

Sustainable Development Strategy

Empik Group

December 2025

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JAZZBOY
RECORDS

platon_



"We are thrilled to present the Empik Group's sustainable development strategy. It is the result of the work of the entire Empik team and reflects our responsibility towards our customers, authors, partners, and employees. This document organizes and reinforces the activities we have been conducting for years, remaining faithful to our mission of supporting development and ensuring broad access to culture.

The strategy covers issues that are particularly important to us, where we identify our greatest impact, while also recognizing the risks and opportunities associated with sustainable development. We focus primarily on promoting access to quality culture and promoting reading, building an inclusive workplace, and strengthening our positive impact on the entire value chain."

Ewa Szmidt
CEO Empik Group



Legacy

Empik, continuing the legacy established in 1948 by the International Press and Book Club (KMPiK), continues to play a crucial role in the Polish cultural and educational environment. The Empik Group actively supports artists and facilitates consumer access to culture, which forms the foundation of its social commitment.

Through the organisation of various author meetings, exhibitions, concerts, and debates, both in its extensive network of over 370 stores and in the digital space, Empik acts as an accelerator of cultural life, celebrating the successes and achievements of artists at the annual Empik Bestsellers Gala. At the same time, the Group is one of the main promoters of reading in Poland, through long-term educational programs and contests aimed at the youngest, initiatives to equip school and hospital libraries with books, as well as the organization of literary festivals and innovative activities in the digital sphere, which effectively build reading habits in all age groups.





At the Empik Group, we define sustainable development as a comprehensive approach that combines care for the environment, responsible management, and, above all, care for people: our employees, partners, and customers. They are the foundation of our business and inspire us to take actions that build lasting value for the community.

We strive to make conscious decisions that will strengthen our positive impact on the environment and allow us to build long-lasting relationships based on trust and responsibility.



We measure our impact for the first time



The purpose of the strategy is to measure our impact on the environment and set reduction targets.



Awareness of the impact will allow us to responsibly plan measurable and achievable goals.



This will ensure that our transformation is based on measurable indicators.

We engage employees and stakeholders



We take a responsible approach to implementing our strategy, therefore we have developed it with a broad team of experts from the Empik Group.



We aim to inform our employees and key stakeholders about the adoption and implementation of our strategy.



We will raise employee awareness so that they better understand how their daily activities contribute to the achievement of strategic goals.

We take a responsible approach to strategy implementation



The management board is responsible for implementing and, if necessary, adjusting strategic objectives.



Heads of departments are responsible for the implementation of operational targets



The targets are passed down to each level of management so that the entire company feels responsible for implementing the strategy.

In the first year of implementing the strategy, we focused primarily on better understanding our own impact and setting measurable goals. However, we have already implemented specific solutions supporting our efforts in the areas of the environment, employee and customer awareness, and strengthening our corporate culture.

We have been reducing energy consumption in our stores for several years now. So far, we have implemented the following measures:

-  replacement of LED lighting in **99.5% of showrooms**
-  intelligent energy consumption measurement system in **150 locations**
-  automatic lighting and device control systems



Reduction of packaging material consumption

- Empik's online customers usually choose product delivery to stores. Our products are delivered to stores without packaging, except when packaging is necessary to prevent damage. In 2024, **over 7 million** orders were delivered to stores without packaging, which accounted for **over 90%** of orders for our products to stores.
- Empik Fulfilment ensures that paper waste generated in logistics is recycled. Paper and cardboard waste is transferred to an operator who sends it for recycling. The transfer of waste for recycling is confirmed by appropriate documents (DPR), which ensures that paper waste is properly recycled.





At the Empik Group, we conduct pro-social activities aimed at encouraging reading in Poland.

Library Night

Platon, one of the companies belonging to the Empik Group, was a patron of Library Night from 2018 to 2024. This is a nationwide campaign organized by the Center for Civic Education, which encourages reading by promoting local libraries as the closest places to encounter culture, with diverse resources and free services for local communities.

#DadReadsToo

Since 2023, Platon has been supporting the nationwide campaign #DadReadsToo, run by the Universal Reading Foundation. The initiative aims to encourage men to reach for books and read to their children. Platon is involved in the project both financially and promotionally, supporting activities aimed at promoting reading in Poland.



