

**Creating  
people  
& planet  
friendly  
spaces**

# ESG STRATEGY

## OUR MISSION

Our goal at ROBYG is to build homes and suitable surroundings for our clients. We develop homes and housing developments for entire communities that are integrated with the surrounding investments.

We aim to build for the benefit of our clients with consideration for the nature and communities which already exist.

We run a sustainable development process, fully respecting the natural environment. Construction, for us, is a part of a process for shaping new communities, which combines such elements as building construction, developing infrastructure, shaping green areas, as well as recreational, integration and relaxation areas.

We truly believe that we are not only laying the foundations for new residential areas, but also for shaping communities where people will be more to each other than simply neighbours.

## OUR VALUES

The three pillars of ROBYG's sustainable conduct:

### Care

The protection of natural resources and care for the environment are very important to us, hence we implement ecological solutions in our housing estates.

### Responsibility

We act responsibly, choosing to cooperate with local businesses, caring for the environment, and adopting best corporate governance practices.

### Support

We provide support for foundations, communities and for those in need within our communities, we cooperate with local businesses, and we take part in local cultural and sporting events.

# The three pillars of ROBYG's sustainable conduct:

## Social pillar

We ensure the wellbeing and safety of employees, co-workers and customers while supporting local communities.



## Governance pillar

We act responsibly while driving financial performance.



## Environmental pillar

We care for the natural environment in all aspects of our business to minimize the negative effects of climate change.

# ESG STRATEGY

## Defining strategy

The scale and nature of our operations motivates us to manage our social and environmental impact in a careful and responsible manner. When defining our ESG (E - environment, S - social, G - governance) strategy we took into account Robyg's impact on the economy, the quality of social life and the state of the natural environment. We analysed the map of our stakeholders, we discussed ESG issues in the context of our business and marketing strategy. With the support of experts and the participation of the Management Board, we made key decisions on the main directions of our future activities, which were included in the ESG Strategy.

**Our leading direction in sustainable strategy is to focus on people and communities and conduct the company's operations in a sustainable and ethical manner.**

### How do we understand sustainability?

Sustainable development is a situation when the economy and society function in a way that meets the needs of the present without compromising the ability of future generations to meet their own needs<sup>1</sup>.

The right to development must be fulfilled so as to equitably meet developmental and environmental needs of the present and future generations<sup>2</sup>.

<sup>1</sup> Definition of sustainable development used by the UN and formulated in the 1987 Report of the World Commission on Environment and Development: Our Common Future.

<sup>2</sup> Report of the United Nations conference on environment and development – Annex I. The Rio Declaration on Environment and Development (Rio de Janeiro 1992)



## Creating people & planet friendly spaces



### Global challenges that motivate us to action

#### ENVIRONMENTAL

- Fighting climate change and searching for effective methods for adapting to its impact.
- Changing the model of the economy to a more environmentally friendly one, aimed at reducing the consumption of natural resources and their protection.

#### SOCIAL

- The need to care for the quality and good living conditions of each individual and entire communities.
- Creating integrated communities.

#### GOVERNANCE

- The need to improve and promote the best management practices, taking into account ESG issues as well as building awareness of the growing importance of sustainable development for business strategies.
- Increasing investors' and stakeholders' expectations on ESG reporting and transparent communication.

ESG STRATEGY

DIRECTION	ROBYG FOR PLANET	ROBYG FOR PEOPLE	ROBYG FOR SUSTAINABLE BUSINESS
ESG pillar	Environmental	Social	Governance
	We care for the natural environment in all aspects of our business to minimize the negative effects of climate change.	We ensure the safety of employees, co-workers, customer and support local communities.	We act responsibly while driving financial performance.
Focus areas	E1. Green standard: successfully incorporating eco-friendly and low-carbon solutions. E2. Making the 15-minute city concept a reality. E3. Water and biodiversity.	S1. Building new, integrated communities. S2. Employee well-being: be an employer that attracts, retains and develops people. S3. Client satisfaction.	G1. ESG in management practices. G2. Annual ESG disclosure & transparent business.
Benefits for our stakeholders	<b>For customers:</b> Property value, possibility of green mortgages, sustainable housing costs. <b>For employees:</b> Eco-friendly workplace, access to green expertise. <b>For communities:</b> Friendly, integrational & inspiring environment. <b>For ROBYG investor:</b> Stand-out offer, reputation (licence to operate) and access to sustainable financing thanks to specific environmental indicators.	<b>For customers:</b> Higher quality of life and happiness. <b>For employees:</b> Supportive workplace & desirable employer in the housing development segment. <b>For communities:</b> Supportive and reliable partner. <b>For ROBYG investors:</b> Lower risk and cost of unwanted loss of valuable employees, better relations with local communities (license to operate) and better allocation of resources on social and employees' programmes.	<b>For customers:</b> Reliable & preferred housing developer. <b>For employees:</b> Safe, fair and inclusive work environment. <b>For communities:</b> Reliable partner. <b>For ROBYG investor:</b> Risk management (climate & social), greater confidence in the company and its operations, as well as access to sustainable financing as a result of applied ESG practices and access to ESG data.



