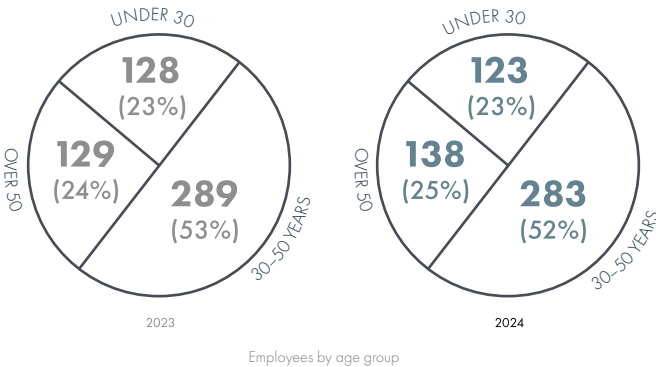
92% of employees held permanent contracts, and **99% worked full-time**. The employee turnover rate in the company was 15.26%, although this figure is slightly elevated due to the nature of the service industry.



Diversity indicator

At Dr Irena Eris S.A., the key factors in employee selection are competence and alignment with the organizational culture. We appreciate diversity – employing individuals of different genders, ages, and life experiences, with a focus on their skills, attitude, and growth potential.

Employees at different stages of life bring unique competitive advantages that contribute to mutual learning, support, and effective cooperation. Currently, 25% of the company's employees are over 50 years old, while 23% are under 30, highlighting the diverse nature of the team and its ability to operate flexibly in a dynamic work environment.



Social protection

All employees of the Company are covered by social welfare programs, implemented in accordance with the provisions of the Act of 4 March 1994 on the Company Social Benefits Fund. The principles governing the Fund's operation have been developed in line with the requirements of this Act and are communicated to all employees.

Funds accumulated in the Social Benefits Fund are allocated to provide social support for employees and eligible individuals, in accordance with the Fund's regulations. The Fund supports, among other things, subsidies for leisure activities, cultural and educational initiatives, sports and recreation, as well as material assistance (both in-kind and financial) tailored to the individual needs and life circumstances of employees. We ensure that all activities related to the creation, management, and allocation of the Fund's resources are conducted transparently, fairly, and in full compliance with applicable regulations. Additionally, employees have access to private healthcare and life insurance.

INFORMATION

on social issues

- EMPLOYEES -

Training and skills development indicators

The Company has an established employee development procedure. As part of this process, numerous training sessions, workshops, and development initiatives are planned for employees across the organization.

Employee categories	Women	Men	Total
Top management	8	8	8
Middle management	12	12	12
Technical staff	0	10	10
Administrative staff	7	7	7
Production staff	4	4	4
Total	7	6	7

Training hours per employee in 2024

S1-14 – Occupational health and safety indicators

All company employees were trained in occupational health and safety. This training covers 100% of staff and is conducted on the first day of employment.

In 2024, the company recorded 8 minor workplace accidents. None of them resulted in permanent injury or death among employees. All incidents are recorded, and appropriate procedures are immediately implemented to minimize the risk of recurrence. As an employer, we place particular emphasis on workplace safety. In addition to mandatory measures, we implement preventive initiatives and activities that raise employee awareness. In 2024, State Labor Inspection honored Dr Irena Eris with the Halina Krahelska Main Award for creating a safe working environment. This award is granted for outstanding achievements in the prevention of occupational hazards, enforcement of labor law compliance, implementation of modern and safe technologies, and the promotion of health and safety at work. This distinction highlights a commitment to creating friendly and safe working conditions, as well as promoting best practices in management.

Dr Irena Eris

Safety indicators

	2023	2024
 PERCENTAGE OF OWN WORKFORCE COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM BASED ON LEGAL REQUIREMENTS AND/OR RECOGNISED STANDARDS OR GUIDELINES	100%	100%
NUMBER OF WORK-RELATED FATALITIES AMONG OWN EMPLOYEES DUE TO INJURIES OR POOR HEALTH ASSOCIATED WITH WORK	0	0
NUMBER OF WORK-RELATED FATALITIES DUE TO INJURIES OR POOR HEALTH AMONG OTHER WORKERS OPERATING ON COMPANY PREMISES	0	0
NUMBER OF RECORDED WORK-RELATED ACCIDENTS INVOLVING OWN EMPLOYEES	7	8
RATE OF RECORDED WORK-RELATED ACCIDENTS AMONG OWN EMPLOYEES	100%	100%

Incidents, complaints, and significant effects on human rights

In 2024, monitoring and analysis of operational processes revealed no incidents or serious violations that could significantly impact human rights within the company's operations. The company has implemented a system that enables anonymous reporting of incidents related to the respect for human rights. All employees have the opportunity to report concerns affecting themselves or others. In 2024, no complaints or reports were registered in this area.

