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 **mercorgroup**



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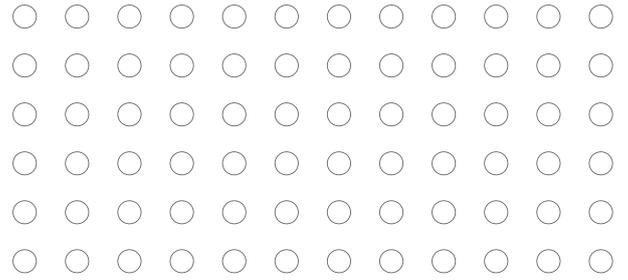
02

A WORD FROM THE EDITOR

MCR NEWS – our cherished tradition

What in ancient Rome meant the legal practice of transferring property or rights to another person, today refers to the cultivation of specific customs and values from generation to generation.

The same goes for **Mercor Group**. We want to share the best with you, and you have to admit that 2023 was rich with many events. It was our pleasure to summarise them for you in this issue. Presence at the most important industry events, participation of our guests in



the original **MCR JAZZ** concert series, celebration of important anniversaries, and the growth of our subsidiaries are just a few of the most important events of the past year.

Our involvement in culture brought us prestigious successes, we also took care of our health, fitness and sports competition, and above all, we achieved new peaks in terms of sales, products and technology.

Today we are setting a course for innovation and strengthening our market advantages – **because, as he says Deepak Chopra,**

„Innovation is not only about making new products, but also about changing the way of thinking”.

With that in mind we enter the new financial year, hoping that it will become an inspiration for further impressive actions.

We wish you a good reading!

*Karolina Różycka
and the MCR NEWS Editorial Team*

Karolina Różycka
Marketing and PR Director





03

THE BEST FINANCIAL YEAR in MERCOR'S history

2023/2024

STRONG REVENUE FIGURES AND YEAR-ON-YEAR INCREASE IN NET PROF

After the first nine months of FY **2023/2024** (1 April – 31 December 2023), the MERCOR Group, a leader of the European fire protection market, reported revenue of **PLN 446.3m** (-4.9% year on year). **EBIT** for the same period was **PLN 48.1m** and **EBITDA** reached **PLN 62.4m**. In turn, **net profit** went up by as much as **24.9%** year on year, to nearly **PLN 46m**. The dynamics of net profit growth was boosted by the refund of income tax paid of PLN 10.5m, including interest, which took place in the **second quarter**.

In the **third quarter** of FY **2023/2024** alone, the Group's revenue amounted to **PLN 145.4m** (-13.1%), and **net profit** was close to PLN 14m (+2.7%).

We are satisfied with our financial performance after the first nine months of the financial year 2023/2024. Importantly, we maintained high revenue. As a result of our efforts, our net profit in the third quarter went up by 2.8% year on year. Also the cumulative net profit after the first three quarters of the year was higher than in the same period last year. It is worth recalling a one-off event from the second quarter, when, as a result of concluded proceedings, we received a refund of the income tax paid, plus interest, which increased the Group's net profit by approximately PLN 10.5m – says Krzysztof Krempeć, President of the Management Board of "MERCOR" S.A.

After the first three quarters of FY 2023/2024, revenue generated by the Group on the domestic market accounted for 51.6% of total revenue, having reached almost PLN 230.2m. In turn, 48.4% of sales, or PLN 216.1m, came from foreign markets.

In the third quarter and after the first nine months of the financial year 2023/2024, we recorded slightly better sales in Poland than in foreign markets. At the same time, some of our markets recently reported significant sales increases. This is mainly the UK market, where after the first three quarters of the financial year we recorded a revenue growth

of nearly 68%, as well as the Romanian market, where in the same period our revenue grew by more than 60%. We continue to work intensively on our international expansion, prioritising the Group's innovation and adopting a flexible, individualised approach to meet customer needs. An example of our innovative activity is the development of mcr Tech Lab, a Group company that works on 4.0 industry solutions - emphasizes Krzysztof Krempeć, President of the Management Board of "MERCOR" S.A.

Stable order levels

- The order pipeline within the Group is consistent with our expectations. We estimate that the value of orders we will secure in the first quarter of the calendar year 2024 will be lower year on year. This is due to a reduced number of buildings in the final stage of completion (which is the time when we proceed to work) due to delays caused by winter weather conditions (which made it impossible to work on roofs) and a very high base last year caused by several exceptional orders during that time. Based on plans and information from our partners, design and construction companies, a market revival can be expected in the second half of the year. This should result in a resurgence of higher order levels



– says Krzysztof Krempeć,
President of the Management
Board of "Mercor" S.A..

04

EVENTS: BAU 2023 fair in Munich

April 17th - April 22nd

On April 17-22, 2023, one of the most important and largest events in the architecture, materials, security and construction systems industries in Europe took place - the BAU fair in Munich. We are pleased to announce that Mercor was present there again. Our representatives were happy to present products and show solutions that meet even the most difficult requirements. Visitors to our stand appreciated the fact that at Mercor we pay attention to innovative and ecological solutions and precise product manufacturing technology.





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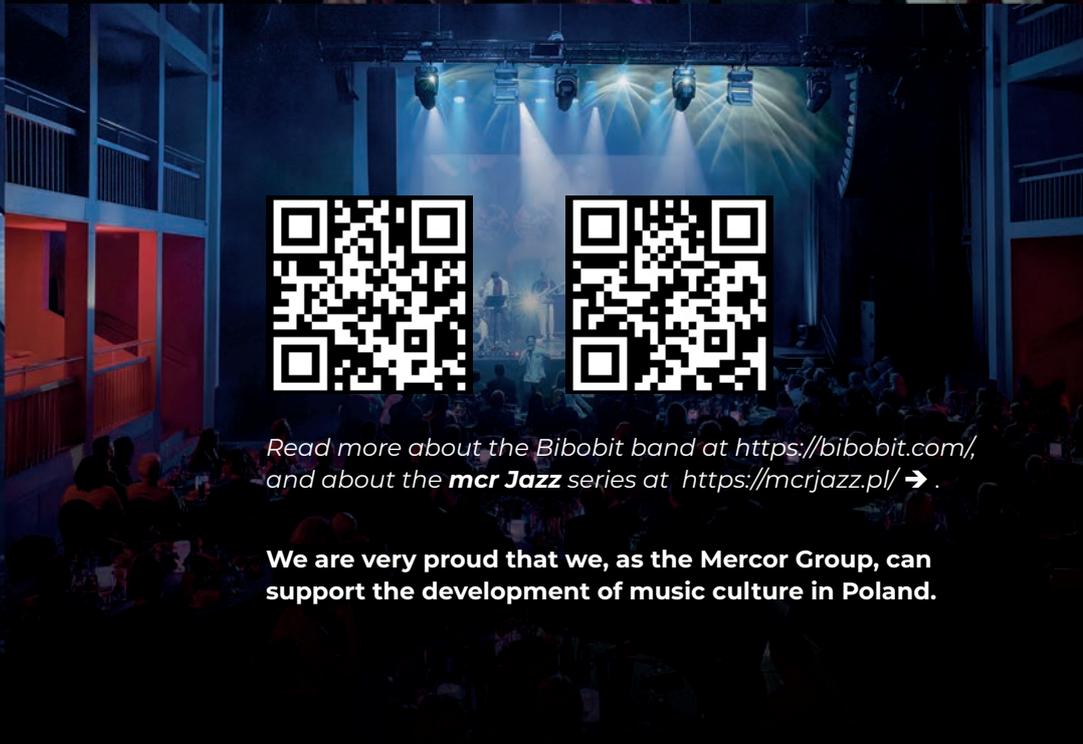
EVENTS: CONCERTS FROM THE MCR JAZZ KRAKÓW AND GDAŃSK SERIES

April 27th / May 25th

The **MCR JAZZ** series of musical evenings has been taking place since 2018 and includes intimate jazz concerts in the best locations of large Polish cities. The unique atmosphere of jazz performances is something that must be experienced in person to fully understand its uniqueness. Earlier this year, events from the **MCR JAZZ** series took place at Reduta Banku Polskiego at Bielańska Street in Warsaw and at Stara Zajezdnia at ul. Świętego Wawrzyńca in Krakow. These are unique locations on the map of Poland - with many years of history, perfectly emphasizing the atmosphere of concert evenings. The entire cycle owes them its uniqueness, creating a phenomenon on the musical map of Poland.

This time, we had the pleasure of visiting the Gdańsk Shakespeare Theatre. The facility, with a relatively new structure resembling The Globe - a London theatre building from the 16th century - seems to fit perfectly into the atmosphere of **MCR JAZZ** events. The black shape of GTS is the right place to discover new sounds and experiment with jazz music - in this case played by the Bibobit band.

Last year's second concert took place at Stara Zajezdnia in climatic Krakow. It is a place combining modernity with tradition - a post-industrial space arranged as a contemporary restaurant and event centre allows you to go back in time to the beginning of the 20th century. A similar time span presents jazz as a musical genre, combining both traditional and completely modern or even experimental elements.



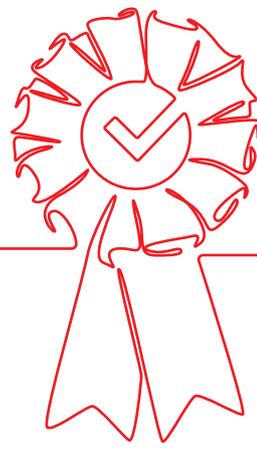
Read more about the Bibobit band at <https://bibobit.com/>, and about the **mcr Jazz** series at <https://mcrjazz.pl/> → .

We are very proud that we, as the Mercor Group, can support the development of music culture in Poland.

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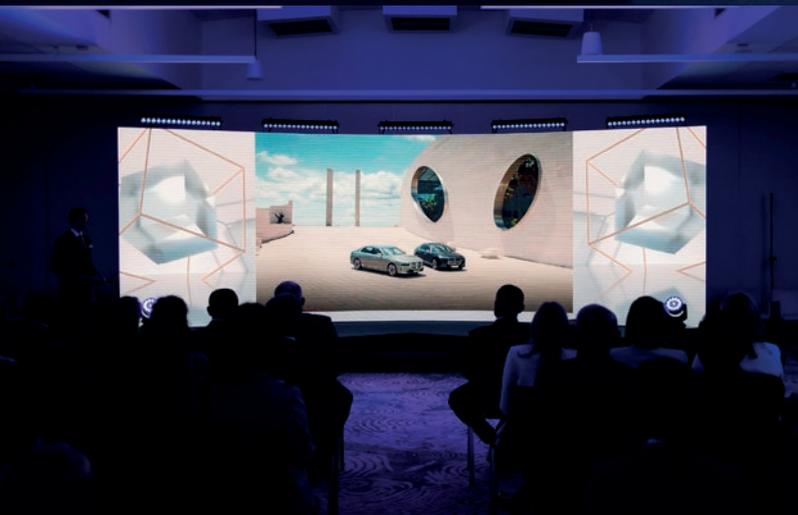
EVENTS: Forbes Diamonds





May 25th

Our company was awarded the **Forbes Diamond**, one of the most prestigious awards given to employers in Poland. It was the **15th edition** of this unique ranking. It is based on a company valuation method taking into account financial results and asset value. This makes it possible to measure the company's potential by the size of investments made, as well as the ability to increase sales, and thus profits. We are happy that we can work and climb to the top together. We hope to achieve even more in the future and we believe that we will achieve this by working together.



04

EVENTS: 35TH ANNIVERSARY OF MERCOR

CONGRESS AT THE MUSEUM OF WORLD WAR II
AND THE EVENING PART IN THE OLD MANEGE.

June 16th

On June 16, the Mercor 2023 Congress took place, organized on the occasion of the thirty-fifth anniversary of the Group's existence. As part of the event, the methods of measuring our success (KPI), important financial information and achieved goals were presented. The activities of many departments and companies belonging to our Group were also presented, including: marketing department, HR team, DFM Doors, MCR TECH LAB and Elmech.

This year, the event was organized under the slogan "Let's measure success! How consistently implemented goals affect the development of the Mercor Group". The speakers in their speeches put particular emphasis on:

- **what metrics (KPIs) we used to define success,**
- **what goals for the development of the Group we have achieved,**
- **the presentation of important financial information.**

The Mercor 2023 Congress was held at the Museum of the Second World War in Gdańsk. It is one of the largest and most modern museums in Europe, presenting the events of 1939-1945 around the world, and even those preceding the war or taking place immediately after it. The history of Poland takes a special place in it.

During the evening part of the Congress, which took place in Old Manege in Gdańsk, employees could try excellent food, have fun while listening to music, use a photo booth, taste Mercor Cake or watch an acrobatic show with lights.





04

EVENTS: 2023 FeuerTrutz fair

June 21st - June 22nd

On June 21-22, the Mercor team was present at the international FeuerTrutz fair in Nuremberg. Despite the hot days, our experts tirelessly presented individual products as well as entire systems from the wide range of Mercor.

FeuerTrutz is one of the most important events in the fire protection industry. We assessed the previous edition of the fair very well, so we are glad that we could participate in it for another year in a row. The interest turned out to be as great as last year, and our representatives again had the opportunity to present a wide range of solutions from our offer.





04

EVENTS:

Important MERCOR anniversaries



FIRST BIRTHDAY OF MCR TECH LAB

June 30th

Mcr Tech Lab, a company in the Mercor Group responsible for providing innovative solutions in the field of fire safety, celebrated its first birthday in June!

We are proud that we can cooperate with such a committed team of professionals on a daily basis, who, regardless of difficult challenges, are still developing and bringing projects to completion. This is evidenced by numerous projects, completed projects and topics that are still in progress.

We would like to thank the mcr Tech Lab team for this year and we are looking forward to what the future will bring!



25TH ANNIVERSARY OF MERCOR TECRESA

July 24th

The company providing passive fire protection to the Spanish market joined the Mercor Group in 2008 and since then we have been striving together to achieve even better results! For 25 years, thanks to a great team, Mercor Tecresa can proudly talk about its achievements both on the domestic and foreign markets. On the occasion of this important anniversary, we asked a few questions to the director of our Spanish company - Mario Mancenido.

What goals has Mercor Tecresa achieved over the last 25 years and where is its future development heading?

From the very beginning, i.e. since 1998, our company has been trying to find a niche for itself



as a manufacturer on the passive fire protection market, dominated by international corporations. We currently employ 63 people, including 6 employees who started this project in 1998. We are a leading manufacturer of stone wool mortars in Spain and Portugal, present in the main distribution warehouses and additionally having over 200 sales points in these countries. Moreover, we were the first company in Spain to obtain the European Technical Assessment (ETA) for both fireproof boards and mortars. We are present on most smoke exhaust projects in Spain and cooperate with major construction companies and roofing manufacturers. Moreover, we are the only company in Spain that manufactures both smoke exhaust and passive protection products.

This sounds really impressive, but what do your activities abroad look like?

Mercor Tecresa established its international branch in 2009 and since then we have been supplying our fire protection solutions to many overseas projects in Asia, Africa, America and Europe, in many countries such as: Singapore, United Arab Emirates, Qatar, Saudi Arabia, Iraq, Turkey, Greece, Italy, France, Great Britain, Ireland, Egypt, Tunisia, Algeria, Morocco, Senegal, Angola, Chile, Argentina, Peru, Colombia, Australia and others. In 2011, we built our first of many tunnels abroad - in Singapore. Till then, we have only provided passive protection for several tunnels in Spain. Our goal is to strengthen our position in the territories where we are already present and to expand our operations to other markets.

What changes have occurred in the organisational structure and the company's operating strategy over the last decade?

Tecresa was established in 1998 and since then it has had several shareholders, and since 2008 its parent company is Mercor S.A. In 2006, we developed the Tecbor board, our main import product, which will be evolving this financial year. Mercor Tecresa identified the fire protection needs in the tunnel sector 15 years ago and, after many months of developing products and solutions in accordance with the most important international standards, we are now one of the leaders in the segment of passive fire protection in tunnels around the world. We deliver our systems to various projects in Asia, Europe, Africa and America. In 2013 we established a maintenance department as part of smoke exhaust. In 2020 we started selling Mercor MCR PROSMOKE curtains, which means that 80% of the products installed or sold are manufactured in the Mercor S.A. group.

What are your plans for development and investment in new technologies to remain competitive on the market in the coming years?

The passive fire protection market is constantly evolving which is why investing in research and development is crucial for staying in the game. In the future, we will supplement our portfolio with systems based on paints and plasterboards, which will allow us to make a quantum leap on the market. We also conduct research on improving our mortars and developing new ones for the industry. Our ERP is flexible and cooperates with other programs, so every year we implement new reports and tools that digitize our commercial and production processes, trying to reduce the use of paper and time to a minimum.



