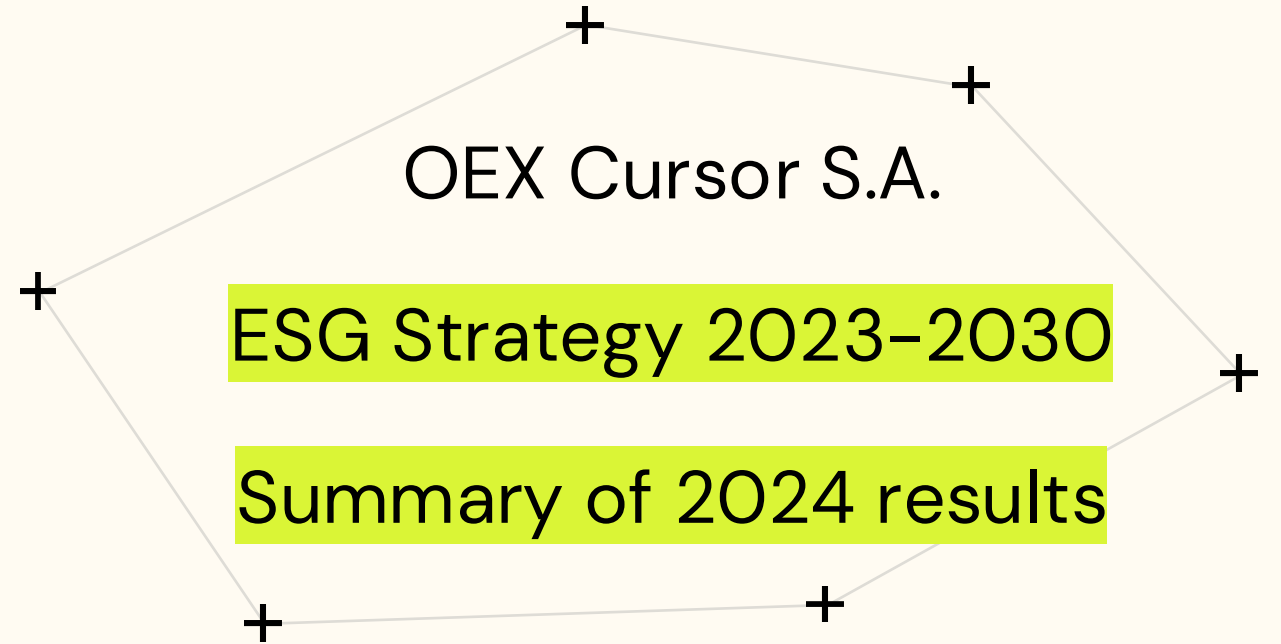




OEX CURSOR -company profile



OEX Cursor S.A. (further „Cursor“) is a leader in outsourcing, providing comprehensive sales support across Poland. The services include sales outsourcing, retail audits, merchandising, POSM management, and end-to-end process support. By combining experienced field teams with advanced technology, company delivers seamless solutions at any scale, while leveraging trends such as e-commerce growth, omnichannel strategies, and the rising demand for outsourcing.



industries. Its services aim to boost product sales, grow distribution, and strengthen consumer loyalty through trade support, promotional, and experiential marketing activities.



The company cooperate with 9 000 workers across Poland reaching 1 000 000 consumers in 2024.



Cursor works closely with external partners collaborating with key clients to drive joint efforts in reducing emissions across all vehicles and tools used within the project.

OEX CURSOR – responsible vision



Cursor integrates sustainability and responsibility into business strategy, ensuring positive impact for environment, customers and communities.