TOTAL NUMBER OF CASES OF DISCRIMINATION, INCLUDING HARASSMENT, REPORTED DURING THE REPORTING PERIOD	0
NUMBER OF COMPLAINTS SUBMITTED THROUGH THE EMPLOYEE REPORTING CHANNELS BY INDIVIDUALS BELONGING TO THE ENTITY'S OWN WORKFORCE (INCLUDING GRIEVANCE MECHANISMS) AND, WHERE APPLICABLE, TO NATIONAL CONTACT POINTS FOR THE OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES	0
TOTAL AMOUNT OF FINES, PENALTIES, AND COMPENSATION FOR DAMAGES RESULTING FROM INCIDENTS AND COMPLAINTS, AND RECONCILIATION OF SUCH DISCLOSED MONETARY AMOUNTS WITH THE MOST SIGNIFICANT FIGURE PRESENTED IN THE FINANCIAL STATEMENT	0
NUMBER OF SERIOUS INCIDENTS RELATED TO THE RESPECT OF HUMAN RIGHTS INVOLVING THE ENTITY'S WORKFORCE DURING THE REPORTING PERIOD, INCLUDING AN INDICATION OF HOW MANY OF THESE CONSTITUTE CASES OF NON-COMPLIANCE WITH THE UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS, THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK, OR THE OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES.	0
TOTAL AMOUNT OF FINES, PENALTIES, AND COMPENSATION FOR DAMAGES RESULTING FROM THE INCIDENTS DESCRIBED IN THE ROW ABOVE, TOGETHER WITH THE RECONCILIATION OF DISCLOSED MONETARY AMOUNTS WITH THE MOST SIGNIFICANT FIGURE PRESENTED IN THE FINANCIAL STATEMENT.	0

INFORMATION

on social issues

- SOCIAL ENGAGEMENT OF DR IRENA ERIS S.A. -

DR IRENA ERIS *CULTURAL PATRONAGE*

DR IRENA ERIS S.A. HAS LONG DEMONSTRATED CONSISTENT COMMITMENT TO CULTURAL PATRONAGE, WITH PARTICULAR EMPHASIS ON SUPPORTING CINEMATOGRAPHY. ITS STRATEGIC COLLABORATIONS INCLUDE PARTNERSHIPS WITH PRESTIGIOUS FILM FESTIVALS AS WELL AS ACTIVE PARTICIPATION IN FILM PRODUCTIONS, POSITIONING THE COMPANY AS A LEADER IN BRIDGING THE WORLDS OF BUSINESS AND CULTURE.

INFORMATION

on social issues

- SOCIAL ENGAGEMENT OF DR IRENA ERIS S.A. -

EUROPEAN
FILM AWARDS

Dr Irena Eris



Supporting key film festivals:

Polish Film Festival in Gdynia: Dr Irena Eris serves as a Strategic Partner of this most important celebration of Polish cinema: Dr Irena Eris – 49th Polish Film Festival

New Horizons International Film Festival: Dr Irena Eris regularly supports this event, promoting ambitious and independent cinema, which highlights the company's commitment to the development of film culture.

European Film Awards:

Dr Irena Eris is a proud partner of this prestigious event, highlighting the brand's international commitment to promoting cinematic art: European Film Awards 2024 – YouTube

INFORMATION

on social issues

- SOCIAL ENGAGEMENT OF DR IRENA ERIS S.A. -

Involvement in film productions:

DR IRENA ERIS S.A. IS INVOLVED IN FILM PRODUCTION, SUPPORTING CINEMA WITH STRONG FESTIVAL POTENTIAL – FILMS THAT ADDRESS IMPORTANT SOCIAL AND ARTISTIC THEMES. AS A RESULT OF THIS INVOLVEMENT, THE BRAND'S COSMETICS WERE FEATURED IN FILM PRODUCTIONS INCLUDING:

- **"The Zone of Interest"**

(directed by Jonathan Glazer): a film awarded the Grand Prix at the Cannes Film Festival and two Academy Awards, including Best International Feature, underscoring its artistic and technical excellence. Dr Irena Eris cosmetics were used on set to support the actors' makeup and contribute to the creation of authentic character portrayals.