We care for the natural environment in all aspects of our business to minimize the negative effects of climate change.



## ROBYG FOR PLANET

### Description

We lead a sustainable development process fully respecting the natural environment on all our projects.

### Values in relation to strategy

care



### Role

This direction allows ROBYG to differentiate itself on the Polish market where environmental practices are limited, and to gain an advantage in the eyes of current and future customers.

The protection of natural resources and care for the environment are very important to us, therefore we implement ecological solutions in our housing estates.

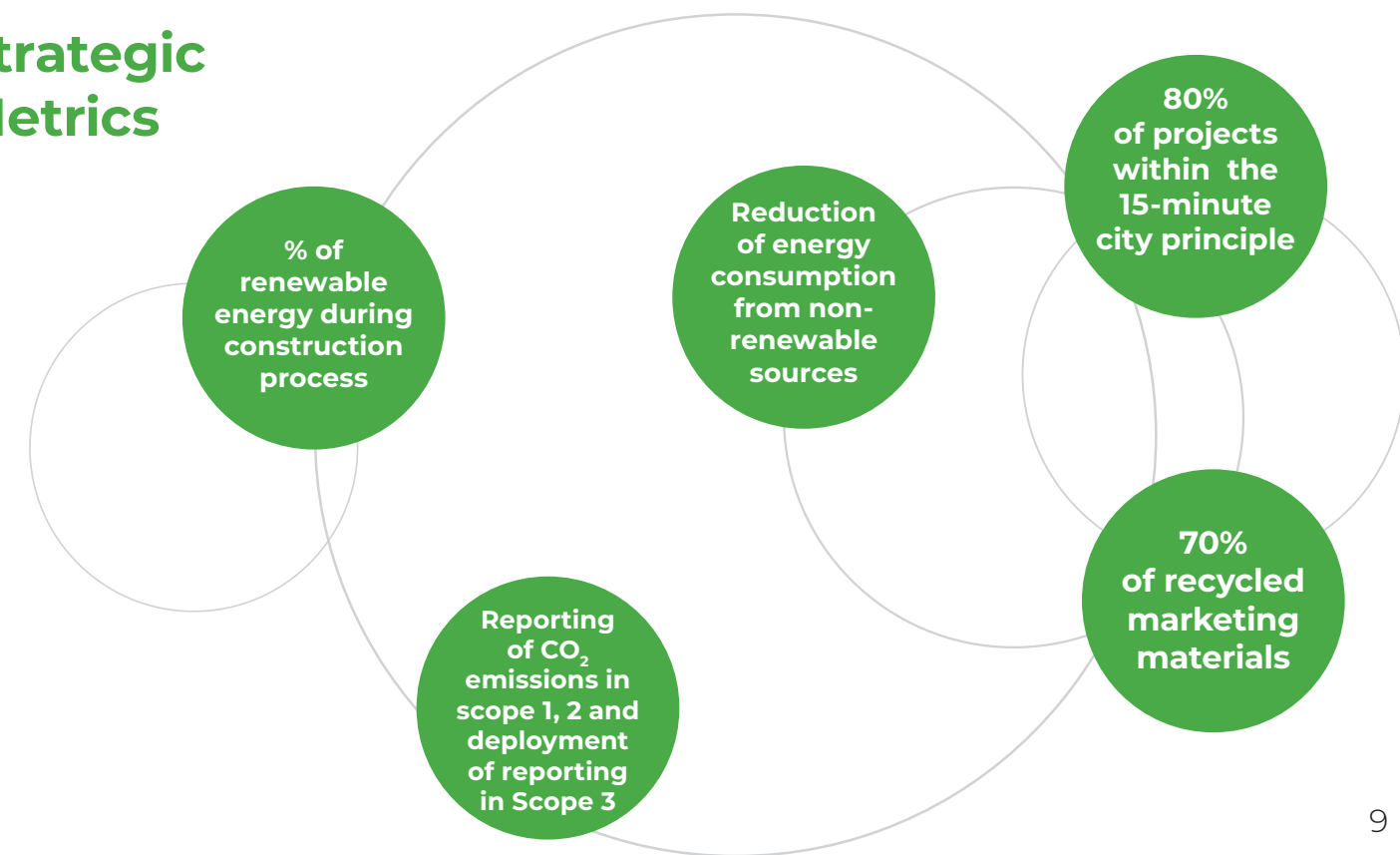
## Strategic Goals

**ROBYG as the number 1 low-carbon housing developer in Poland:**  
(1) 100% of renewable energy during the construction process in ROBYG by the end of 2024,  
(2) disclosure of CO<sub>2</sub> emissions in Scope 1, 2 and deployment of reporting CO<sub>2</sub> emission in Scope 3 in accordance with GHG Protocol starting in 2021.

Over 70% of ROBYG housing concepts to be in line with the 15-minute city concept and increase to over 80% by the end of 2025.

**ROBYG as the leader in incorporating biodiversity & water policy** in all its housing development projects.

## Strategic Metrics



# Focus areas

- E1. Green standard: successfully incorporating eco-friendly and low-carbon solutions
- E2. Making 15-minute city concept a reality
- E3. Water and biodiversity



## How we contribute to the UN Sustainable Development Goals:



### Goal 6: Clean water and sanitation

- We implement solutions that promote small and bio retention.



### Goal 7: Affordable and clean energy

- We use low-emission solutions.
- We promote and we use energy from renewable sources.



### Goal 11: Sustainable cities and communities

- We implement the concept of a 15-minute city.



### Goal 13: Climate action

- By the end of 2024, we will exclusively use renewable energy at construction sites.



### Goal 15: Life on land

- Green roofs are already at 41 stages of various investments with a total area of app. 3 hectares.