10TH ANNIVERSARY OF MERCOR CZECH REPUBLIC

July 3rd

On the occasion of the 10th anniversary of our Czech company, which we celebrated together in July last year, we asked the Director of Mercor Czech Republic, Andrea Corradini, how she assessed the ten years of the company under the Mercor brand:

It was a challenge and quite a ride! Before I start answering the questions, I would like to thank President Krzysztof Krempeć and Jarosław Rompca for the trust they have placed in me. I believe that during these 10 years of our cooperation, we have managed to meet all expectations!

What achievements has the company recorded over the last 10 years and where its development heading in the future?

A lot has happened. First of all, we managed to separate ourselves from Hasil. In the first months of 2013, we started with sales of CZK 15m, and after 10 years we achieved results of as much as CZK 106m. We were awarded with 1,069 contracts, performed 3,367 services, installed over 200,000 continuous rooflights, 4,600 spot smoke vents, 1,000 WIP/FID and drove over 2,000,000 kilometres on construction sites.

We have participated in astonishing projects such as: National Museum in Prague, VGP, CTP projects, large warehouses for Lidl, Multimodal, Logport, Excalibur arms factory, Semperflex production area, many shopping centres and apartment buildings, etc. We showed the Colt (our competition) that we are not afraid of them, and Indulight calls me the "Skylights Queen" - What more proof do you need?.

What changes have occurred in the organisational structure and the company's operating strategy over the last decade?

I have felt the support of my colleagues for 10 years and together we achieved the impossible! Many people have passed through the company and almost everyone has left some trace behind. For example, Mrs. Věrka, whom we accompanied on her last journey...

The Mercor brand is recognisable in the Czech Republic, everyone knows who we are. For ten years, I have been trying to build a well-coordinated, family team in the company with a positive and professional approach. Mercor is simply a dream company, and it spreads fear among the competition! 😊

Together, as one team, we fight all the pitfalls (Covid, war, inflation, losses and life's trials) and we cope with them without much effort, and we also have excellent morale.

We also spent a lot of free time together, celebrated birthdays, integration events and our 10th anniversary with our colleagues from Mercor SA.

And what will the next 10 years look like?

It's certainly not easy, but our goal is to break the CZK 150 million threshold and expand the portfolio of customers and developers who have been unavailable to us so far. We want to focus more on reconstruction and strengthen our Ventilation Division.

We also plan to expand the portfolio to include glass products for roofs and façades, as well as technologies related to energy and its storage. The more building and roofing products we provide, the better.

Finally, I would like to thank Jakub Škutov and Radi Corradini, who worked with me for 10 years at MCR CR, as well as my colleagues who gradually joined our star team. I am sure that we make a great team!



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10TH ANNIVERSARY OF MERCOR SLOVAKIA

October 24th



On the occasion of the 10th anniversary of our Slovak company, which took place in October last year, the Director of Mercor Slovakia, Michal Sabo, gave an interview in the local TZB magazine, in which he talked about the past decade of the company under the Mercor brand.

Mercor Slovakia has been present on our market for 10 years. Will you celebrate this success? Are you planning any events or meetings with customers?

Of course, every milestone should be celebrated. As a company, we made a big leap in this period, both in terms of financial and HR indicators. At the end of October, the Mercor group held a celebration during which we met over a glass of wine and celebrated our

successes. As a thank you for our cooperation so far, we have also prepared small gifts for our customers.

The company is part of the international Mercor Group. How did the history of the subsidiary in Slovakia begin?

In 2013, the management board of Mercor S.A. decided to establish subsidiaries in Europe and thus consolidate the brand on markets outside Poland, where we have a dominant market share. In January 2013, I met Mercor representatives in Bratislava and, since we knew each other well from previous cooperation, I accepted the offer to run Mercor Slovakia s.r.o. as a manager, and so on September 6, 2013, our company was officially established, and now we are celebrating its 10th anniversary.

What have been the most important milestones and challenges you have faced over the last decade? Have you found a competitive environment here?

The biggest challenge for us was to gain trust in what we do with our colleagues, the brand we brought,

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and the quality of the solutions associated with it. We wanted to provide our customers with a wide range of passive fire protection products, what we have achieved over the years and today I can proudly say that we are a leader in this field, because everyone can find what they need in our offer. During this period, we also managed to increase the annual turnover from EUR 30k to today's EUR 4m and that says it all.

How have your products and entire portfolio evolved?

We started with natural smoke exhaust systems such as spot skylights and arched skylights with integrated vents, suitable for industrial halls, warehouses and smaller shopping centres. Reacting the market needs, we gradually introduced mechanical fire ventilation to our offer, such as fans, fire dampers, and multi-pipes. Then came fire sprinklers and cladding systems.

Over the years, you have completed many key projects that today constitute the showcase of Mercor Slovakia. Which of them brought the greatest success?

Every satisfied customer is a reward for us, because we know that they have received a product that is important to them. Over these 10 years we have faced great challenges. The largest facility in Slovakia is Eurovea, where we have comprehensively installed a roof for the operational and fire-fighting ventilation of a garage, a shopping centre and apartment buildings. The SNG project was also challenging, as part of which for the first time we covered over 12,000 m² of steel structures with fire-retardant spray. Our system solutions for positive pressure ventilation of escape routes, which we not only design but also deliver on a turnkey basis, can be found in the Matadorka, Zwirn, BCT and many other skyscrapers. Natural and mechanical smoke and heat removal systems, spotlights, translucent continuous rooflights, fire-fighting fans, dampers... In fact, each product is a star in its field. 😊

Where will your products and systems be used? Could you provide us with some reference buildings?

Recently, our products could be found on over 600 construction sites in Slovakia. Our most impressive projects include Eurovea II, SNG Bratislava, Hrad Bratislava, NFŠ BA, City Arena Trnava, Eperia II, over 140 shopping centres, logistic centres Bratislava, Trnava, Žilina, Kosice, Presov, Triblavina, but also residential buildings, theatres, industrial halls. Our products are

also used on construction sites valued by professionals, such as: Construction of the Year and others.

How has the fire protection developed over the years? How do you assess the current state of the market in Slovakia?

Over the last decade, the construction industry has developed very dynamically, which has also placed specific requirements on contractors in terms of adapting to new trends. In fact, the Mercor group operates all over the world, so we can offer our customers tailor-made solutions. We are able to quickly respond to customer needs, and the legislation is always few steps behind. Sometimes you really have to look for ways to embrace certain regulations and apply them correctly, even under great pressure due to increasing requirements. There are no uniform legal regulations regarding the design of ZOTaSH systems. In this respect, we rate them as insufficient.

From your point of view, what are the contemporary challenges and needs for fire protection? Is the industry also responding to massive technological changes or increasingly stringent conditions regarding energy efficiency or sustainability and the like?

Our R&D department is conducting several new projects that aim to improve our products in relation to increasingly stringent energy requirements. These processes are sometimes longer because each improvement involving a single parameter shift must lead to new tests as part of equipment certification. It is a never-ending process of innovation.

Do you plan to introduce any new products to the market in the near future? Will the direction of the company's development change?

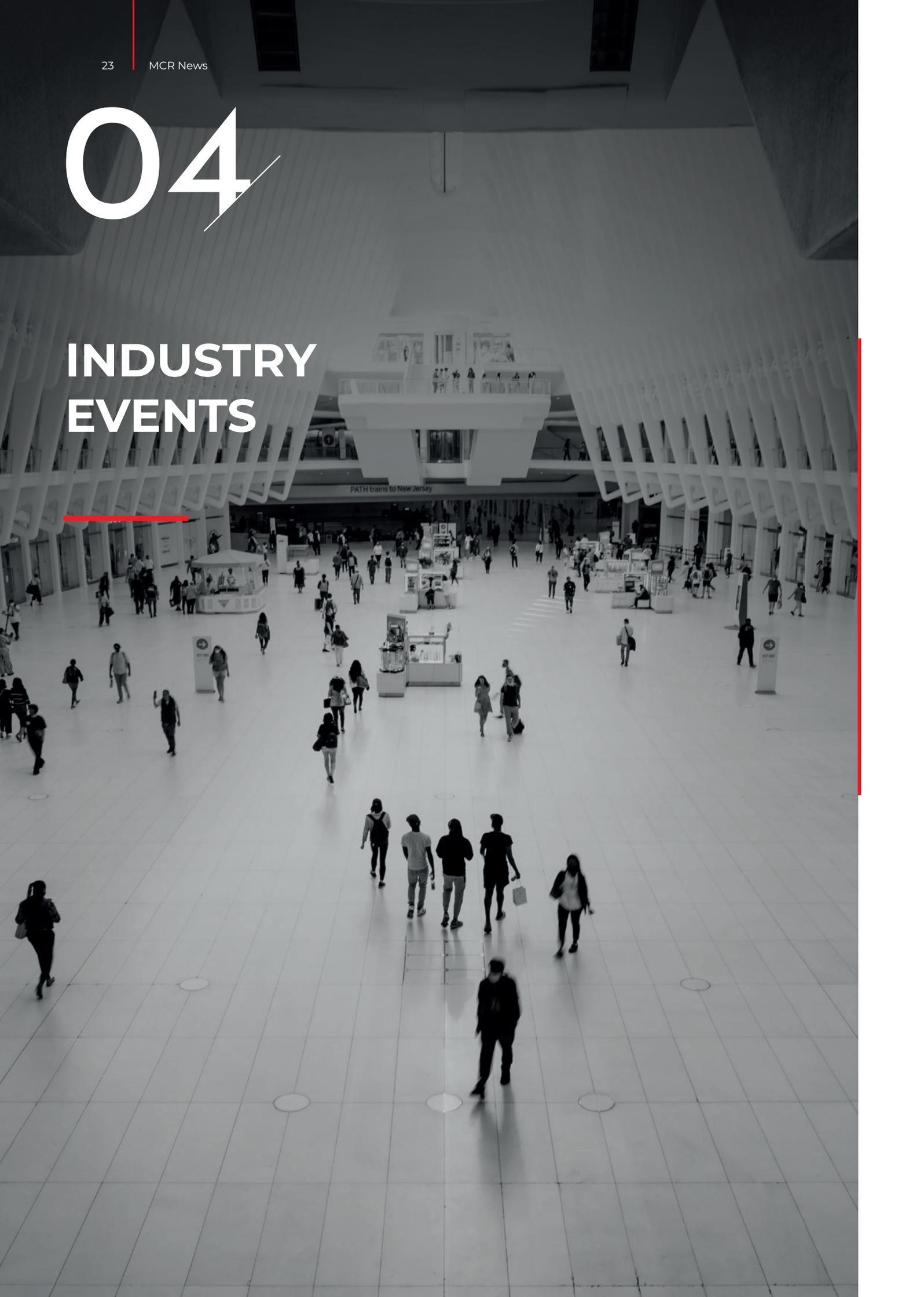
We plan to increase production capacity and shorten delivery times, which will make us even more competitive on the market.

Where would you like to see Mercor Slovakia in 5 years?

I would like Mercor Slovakia to still be a reliable and professional partner in the field of passive fire protection. I want it to develop its potential and provide solutions that will be innovative and introduce new trends to our market. I wish my colleagues many successful projects and satisfied customers.

04

INDUSTRY EVENTS





1. SITP Conference, Zakopane

March 14th

The international training conference organised by the Association of Fire Engineers and Technicians in Zakopane took place on March 14, 2023.

At our stand you could talk with us and eat a tasty fudge, and in the conference room you could hear a lecture by Mateusz Chorowicz, fire ventilation designer at Mercor, titled: "Designing fire ventilation - difficulties in designing pressure differential systems in existing buildings and engineering facilities.



2. SITP Conference, Katowice

June 19th - June 20th

On June 19-20, 2023, a conference took place in Wisła titled: "Fire Protection in Industry and Energy - WISŁA 2023" organised by the State Fire Service in Katowice and the Silesian branch of SITP. The conference was intended for all people dealing with fire protection issues in the field of industry and energy, especially employees in these sectors of the economy, as well as as designers and fire protection experts.

On the first day of the conference, our speaker Mateusz Chmurczyk gave a lecture titled: "Service penetrations, installation and structure protection in modernised and new industrial facilities - selected cases in the "MERCOR S.A." systems.



3. FIRE Firefighting Congress, Bydgoszcz

September

In September, the "FIRE Bydgoszcz 2023 Firefighting Congress" was held in Bydgoszcz. Its main theme was solving difficult engineering aspects after changing fire protection regulations and confronting regulations with practice.

Commercial Director in the Fire Ventilation Systems Division - Dawid Ćwikliński talked about the difficulties in designing pressure differential systems based on the comparison of the PN-EN 12101-6:2007 and PN-EN 12101-13:2022 standards.

In the second panel devoted to fire safety in production, storage and logistics facilities, Wojciech Płaczek discussed the topic of backup power in smoke exhaust systems in production and storage facilities.

At the meeting, you could watch a film about a road tunnel along the Warsaw Southern Bypass, for which Mercor provided a ventilation automation system based on mcr OMEGA pro power and control units.





4. SARP - Wine Architecture

September 9th

On September 9, 2023, Mercor specialists - Andrzej Koszała, Dawid Krzaczek and Mateusz Chmurczyk, took part in a training seminar from the Wine Architecture series, organised by the Management Board of the Zielona Góra Branch of SARP and the LUOIA RP Council.

The seminar combined technical issues with a visit to the Saganum Vineyard and the Post-Augustinian Library as part of the Wine Route of the Post-Augustinian Complex in Bożków near Żagań.

Modern fire protection technologies of the Mercor Group in the field of smoke exhaust, ventilation and protection of building structures were presented in picturesque, historic spaces. After the training, the participants in optimistic moods went to the Winobranie 2023 festival in Zielona Góra.

5. SODEXO Conference

September 14th

„The future starts today” - this was the slogan of the Sodexo meeting on September 14, 2023, in Žnin, where suppliers could present their companies and meet the Operations, Purchasing departments and other managers from the facilities invited by the Organizer. It was an opportunity to introduce and present our Service department and its solutions. The meeting took the form of an exhibition, during which Michał Reszka gave a lecture titled: "Mercor S.A. service – benefits of cooperation in real estate services", and colleagues from Elmech-ASE S.A. and MCR TECH LAB presented solutions supporting today's enterprises in the field of IoT and energy storage.

6. ELMECH at the ENERGETAB fair

September 12th - September 14th

In September our company Elmech participated in the largest energy and electrical engineering fair in Poland - ENERGETAB. It was a unique opportunity to learn about modern solutions used in the energy industry. During the event, over 400 Polish and foreign exhibitors presented the entire spectrum of specialised electrical machinery and equipment, including: photovoltaic panels, wind turbines, heat pumps and energy storage.

7. ALLCON training

26.09

One of the important September events was also a closed training for ALLCON Budownictwo, during which Krzysztof Bagiński, Expert at Mercor S.A. discussed the regulations and principles of design and operation of smoke exhaust systems. In practical matters, he was supported by Roman Diduch, Project Manager in the Fire Ventilation Division, and Ireneusz Brylowski, Manager of the Natural Smoke Exhaust Sales Offices. In the field of fire partitions, the material was supplemented by Arkadiusz Nagórski, Member of the Management Board of DFM Polska sp. z o.o.

It was an excellent opportunity to acquire a large portion of valuable knowledge, have many interesting conversations and define areas that certainly leave many threads worth discussing.

8. GET Conference

September 26th - September 27th

As many as 220 participants - exactly the number of guests gathered at the first edition of the Green Energy Tricity event, organized by the ASE Technology Group, whose strategic partner was Mercor S.A.

There were 8 speakers during 6 thematic panels, and 30 panelists explored a given issue during a moderated discussion. This formula was enthusiastically received, giving a sense of dialogue and creating an atmosphere of sharing knowledge with the audience.

An extremely important element of the entire event was the GET Town, where representatives of various entities operating in the broadly understood energy market could present their flagship solutions and at the same time talk to their potential recipients about today's business needs.