- **"Silent Twins"**

(directed by Agnieszka Smoczyńska): The director's English-language debut, nominated for the Un Certain Regard award at the Cannes Film Festival, in the production of which the brand actively participated..

- **"Woman Of..."**

(directed by Małgorzata Szumowska and Michał Englert): The film premiered at the Venice Film Festival, and Dr Irena Eris cosmetics were used in the actors' makeup and styling.



Role of business – supporting culture

Dr Irena Eris S.A. is as an example of a company that engages in cultural patronage with conscious and consistent commitment. The company's activities not only promote the brand but, above all **support the development of cinema by bridging the business world with culture.** Through its strategic and systematic approach, the Dr Irena Eris S.A. Group not only increases community access to valuable cultural experiences but also promotes a responsible business model that actively engages in social life. This approach enriches society and underscores the company's commitment to corporate social responsibility.



INFORMATION

on social issues

- SOCIAL ENGAGEMENT OF DR IRENA ERIS S.A. -

DR IRENA ERIS *SPORTS SPONSORSHIP*

SUPPORTING SPORTS ACTIVITIES AS A MEANS OF BUILDING SOCIAL CONNECTIONS AND PROMOTING VALUABLE ATTITUDES. DR IRENA ERIS S.A. REGARDS SPORT AS A VITAL TOOL FOR SUPPORTING COMMUNITY DEVELOPMENT, PROMOTING A HEALTHY LIFESTYLE, AND FOSTERING CONNECTIONS BASED ON FAIR PLAY, RESPECT, AND SELF-IMPROVEMENT. THE COMPANY IS INVOLVED IN SELECT DISCIPLINES THAT COMBINE AN ELITE CHARACTER WITH INTELLECTUAL AND EMOTIONAL DEPTH, CREATING SPACE FOR DIALOG BETWEEN BUSINESS AND SOCIETY.

INFORMATION

on social issues

- SOCIAL ENGAGEMENT OF DR IRENA ERIS S.A. -

| Golf – prestige, competition, and networking

For years, Dr Irena Eris S.A. has successfully organized the **Dr Irena Eris Ladies' Golf Cup** – the largest and most prestigious women's golf tournament in this part of Europe. This event not only promotes golf as a sport rooted in elegance, precision, and respect for one's opponent, but also encourages networking and integration among women. The tournament has also inspired valuable accompanying initiatives, such as debates with remarkable guests (2024: a meeting with Maja Ostaszewska). The tournament also contributes significantly to promoting the Masurian region.

Since 2022, Dr Irena Eris S.A. has been working closely with the Polish Golf Association to organize the Dr Irena Eris Ladies' Golf Tour – a series of women's golf tournaments contributing to the promotion of the sport among women in Poland. Organized under the patronage of the Polish Golf Union, the series comprises five tournaments held at prestigious golf courses across different regions of the country. The

goal of this initiative is to create a welcoming space for women aged 19 and over, regardless of their skill level, to develop their golfing abilities and build a community of enthusiasts for the sport. Through a strategic and systematic approach, Dr Irena Eris S.A. not only increases the community's access to valuable sports culture but also promotes a responsible business model that actively engages in social life. This kind of engagement helps prevent the marginalization of women's sport while expanding opportunities for sports communities and their audiences.

Through this initiative, the company promotes a healthy lifestyle, inspires physical activity, and brings people together around shared passions.



Dr Irena Eris

INFORMATION

on social issues

- SOCIAL ENGAGEMENT OF DR IRENA ERIS S.A. -

| Sailing – sisterhood, courage, and equal opportunity on the water

For years, Dr Irena Eris S.A. has been actively supporting the development of women's sailing in Poland, viewing this sport as a platform to empower women, promote equal opportunities, and build a community grounded in collaboration and mutual support. The company's involvement in regattas and sailing initiatives stems from a strong belief that sailing teaches responsibility, teamwork, and harmony with nature.

Dr Irena Eris champions women's sailing teams, emphasizing their presence and impact in settings that call for bravery, expertise, and strong leadership. Sailing is also a space for building community. The crew operates like a project team, where success depends on trust and precision. From 14 to 16 June 2024, the Dr Irena Eris Polish Women's Sailing Championships took place on the waters of the Gulf of Gdańsk. The event brought together the top female sailors from across the country, who competed for the title of Polish Champion. The regatta was held on modern RS21-class yachts, ensuring equal conditions for all participants regardless of experience level.