- Nearly 100% of ROBYG housing estates are characterised by an increased share of greenery, including flower meadows, high greenery and houses for birds and insects.



ROBYG FOR PLANET

E1.  
Green standard:  
successfully incorporating  
eco-friendly and low-carbon  
solutions

E2.  
Making the 15-minute  
city concept a reality

E3.  
Water  
and biodiversity

1. Implementation & promotion of ROBYG Green Standards in housing estates & apartments (more on page 16).

2. Starting 2025, 100% of Energy used on ROBYG construction sites to come from renewable resources.

3. 100% of ROBYG housing sites will be equipped with at least 5 low carbon solutions (photovoltaic panels on roofs, Smart House by Keemple.

4. Yearly reporting of CO2 emissions in scope 1 and 2 from 2021.

5. Preparation to report CO2 emissions in Scope 3.

6. ROBYG Less Waste Office: responsible waste management, downsize of single-use plastic and paper, introduction of eco-certified paper, recycling process.

7. Eco-education of housing communities and employees.

1. Promotion and development of the 15-minute city concept in Poland.

2. 80% of ROBYG housing estates aligned with the 15-minute city concept (proper location and/ or provision of key functions by ROBYG).

3. Promotion of electromobility.

4. Electromobility: starting 2021, 100% of ROBYG projects entering the market are equipped with charger stations in garages and on the housing estate space.

5. Micromobility: parking spaces and bike repair points in all ROBYG housing estates.

1. 100% of ROBYG housing sites equipped with elements protecting biodiversity.


2. Deployment of ROBYG Housing Project Planning Standards that include water protection and biodiversity.

3. Consultation with a biodiversity expert during each project.

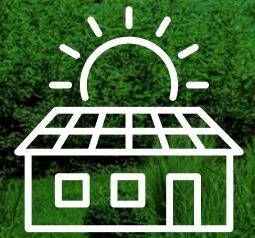
4. Sustainability analysis in due diligence of acquired brown- and greenfield terrain.

ACTIONS ALREADY  
TAKEN IN LINE  
WITH ROBYG FOR  
PLANET


We protect the natural environment whilst simultaneously reducing the operating costs of flats, thanks to our green standard. We design the space taking into consideration a large number of areas and green zones with rich vegetation, rain gardens as well as solutions which are aimed at adapting to climate change.