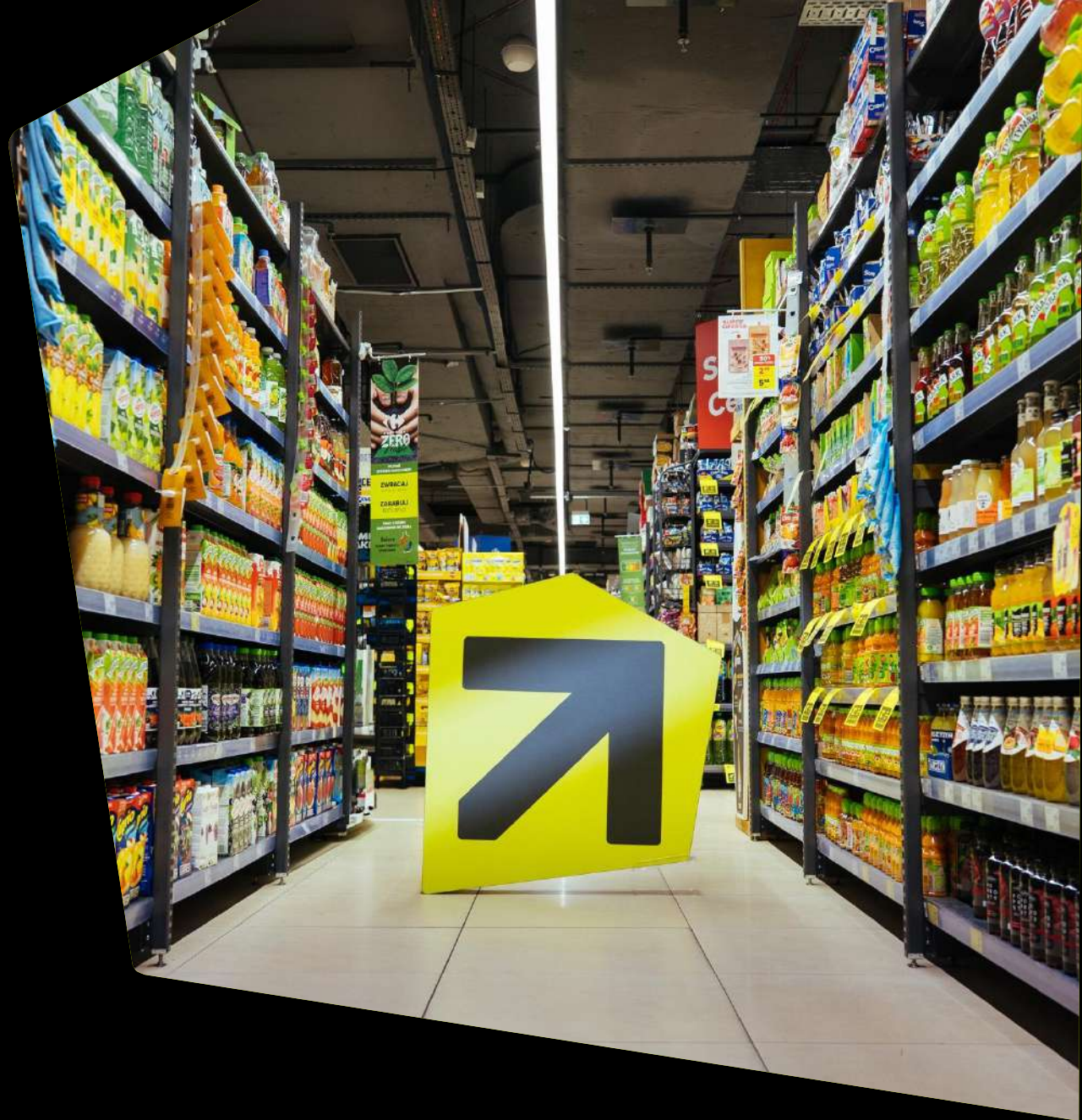
In 2023 Cursor set up ESG strategy of 2023-2030 years.



The strategy focuses on reducing environmental impact through energy-efficient technologies, promotes diversity and community engagement, and upholds strong governance and transparency to build trust. By embracing ESG principles, company aligns business goals with societal needs—reducing carbon footprint, improving energy efficiency, and fostering diversity to create long-term stakeholder value.



This document summarizes achievements of our 2024 ESG results. The document was prepared by a professional advisor supporting Cursor in the ESG area:





Responsible achievements in 2024

- + **Cursor has received the Best Quality Employer 2024 award for excellence in human resource management and employee well-being.**

The recognition highlights our transparency, innovation, and commitment to a responsible personnel policy, confirming that we foster a friendly and growth-oriented workplace.