Dr Irena Eris


Dr Irena Eris
ŻEGLARSKIE
MISTRZOSTWA
POLSKI KOBIEĆ

| Chess – intellectual development and strategic thinking

In 2024, the company continued its commitment to the development of women's chess in Poland by collaborating with the Polish Chess Federation and supporting young talents through the Dr Irena Eris Chess Scholarship. The scholarship was awarded to Alicja Śliwicka, a talented chess player from Toruń who combines competitive excellence with a strong focus on personal and intellectual growth. One of the key events on the national chess calendar was the **Dr Irena Eris Polish Women's Chess Championship**, which took place in Rzeszów from 21 to 31 May 2024. Through its support for chess tournaments and events, Dr Irena Eris actively promotes the development of cognitive competencies such as strategic thinking, forward planning, and the ability to anticipate outcomes. Chess, as a sport requiring patience, concentration, and reflection, perfectly aligns with the brand's philosophy, which is based on quality, thoughtful action, and long-term development. Through its investments in sport, Dr Irena Eris S.A. not only promotes the physical and mental development of participants but also fosters inclusion, dialog, and the empowerment of women.

INFORMATION

on social issues

- SOCIAL ENGAGEMENT OF DR IRENA ERIS S.A. -

EVERYDAY SUPPORT

Product donations for institutions and organizations across Poland

Dr Irena Eris S.A.'s commitment to social responsibility is reflected in its consistent, day-to-day support for organizations and institutions that provide assistance to those in need. In 2024, the company donated products valued at over PLN 3 million to schools, children's homes, hospices, foundations, hospitals, and local social initiatives.

This support was ongoing and geographically widespread, reaching institutions in the company's immediate vicinity, including facilities and organizations in Piaseczno and nearby municipalities, as well as centers in other regions of Poland where needs were particularly urgent or systemic support was limited. The donated packages primarily comprised skincare and hygiene products – essential items that are often beyond the budgets of public and non-governmental institutions.

Thanks to this form of support, assistance was provided to:

- residents of homes for single mothers, children's homes, and women's shelters,
- elderly individuals in care homes,
- patients in hospices and oncology wards,
- families receiving social assistance.

Collaboration with a wide range of partners – from local social welfare centers to foundations and small aid associations – ensured that assistance was directed effectively to the most vulnerable groups. The company's team (warehouse, logistics, and communications staff) played an active role in planning and preparing donation deliveries, promoting genuine engagement and strengthening internal solidarity around the shared commitment to the common good.



Lasting impact and social reach

Dr Irena Eris's long-standing charitable efforts are aligned with the company's strategy of sustained support for the communities in which it operates. The impact extends beyond material aid – though it is highly significant – and focuses on building relationships, trust, and the company's presence as a responsible partner.

- Thousands of beneficiaries across Poland gained access to high-quality products that improved the comfort of their daily lives.
- Organizations were able to allocate part of their financial resources to other urgent needs.

In 2024, the company acted as a partner and sponsor for a range of local sporting events of significant importance to the community of the Piaseczno municipality and its surrounding areas. The support included, among others:

- **The 2024 Piaseczno Municipality Sports Gala**, an event honoring local athletes and coaches,
- **Ikizama Cup – the Mayor of Piaseczno's Trophy**, a martial arts tournament promoting physical activity among children and youth,
- **The Sławomir Rosłon Athletics Memorial**, an event commemorating a distinguished coach and bringing together the local athletics community.

THROUGH THESE INITIATIVES, THE COMPANY NOT ONLY SUPPORTS THE PROMOTION OF A HEALTHY LIFESTYLE BUT ALSO CONTRIBUTES TO BUILDING SOCIAL CAPITAL AND STRENGTHENING LOCAL IDENTITY.

INFORMATION

on social issues

- SOCIAL ENGAGEMENT OF DR IRENA ERIS S.A. -

EVERYDAY SUPPORT

Product donations for institutions and organizations across Poland

Crisis relief – solidarity in action

In response to the devastating flood that struck Lower Silesia in June 2024, Dr Irena Eris S.A. responded immediately, launching concrete and wide-reaching relief efforts to address the urgent needs of local communities and emergency services.