12,000  
apartments  
with a smart  
house system



3,120 m²  
photovoltaic panels



76,000  
led light fittings



55,5 ha  
green areas



## ACTIONS ALREADY TAKEN IN LINE WITH ROBYG FOR PLANET



We are the first Polish developer that set up the SMART HOUSE SYSTEM as a standard for our clients. This helped reducing heating costs and electricity consumption.

We provide **a full fibre optic installations and photovoltaic panels** in all of our housing estates.

The **use of natural resources** (e. g. sunlight, rain, water) reduces the impact on the environment.

We incorporate **carbon dioxide absorbing plants and materials** on the building facades in our housing estates, reducing air pollution and providing healthier, leaved surrounding for our clients.

We create **rain gardens** in order to retain rainwater, thus minimizing the amount of water discharged directly into the storm drainage system. Such solutions reduce the risk of temporary and local flooding in case of heavy rainfall.

We use **rainwater to water plants** on our investments.

We use an inverted **flat roof** with a gravel surface technology. This solution allows for water retention and a reduction of overheating and fights against urban heat islands.

We install **LED lighting** in the common areas of our buildings, resulting in a reduction in electricity consumption.

We use the highest quality insulation materials for construction, including triple-glazed windows to reduce heat consumption, leading to lower carbon emissions.



## OUR STANDARD FOR PLANET

### In our apartments we offer:

- Above-standard ceiling height 2.65-3 meters
- Anti-burglary front doors from reputable companies
- Triple-glazed windows to improve insulation and ensure proper air circulation
- Large balconies or gardens
- Brick partition walls with soundproofing properties
- Walls and ceilings painted white
- Frost-resistant, non-slip tiles on balconies, terraces and loggias
- Colour videophones
- Individual, silent mechanical ventilation



### In our investments we offer:

- Fibre optic installations
- Photovoltaic panels
- LED lighting
- Common areas finished with above standard materials
- Indoor and outdoor fitness
- Outdoor playground and internal kids playgrounds
- Silent elevators
- Elegant lobbies with security or a portier
- Free coworking areas
- Garage halls with a heated access ramp
- Housing estate monitoring in HD quality



# ROBYG GREEN STANDARD

We have been implementing innovative solutions in ROBYG investments for many years.

 15 minutes to all important services	 Local estates green and recreation facilities inc. private parks and forest	 Pro-ecological rain gardens and green roofs	 Photovoltaic panels	 Use of the Smart House System
 LED lighting	 Micromobility and Electromobility friendly estates	 Outside and inside electric cars chargers	 Triple-glazed windows	 Environmentally friendly external insulation
 Flower meadows	 Birdhouses and shelters for insects	 Watering with rainwater	 Weather management system and motion sensors	 Facilities for people with disabilities



We ensure the safety of employees, co-workers and customers while supporting local communities.

# ROBYG FOR PEOPLE

## Description

For us, construction is part of a **new community** shaping process, which combines such elements as building housing estates, developing infrastructure, shaping green areas, as well as recreational, integration and relaxation places. We truly believe that we are not only laying the foundations for new residential areas but also for communities.

We also consider our **social footprint** by having the ambition to be an employer that attracts, retains and develops people. ROBYG for People is also about building a community of ROBYG **satisfied customers**.

## Values in relation to strategy



We provide support for foundations, communities and for those in need within our communities, we cooperate with local businesses and we take part in local cultural and sporting events.