9. SITP Seminar, Warsaw

October 4th - October 5th

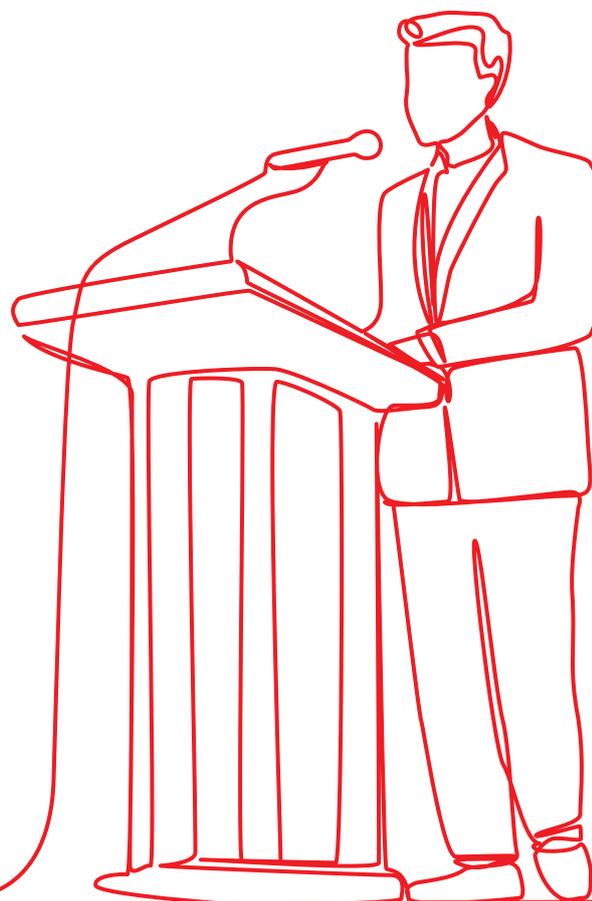
Mercor performed at the 5th National Seminar and Training Workshops organised by SITP Warszawa on "Practice of applying technical and construction regulations and fire protection" at NOT in Warsaw, in which Joanna Marzec and Angelika Duszyńska had the opportunity to participate.



10. PZU LAB - Fire Safety Forum

November 21st

On November 21, in Warsaw, in cooperation with PZU LAB, a training titled "Pyramid of Competences: Fire safety of infrastructure facilities" was held, in which our team leader for fire automation, Wojciech Płaczek, and chief fire protection specialist, Krzysztof Bagiński, participated. Our experts discussed the topic of fire protection in subways and tunnels, focusing on the legislative perspective and practical solutions, including the presentation of specific examples. This was the third training organised within the Competence Pyramid series and we are looking forward to the next editions.



05

MERCOR AND CULTURE: CULTURA PRO NEGOTIO



Every year, the Pomeranian Employers' activity is crowned by the Pomeranian Employers' Gala - the largest initiative of the Pomeranian economic environment, during which the Pomeranian Employer of the Year statuettes and special awards are presented. One of them is "Negotium Pro Cultura" or "Business for Culture" - dedicated to an entrepreneur who has proven that it is possible to effectively promote and support culture and art. We are honoured to inform you that a number of last year's activities in this area were appreciated by the jury of the competition and the award was granted to the President of Mercor S.A., Krzysztof Krempeć.

The numerous initiatives undertaken by the President of the Management Board include: photo albums presenting historic Gdańsk, created in cooperation with the Museum of the City of Gdańsk, the City of Gdańsk and the Karrenwall Foundation, the author's publication "The Third Dimension of Gdańsk. Gdańsk

in stereoscopic photography", which has just been published on the market in printed form and was created under the editorship of Professor Andrzej Januszajtis and the substantive patron of the Gdańsk Museum.

Every year we also publish thematic calendars referring to the exhibitions of the Museum of Gdańsk, i.e. "In the mood of the city. Views and impressions of pre-war Gdańsk", or "G. Kelting, Danzig – Langfuhr, photographs of Gertrude Kelting from the 1920s and 1930s.

Finally, it is also the culmination of the ideas of President Krzysztof Krempeć, original jazz concerts under the motto "MCR JAZZ", which was hosted by the Bibobit band last year

It is also worth mentioning the patronage of the "National Violin Competition in Memory of Aleksandra Januszajtis" promoting young, talented violinists and violinists.

05

MERCOR AND CULTURE: AMBER CALENDAR

Cooperation of Mercor S.A. with the Museum of Gdańsk resulted in the creation of a unique calendar "The World Capital of Amber", on the occasion of the 300th anniversary of the creation of Johan Georhea Zernebach's amber cabinet. This publication is illustrated with details of the monument, which can be admired in the Amber Museum, Branch of the Gdańsk Museum, at ul. Wielkie Młyny 16.

The cabinet, which is a miniature of a baroque wardrobe, is one of the most valuable exhibits in museum collections. Its uniqueness is emphasized by the fact that it is signed by the author - Johan George Zernebach, with the date July 28, 1724, and the city - Gdańsk. Cabinets were used to store valuable items such as coins, natural specimens or jewellery, and at the same time they were exclusive wedding gifts or donations for rulers and aristocracy.

Purchase of the cabin in 2006 was financed by the Ministry of Culture and National Heritage. Additionally, during the production of the calendar, thematic puzzles were also created depicting one of the specimens that are the pearl of the Gdańsk Amber Museum. The photos of the cabin were taken by Michał Kosma Szczerek.

Gdańsk

Światowa stolica bursztynu World capital of amber

2024



Styczeń
January

**Tajemnice bursztynowego kabinetu
Johana George Zernecka**
The secrets of Johan George Zerneck's
amber cabinet

15
22 2
29 30 31



mercor

05

MERCOR AND CULTURE: GDAŃSK IN 3D

GDAŃSK IN 3D

The album "Trzeci Wymiar Gdańska" (The 3D Dimension of Gdansk) is a unique publication resulting from the collaboration between Mercor, Museum of Gdańsk, and Professor Andrzej Januszajtis. It allows for rediscovering the stereoscopic technique of photography and returning to its glory days.

The album showcases the city of Gdansk in three dimensions, thanks to a revival of stereoscopic photography. Each copy of the album is accompanied by a makeshift stereoscope, equipped with a viewer and two eyepieces, through which one can observe a pair of images taken in stereo. The frame, an integral part of the equipment, allows for the placement of an image featuring two slightly different perspectives of the same scene.

- The origins of stereoscopic technology can be traced back 400 years ago, in the descriptions of Italian physicist Giambattista della Porta, who in 1593 contemplated the possibility of creating the illusion of spatial vision. Only in the first half of the 19th century did Sir Charles Wheatstone, an English physicist, build an apparatus for viewing three-dimensional images, which he named the stereoscope. – emphasizes the Director of Museum of Gdańsk, Waldemar Ossowski, in the introduction.

The valuable collection of photographs featured in the publication includes, among others, pictures of units of the Prussian Navy taken by one of the most famous Gdansk photographers - Rudolf Theodor Kuhn, who also engaged in stereoscopic photography. Other artists who enriched the album with their works include photographers such as Heinrich Ernemann and Fritz

Lachmund, collectors primarily focused on historical photographs and postcards.

- Gdańsk owes a lot to photographers from the 19th and 20th centuries who dedicated immense efforts to capture the image of the city. Thanks to their photographs, Gdańsk, devastated in 1945, especially its historic city centre, has largely managed to rebuild after the war damages - says Prof. Andrzej Januszajtis.

The largest number of photographs included in the publication comes from the album "Danzig. Werden und Behauptung einer deutschen Stadt", which means "Gdańsk. The establishment and consolidation of a German city" from 1940.

The last group consists of photographs of modern-day Gdańsk in full colour, taken by Dariusz Kula. Among them are bird's-eye view panoramas captured using a drone. These photographs showcase the beauty of Gdańsk revived from the ashes of war. Comparing them to old views demonstrates the loving care with which the most precious monuments of our city were reconstructed.

- We hope that this presented book will allow for a rediscovery of stereoscopic photography from years past. By looking at photographs from this collection, you will surely be transported back in time to the city before 1945 and discover many intriguing, sometimes forgotten, stories. - says President of the Management Board of Mercor S.A., Krzysztof Krempeć.

The album can be viewed and purchased at the main headquarters of the Museum of Gdańsk.



05

MERCOR AND CULTURE: CHODOWIECKI IN GDAŃSK

MERCOR brought Chodowiecki to Gdańsk after 250 years.

250 years ago, he visited his hometown of Gdańsk, and in 2023 he returned to the city. And all this in the company of his beloved wife, with whom they will stay permanently in our city at the Museum of Gdańsk. We are referring to the portraits of the painter and draftsman, Daniel Chodowiecki, and Jeanne Chodowiecka, which have been acquired for the museum's collection. These are the only portraits of the couple in Poland.

The Museum of Gdańsk has been preserving and promoting the heritage of Gdańsk and co-creating the identity of its residents for over fifty years. The institution's collection consists of over 40,000 exhibits. In 2023, a portrait of Daniel Chodowiecki, a painter and draftsman born in Gdańsk in 1726, and his wife Jeanne Chodowiecka née Barez, was acquired for the collection. The paintings by Anton Graff date back to 1801.

- The portraits of Mr. and Mrs. Chodowiecki complement the gallery of portraits of outstanding Gdańsk citizens that we have in our collection. Building this collection would not have been possible without the support of kind-hearted individuals, patrons, donors who entrust us with their collections, personal mementos,

or financially support the acquisition of new exhibits - says Waldemar Ossowski, director of Museum of Gdańsk. - We are grateful that so many people support our museum, and together we work towards creating a heritage for future generations. Today, thanks to a patron from the business world, we can present these two extraordinary works..

The portraits will be exhibited in the Uphagen House at ul. Długa 12. This branch of the Museum reconstructs the interior and furnishings of a Gdańsk house from the 18th century, the time when Daniel Chodowiecki lived. The paintings will be on display in a small dining room on the upper floor of the tenement. The purchase of the paintings was co-financed by the Gdańsk company Mercor.

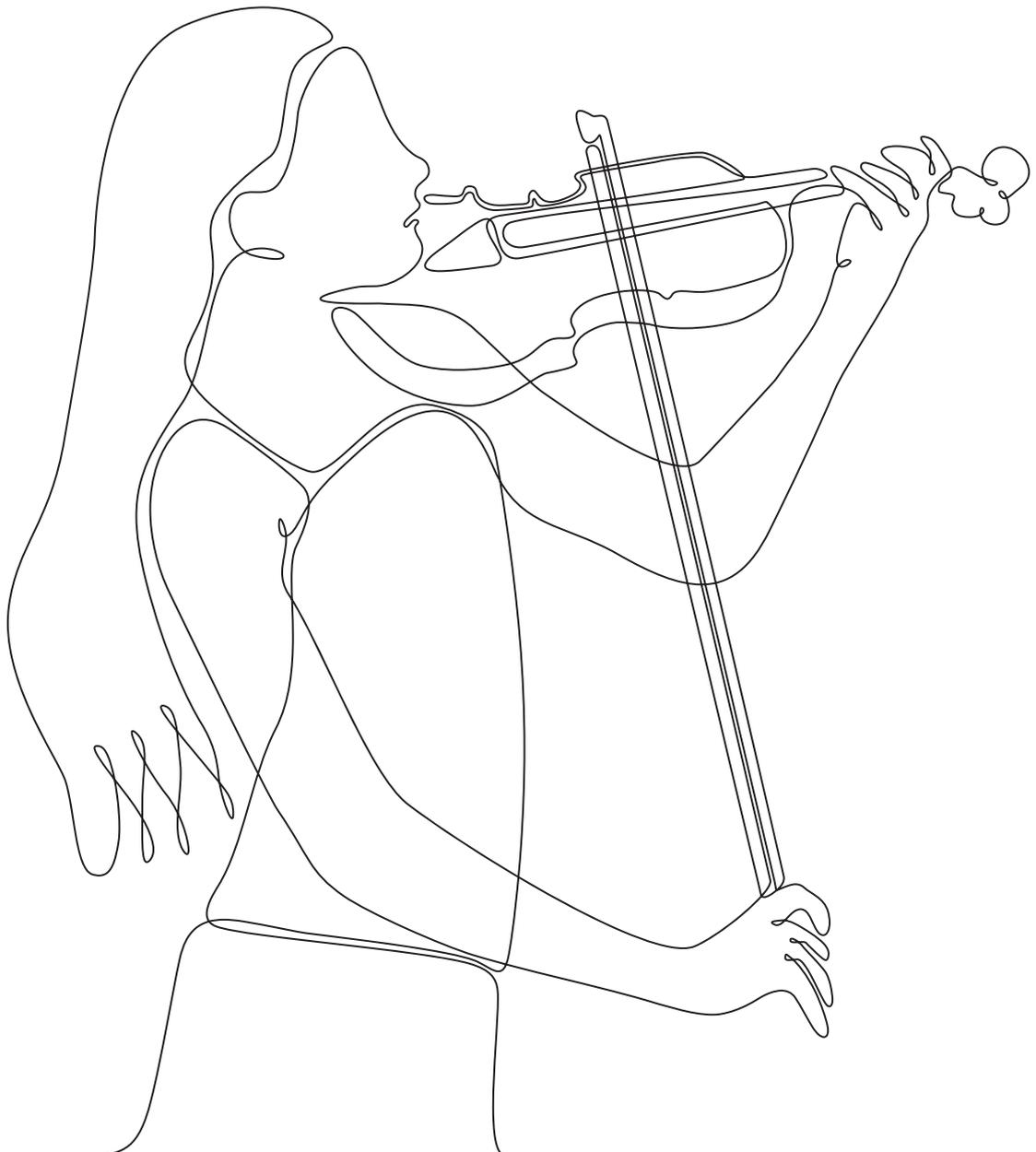
- Our company was founded in Gdańsk thirty-five years ago. We want our business activities to be connected with social needs. I am delighted that we can support a cultural institution that takes care of the heritage of our city - says Krzysztof Krempeć, President of the Management Board of Mercor. - It is a great pleasure to be able to admire both portraits in person, and I hope that the residents will feel the same joy when they see them in the museum interior.

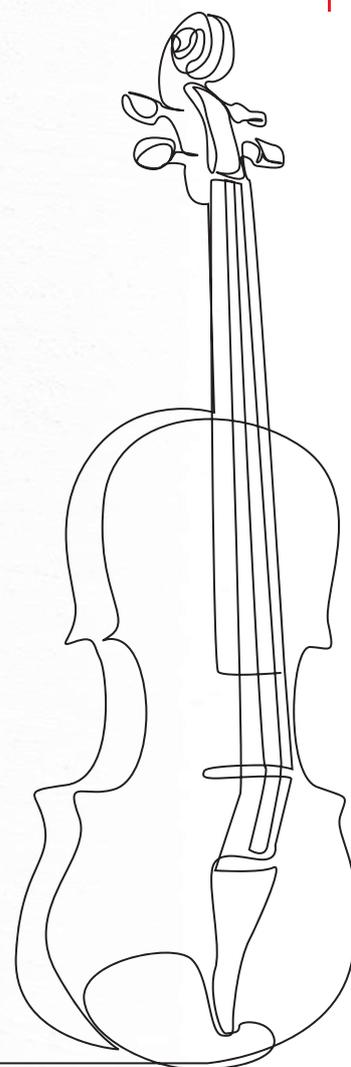


05

MERCOR AND CULTURE:

15TH NATIONAL VIOLIN COMPETITION IN MEMORY
OF ALEKSANDRA JANUSZAJTIS IN GDAŃSK





On November 22-25, 2023, the fifteenth edition of the National Violin Competition in memory of Aleksandra Januszajtis, an exceptionally talented violinist who died tragically in 1991, was held in Gdańsk, at the very start of her artistic career.

The violin competition, under the patronage of the Mayor of Gdańsk, has been a spectacular artistic event taking place every two years since its first edition in 1994. It is worth emphasizing that it occupies a significant place in the calendar of artistic events in Poland. The Mercor Group, as one of the event's patrons, is honoured to support young musical talents on their way to success.

The competition is divided into two stages - the competition audition and the awarding of prizes during a ceremonial concert of all the winners.

06



MERCOR MEANS PEOPLE

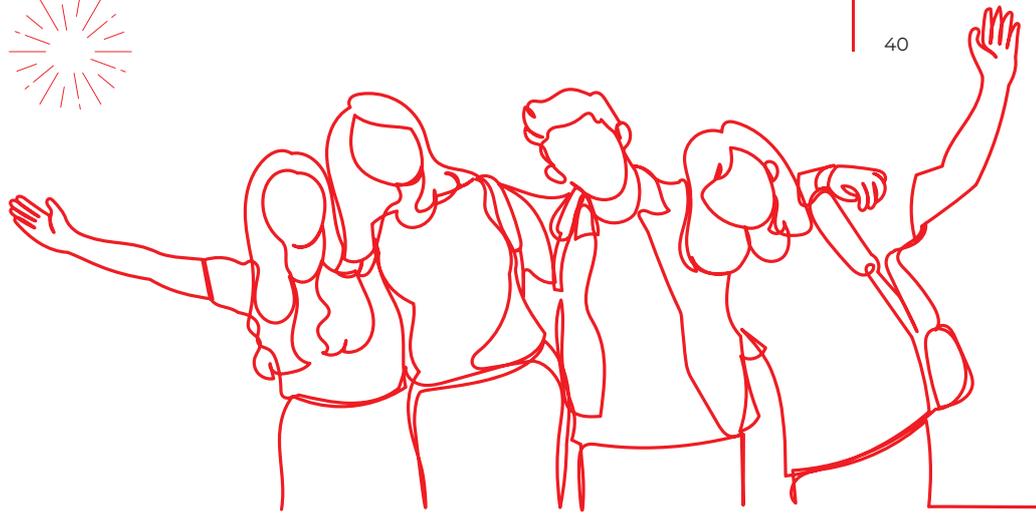


WOMEN'S DAY SESSION

At Mercor, we celebrate Women's Day with a bang! Just like in 2022, we did a photo session with our female colleagues who take care of various areas of the company on a daily basis. It is already a tradition to present the profiles of Mercor experts on this special day. Nearly 100 women work with us, each of them equally unique and having enormous impact on our organization!