As part of the humanitarian initiative, over 8,000 cosmetic and hygiene products (worth approximately PLN 260,000) were donated to the most affected residents of the Głucholazy Municipality, one of the areas hardest hit by the disaster. Support also reached the town of Kłodzko, where the Dr Irena Eris SPA Hotel in Polanica-Zdrój played a key logistical role. The hotel served as the hub for distributing donations and hosted a field kitchen that prepared and served hot meals to firefighters and rescue workers operating under challenging conditions.

Aid also reached children from the local children's home. Additionally, the company purchased 56 tickets for the charity concert "Hear Silesia" at the Grand Theatre – National Opera in Warsaw, aimed at raising funds to rebuild a flooded school in the Głucholazy Municipality.

A vital element of the initiative was the engagement of Dr Irena Eris Group employees, who participated in collecting material donations. The donated items were personally delivered to those in need by one of the company's team members, demonstrating direct and personal involvement. Volunteer fire brigades from Jazgarzew, Karczew, and Złotokłos – communities closely connected to the company – also joined the effort. These firefighters played a crucial role in the efficient distribution of aid in the flood-affected areas.

The decision to provide immediate support was no coincidence – Dr Irena Eris has long been committed to social action, including during the COVID-19 pandemic, when the company donated products to nearly 200 hospitals across Poland.

FOR ITS FLOOD RELIEF EFFORTS, THE COMPANY WAS NOMINATED FOR THE **"DNA – HELPING IS IN OUR GENES"** AWARD, WHICH HONOURS SOCIALLY RESPONSIBLE COMPANIES THAT ACTIVELY RESPOND TO CRISIS SITUATIONS.

Dr Irena Eris

WE SUPPORT



Fundacja
Piękniejsze życie
PIĘKNY SPOŚÓB NA RAKA

A More Beautiful Life Foundation

A More Beautiful Life Foundation, co-founded and actively supported since its inception by Dr Irena Eris S.A., has provided tangible support to women undergoing cancer treatment for many years. The foundation is dedicated to restoring patients' sense of dignity, femininity, and inner resilience through workshops focused on personal care, beauty, and confidence-building.

The Foundation's work is grounded in the belief that caring for one's appearance can serve as a therapeutic practice, helping patients reclaim a sense of agency over their bodies and lives at a time when illness often takes center stage. Workshops are conducted in oncology hospitals across Poland, in collaboration with medical teams and volunteers.

The company supports the foundation not only through product contributions – by providing cosmetics for both workshop and personal use – but also through organizational and communication assistance.

In 2024, the Foundation's workshops supported several hundred patients across Poland. Their impact extends far beyond aesthetics: participants spoke of rediscovered smiles, renewed strength, courage, and motivation to persevere in their treatment.



INFORMATION

on social issues

- CONSUMERS -

DR IRENA ERIS S.A. CARRIES OUT ITS ACTIVITIES WITH THE UTMOST CARE FOR CONSUMER WELLBEING, COMBINING ADVANCED SCIENTIFIC RESEARCH WITH ETHICAL COMMUNICATION AND HIGH SERVICE STANDARDS. TRANSPARENCY IS ONE OF THE CORNERSTONES OF THE BRAND'S APPROACH, BOTH IN PROVIDING INFORMATION ABOUT PRODUCTS AND ENGAGING IN DIALOG WITH CUSTOMERS. THANKS TO THE DEDICATION OF ITS RESEARCH, MARKETING, AND CUSTOMER SERVICE TEAMS, THE COMPANY BUILDS LASTING RELATIONSHIPS FOUNDED ON TRUST, QUALITY, AND MUTUAL RESPECT. THIS APPROACH ALLOWS THE COMPANY NOT ONLY TO MEET BUT OFTEN TO EXCEED CONSUMER EXPECTATIONS.



Protecting consumers' interests

Protecting consumers' interests is of key importance to the operations of Dr Irena Eris. The Company is guided by the principles of responsibility, transparency, and high quality, shaping its customer relationships based on trust and respect. Actions in this area cover the entire product life cycle – from formula design and marketing communication to after-sales service and personal data protection.

Product quality and safety

Dr Irena Eris S.A. cosmetics are created using a multi-step research process firmly based on scientific principles. The company's own Center for Science and Research, one of the few of its kind in Europe operating within a cosmetics company, conducts comprehensive in vitro, ex vivo, and in vivo studies. This enables the evaluation of both the efficacy and safety of active ingredients and final formulations before their market launch. All products undergo efficacy and tolerance testing before being introduced to the market, ensuring their compliance with legal regulations and consumer expectations.