- + **The company was recognized as a Super Sales organization and laureate in the Innovation in Sales category.**

Cursor is the first outsourcing company in the 15-year history of the Polish National Sales Awards (PNSA) to have its managers recognized for upholding the highest standards in customer service and sales ethics.





Cursor ESG Strategy consist of 3 pillars

01

We care about the environment



- Greenhouse Gas Emissions
- Fuel and Energy Consumption
- Waste Management

02

We empower our employees and co-workers



- Employee Welfare and Development
- Health and Safety Among Employees and contractors
- Diversity and inclusion
- Charity and Community Engagement
- Customer satisfaction

03

We manage responsibly



- Develop ethical and responsible management system across organization
- Engage suppliers to drive responsible business

CURSOR – Sustainable Development Goals in 2024

- + Cursor drives social initiatives inspired by internal efforts and international frameworks like the UN's Agenda 2030 for Sustainable Development Goals.

The company activities are aligned with the Sustainable Development Goals, and the 2030 Agenda is one of the pillars of our strategy. The Sustainable Development Goals intertwine and complement each other. This means that our projects contribute to the achievement of several goals simultaneously.



100% energy used in our buildings are sourced from renewable sources

AFFORDABLE AND
CLEAN ENERGY



Supporting Communities against floods

CLIMATE ACTION



Sales development support programme for employees

QUALITY
EDUCATION



ESG STRATEGY

– Environment

+ Cursor recognizes the importance of environmental responsibility and integrates sustainability into its core strategy. The company focuses on reducing greenhouse gas emissions, optimizing energy use, and minimizing waste by leveraging technologies such as digitization and automation.

+ In line with international standards, the company continuously improve energy efficiency, sustainable supply chain management, and raise environmental awareness among employees and stakeholders. Cursor monitors operational emissions, increases the share of renewable energy, and apply eco-friendly practices across our operations.

+ Key areas of focus: Greenhouse Gas Emissions, Fuel and Energy Consumption, Waste Management

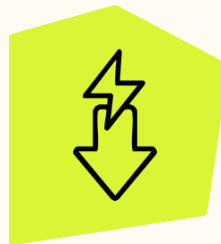


Key areas of focus: **ENVIRONMENT**



+

GREENHOUSE
GAS EMISSIONS



+

ENERGY
CONSUMPTION



+

WASTE
MANAGEMENT

STRATEGY ESG - ENVIRONMENT

GREENHOUSE GAS EMISSIONS

- + Cursor's emission strategy focuses on cutting emissions, optimizing energy use, and minimizing waste. Through digitization and automation, it reduce resource consumption and carbon footprint. The company calculate scope 1,2,3 and implement strategic initiatives, which reduce emissions. Key areas of focus: Greenhouse Gas Emissions, Fuel and Energy Consumption, Waste Management.

Strategic targets 2025-2030

- + Increase the share of hybrid and electric vehicles in the company fleet by 2030.
- + Conduct annual training sessions on eco-driving and fuel efficiency, with a target of 80% employee participation each year.
- + Prioritizing using buildings that are 100% certified for energy efficiency.
- + Sourcing 100% renewable energy for operational needs.



STRATEGY ESG - ENVIRONMENT

FUEL AND ENERGY CONSUMPTION

- + Cursor is committed to minimize waste and maximize recycling through responsible segregation, reduction initiatives, and partnerships with certified recyclers. It aims to adopt a circular approach, reduce landfill use, and continuously improve waste management for a more sustainable environment.

Strategic targets 2025–2030

- + Achieve a 42% reduction in CO2 emissions by 2030 (Scope 1,2 and 3)
- + Reach net zero emissions by 2050 across all scopes (Scope 1, 2, and 3)*
- + Increase Transparency and Data Collection Across the Value Chain – collaborate with 100% of key suppliers to gather data on resource use and waste production and emission of all categories of the value chain.



STRATEGY ESG - ENVIRONMENT

WASTE MANAGEMENT

- + Cursor is committed to minimizing waste and maximizing recycling through responsible segregation, reduction initiatives, and partnerships with certified recyclers. It aims to adopt a circular approach, reduce landfill use, and continuously improve waste management for a more sustainable environment.