FIRST DAY OF SPRING

How do we celebrate the First Day of Spring at Mercor? Last year it was Belgian style! This was thanks to a food truck that delivered a delicious portion of large Belgian fries to everyone! Food trucks on the First Day of Spring have already become our tradition.



CHOCOLATE DAY AND FRUIT THURSDAYS

World Chocolate Day at Mercor is an opportunity we couldn't miss! After all, it is the most important holiday of the year! 🍫 The celebration was very sweet and filling!

Fruit Thursdays have been included in our benefit menu since 2023, because when it comes to health, a solid portion of vitamins is necessary! Fruit days at Mercor S.A. have become a permanent part of our "wellbeing" and will certainly remain so. Twice a month, juicy fruit, smoothies and vegetable cups help our crew start the day well.

06

MERCOR MEANS PEOPLE



AUTUMN TEA DAY AND M(N)ACHO DAY

In MERCOR we celebrate not just Fridays, but also smaller (and larger) occasions - because we know that each of these seemingly small things is of great importance to our Team.

First day of autumn was greeted with new flavours of coffee and tea and M(N)ACHO Day, popularly known as Boy's Day!



PINK OCTOBER

At Mercor, we support important initiatives that are related not only to professional life, but also to health. October is a month dedicated to the fight against breast cancer and on this occasion, we organised a webinar "Be pink" for all our ladies, during which topics such as symptoms of breast cancer, diagnostics, principles of self-examination and factors influencing the development of the disease were discussed. We hope that the information contained in the training will be helpful and valuable to all participants.



06

MERCOR MEANS PEOPLE



MERCOR VISIT ACTULUX

On March 14 and 15, representatives of 6 Mercor subsidiaries took part in a training organised by Actulux A/S in Denmark. It concerned the functioning of the solutions offered by the company.

We pay great attention to relationships with all our Business Partners, which is why we are happy to engage in various initiatives that help develop organisation. We visit clients, suppliers and cooperators, but we also invite them to exchange knowledge, experience, information

about what is new, and above all - to strengthen business partnership.

In September, training and a visit of the Danish partner in Gdańsk took place.

Experts from Actulux A/S visited us to present their latest technical solutions, train the Mercor's natural smoke exhaust team and talk about the strategy for the coming years.



Mercor in a good mood!



SELECTED COMPETITIONS

Last year was full of competitions and various events organised by the Marketing Department. For example, we had the opportunity to read about the musical memories of our employees and see photos from their holiday adventures with the “Masz Ten Ogień” backpack. There was also April Fool's Day Lottery full of surprises! And on the occasion of Children's Day, we let our little ones turn into stylists and dress their parents for work!

06

MERCOR MEANS PEOPLE



MERCOR LEARNS!

Our automation employees were equipped with new qualifications after soft skills workshops, during which they learned, among others: public speaking, and also explored the secrets of knowledge about artificial intelligence. By the way, we

would like to remind you about the MCR Library, where each of you can borrow any marketing-related book. In the library you can find books in two language versions. Take advantage of the wide range of literature available in our library and expand your reading horizons!

CZŁOWIEK Z PASJĄ



Bieganie – satysfakcja i radość

Bieganie jest dla mnie czymś więcej niż tylko aktywnością fizyczną. To czas na przemyślenia, oderwanie się od codziennej rutyny i refleksja, co mogę w swoim życiu zmienić.



Marcin Szczepański
Specjalista ds. techniczno-marketingowych
Pion Systemów Wentylacji Pożarowej
MERCOR SA

Moja przygoda z bieganiem zaczęła się trzy lata temu. Do biegania zmotywowały mnie dwie rzeczy – pandemia oraz nadwaga, które zbiegły się w czasie. Stały się solidnym bodźcem, który sprawił, że podjąłem decyzję o zmianie nawyków. Postanowiłem zdrowo się odżywiać i... jeździć na rowerze! Tak to właśnie się zaczęło – rower był moją główną aktywnością, a bieganie traktowałem jako uzupełnienie i alternatywę roweru w deszczowe i wietrzne dni. Ciekawe w moim przypadku jest to, że po „traumatycznych” wspomnieniach związanych z bieganiem z czasów szkolnych, kompletnie nie przepadałem za tą formą aktywności. Jednak po kilku miesiącach okazjonalnego biegania w końcu złapałem bakcylię i szybko stało się ono moją ulubioną formą aktywności – to był czas tylko dla mnie, czas, w którym mogłem poukładać swoje myśli i odnaleźć wewnętrzny spokój.

W szczególności polubiłem biegi długodystansowe, a maratony (dla niewtajemniczonych jest to dystans 42 km 195 m) stały się moją pasją. Wzajemnie udział w wielu

biegach, ale najczęściej z nich, jak do tej pory, to Maraton Warszawski, który jest jednym z największych biegów ulicznych w Polsce, który gromadzi tysiące uczestników. Kolejną imprezą z niespotykaną na co dzień trasą był 5-kilometrowy bieg po płycie gdańskiego lotniska. Ze względu na świetną organizację i znakomitą atmosferę w pamięć zapadł mi również półmaraton organizowany w Białymstoku.

Uczestniczyłem w maratonie to nie tylko udział w biegu z punktu A do punktu B, to także możliwość zobaczenia miasta z zupełnie innej, niedostępnej na co dzień perspektywy i dodatkowo wycieczka krajoznawcza.

Moje plany z biegową przyszłością? Te najbliższe to udział w jednym z najbardziej prestiżowych maratonów na świecie – Berlin Maraton 2023, a długoterminowo – to zdobycie Korony Maratonów Polskich (cykl pięciu największych maratonów, które odbywają się w największych polskich miastach) oraz udział w Ultramaratonie na dystansie co najmniej 50 km.

Marcin Szczepański



PEOPLE WITH PASSION

In recent months, we have presented employees with a unique series titled "Man with Passion". The aim of this project was to introduce the company community to employees from a more personal perspective and discover their greatest passions and interests. The results of this project exceeded our expectations, bringing not only greater understanding and closer relationships between employees, but also inspiring stories and fascinating passions.

The brave participants of the "Man with Passion" series wanted to share a bit of themselves and their interests with their colleagues. Representatives of various

departments and hierarchical levels talked about their hobbies that have always inspired and motivated them. From mountain hiking, through cooking world cuisine specialities, to an extraordinary passion for history - each article was a journey through the fascinating world of interests of our employees.

The "Man with Passion" series at Mercor was not only a way to get to know our staff better, but also an excellent opportunity to strengthen bonds within the company and inspire each other. This is another proof that at Mercor we not only work together, but also share passions and support each other in realising them.

06

MERCOR MEANS PEOPLE INNOVATION IN THE PRODUCTION PLANT

MODERN INNOVATIONS TRANSFORMING THE PRODUCTION PLANT: THE FUTURE OF LOGISTICS AND MAINTENANCE

In today's digital era, technological innovations play a crucial role in improving efficiency, optimising processes and increasing the competitiveness of companies. In this context, the Production Plant in Cieplewo, under the leadership of Adrian Żabierek and Justyna Lewczuk, has introduced a number of innovative solutions that revolutionise both logistics and maintenance. The most important of them are:



1. **Shipment Picking Applications:**

In order to improve the shipment picking process, the plant introduced innovative solutions based on tablets and scanners mounted on forklifts in the warehouse. This allows employees to quickly and precisely identify and pick products, eliminating human errors and shortening the time needed to prepare orders.



2. **Metric e-Description:**

The traditional paper document flow has been replaced by electronic description of metrics from the SFC program. Thanks to this solution, all necessary information is available in real time, which enables faster decision-making and eliminates the risk of loss or destruction of documents.



3. **Simulations and Visualisations of Order Packing:**

The plant has introduced advanced algorithms and views simulating and visualising the order packing process. With their help, employees can virtually plan and optimise the arrangement of products in packaging, which translates into increased efficiency and reduced consumption of packaging materials.



4. **Maintenance Panel Applications and Logic:**

In the maintenance area, the plant has implemented panel applications and logic that enable periodic inspections of plastic forming machines. This makes it possible to monitor the technical condition of machines in real time, prevent failures and plan maintenance in accordance with actual needs.

The image displays a software interface for a forklift operator, overlaid on a photograph of the operator's hand on the control lever. The interface is divided into several sections:

- Top Section:** A search bar with the text "Search or enter website name".
- Left Panel:** A section titled "PRACOWNICY" (Employees) with a search field and a "ZALOGUJ SIĘ, BY OTWÓRZYĆ PANEL REALIZACJI" (Log in to access the implementation panel) button. Below it, a table titled "UTWORZONE PALETY DLA WPISANEGO NUMERU ZS:" (Created pallets for the entered ZS number) lists pallet IDs and their status.
- Right Panel:** A section titled "LICZBA WYMAGANYCH POJAZDÓW - 7" (Number of required vehicles - 7) showing a bar chart with 7 bars. To the right, a table lists vehicle specifications: "NUMER IDENTYFIKACYJNY" (Identification number), "SZEROKOŚĆ (mm)" (Width), "WYSOKOŚĆ (mm)" (Height), "WAGA (kg)" (Weight), and "ZAPARTOŚĆ" (Capacity).
- Bottom Panel:** A section titled "LISTA METRYK" (Metrics List) with a table showing a list of metrics over time, including date, metric ID, and status.

Effective definition of needs, development of functionalities and ensuring smooth implementation allowed the Production Plant to achieve a new level of efficiency. **Congratulations!**

07

THE SPORTS SPIRIT OF MERCOR



SAILING SPONSORSHIP ISKRA CREW

Thanks to the Mercor company, the KS ISKRA crew has full protection in the starts of the Polish Sailing League - Ekstraklasa, the Polish Cup of the RS21 class, as well as the WOW (Women On Water) cycle. It should be noted that the sponsor - Mercor - is closely associated with regatta sailing, an example of which was the participation of the Polish crew in the RC 44 class regatta on the MagRacing yacht. We hope that the cooperation between the club and Mercor will have a positive impact on the sports results of sailors.

The final of the Ekstraklasa of the Polish Sailing League took place on October 7-8, 2023. The weather conditions on site were not favourable, and strong gusts of wind disrupted the races. Despite the unfavourable weather, Iskra managed to finish the regatta in 9th place, which was their best result of the entire season and was also a perfect culmination of it.

We keep our fingers crossed for the next season and wish you further success! We hope that KS Iskra will come back even stronger and will manage to win another opportunity to start in the Ekstraklasa.



07

THE SPORTS SPIRIT OF MERCOR



COMPETITION SPONSORSHIP MTB POMERANIA

Mercor and the ASE Technology Group were the main sponsors of the MTB Pomerania Maraton mountain biking competition, which took place on April 16, 2023, in Barłomin (Luzino commune). Participants could enjoy picturesque Pomeranian routes of varying difficulty levels: from the easiest ones for the youngest cyclists to the most demanding ones for experienced riders.

We decided to get involved in this series of events because we believe in its potential and believe that it is worth promoting physical activity. At the same time, we would like to emphasize that sport is not only about health, but also about passion and joy in the activity performed. The patronage over the MTB Pomerania Marathon is part of our wider proactive and pro-health attitude. Every year we participate in the "Kręć kilometry dla Gdańska" (Racking up mileage on bikes for Gdansk) campaign, promoting ecological and environmentally sustainable transport. We have also created locker rooms for cyclists and a bicycle repair station at our company headquarters to support employees who decide to choose a zero-emission means of individual transport.

Thanks to our contribution, the organisers of the MTB Pomerania Marathon had greater opportunities to organise an event at the highest level. For the competitors, it will be a great opportunity to compete with the best and win valuable prizes, as well as enjoy the beauty of Kashubian and Kociewie nature.



07

THE SPORTS SPIRIT OF MERCOR

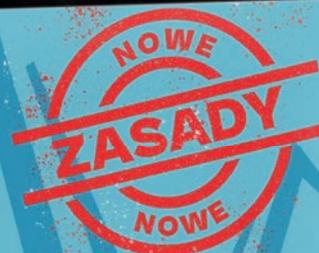
RACKING UP MILEAGE ON BIKES FOR GDAŃSK 2023

At Mercor Group, we live sports! You can catch us at marathons, regattas, dance competitions, and most often on two-wheelers! Once again, with pride, ambition and enthusiasm, we "Racking up mileage on bikes for Gdansk". The annual event of the City of Gdańsk not only motivates us to compete, but above all to break our own records. Last year, our employees gave their all! Mercor managed to gain the honourable **11th place** in the ranking!

Mercor supports an active lifestyle and encourages our cyclists to use this means of transport all year round, providing excellent facilities in the Gdańsk office. We have changing rooms, showers and even a repair station here!



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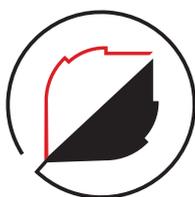
www.gdansk.pl

trojmiasto.pl

08

WHAT'S NEW WITH COMPANIES

ESTABLISHMENT OF MERCOR SHARED SERVICES CENTRE (CUW)



mercor
centrum
usług
wspólnych





Mercor Shared Services Centre is an organisationally independent unit whose aim is to provide services to other of the many departments of the Mercor Group. The company has its own resources and relies on knowledge and processes that constitute the basis for services provided to all Group entities located in Poland.

Activities consolidated in the Mercor Shared Services Centre are carried out in close cooperation and under the control of the parent company. This allows for the use of synergy effects, cost optimisation and technology development at the service of the entire Group.

This unit was established in 2023 as part of the optimisation activities in the Group, pursuing the goal of increasing efficiency, reliability, improving the quality of services, their efficiency and modernity. Currently, this entity provides professional accounting, HR and payroll, marketing, IT and legal services to the Group's subsidiaries.

Thanks to specialisation, high standardisation, expert knowledge and experience, Mercor Centrum Usług Wspólnych Sp. z o.o. handles business support processes, using the best market practices, shapes relationships with customers at a healthy and business level. The entity's mission is to be a partner and business advisor to the Mercor Capital Group companies.

08

WHAT'S NEW WITH COMPANIES

MCR TECH LAB Implementation for Rossmann

INNOVATIVE SMOKE EXHAUST VENTS AND DUST MONITORING SYSTEM AND OTHER INTERESTING PROJECTS IMPLEMENTED IN 2023





MCR Tech Lab, responsible for the development of new technology in the Mercor Group and providing innovative applications for the fire protection industry, implemented a system for monitoring the opening status of smoke exhaust vents and monitoring dust for the ROSSMANN drug store chain.



We implement the idea of Fire Safety 4.0, which is based, among others, on: about wireless communication, mobile devices, access to applications and data in the cloud, or artificial intelligence. We believe that the use of these technologies has significantly increased fire safety, creating safer cities, factories, warehouses and company headquarters. That is why we are extremely pleased that such a recognized company as ROSSMANN has chosen MCR Tech Lab to implement the dust monitoring system and to monitor the opening status of smoke vents as a test.



— says Bartłomiej Bartczak,
President of the Management
Board of MCR Tech Lab.

The implementation of the MCR Tech Lab system for ROSSMANN at the company's headquarters in Łódź first included the configuration and installation of an external access gate (GATEWAY) with a dedicated signal amplification antenna. The goal of the gateway is to collect data from sensors installed on the facility and send them to a network server. Data transmission takes place via the LoRaWAN protocol.

The primary goal was to monitor the air dust level in the area of the warehouse cart service. As part of the order, three dust sensors were installed to detect dust in the air. The sensor measures the concentrations of: particulate matter (PM2.5, PM4 and PM10), carbon monoxide (CO), carbon dioxide (CO₂), total volatile organic compounds (TVOC), atmospheric pressure, lighting, temperature, humidity, and noise level. MCR Tech Lab additionally offered us wireless smoke vent opening sensors, which were then installed in one of our warehouse buildings. Each opening of the vent is recorded and, depending on its purpose, an alarm or

information about the opening is issued. Monitoring of the vent opening status and graphical visualisation are available in the web application and in the mobile version.

MCR Tech Lab is a team of people with great potential and knowledge. They provide professional advice to everyone looking for innovative solutions in the field of maintaining technical installations of facilities!

Monitoring the filling of waste containers

The container monitoring project could be implemented thanks to the "Urban Technology Exchange" project, created by the Polish Development Fund, which supports the development of innovations in Poland. MCR Tech Lab was selected as the project contractor.