# Support



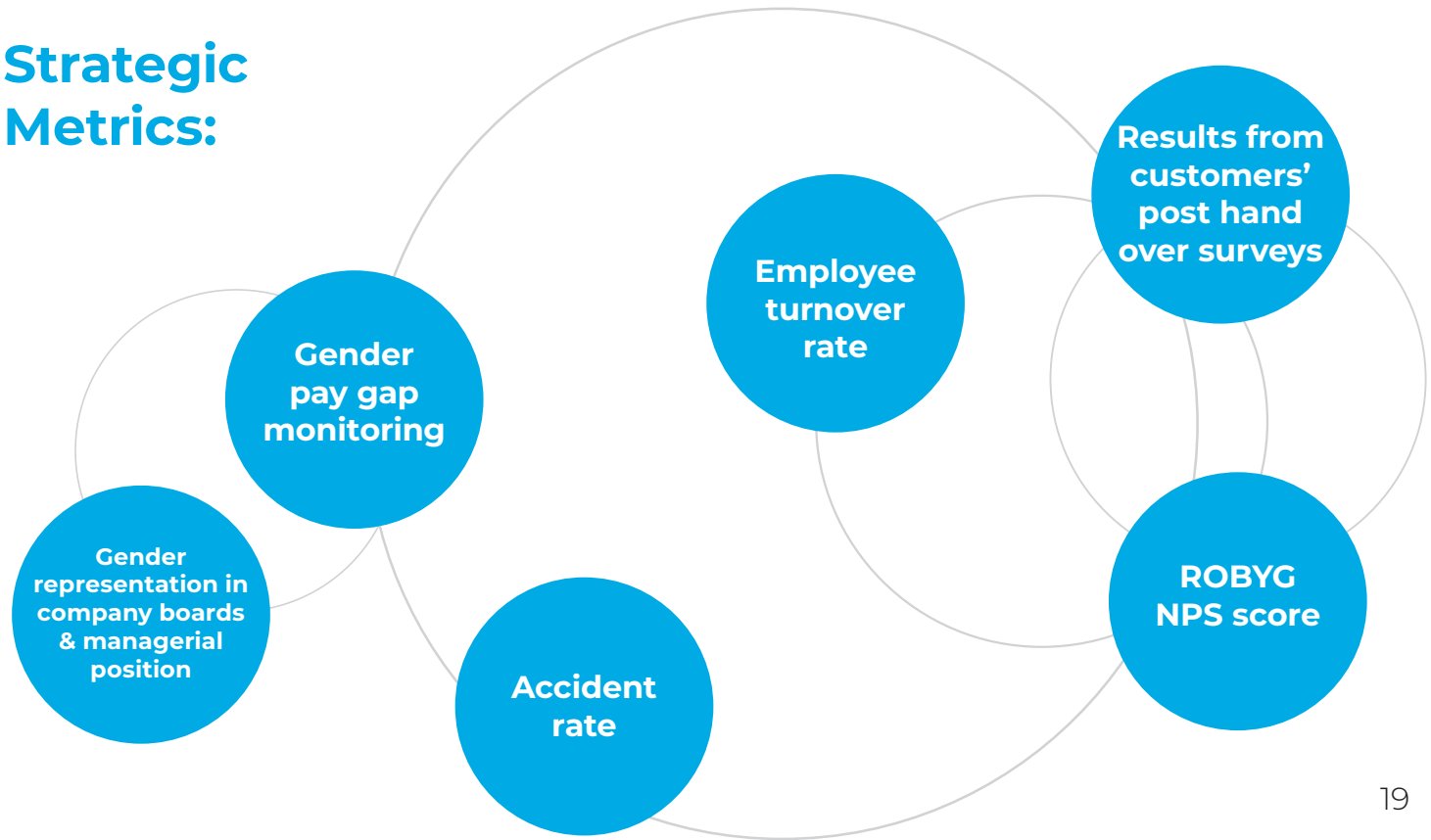
## Role

This direction allows ROBYG to approach community engagement and employer branding more strategically and to create win-win situations with communities.

## Strategic Goals

- Be the housing developer that local communities & neighbours welcome and value the most.
- Be the first choice employer in the housing development sector in Poland.
- Balanced Gender Diversity in governance bodies & managerial positions: try to achieve at least a 30% representation of women by the end of 2025 on the company boards.
- ROBYG Zero Accidents: the ultimate goal is to have no accidents at work.
- Maintain a ratio of over 80% satisfied clients after hand overs and increase to 90% by the end of 2025.

## Strategic Metrics:





# Focus areas

- S1. Building new integrated communities
- S2. Employee well-being: be the employer that attracts, retains and develops people
- S3. Client satisfaction

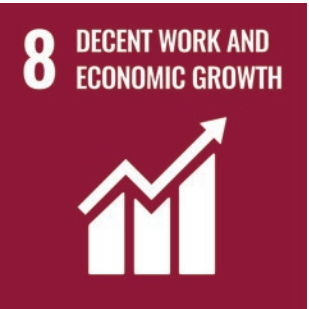


## How we contribute to the UN Sustainable Development Goals:



### Goal 5: Gender equality

- Gender Balance Gap: retain 50% of women in the employment structure and increase to 30% of female representation by 2025 on the company boards.
- Monitoring of gender pay equality indicators.