Strategic targets 2025–2030

- + Start to measure waste recycling from 2025 and increase waste recycling by 20%.
- + Implementing a Circularity Policy that promotes sustainable use of resources, minimizes waste, and maximizes the lifecycle of products and materials.



ENVIRONMENT

– SUMMARY ACTIONS in 2024

Fleet management

Fleet Management Vehicles are equipped with Fleet Handbook systems and video recorders. We are implementing telematics and monitoring systems to manage excessive operational costs caused by inefficient and non-ecological driving. Responsible travel planning is promoted by utilizing remote solutions, reducing the need for travel to meetings and training by replacing them with video conferences and e-learning. In 2024 100% remaining vehicles meet high EURO emission standards. The company has also provided 957 training hours in sustainable driving practices.

Energy and Fuel Consumption

Cursor prioritizes optimizing energy and fuel consumption through sourcing 100% clean energy from Respect energy company and also through responsible fleet management practices. Initiatives include the adoption of hybrid and electric vehicles, educational programs on vehicle usage and fuel optimization, and route optimization for company cars using the Navifleet app. This application allows company to manage fuel efficiently and decrease CO2 emissions.



ENVIRONMENT

– SUMMARY ACTIONS in 2024



Paperless Operations

The company reduced paper use through digital solutions, including the use of the EmIOEX app for online management and signing of employment contracts, and the Autenti app for electronic document circulation and digital signatures.



Eco-Friendly Packaging

Cursor packaging materials are sourced from sustainable suppliers, ensuring they have minimal environmental impact. This approach helps reduce our carbon footprint and supports the use of biodegradable or recyclable materials throughout our supply chain. We promote eco-friendly practices by encouraging customers and partners to use plastic-free, biodegradable, or recyclable tableware at events. This helps reduce plastic waste, encourage responsible consumption, and support a circular economy.



Actively Engage the Supply Chain in Sustainability

Cursor monitors resource use and waste, requiring supplier transparency. In 2024, the company actively involved suppliers in sustainability initiatives to reduce its environmental impact.





ENVIRONMENT

- key figures for 2024

GHG Inventory

Scope	MgCO ₂ e
Scope 1	1 573
Scope 2	33
Scope 3	4 422
Total scope 1,2,3	6 028
Carbon footprint per employee (tCO ₂ e)	23,92





ENVIRONMENT

- key figures for 2024

GHG Inventory

Scope 3	
Purchase goods and services	3 913
Capital goods	48
WTT	387
Upstream leased assets	73





ENVIRONMENT

- key figures for 2024

GHG Inventory

Scope 1	
Vehicles	1 573
Scope 2	
Electricity	0
Heat	33





SOCIETY

- key figures for 2024

Characteristics of the unit's employees

Age	Number of employees (permanent)	% employees
18-29	78	31%
30-39	109	44%
40-49	48	19%
50-59	13	5%
>60	4	1%

Permanent employment contracts	Temporary employment contracts	Cooperation contracts
252	1164	41

Women	Men	Total permanent employees
115	137	252
45%	55%	

ESG STRATEGY

- Society

+

The company's strategic initiatives focus on building a stable and engaged team while preventing turnover and attracting new talent. This is achieved by fostering a friendly work environment, developing attractive benefits, and implementing development programs such as the Competence Development Academy. Inclusivity and a culture of openness are also strongly supported, based on mutual respect, transparent communication, and clear organizational values.

+

Key Areas of Focus: Employee Welfare and Development, Health and Safety, Diversity and Inclusion, Charity and Community Engagement, Customer Satisfaction



Key areas of focus: **ENVIRONMENT**



EMPLOYEE
WELFARE
AND
DEVELOPMENT

HEALTH AND
SAFETY

DIVERSITY AND
INCLUSION

CHARITY AND
COMMUNITY
ENGAGEMENT

CUSTOMER
SATISFACTION

STRATEGY ESG - SOCIETY

WASTE MANAGEMENT

- + The company prioritize employee growth and well-being through training, career development, and comprehensive benefits. By supporting both full-time and seasonal workers with flexible schedules and a positive work environment, we foster satisfaction and retention, as reflected in the awards we have received.