The challenge was to introduce monitoring of the filling of waste containers in a housing estate in Starogard Gdański that uses Molok® containers. Proprietary filling sensors using LoRaWAN wireless communication were installed. The MCR Tech Lab filling sensor uses inaudible to humans, high-frequency sound waves for measurement. The measured distance is sent via the LoRaWAN protocol to the communication gateway, which sends the data to the cloud, where the distance is converted to filling and saved in the database. The full sensor is protected by a housing that provides IP66 protection, which means it is resistant to dust, water and mechanical damage. It can operate in difficult weather conditions such as rain, snow or strong winds. The device is designed to be installed inside a waste container, which allows for easy and discreet placement. The solution used is one of the most modern in the field of waste management, allowing for accurate monitoring of the level of waste and more effective management of the waste disposal process.

Implementation of the MCR Fire system in the Szkuner plant.

A photograph of a harbor scene. In the foreground, the blue hull of a fishing boat is visible, with the name 'SZKUNER' and 'WŁADYSŁAWOWO' written in white. The boat is on the water. In the background, several other fishing boats are docked at a pier. The sky is blue with some clouds. A red banner is overlaid on the right side of the image, containing the title text.

Case Study:
**Implementation
mcr Fire system
in the Szkuner port**

Safety first: Implementation of an innovative fire protection system at the Szkuner plant

The Szkuner company in Władysławowo, dealing with fishing and fish processing, was established in 1955. In order for the facility to continue to operate safely, the President of the plant, Witold Wawrzonkoski, faced the challenge of modernising and activating the fire alarm system in the production part, where there had been no fire protection so far.

Due to our previous cooperation and the successive implementation of the project related to the launch of an ammonia detection system, we were selected as a partner to adapt the Szkuner plant to current requirements.

The need to install a FAS in this part of the company resulted from an audit conducted by the veterinary inspectorate and the need to protect food production against potential threats resulting from elements falling on the production line. The plant's insurer recommended installing smoke detectors in the ceiling space to prevent possible fire situations.

We offered the client an innovative solution for the wireless FIRE PROTECTION system - MCR Fire, which includes a fire control panel, smoke detectors, manual call points and signalling devices. The concept, which received a positive opinion, was prepared by the designer of the FIRE

PROTECTION systems and signed and approved by the FIRE PROTECTION systems expert.

- We installed the mcr FIRE wireless fire alarm system in the Szkuner port. It is a system consisting of the SMART control panel and integration with the mcr TECH SYSTEM system. This solution is fully certified by the Scientific and Research Centre for Fire Protection. In the event of a fire incident, it guarantees a response that saves human life and property and informs responsible people in the company



— explains Bartłomiej Bartczak, President of mcr Tech Lab.

Quick and easy installation, the possibility of implementation at any time without troublesome installation work on site, which translates into a more effective cost estimate, are only few advantages of this solution.

The installation was carried out in accordance with the previously agreed schedule, and it resulted in the recording of promotional material that shows not only the selected solution, but also our business partnership with Szkuner company. We are glad that we could once again contribute to the development of the plant and increase the safety level of its employees.

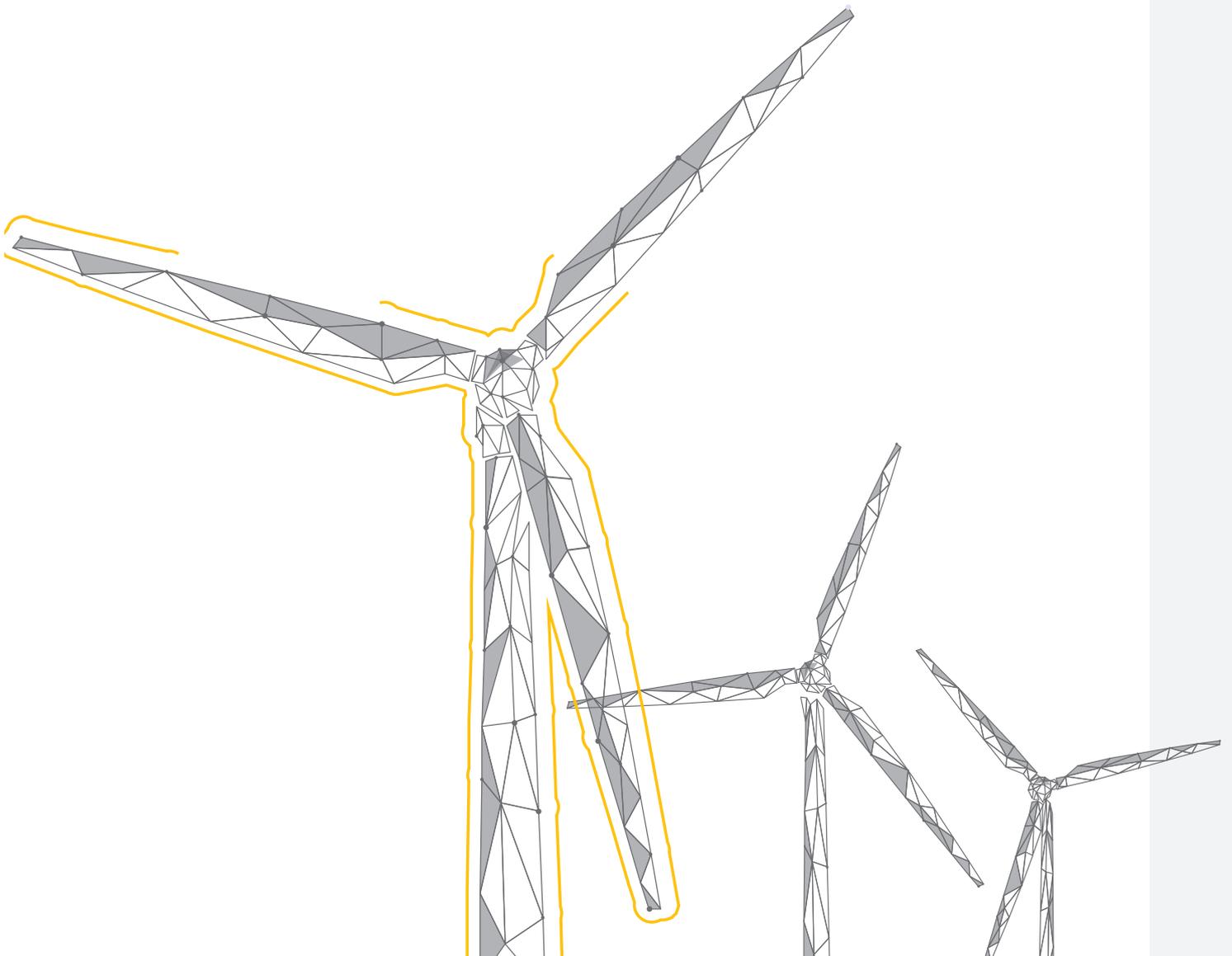
Video Case Study
can be watched here:



08

WHAT'S NEW WITH COMPANIES

DEVELOPMENT OF RENEWABLE ENERGY IN POLAND.



ENERGY FREEDOM STORED

The growing demand for energy and, on the other hand, the growing number of possibilities of its self-production make it more and more challenging to use it effectively - to store energy in case of its excess and to use it in case of its shortage. One of the effective solutions is the Energate industrial energy storage, a project of the Pomeranian company Elmech Ase of the Mercor Group. It can be used practically anywhere: in industry, services, office buildings, shopping centres, or for charging electric cars.

Energy storage is nothing more than batteries managed by a special IT system that allows you to power not only devices, but also entire facilities. They consist of an energy processing and management electronic module and battery cabinets. The storage is secured by a monitoring program and a fire protection system located inside. The whole structure can be installed in a building or enclosed in a free-standing, compact container. This is what the model Energate warehouse looks like, produced by the Pomeranian company Elmech - ASE, which has over 35 years of experience in the production of energy devices. It is supported in technological solutions by the Mercor Group from Gdańsk, to which Elmech belongs.

Savings for shopping centres

One of the places where you can use Energate are shopping centres. Peak shaving is the reduction of peak energy demand. Shopping centres often have high energy consumption at certain times, e.g. when customer activities accumulate. Energy storage allows energy to be stored during periods of low consumption and released during peak demand, which can help offset high grid loads and reduce energy costs.

Time shifting is a change in the energy consumption profile consisting in purchasing electricity from the grid when it is cheap in the so-called "off-peak tariff", and consumption when it is more expensive, i.e. during morning and afternoon peaks. This is one of the most effective saving methods provided by energy storage.

Moreover, shopping centres often have large roofs or parking lots that can be used to install solar panels or other renewable energy sources. The energy storage facility will allow you to store excess energy produced and use it when you need it the most. In this situation, drawing from free, green energy is much more profitable than selling it to the grid for a much lower price than it would be collected later.

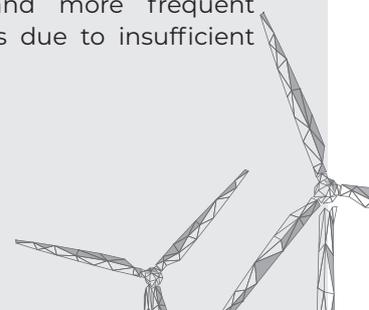
"EVs" in every home

Energate is the perfect support for charging electric cars. It saves money by allowing charging when energy is the cheapest. At the end of November, there were 3,277 public charging stations with 5,829 points in Poland, of which 25% were fast DC charging points and 75% were slow AC charging points. However, this is a drop in the ocean of needs in the face of the growing number of "electricians" and their users, hence the number of stations must increase rapidly. The best solution in terms of comfort is charging at home, e.g. in the underground garage of a multi-family building. However, the connection power may be a problem, because in the case of fast charging stations, a much larger power supply infrastructure is needed. While in newly constructed buildings it can be planned in advance, which will still significantly increase costs, in existing properties, increasing it may be long-lasting, expensive or even impossible. Instead, however, you could install Energate, which would be charged during low consumption periods and then power the charging station during periods of peak demand.

Optimisation of energy purchase costs

Companies have several options to choose from to optimise the costs of purchasing electricity. The first is to reduce demand, e.g. by replacing traditional lighting with LEDs, which may, however, result in fees for passive energy consumption, which are eliminated by installing passive energy compensators.

The second way is to reduce the amount of energy purchased from the energy company by installing your own source in the form of a photovoltaic or wind installation. Your own renewable energy system is a source of free and, above all, green energy. Unfortunately, this has its drawbacks. The first is unstable production and dependent on weather conditions. Secondly, more and more frequent refusals to connect installations due to insufficient



transmission and connection capacity. Another disadvantage is the surplus of energy produced sold to the grid, and then repurchased by companies at twice the price.

The third, most effective way to optimise costs is to combine photovoltaics with energy storage. Companies can significantly reduce the costs of purchasing energy by building their own power generation equipment and managing energy produced in their own installation and purchased from the power grid. The payback time of a company's energy storage is 4 to 7 years, depending on, among other things, the size and structure of energy consumption, price levels and the power of the photovoltaic installation.

Cable pooling and energy cooperatives

Energy storage is also an important element of cable pooling. This is a strategy that involves sharing connection infrastructure between various sources of electricity. Under this model, energy sources such as solar, wind or water power plants can use the same connection installations, which reduces investment costs and minimizes restrictions related to the lack of connection capacity.

Energy storage is an additional element of this scenario, playing a key role by ensuring system flexibility and

efficiency. They allow you to store excess energy during periods when production exceeds demand. When production drops, for example at night or when there is no sun, storage facilities can deliver stored energy, stabilising the supply and minimising the risk of power outages.

A relatively new solution on the energy market are energy cooperatives

i.e. a community of energy producers and energy consumers whose goal is to produce energy from renewable energy sources for their own needs. The production surplus is transferred to the grid, and the cooperative can recover only 60% of it within 12 months. However, the remaining 40% must be purchased at market prices, hence the optimal solution is to balance own production with energy consumption as best as possible. For this purpose, an energy storage facility can be used, which on the one hand will save the wasted 40%, and on the other - will allow you to avoid an expensive purchase - from the power grid.

Independence above all

Energy storage can be used in virtually every business sector. They can provide support in office buildings and production plants. Thanks to their modular structure



and simple installation, they will be a source of energy in places where there are no grid connections, e.g. on construction sites. In data centres, they will serve as a collective UPS to maintain server operation during power outages. They provide full energy independence - from network failures, weather conditions affecting the acquisition of renewable energy and time. Environmental issues are also an extremely important argument. By using the set - energy storage and renewable energy installation - the entrepreneur not only reduces energy consumption from the grid and lowers electricity bills, but also significantly reduces its carbon footprint.

Elmech and Mercor Synergy of experiences

The manufacturer of energy storage is Elmech from Pruszcz Gdański. What sets it apart from the competition is over 35 years of experience in the design and production of electronics and power electronics for light and heavy industry. Its portfolio includes many innovative designs for uninterrupted power supply, energy conversion, charging, supervision and management of battery banks, and improvement of energy quality. From 2021, Elmech is part of the Mercor Group from Gdańsk, an experienced and recognised manufacturer in the fire protection industry. Thus, in designing and creating Energate, Elmech uses the

technological support and know-how of the Mercor Group, which works to shape and support the energy security of its customers.



Arkadiusz Marat
President
of the Management Board
Elmech-ASE



Wojciech Gałczyński
Vice president
of the Management Board
Elmech-ASE



08

WHAT'S NEW WITH COMPANIES

GET CONFERENCE

The Green Energy Tricity conference is an event that provided the opportunity to learn more about energy storage and renewable energy sources, company decarbonisation and energy cost optimisation.

The speakers showed how to quickly and effectively contribute to energy neutrality by investing in hydrogen solutions and helped to tailor methods to a specific company, advising on how to obtain financing for green investments.

During the conference, there was also a thematic walk around the ASE campus - Technology Group, which enabled getting to know modern technologies, talking to industry specialists and establishing new business contacts.





08

WHAT'S NEW

WITH DFM

DFM = DARE FOR MORE

This year is marked by lucky number seven in the DFM Group. We have been working hard for this success every day for 7 years now - say our colleagues from the DFM team, or rather from three teams that operate under a common brand.

Let us remind you that **DFM** is a brand of innovative fire doors and gates that appeared on the market in 2017. **DFM** Doors - a production and technology company - belongs to the Mercor Group, but three entities work together to create the value and recognition of the **DFM** brand. **DFM** Doors invents and manufactures products, and is also responsible for their testing and certification, **DFM** Polska sells them on the domestic market, and **DFM** Europe - on foreign markets.

Last two years in **DFM** are marked by the development of production infrastructure in Opole - creation of production lines, purchases of further machines, construction of IT infrastructure and WEB applications..

All this is aimed at: streamlining processes, increasing efficiency and shortening production times.



DFM develops through new products and tools that facilitate cooperation with clients and suppliers. It is worth mentioning at least a few directions:



DFM SAFETY & SECURITY

the **DFM** team is not afraid of new challenges. We are consistently developing our product portfolio and expanding it with anti-burglary, explosion proof and bulletproof doors. Our goal is to explore the broadly understood aspect of building safety through the use of partitions - say colleagues from **DFM**;



DFM ACADEMY

we want to be a partner, not just a supplier, we train our customers, co-workers and subcontractors, we help clients solve problems on construction sites - explain experts from **DFM**;



DFM SERVICE

on the domestic market (**DFM** Polska), we strongly focus on the development of comprehensive service for fire doors and gates, as well as on projects related to modernisations in construction - renovations, changing the purpose of buildings, recovery of old architectural nature of buildings - explain our colleagues from **DFM**;



DFM CONFIGURATOR

thanks to this intuitive online tool, recently available at: <https://konfigurator.dfm-polska.com/> customers, especially architects, can immediately obtain appropriate product technical data sheets with guidelines needed for design specifications, DFM door drawings in dwg and bim files, as well as approval documents. "How to choose fire doors? **Do it yourself!**" - encourage colleagues from **DFM**.

What most spectacularly illustrates the development of **DFM** are the projects acquired and implemented by this team - in 2023, there will already be thousands of **DFM DS** door leaves and square metres of **DFM SG** gates or **DFM GD** profile partitions shipped and installed abroad and sold, installed and serviced in Poland.

Which facilities became home to DFM doors last year?

You will find them on the Eiffel Tower in Paris and in the impressive headquarters of the Embassy of the Republic of Poland in Berlin, which is being built from scratch, in the Skypark office building in Luxembourg and in the Port des Lumieres Digital Art Centre in Hamburg, in the modern CK STOS data centre of the Gdańsk University of Technology and in the grandly built Polish History Museum in In Warsaw. These are just a few examples of **DFM** Europe and **DFM** Polska implementations from 2023. **More interesting projects in progress.**

Finally, it is worth mentioning the presentation of innovative **DFM** solutions during international trade fairs. In recent years, they were present at the common stand of the Mercor Group, *inter alia* at the Feuer Trutz fair in Nuremberg. It will be similar in June this year! And ideas for the next fair events are already in development...