### Goal 8: Decent work and economic growth

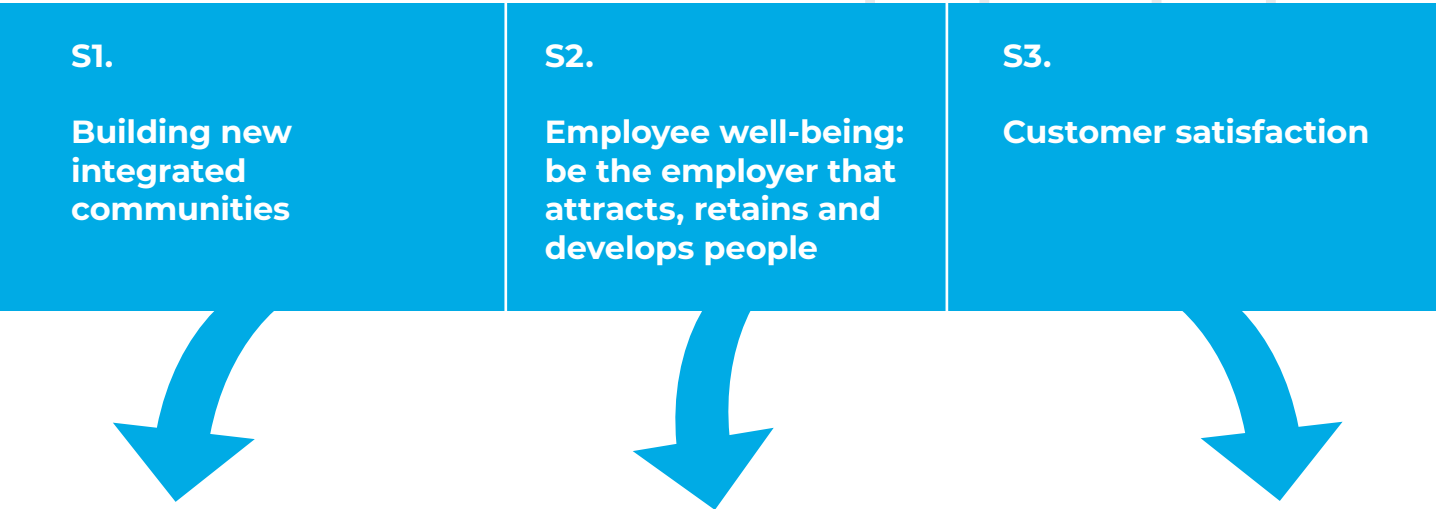
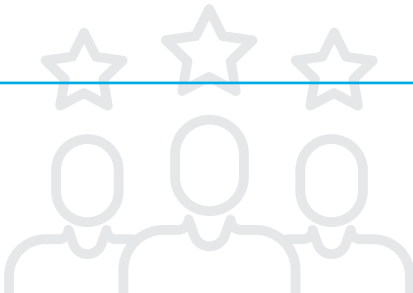
- We promote a safe working environment throughout the entire supply chain.
- We monitor the incident (work related accidents) rate.



### Goal 11: Sustainable cities and communities

- We carry out regular research on the perceptions of local stakeholders.
- We build housing estates while bearing in mind the need to reduce the carbon footprint, protect biodiversity and water resources, in line with the 15-minute city idea.

# ROBYG FOR PEOPLE



- 1. Engaging local communities.
- 2. Increasing the number of shared spaces (playgrounds, kids play, fitness, coworking).
- 3. Contests for housing communities.
- 4. Educational & awareness campaigns for housing communities (e.g. ecological month).
- 5. Engagement of customers in ROBYG's charity activities and disclosure of amounts for charity campaigns.
- 6. Development of employee volunteering.
- 7. Patronage classes in schools.
- 8. 100% of subcontractors and suppliers compliant with ROBYG Human Rights Respect Policies.

- 1. Development of mentoring & internship program.
- 2. Sustain the gender balance in the workforce & management.
- 3. Support to professional & personal development incl. English lessons, up-grading professional qualifications.
- 4. Application of transparency rules in recruitment.
- 5. Boosting internal communication.
- 6. Promotion of ROBYG Safety & Health Standards for employees, co-workers and subcontractors.