Strategic targets 2025–2030

- + Increase employee participation in training and development programs by 10% by the end of 2030.
- + Increase average number of training hours at least to 15 per full time employee annually by the end of 2030.
- + Promote transparency through clear reporting, ethical governance, and open stakeholder communication to build trust and accountability.
- + Perform employee satisfaction surveys at least once a year, leveraging the findings for continuous improvement.



STRATEGY ESG - SOCIETY

SAFETY WORKSPACE

- + Ensuring a safe and healthy work environment is a top priority. Cursor adheres to rigorous health and safety standards and continuously work to improve our practices to safeguard our employees' well-being.

Strategic targets 2025–2030

- + Maintain zero workplace accidents annually.
- + Enhance a health and safety training program for 100% of employees by the end of 2030.



STRATEGY ESG - SOCIETY

DIVERSITY AND INCLUSION

- + The company is dedicated to build a diverse workforce and fostering an inclusive culture where all employees feel valued and respected. All policies and practices aim to eliminate discrimination and promote equal opportunities for all.



Strategic targets 2025–2030

- + At least 30% of our management positions filled by women.
- + Reduce the gender pay gap by 10% by the end of 2030.
- + Monitoring discrimination policy.
- + Conduct training educational session about equality of employment, diversity, non-discrimination policies that cover at least 50% of managerial positions by 2030.

STRATEGY ESG - SOCIETY

CHARITY AND COMMUNITY ENGAGEMENT

- + Cursor actively engages with the communities where we operate through various initiatives, including volunteering, supporting local causes, and collaborating with non-profit organizations. Our efforts are geared towards making a positive impact and contributing to the social and economic development of these communities.



Strategic targets 2025–2030

- + Support the long-term development of local communities in the area of healthy, sport and education.
- + Increase investment in social initiatives by 20% by 2030 to expand positive impact on communities.

STRATEGY ESG - SOCIETY

CUSTOMER SATISFACTION

- + Customer satisfaction and trust are at the core of our ESG strategy. Clients value our flexibility and commitment, while regular surveys support continuous improvement and ESG reporting. Cursor aims to be trustworthy and reliable partner in meeting ESG commitments for the clients.



Strategic targets 2025–2030

- + Continuing efforts to better adapt to changing client requirements, including developing and implementing new solutions tailored to their needs.
- + Ensuring the highest level of reliability in fulfilling commitments and promises made in bids and in day-to-day client interactions.
- + Deliver a customer satisfaction rate of at least 90%, demonstrating our commitment to service excellence and continuous improvement.
- + Promoting sustainable practices among our customers.

SOCIETY

-OUR ACTION in 2024



Together for Flood-Resilient Communities

In crisis situations affecting local communities, support was provided through various initiatives. In response to floods that struck the towns of Łądek-Zdrój and Boboluszki, collections were organized among employees, who donated water, hygiene products, food, and blankets, while the company ensured logistics and transportation of the goods to those in need. Following a sudden apartment fire that affected one of the employees, the team quickly mobilized material and financial assistance, including clothing, household items, and cleaning supplies, enabling a faster return to everyday life.



Promoting healthy life-style

In 2024 Cursor supported “Rajd Pełną Piersią”, an initiative promoting cancer prevention and raising awareness of oncological health.

The company also supported young sports talents, such as the basketball players of the Komorów Basketball Academy.



SOCIETY

-OUR ACTION in 2024

+

OTOP cooperation

In 2024 we have cooperated with The Bird Protection Society („OTOP”) who educated Cursor’ guests of OEX CX Summit about sustainability and environmental protection. We also financially supported OTOP’s operations as is a non-governmental organization that works for nature and protection of birds and their habitats.

+

Local charities support

- The company funded materials and the **employees supported a local family in need**. The Cursor team carried out minor renovations, including painting, plastering, mold removal, and organized a gift collection to.
- **Meals for seniors** – for every kilometer run by employees in the Mealsfor Senior Run, the company funded meals, resulting in 100 meals provided for seniors.
- **Everyone Rows** - Cursor’s employees took part in the Legia Foundation’s annual event where teams row on ergometers to support social causes.
- Cursor’s employees took part in The Poland Business Run 2024 which was organized in Kraków and also **raised funds for people with mobility disabilities and post-mastectomy patients**.