08

WHAT'S NEW

WITH FOREIGN COMPANIES

MERCOR UK

New Everton Football Stadium

A prestigious project which, due to its nature, was an undertaking that many British manufacturers wanted to win, fortunately for Mercor, the client chose our products! Specifically: *mcr WIP LD* dampers.

At the end of last year, our British company Mercor Fire Protection UK moved to a new office connected to a warehouse space where, inter alia, off-the-shelf goods are stored. The company is still based in the Manchester area, but this time north of the city centre.

Their new address is:

Unit P(10), Heywood Distribution Park,
Pilsworth Road, Heywood, OL10 2TT

We only wish such good changes!





MERCOR TECRESA

With an investment of more than 320 million euros

The new building with high energy efficiency and 10 floors significantly increases the capacity of the complex. It has over 700 hospitalisation rooms, over 100 beds for Intensive Care Units, 40 operating rooms and technical rooms with an area of 17,000 m². Its total area is 135,000 square meters, of which 5,000 m² is intended for green terraces and therapeutic gardens. It houses extensive areas for individual and precision medicine focused on diagnosing and treating diseases.

Mercor Tecresa participated in this construction, installing 5,000 units of TECSEL enclosures of various dimensions, making EI120 and EI180 fire seals in installation openings with an area of over 1,000 m² using a mortar-based TECBOR joint paste, protecting the metal support profiles of the elevators with fireproof TECWOOL F mortar and EI180 fire protection ducts with TECBOR panels with an area of 100 m².



MERCOR DUNAMENTI

Mercor Dunamenti Zrt. On October 5, 2023, it organised a conference for professional participants and experts in fire protection for the first time in its history. The all-day event took place at the Lurdy Conference and Event Centre, with approximately 200 registered participants from the industry.

Our project managers and professors from the Budapest University of Technology and Economics gave speeches on various aspects of passive fire protection, including natural heat and smoke exhaust systems, ventilation systems, structural fire protection against hydrocarbon fire and fire containment solutions.

With regard to natural heat and smoke exhaust systems, Mr. Sándor Muladi presented the most important advantages of designing mcr Ultra Therm fire ventilation, i.e.: high thermal insulation, various shapes and basic materials, and a comparison between pneumatic and electric opening systems, emphasizing the long-term advantages of electric systems based on various examples.

Fire protection engineers and designers enthusiastically welcomed the idea and the initiative to consult on design problems and possible solutions from the very beginning in order to avoid difficult situations on the construction site.





MERCOR Rumunia

**Katarzyna Zakrzewska's report
on her visit to the Romanian company.**

„During our visit to Mercor in Romania, apart from time in the office, we spent a few days on a team building trip. Together we discovered the charms of Romania, travelling the famous Transfăgărășan mountain route, which leads through the picturesque southern Carpathians. We admired breathtaking views such as the Vidraru Dam, the Bâlea Waterfall and the lake at the top of the mountains. The unforgettable experience was complemented by numerous encounters with bears that accompanied us during our trip. There was also time for an exciting quad ride around the charming surroundings of Brasov and a refreshing swim in the Black Sea at sunrise 😊.”

08

WHAT'S NEW WITH COMPANIES

WHAT'S NEW IN HO DIVISIONS



Katarzyna Sulley
Export Sales Manager

GERMAN MARKET

Due to the expansion of our smoke exhaust products to the German market, we asked our export manager of the Smoke Exhaust Division - **Katarzyna Sulley** - a few questions.

?

What is the current market situation in Germany regarding smoke exhaust systems and what trends or needs do you see among customers and companies in this sector?

”

As in other European markets, in Germany there is a slowdown and a decline in the number of investments in new facilities. Paradoxically, this may be an opportunity for Mercor as a competitively priced supplier.

?

Have we conducted any competitive analysis on the German market and, if so, what conclusions can we draw from this data about our expansion opportunities?

”

The smoke removal market in Germany is large, but very hermetic. Companies are sceptical about changing the native solutions they have been using for years. Therefore, in the coming year we want to continue our participation in industry events, including fairs, to mark our presence and become known as an alternative to local producers.

?

What actions or strategies are we considering to effectively enter the German market with our products and what are your suggestions for adapting our offer to the expectations of German customers?

”

Our products mostly meet the requirements of the German market. At the moment, building a recognisable, reliable brand that could compete with domestic manufacturers seems to be a greater challenge than adapting them to specific conditions. The German market is strongly focused on promoting its own solutions and it is on changing this approach that we should focus the most.

08

WHAT'S NEW WITH COMPANIES

WHAT'S NEW IN HW DIVISIONS

The new **mcr WIP LD** damper casing is our flagship product in the UK! The new grille is easier to assembly which is a novelty on the British market!

We asked its originator and R&D Project Coordinator - Mateusz Wierzbowski - about the details of this solution:

„We have modified grille fastening for easier and faster installation on the customer's side. Previously, its assembly was based only on screws screwed to rivet nuts mounted in angle brackets located in the damper structure. Depending on the size, the amount of angle brackets ranged from 4 to even dozen. It was too tight between the blades to make any mistakes when installing the grille. The customer may have been nervous during installation due to the small space and the need to screw in the screw precisely. There were also complaints. The competition also had such a solution. Together with our UK company we decided to make adjustments to avoid troublesome and long assembly.

Currently, there are 4 or 6 angle brackets in the damper structure, of which only 2 require the installation of screws (in the previous solution, a screw had to be attached to each angle bracket). The assembly itself is simple, quick and pleasant, and consists in mounting the upper side in the cut-outs for the angle brackets, pushing the lower side so that the holes are located on the angle brackets and lowering the grille. For safety reasons, so not to damage the damper or hurt oneself, we used two angle brackets in the middle of the height to fasten the grille with sheet-metal screws.

Thanks to the changes introduced, our grille is cheaper and customer-friendly during installation. Currently, the installation of the grille is much more efficient and simpler than its current competition - the BSB damper.”



COMPLETED PROJECT

TUNNEL UNDER ŚWINA

From Friday, June 30, 2023, drivers can use the tunnel in Świnoujście connecting the islands of Uznam and Wolin. This investment, which is extremely important for this region and for the whole of Poland, will significantly contribute to the development of transport and tourism.

To ensure user safety, Mercor supplied the investment with a network of **mcr OMEGA PRO** control units designed to power and control fire ventilation - main fans, jet fans and exhaust dampers. The system improves conditions in the tunnel, i.e. visibility, exhaust gas concentration, and prevention of the spread of smoke and fire. The network has been integrated with the tunnel management system and can also be manually controlled in the event of a fire. The largest of the units supports fans with a total power of 1.1MW.

The **mcr OMEGA PRO** switchboards in the 1.5 km long tunnel in Świnoujście can ensure the safety of travellers thanks to the cooperation of Mercor and the Consortium of PORR and GULERMAK, for which this contract task was performed.



08

WHAT'S NEW WITH COMPANIES

WHAT'S NEW IN HZ DIVISIONS

Profile of the new Director of the
Construction Protection Division

Daniel Piechowski

Daniel Piechowski
*Director of the Construction
Protection Division*



Based on your experience, what skills and vision do you bring to the role of Director of the Construction Protection Division in our company?

I approach the role of Director of the Construction Protection Division at Mercor S.A. with great enthusiasm, bringing with me a vision that reflects my personal and professional experiences. I am convinced that the key to success lies in a work culture that celebrates subjectivity, a sense of agency and autonomy as the foundations of our daily activities.

Let's imagine a place where subjectivity is not just a word - it is the feeling that each of us is an integral part of a larger whole, co-creating the unique values that we provide to our clients. It is here at Mercor that every voice can and must matter, and my role is to ensure that every initiative contributes to the achievement of our common business goals.

A sense of agency is our superpower - it drives our responsibility and determination in striving for perfection. In an industry where the stakes are high, it is this sense of agency that allows us to make decisions that define our future.

And autonomy? It is a space for creativity and innovation. It is freedom that allows each of us to explore new horizons and exceed the limits of possibilities. At Mercor, autonomy is the power that enables us to constantly improve and develop.

As a director, I am here to support and inspire so that together we can build a company that is a living organism, bursting with energy and passion for creating a safer world. Together, we can achieve more - and this is the vision I am happy to bring to our company.

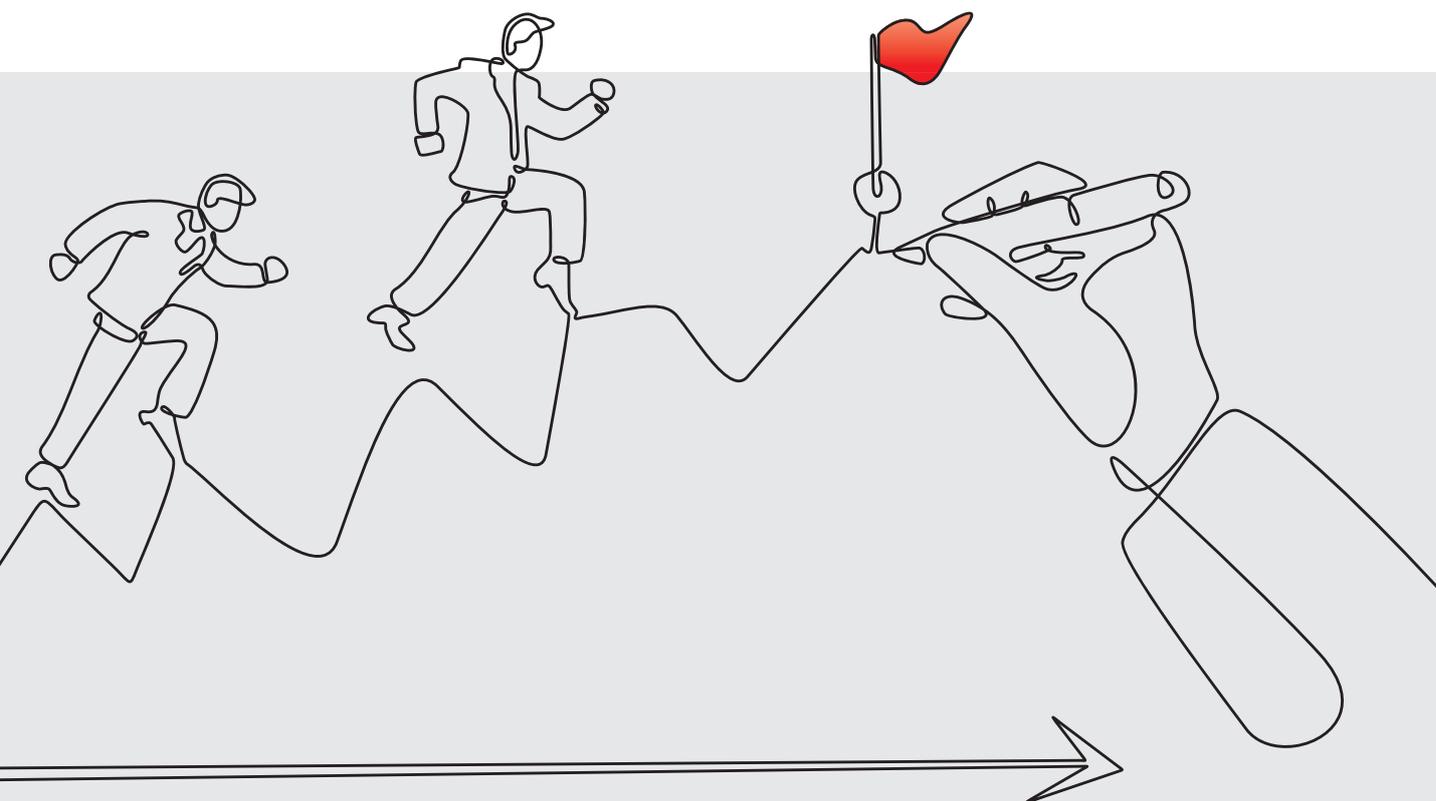
What is your Construction Protection Division development plan? Do you have a strategy for expanding our presence in the domestic market?

For me, the development plan for the Construction Protection Division at Mercor is not only a strategy, but above all a road map that directs us towards continuous improvement and expansion. The vision I am introducing is based on solid foundations of subjectivity, a sense of agency and autonomy - values that are not only slogans for us, but also real actions.

As a leader, I involve the entire team in the process of creating a strategy for our division. We use the knowledge and experience of external specialists, organise strategic workshops and together redefine the goals that guide us. It is these activities that allow us to create a unique set of values that distinguish our offer from the competition.

Highlighting our unique value, which is based on specialised knowledge, a natural decision is to invest in our R&D team. I understand that innovation and technological progress are the heart of our industry, which is why we are expanding our team with experts who will not only take care of the development of our products, but also provide the necessary knowledge to the market. It is this deep specialisation and advanced research that make our fire protection solutions not only effective, but also innovative and adapted to the changing needs of customers and the market.

Understanding that the key to development on the domestic market is the quality of our products combined with building strong relationships, I focus on creating an extensive network of valuable contacts. This allows us to "be in the game" from the earliest stages of investment and become a leader who not only follows trends, but also sets them.



I believe that thanks to this strategy, Mercor will build its rightful position on the market and become synonymous with innovation and trust in the fire protection industry.

Does the company have plans to expand abroad in the construction protection area? If so, what are the priority markets?

Foreign expansion in the construction protection area is a key element of Mercor's strategy. Within our corporate group, Dunamenti and Tecresa play a central role in our growth plans. Dunamenti, based in Hungary, focuses on Central and Southern European markets, while Tecresa in Spain aims to expand in Ibero-American and North African countries. For our operations in Poland, the most attractive markets are the Scandinavian ones, where we see great potential to introduce our innovative solutions.

At the same time, an important element of our strategy is achieving synergies at the corporate level. Particularly important are joint R&D activities and product management, which allow us not only to optimise the offer, but also to adapt it to the specific needs and requirements of various markets. Taking into account my cultural values, I strive to ensure that synergy does not conflict with the autonomy of individual companies. I believe that thanks to cooperation and exchange of knowledge between our companies, we will be able to offer innovative solutions that will result in a leading position in the fire protection industry internationally.

What innovations or new technologies do you see as key to our construction protection business?

In the face of rising energy costs and increased ecological awareness, Mercor S.A. must focus on investments in energy efficiency as a key element of our development strategy. Silboard, although extremely effective, is an energy-consuming product. Therefore, in our factory in Mirosław, we are researching solutions that can contribute to a significant improvement in the energy parameters of the production line, which will not only reduce production costs, but also make it more competitive on the market.

At the production plant in Mirosław, we plan to implement advanced energy management systems that will allow for optimisation of consumption.

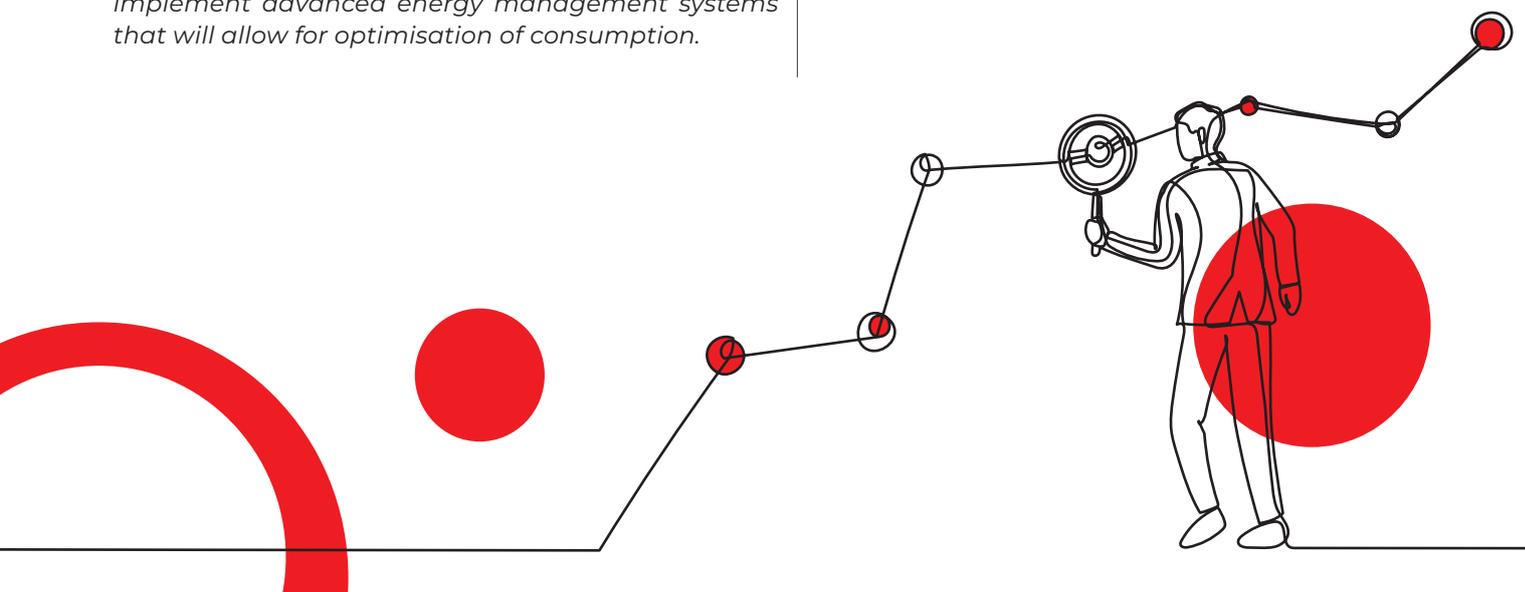
This is a step towards sustainable development, as well as a response to the expectations of our customers, who are increasingly looking for environmentally friendly solutions. However, above all, it is the result of a simple economic calculation, which will soon eliminate energy-intensive products from the market or trigger strong substitution tendencies. We keep our finger on the pulse of global trends!