BibliotekON

BibliotekON is a new online event for librarians launched in 2025 by Platon. The aim of the project is to support the professional development of librarians, teachers, and educators. The program of the first edition of the event (2025) included topics such as digital hygiene, mental well-being of children and youth, and environmental education.

We support the education
of children and youngsters

Dream Store in Minicity

The Empik Group has opened a "Dream Store" in the Minicity educational town. This initiative supports children's economic and social education by allowing them to take part in simulated job experience. It is the only Empik store of its kind in Poland, where only the youngest customers aged 6 to 15 can shop, paying with a special currency called minias.

Through playful activities in Minicity, children learn about the circulation of money, entrepreneurship, and financial management. They can use their earnings (minias) to purchase their dream items at Empik. This store offers hundreds of products, including board games, toys, stuffed animals, and arts and crafts supplies.

The Empik Group is a Strategic
Partner of Minicity.



The promotion of reading is an important part of the Empik Group's activities.

Apostrof. International Literature Festival

The Empik Group, as the festival's originator, has created a unique cultural platform connecting readers with outstanding authors of world and Polish literature. As part of this nationwide event, held simultaneously in several major cities, Empik provided the general public with free access to author meetings, debates, and book premieres. The initiative aimed to popularize ambitious literature and build an engaged reading community by facilitating direct dialogue between authors and their audiences.

"A thousand reasons to read"

As part of its campaign to promote reading, the Empik Group funded and donated thousands of books to school libraries across Poland. Each year, 10 winning primary schools received a total of 10,000 new books, chosen by the students themselves. The campaign aimed to develop a passion for reading among children and to supply libraries with books that reflect their interests. The competition mobilized entire local communities (students, parents, and teachers) in the common goal of winning books.



The promotion of reading is an important part of the Empik Group's activities.

“Comma and Period”

The “Comma and Period” program implemented by the Empik Group has made a lasting mark on the history of reading promotion. The first edition of the competition took place in 2010, and since then, for 12 years, this initiative has recognized the best titles of the past season every spring. A jury of experts evaluated the nominated titles, taking into account what is most important in books for children: literature quality, attention to illustrations, and educational value. Thanks to this, over the years, the competition has served as a guide, showing parents the most valuable books worth reading.

Little Patients' Libraries

The Empik Group, in cooperation with the Zaczytani.org Foundation, implemented a nationwide initiative called “Little Patients' Libraries,” aimed at providing children in hospitals with ongoing access to literature. A key element of the campaign was the sale of a specially prepared book, “Letter from...” by Katarzyna Ryrych, with all proceeds—amounting to PLN 137,000—going toward financing the establishment of 100 new libraries in medical facilities throughout the country. Thanks to this support and the commitment of volunteers, young patients not only gained shelves full of free books, but also the opportunity to distract themselves from the reality of hospital life and develop a passion for reading.





The finale of the "A Thousand Reasons to Read" campaign

Empik Bestsellers

Empik Bestsellers are one of the most democratic cultural awards in Poland, granted annually on the basis of actual votes cast by millions of recipients. In 2024, over 50 million votes were cast. As the organizer of the poll, Empik views these awards as an authentic barometer of the tastes and interests of Poles, honoring creators whose works—from literature and music to film and audio productions—enjoyed the greatest interest in stores and online sales. The final gala is a summary of the year in culture, highlighting the dominant trends and celebrating the successes of artists who have most effectively captured the public imagination.



Empik Discoveries

To complement the sales-based awards, the Empik Group has launched Empik Discoveries , an initiative aimed at promoting artistic courage, quality, and originality. Unlike Bestsellers, here the decisive vote belongs to a jury of distinguished creators and experts who seek unconventional visions and new, vivid voices in literature, music, and cinema. Through this program, Empik actively supports the development of ambitious culture, helping talented debutants and experimental artists reach a wider audience.



Diversity is our strength,
which is reflected in our
activities supporting
neuroatypical individuals.