SOCIETY

-OUR ACTION in 2024

+ **Driving employee empowerment with engagement and teamwork**

The company motivates employees through initiatives such as the Sales Support Ambassador Program, where colleagues nominate peers who reflect company values, and a long-service recognition program celebrating loyalty and experience. Additional contests, team-building events, and recreational activities further strengthen engagement and collaboration.

+ **Driving employee empowerment through well-being practices**

The company promotes a supportive work environment through flexible arrangements (remote and hybrid options), ergonomic and modern office spaces with relaxation zones and greenery, and initiatives that enhance well-being. Employees benefit from a wide package of perks, including medical care, life insurance (UNUM), a sports card, eTutor access, and study discounts at WSB Merito. Regular training, career development opportunities, and team-building activities further strengthen collaboration, growth, and a positive organizational culture.





SOCIETY

KEY FIGURES FOR 2024

Equal treatment and equal opportunities

50%

50%

38,8

37,6

+

+

+

+

Percentage of
women in top
managmeent

Percentage of
men in top
managmeent

The average
gross hourly rate
of male
employees in
PLN

The average gross
hourly rate of
male employees
in PLN

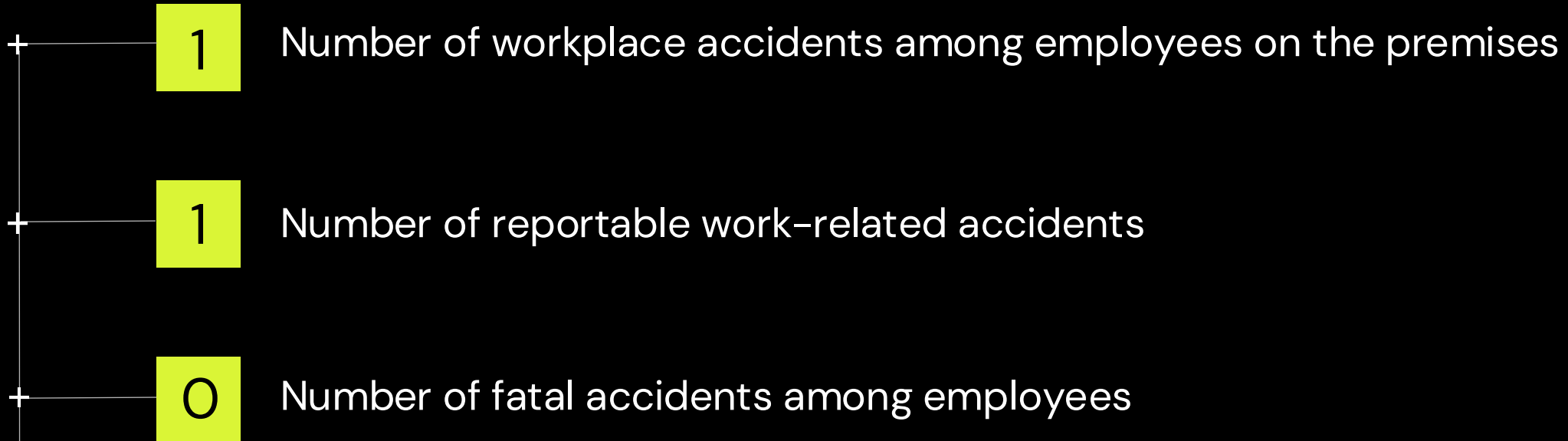


SOCIETY

KEY FIGURES FOR 2024

HEALTHY AND SAFE

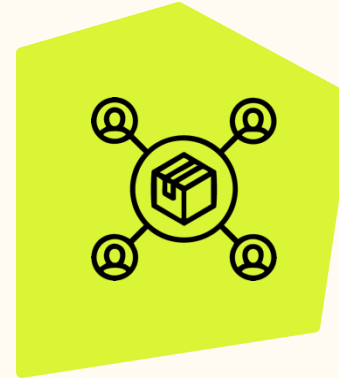
Health and safety among employees
Occupational Incidents



Key areas of focus: **GOVERNANCE**



RESPONSIBLE
MANAGEMENT TROUGH
CREATING CULTURE OF
TRUST AND ETHICS



SUPPLIER
ENGAGEMENT

STRATEGY ESG - GOVERNANCE

SUPPLIERS ENGAGEMENT AND CODE OF CONDUCT TARGETS

- + At Cursor, sustainability and ethics are not separate initiatives but guiding principles of our business. Our ESG strategy prioritizes working with suppliers who embrace these values, ensuring that together we create long-term positive impact for people, communities, and the environment.