In the technological context of artificial intelligence (AI), we see a huge opportunity to use its potential in the future. An ideal example of using AI in our industry would be to create a fire simulation in the metaverse, which would allow us to model and test the behaviour of our fire protection systems in controlled, virtual conditions. This approach would allow for a deeper understanding of fire dynamics and more effective design of our products, which is particularly important in the context of the constant pursuit of innovation and improved safety.

What are your main goals for the Construction Protection Division for the coming year? How will you measure progress and the effectiveness of their achievement?

In the coming year, my priority is to accelerate the certification of our products to build a complete portfolio of solutions and their applications. This is a fundamental step that will allow us to increase acquisition and sales volumes. Our goal is not only to strengthen the position of Mercor S.A. on the market, but also to ensure that our products meet the highest safety and quality standards.

Sales Personnel will focus on expanding our reach and gaining valuable business relationships that are key to our growth. A feature of the market for products that use advanced knowledge is the need to be present at the earliest, preferably conceptual, stage of projects, which allows us to better understand customer needs and adapt our offer to their requirements. This trade mechanism builds an effective competitive advantage, makes it difficult to replace the adopted solution with a cheaper one, and consequently achieves much higher margins.



We will measure progress and effectiveness in achieving these goals through several key indicators:



NUMBER OF CERTIFIED PRODUCTS: TRACK THE NUMBER OF PRODUCTS THAT HAVE BEEN CERTIFIED,



INCREASED ACQUISITIONS: ANALYSIS OF THE NUMBER OF NEW CUSTOMERS AND PROJECTS,



SALES VOLUMES: MONITORING SALES VOLUMES,



MARKET SCOPE: ASSESSMENT OF PRESENCE IN NEW MARKETS AND NEW SEGMENTS,



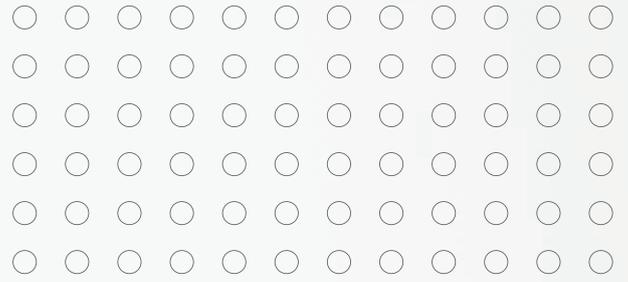
VALUABLE RELATIONSHIPS: QUALITY AND DEPTH OF RELATIONSHIPS WITH KEY PARTNERS AND CUSTOMERS.



OFFERS TO ORDERS CONVERSION RATE: MEASURING THE EFFICIENCY OF OFFERING AND THE SALES FUNNEL.

These indices will allow us to not only track our progress, but also adjust our strategy to achieve our goals.

09



COMPLETED PROJECTS IN THE MERCOR GROUP

COMPLETED PROJECTS FOLDER

In 2023 we haven't slowed down
even for a moment!

Last year was full of various projects and brought new challenges. The Mercor Group and its subsidiaries have completed investments in many facilities on an impressive scale, resulting in not one but TWO editions of the 2023 Completed Projects Folder, which you can check on our website -see for yourself what we worked on last year!



See the first edition
of completed projects.



See the second edition
of completed projects



09

COMPLETED PROJECTS

SWEDEN

1. Production hall

| **Product name:** mcr Prolight vents and skylights

Micropower Växjö (NYTEC)

2. Production hall

| **Product name:** mcr Prolight vents

Micropower Växjö (NYTEC)





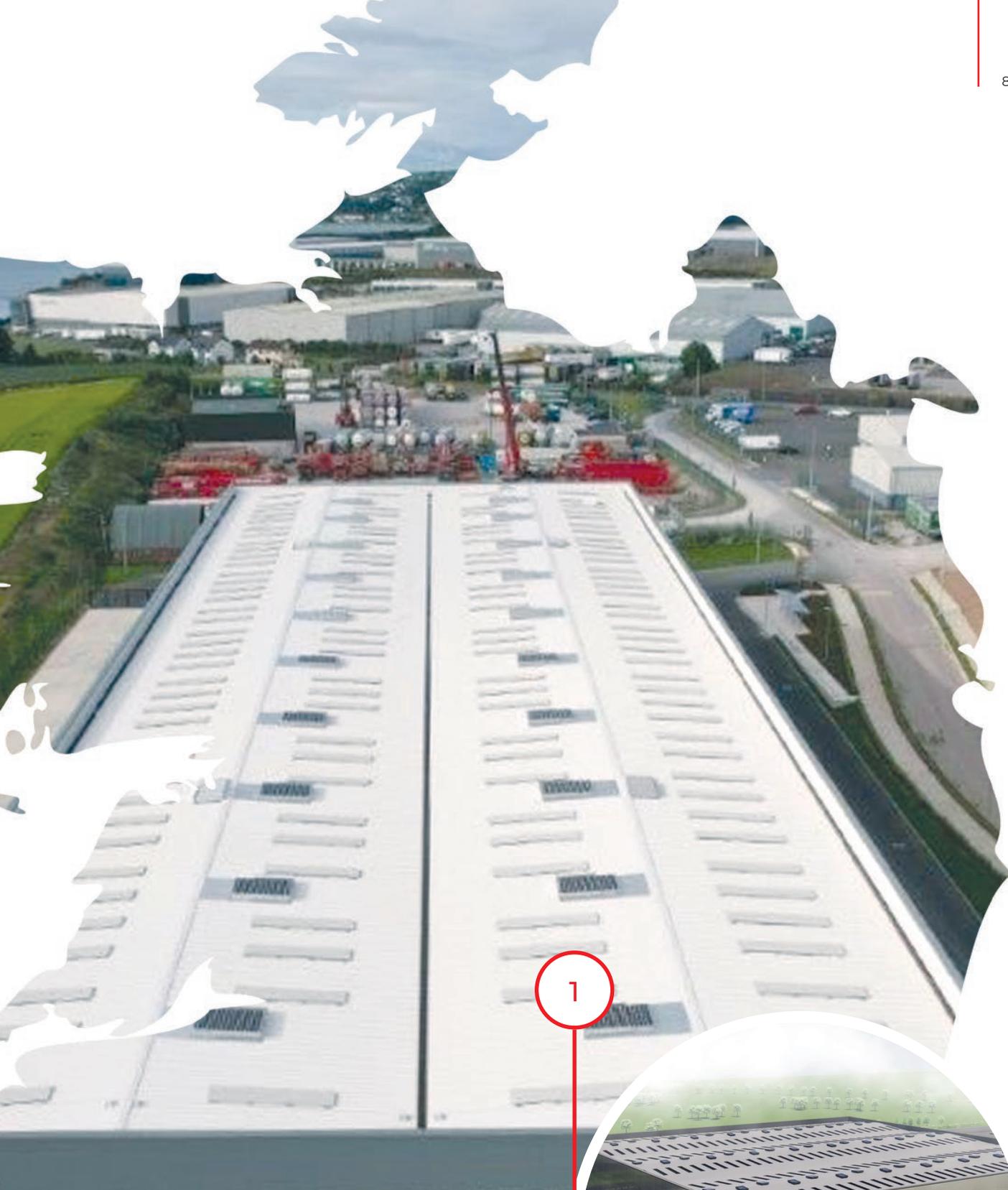
09

COMPLETED PROJECTS

IRELAND

- 1. Branch 4 „Courtstown Summerhill Counstruction Co.”**
| **Product name:** mcr LAM louvered vents
- 2. Branch 3 „Vantage Business Park”**
| **Product name:** smoke exhaust vents
mcr PROLIGHT DVP, smoke curtains
mcr PROSMOKE





1

2



09

COMPLETED PROJECTS

HUNGARY



01

02

03

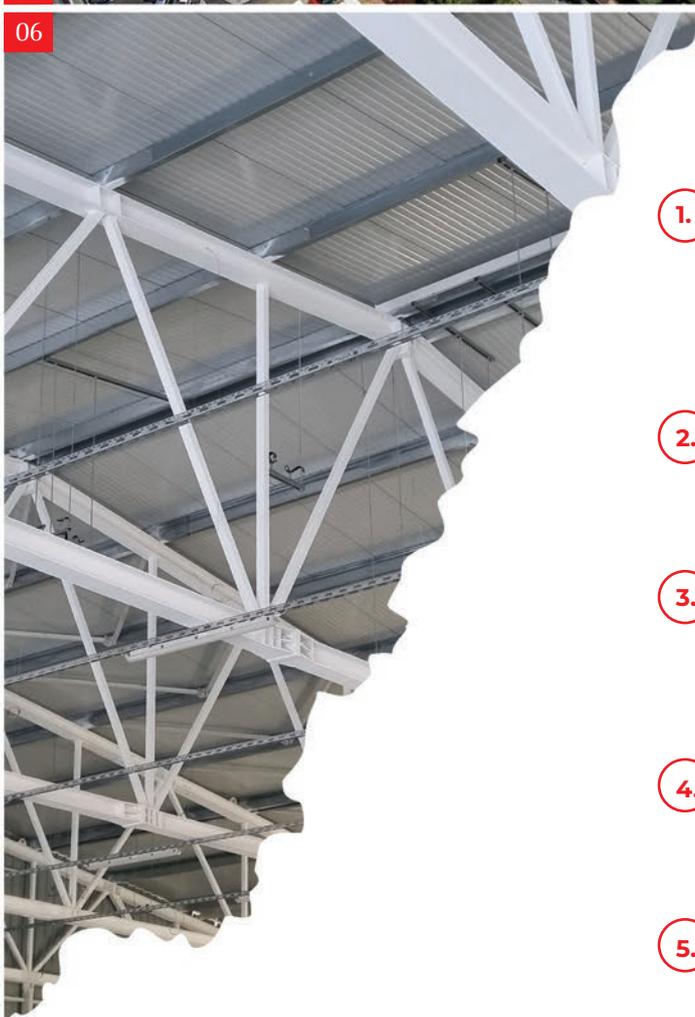
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05

06



1.

Hotel „Dorottya”

Product name: mcr WIP PRO /S, mcr WIP, PRO/V, mcr WIP/S, mcr WIP/V, mcr FID PRO, mcr PL, mcr Tecsel

2.

Production hall „Diehl Aviation”

Product name: mcr ULTRA THERM vents

3.

Production hall "GKN Automotive"

Product name: mcr PROLIGHT vents and continuous rooflights

4.

Production hall „Környe”

Product name: mcr ULTRA THERM vents

5.

Production hall – Nestlé „PURINA”

Product name: DFM DS & DFM OS doors

6.

Production hall „König Maschinen”

Product name: Polylock W

09

COMPLETED PROJECTS

LUKSEMBURG

1. "Skypark" office centre near the airport

| Product name: DFM DS steel doors

2. "Domaine Petit Parc" residential development

| Product name: DFM DS steel doors

3. "Tetris H2O" office building

| Product name: DFM DS steel doors

4. Residences – Domaine Petit Parc

| Product name: DFM DS steel doors



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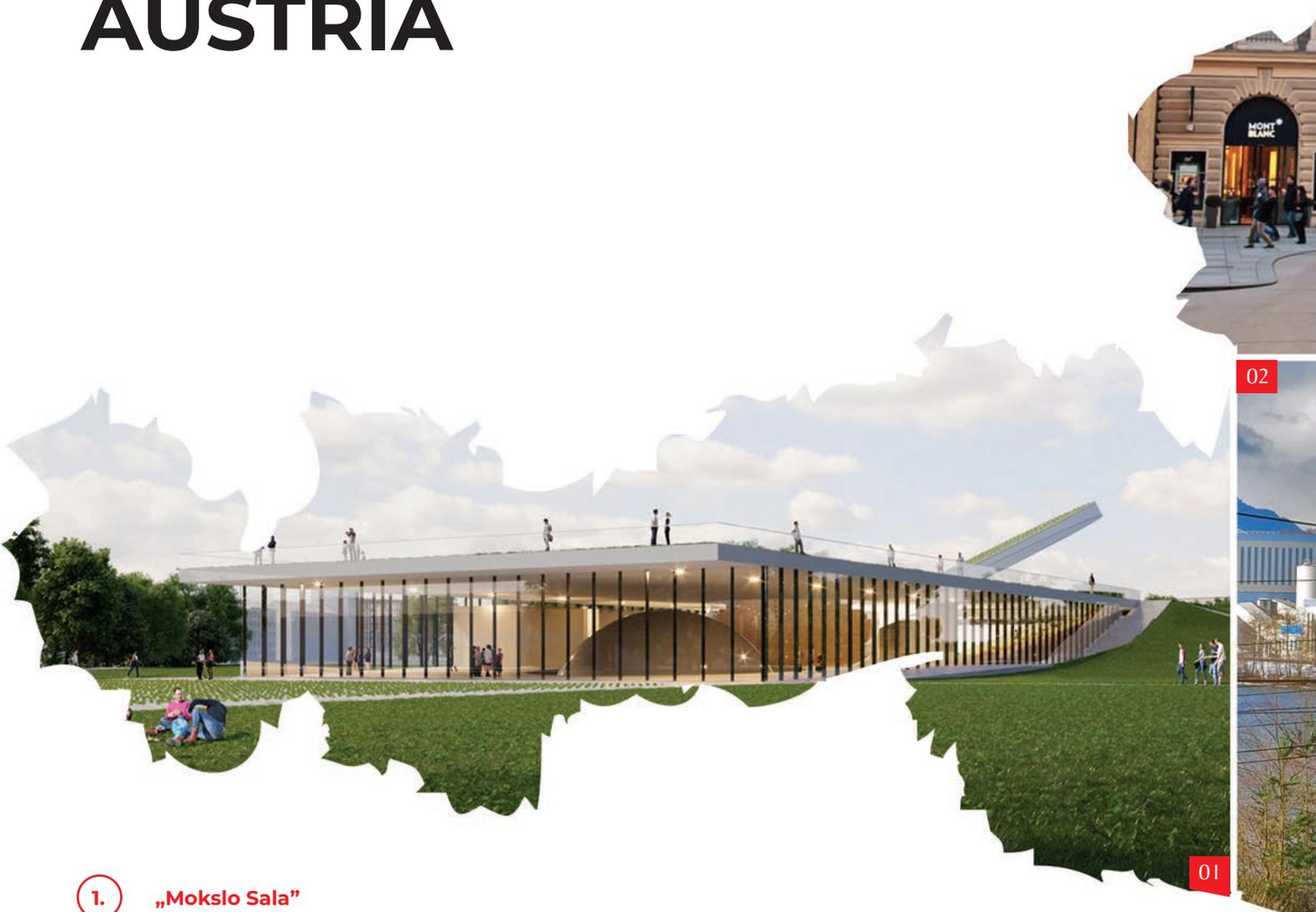
04



09

COMPLETED PROJECTS

AUSTRIA



1. **„Mokslo Sala“**

| Product name: DFM DS steel doors and DFM SG sliding gates

2. **Production hall „OMYA“**

| Product name: mcr LAM vents

3. **Production hall**

| Product name: mcr LAM façade dampers

Voestalpine BÖHLER Edelstahl GmbH & Co KG



03 04



05



4.

Vienna (Austria)

Product name: fire dampers with a dedicated door frame solution specifically for the client

Streets: Sebastianplatz 4 / Kirchofsgasse 13 / Bossigasse 18-22

5.