Transparency of information and conscious consumer choices

Dr Irena Eris places great importance on clear and reliable communication with customers. Product communication – both on packaging and on the website – provides comprehensive information on the INCI composition, cosmetic effects, intended use (indications), and results of efficacy tests. Information is presented in a clear manner, allowing consumers to make well-informed purchasing decisions.

Ethics in communication and marketing

All promotional and communication activities of the brand are grounded in ethics and respect for the consumer. The company strictly avoids vague or unsubstantiated marketing claims. Statements regarding product performance are based exclusively on validated scientific research results. Descriptions of cosmetic products – both in printed and digital materials – contain complete, specific, and understandable information about the composition, intended use, and effects.



Tracking customer needs and developing the offer

The company systematically monitors consumer feedback and expectations. Feedback is collected via the hotline and social media, and through direct contact at Dr Irena Eris Skin Care Institutes and Group-owned SPA Hotels. Customer feedback is regularly analyzed and used in designing new formulas and improving existing cosmetic products.

Complaint handling and personal data protection

Dr Irena Eris S.A. makes every effort to provide products and services of the highest quality. In the event of defects or non-compliance of products with the contract, consumers have the right to submit a complaint either through the website or via the customer service hotline. Complaints are handled in accordance with applicable legal provisions and in a timely manner, with a strong focus on protecting consumer interests. Consumers' personal data are processed only to the extent necessary to handle complaints, in accordance with GDPR principles and the internal Personal Data Protection Policy.





III INFORMATION ON *CORPORATE GOVERNANCE*

INFORMATION ON

corporate governance

Business conduct policies and corporate culture

The organizational culture of Dr Irena Eris S.A. is built on shared values that permeate every aspect of our operations. The company's mission, vision, and values are consistently reinforced to employees through dedicated meetings, fostering trust, alignment, and engagement. To uphold high ethical standards, an Ethics Committee operates to support adherence to principles of integrity, respect, and responsibility. Its activities form the backbone of our organizational culture, supporting a workplace where every individual feels respected. As a result, our organizational culture remains dynamic and inclusive, and supports the development of the entire company.

In 2024, in response to the requirements of the Whistleblower Protection Act, Dr Irena Eris S.A. adopted its internal reporting procedure. This document provides a detailed specification of the principles governing the reporting of legal violations, their review, and the subsequent follow-up actions. It also ensures protection for whistleblowers against retaliatory actions, including safeguarding their identity. The Group monitors the effectiveness of this system to ensure compliance with legal regulations and to keep employees informed of their rights regarding the reporting of irregularities.

In 2016, Dr Irena Eris S.A. joined the United Nations Global Compact (UNGC) initiative, committing to uphold principles concerning human rights, labor standards, environmental protection, and anti-corruption. In 2025, the Group plans to formally implement its Human Rights Policy, Anti-Corruption Policy, and Sustainability Policy. In 2026, it also intends to adopt a comprehensive Code of Ethics that will integrate the Group's values with its strategy.

Supplier relationship management

Dr Irena Eris S.A. conducts supplier qualification procedures prior to initiating cooperation. Each supplier is required to complete a questionnaire containing information on, among other things, compliance with human rights and environmental standards. During the course of cooperation, suppliers are subject to regular audits and evaluations.

Payment practices

At Dr Irena Eris S.A., payment practices are governed by the internal Receivables Management Instruction and by applicable legal regulations, including the Act of 8 March 2013 on Counteracting Excessive Delays in Commercial Transactions. Dr Irena Eris S.A. submits annual reports on payment terms applied in commercial transactions to the tax authorities.

Within the Group, differentiated payment terms are applied depending on client profiles: new clients (advance payments), reliable clients (terms proposed by sales representatives), less reliable clients (mixed forms combining advance payment and standard payment terms). Maximum payment terms to suppliers are set at 30 or 60 days, in accordance with statutory limits. For suppliers classified as small or medium-sized enterprises, the company applies a maximum payment term of 30 days, in line with the above-mentioned Act.

Dr Irena Eris S.A. clearly states in its contracts that it qualifies as a large enterprise under the provisions of this Act. Payments to suppliers are always made by the specified due date. This principle is embedded as a core objective of the company's operations.



Dr Irena Eris

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