Strategic targets 2025–2030

- + Integrate ESG criteria into our supplier selection processes. New suppliers will be evaluated not only quality and cost but also on their adherence to our ESG standards.
- + All supplier contracts will include clauses related to ESG standards.
- + Implement a reporting system requiring suppliers to regularly provide data on environmental impact
- + Conduct environmental training programs for suppliers.

STRATEGY ESG - GOVERNANCE

SUPPLIERS ENGAGEMENT AND CODE OF CONDUCT TARGETS

- + Cursor pledges to embed ESG criteria into every stage of the supplier management process. New suppliers are assessed not only on quality and cost but also on their compliance with our ESG principles. All supplier agreements will include clear ESG-related provisions, ensuring shared accountability. To strengthen transparency, we will require suppliers to regularly report data regarding ESG-related clauses.

Strategic targets 2025–2030

- + 20% of contracts include a health and safety clause by the end of 2025.
- + 20% of contracts include a human rights clause by the end of 2025.
- + 20% of contracts that include child labor and forced labor clause by the end of 2025.
- + 20% of contractors will be audited to ensure compliance with health and safety standards by the end of 2030.
- + 20% of contractors will be audited to ensure compliance with human rights standards by the end of 2030.



GOVERNANCE

-OUR ACTION in 2024



Driving employee empowerment with engagement and teamwork

As part of ESG strategy, Cursor enhances its cybersecurity measures, promote a culture of digital responsibility, and ensure compliance with global data protection standards. The goal is to prevent cyber risks, protect privacy, and maintain trust, supporting the long-term sustainability of our operations and the communities

Integrate ethics across our entire value chain

To foster a culture of integrity and transparency across our entire value chain by ensuring ethical decision-making and promoting accountability. The company is committed to engage suppliers and partners in these principles, embedding ethical practices throughout operations, and reinforcing trust with all stakeholders to support sustainable long-term growth.





GOVERNANCE

KEY FIGURES FOR 2024

NUMBER OF REPORTED CASES/AUDITS

+ 0

+ 0

+ 0

DATA PROTECTION

Number of incidents involving data breaches or unauthorized use of personal data (customers, employees)

Number of administrative proceedings against the company

Financial value of fines for non-compliance with laws and regulations regarding data protection



GOVERNANCE

KEY FIGURES FOR 2024

COMPLAINTS AND IRREGULARITIES

NUMBER OF REPORTED
CASES/AUDITS

+ — 0

+ — 0

COMPLAINTS AND
IRREGULARITIES

Number of reported cases of behaviour resembling corruption

Number of reported cases of behaviour resembling corruption



GOVERNANCE

KEY FIGURES FOR 2024

HUMAN RIGHT CLAUSE AMONG CONTRACTORS

NUMBER OF REPORTED
CASES/AUDITS

+ — 0

+ — 0

HUMAN RIGHT
CLAUSE AMONG
CONTRACTORS

Number of reported cases of behaviour resembling corruption

Number of reported cases of behaviour resembling corruption



GOVERNANCE

KEY FIGURES FOR 2024

HUMAN RIGHTS CLAUSE AMONG CONTRACTORS

NUMBER OF REPORTED
CASES/AUDITS

+ 0

+ 0

+ 0

HUMAN RIGHTS CLAUSE AMONG
CONTRACTORS

Number of reported cases of child labour or forced labour (including by subcontractors)

Number of confirmed cases of child labour or forced labour (including by subcontractors)

Number of contracts with contractors that include a human rights clause, including the prohibition of child labour or forced labour

Nakierowani na progres