"HAI Logistikcenter" Hammerer Aluminium Industries

Product name: mcr LAM louvered vents



<https://www.hai-aluminium.com/en/>

09

COMPLETED PROJECTS

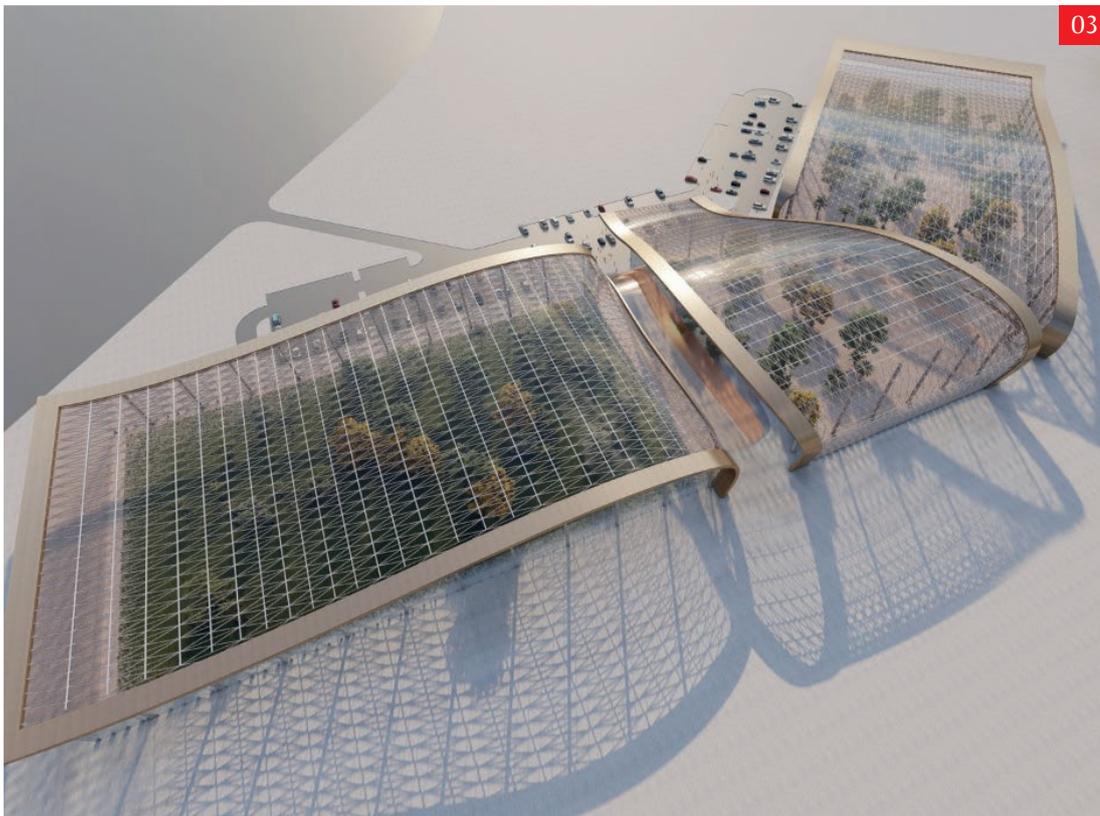
QATAR AND UAE



01

02

03



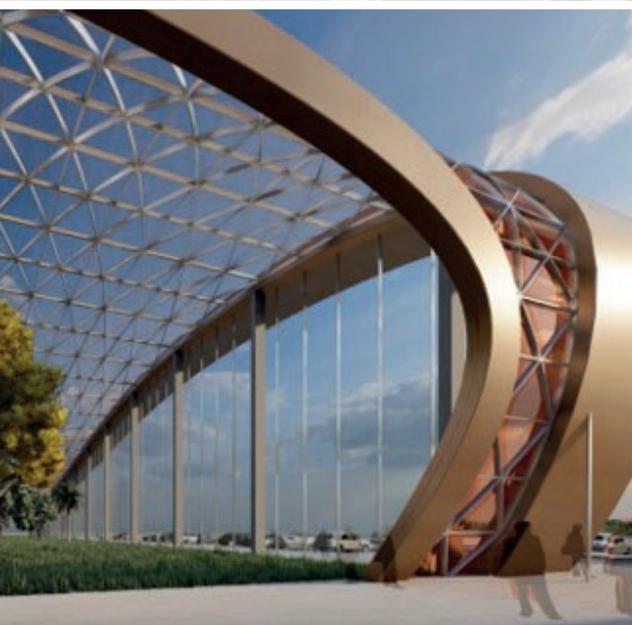


1. **Warehouse hall**

Product name: Qatar Free Zones vents

2. **Century Mechanical System Factory**

Product name: mcr PROLIGHT smoke exhaust vents, type DVP, control



3. **Greenhouse (UAE)**

Product name: mcr Prolight vents
Al. Rahba Greenhouse



<https://architizer.com/projects/al-rahba-greenhouse/>

10

MERCOR DIGITALLY

- a. **mcr TOWN: new edition of educational animations:
fire in an office building, fire in a high-bay warehouse**

FIRE IN AN OFFICE BUILDING

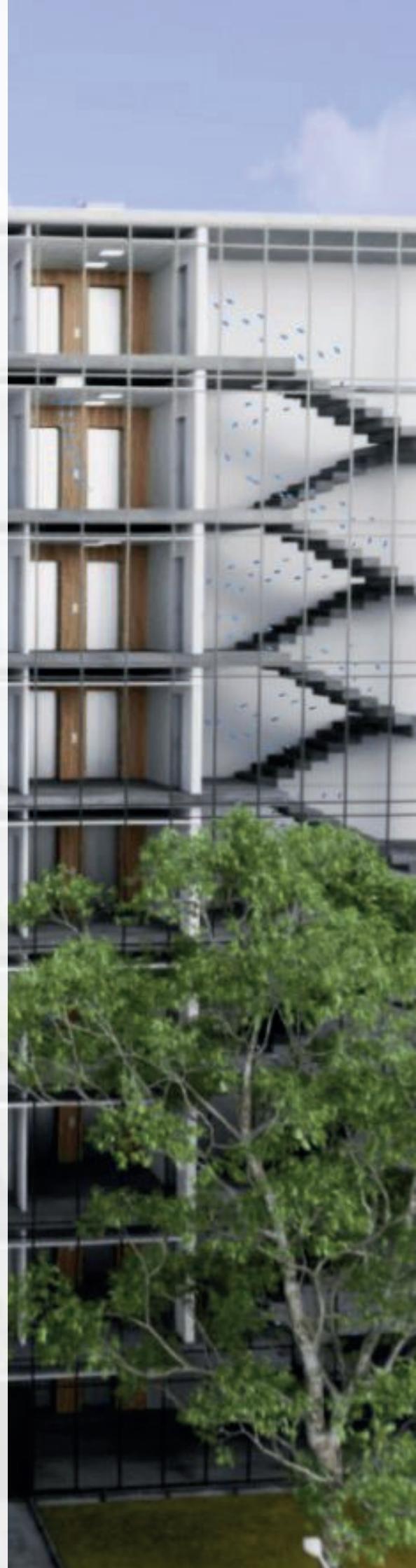
The requirements for the design and construction of tall and high-rise buildings require that the systems and devices installed in them limit the possibility of fire and, if it occurs, effectively limit the spread of fire and smoke, enabling the safe and quick evacuation of people staying in the facility.

When designing office buildings, the selection and use of appropriate passive fire protection devices requires industry designers to have extensive knowledge of the solutions available on the market. We invite you to watch another video from the **mcr TOWN** series, in which we discuss fire protection issues in this type of facilities.

- There are many solutions available on the market for passive fire protection of buildings. Even the most modern devices or systems will not guarantee safe evacuation and may even become a threat to evacuating people if they are incorrectly designed. Poorly planned fire ventilation systems may pose a threat to life and health. A great responsibility also rests with the installation contractors, which is why work aimed at meticulously checking the correct functioning of individual systems is very important. It is extremely important to have competent support from the manufacturer of fire ventilation systems at each individual stage of implementation, from the selection of a solution and installation, through adjustments and measurements, to warranty service.



— comments Roman Diduch
- Project Manager in the Fire Ventilation
Systems Division at Mercor S.A.



mcr TOWN

Dowiedz się jak zapewniamy bezpieczeństwo na wypadek pożaru

Czy wiecie, że najbardziej zdarzeniem drogowym w

WIĘCEJ



See VIDEO
Fire in an office
building



See VIDEO
Fire in a warehouse
building

FIRE IN A HIGH BAY WAREHOUSE

Fire in a production and warehouse building - a new episode of the **mcr TOWN series "Safe City MERCOR"** now available on YouTube. One of the most unfavourable fires that can occur in a warehouse facility is a fire on the floor in the production and storage area, which, due to the large amount of flammable materials accumulated in the high storage racks, will develop very quickly in the form of a symmetrical convection column of smoke.

On average, we deal with **over 1,000 such fire situations** every year in Poland, and this number is growing rapidly. The lack of a properly designed fire protection system is not only a risk of losses, but also a serious obstacle to insurance payments. That is why it is so important for the facility to have a smoke exhaust system based on certified devices that will enable safe evacuation, improve the working conditions of firefighters during rescue and fire-fighting operations and limit material losses.

b. Fire protection configurator for building structures - a new version of the designer's work tools

A modern tool for selecting fire protection for building structures is now available on our website. The Fire Protection Configurator for Building Structures will help you quickly select the right product for each customer's requirements.

The configurator offers the ability to calculate the thickness of fire protection for four construction variants:

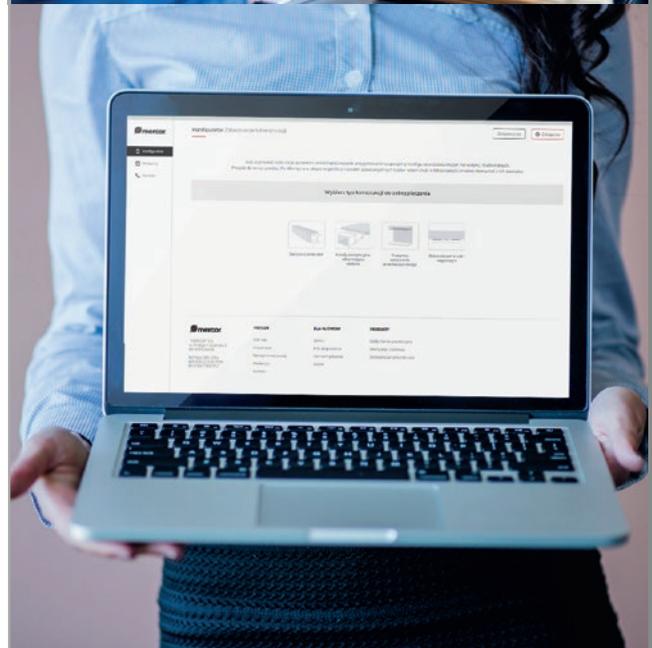
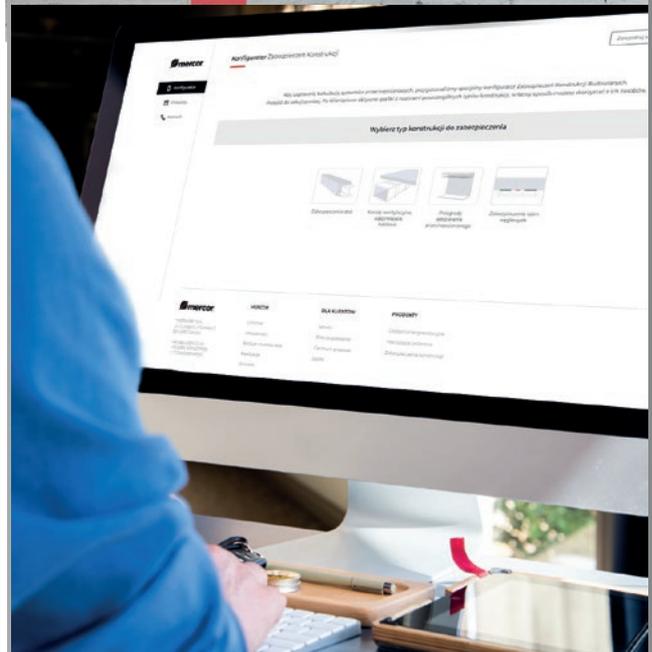
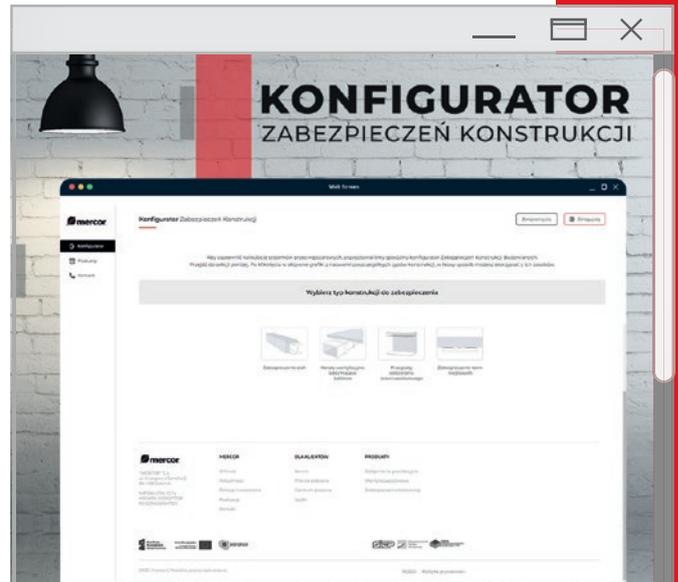
STEEL PROTECTION (STEEL PROFILES),

INSTALLATION, CABLE, VENTILATION AND SMOKE EXHAUST DUCTS,

FIRE PROTECTION PARTITIONS (VERTICAL AND HORIZONTAL PARTITIONS),

CARBON-FIBER REINFORCED POLYMER.

The selection configuration will enable the user to specify the appropriate values and parameters of a given structure, and the generated product, its variant and quantity can be immediately added to the cart in the Mercor purchasing platform. Moreover, after logging in, the user will be able to save and manage its projects.



AI

"Confident young woman, model looking at camera"

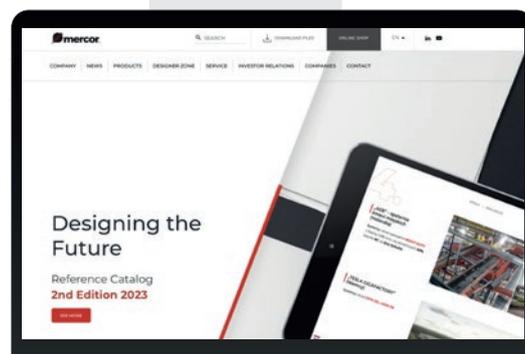
Artificial intelligence generated graphics.

Artificial intelligence helps tailor communications and offers across different segments based on analysis of customer behaviour data.

MERCOR DIGITALLY

Twenty years ago, companies promoted their business by distributing leaflets and sending letters with product samples to potential customers. Today they use digital marketing.

The effect of our activities is to expand our reach, increase sales and brand popularity, acquire new customers and strengthen our position on the Polish and foreign markets.



2023 | A YEAR IN NUMBERS

COMPANY WEBSITE | mercors.com.pl



WEBSITE
USERS

OVER
250 000



LINKEDIN
NEW FOLLOWERS

OVER
30



SIMULTANEOUSLY
ACTIVE
CAMPAIGNS

OVER
7 000 000



VIDEO VIEWS

OVER
2000



AD
IMPRESSIONS

OVER
600 000



INCREASE IN WEBSITE
VISITS COMPARED
TO 2022

OVER
70% ↑

Social media platforms such as YouTube, LinkedIn and Facebook can be compared to a large city market. Huge space, lots of sellers with interesting goods and services... and even more potential customers.

There are many sales opportunities - just like at the fair. For example, we can offer our goods and wait patiently for someone to stop and buy something. The problem arises when there are many people wandering around our stand who are basically not interested in what we do and are here purely by accident.

The situation is different when we set up a large megaphone at the stand and start talking about our services in a loud voice. Then it becomes more interesting, because suddenly we gather interested people around us, asking questions and inquiring...

This is how advertising on the Internet works, to put it very simply.

Without investing in advertising, it is very difficult to reach potential customers because they do not see us among other advertisers.



LinkedIn

LinkedIn is the largest business social platform in the world, with over 850 million active users - 6.7 million of them in Poland. Advertising on this platform allows you to build brand awareness, strengthen your position as an industry expert and acquire new, valuable business contacts.

facebook

What do Mercor stakeholders do when they are not on LinkedIn? They're moving to Facebook. :) This medium currently has 17 million users in Poland and knows perfectly well what they do on this website and what content has their interest. This allows you to create very tailored advertising messages.

YouTube

If picture is worth more than a thousand words, what is a video worth? ;) Advertising on YouTube allows you to reach people with your message based on their interests, demographics, or history of previously watched videos. Thanks to this, we can be sure that we display our ads only to interested people, thus increasing awareness of the Mercor brand on the Internet.



Kinga Bobrowska

Online marketing
and social media specialist
Marketing Department



Michał Wilk

Digital Marketing Manager
Marketing Department



> **Headquarters in Gdańsk**

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