Diversity, Equity & Inclusion at Empik stores

The Empik Group supports Diversity, Equity & Inclusion initiatives by creating a friendly shopping environment for neuroatypical people. As part of the "Quiet Hours" program, implemented in cooperation with the JiM Foundation, sensory stimulants are reduced in all stores, allowing for a more peaceful shopping experience on Tuesdays and Thursdays during designated hours. Additionally, on World Autism Awareness Day, the campaign was extended to the entire day, music and voice announcements were turned off, and people on the autism spectrum and with Attention Deficit Hyperactivity Disorder were given priority service.



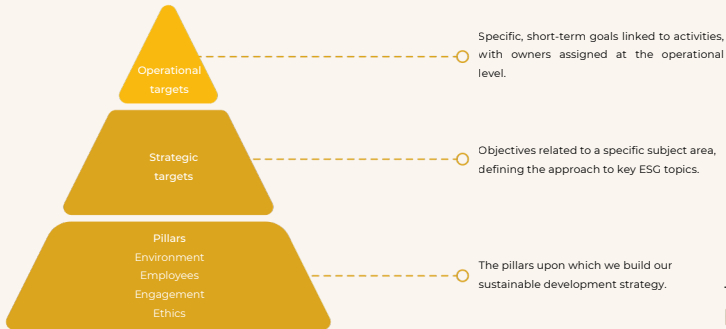
Social awareness is an
important part of our
corporate culture, therefore
we support initiatives that
promote good.

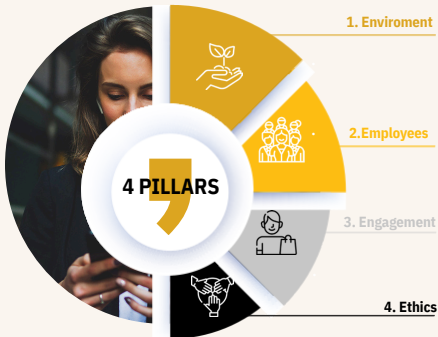
"A dog with a nose for books"

During the summer of 2025, EmpikGo carried out a campaign called "Subscribe – help. A dog with a nose for books," whereby part of the revenue from Smart subscriptions was donated to support the Znajdki Animal Shelter. The funds collected were used to finance food, medicine, and veterinary care for homeless animals.



How do we shape our sustainability strategy?





- We are actively reducing our impact on the climate
- We are launching products based on circular models

- We create an inclusive workplace and growth environment

- We are building a transparent and open platform

- We foster a strong corporate culture
- We are enhancing due diligence processes across the supply chain



engagement



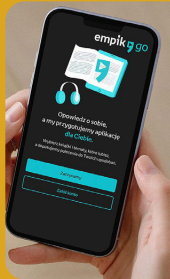
environment



ethics



employees



Environment

We are actively reducing our impact on the climate

Calculate greenhouse gas emissions in scopes 1 and 2 for 2025 (as the base year) and set GHG emission reduction targets.



We are launching products based on circular models

Analyze the potential for increasing the share of recycled materials in own-brand product packaging.

The growth of Empik Outlet.

Reduce packaging waste by implementing multi-use containers in the supply chain.



Employees



We create an inclusive workplace and growth environment

We train every new hire on the Empik Group's Diversity Policy.

Maintaining the top standards of health and safety at the workplace.

Conducting a pay gap analysis through measures to promote transparency and a just reward system.



Engagement

We are building a transparent and open platform

Raising awareness of responsible consumer choices.

Providing our customers with freedom of choice by offering a wide range of products and services that are ideologically neutral.

Carrying out activities aimed at promoting reading.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ethics



We foster a strong corporate culture

Engaging employees through training to develop corporate culture.

Integrating the ESG risk management.

We are enhancing due diligence processes across the supply chain

Implementation of a Code of Conduct for Business Partners, which sets standards for working conditions, respect for human rights, and environmental protection.



10 REDUCED INEQUALITIES



23.



Setting strategic targets for 2026-2030 and operational targets for 2026.

Setting operational targets for 2026-2030 based on reliable data and actual reduction potential.

Q1 2026

2030

2025

Q2 2026

Measuring our environmental and social impact.

Verification of strategic targets implementation.



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empik  fulfilment

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