- 1. Monitoring & yearly disclosure of the NPS score.
- 2. Development of the ROBYG Club offer.
- 3. Responsible marketing communication (accurate & transparent communication, no misleading Information).
- 4. Digitalization of customer service (e-models of housing projects, e-com. with customers, signature of e-contracts).
- 5. Data privacy and cybersecurity (protection of customers' privacy).
- 6. ROBYG Club Offer: increase the number of partners.
- 7. Number and frequency of IT security tests realized.

## ACTIONS ALREADY TAKEN IN LINE WITH ROBYG FOR PEOPLE

We build new, integrated communities of satisfied customers. We care about the safety of employees and co-workers and their satisfaction with cooperation with our company. In our activities, we are guided by the principle that the quality of social life is based on mutual respect and the creation of friendly conditions conducive to the development of people's potential. Social well-being also means that we consider our impact on local communities and support them.

### Examples of our activities for People:

- In the districts and cities where ROBYG operates, we design, build and donate, **infrastructure projects** e.g. In Warsaw, in cooperation with the district office, ROBYG will build a bridge over Potok Służewiecki in Wilanow. This bridge will create a new entrance to Miasteczko Wilanow; ROBYG will also build an extension of Sarmacka street and the bridge over the stream with pedestrian routes and a bicycle crossing, while ZDM (Road Authorities in Warsaw) will rebuild the intersection. In Gdańsk, we delivered numerous roads, intersections and communication routes. In Poznań, ROBYG will invests over PLN 20 million in public infrastructure - ROBYG will build and make significant public infrastructure facilities available to the residents of Poznań - projects in Ostrow Tumski and in the immediate vicinity of the island. It will be the largest infrastructure investment ever made by a private investor in Poznań.
- We provide **safe and comfortable working conditions** to all employees, co-workers of ROBYG and people working on construction sites. We monitor regulations and guidelines related to health and safety as well as Polish and European legislation on an ongoing basis.
- We offer a **benefit program** to our employees incl. bonus system, a program of specialized training in the fields of e-marketing, e-commerce, soft skills, law and finance as well as English language lessons. We also provide an additional health care and pension scheme, additional life insurance, a MultiSport card, participation in sports and integration events and a friendly working atmosphere.
- In 2021, we joined the group of signatories of **the Diversity Charter** and working actively on developing the ROBYG Diversity Policy. The aim of this international initiative, present in 26 countries of the old continent, is to undertake activities related to the promotion of diversity and equal opportunities in employment. The signing of the document by ROBYG confirms its activities to date and a commitment to further improvement in this area.
- There are nearly 500 people working in ROBYG, of **which women constitute more than 50% of employees** and 43% of the management staff of our company.
- To **protect our clients** from the risk of infectious diseases (including Coronavirus) we have launched new and improved previously available contact channels, including chat on the website with an Advisor rather than a bot, or ordering a real-time video chat without ordering calls first. We have improved the customer panel used in after-sales service, thus reducing the need for a personal meeting. We launched newsletters to customers with information about safety, health, the market and the life of the company as well as construction progress. We introduced a construction log on the website to remotely track construction progress and we applied special security measures for customers and ROBYG employees at meeting places.
- We support **local foundations**, cooperate with **local businesses** and take part in cultural and sporting events. Our exemplary projects include: Posiłek za wysiłek, Mozartiana Mozart Festival, cooperation with the Trzeba Marzyc foundation, the „czas na wzrok” Family Run to support children from foster families. In 2020 we spent over 250 000 PLN on support and co-financing. During COVID, ROBYG donated funds and resources for the protection of hospital and medical workers.



# ROBYG HUMAN BALANCE

We create comfortable spaces, that provide active recreation and neighbourhood integration, to promote a healthy way of life.



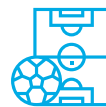
Local estates green and recreation facilities



Playgrounds and indoor kids play zones



Outdoor and indoor gyms



Multifunctional playing fields



Proximity of Schools and kindergartens



Co-working



Use of the Smart House System



Proximity to public transport



Shops, services and restaurants



Micromobility friendly estates



We act responsibly while driving financial performance.

# ROBYG FOR SUSTAINABLE BUSINESS

## Description

We act responsibly, which means recognizing social and ecological factors as being important in our activity.

Sustainable governance also means that we communicate about our business in a **clear and transparent manner**.

## Values in relation to strategy



We act responsibly, choosing to cooperate with local businesses, caring for the environment, and managing the company in compliance with the highest standards.

# Responsibility



## Role

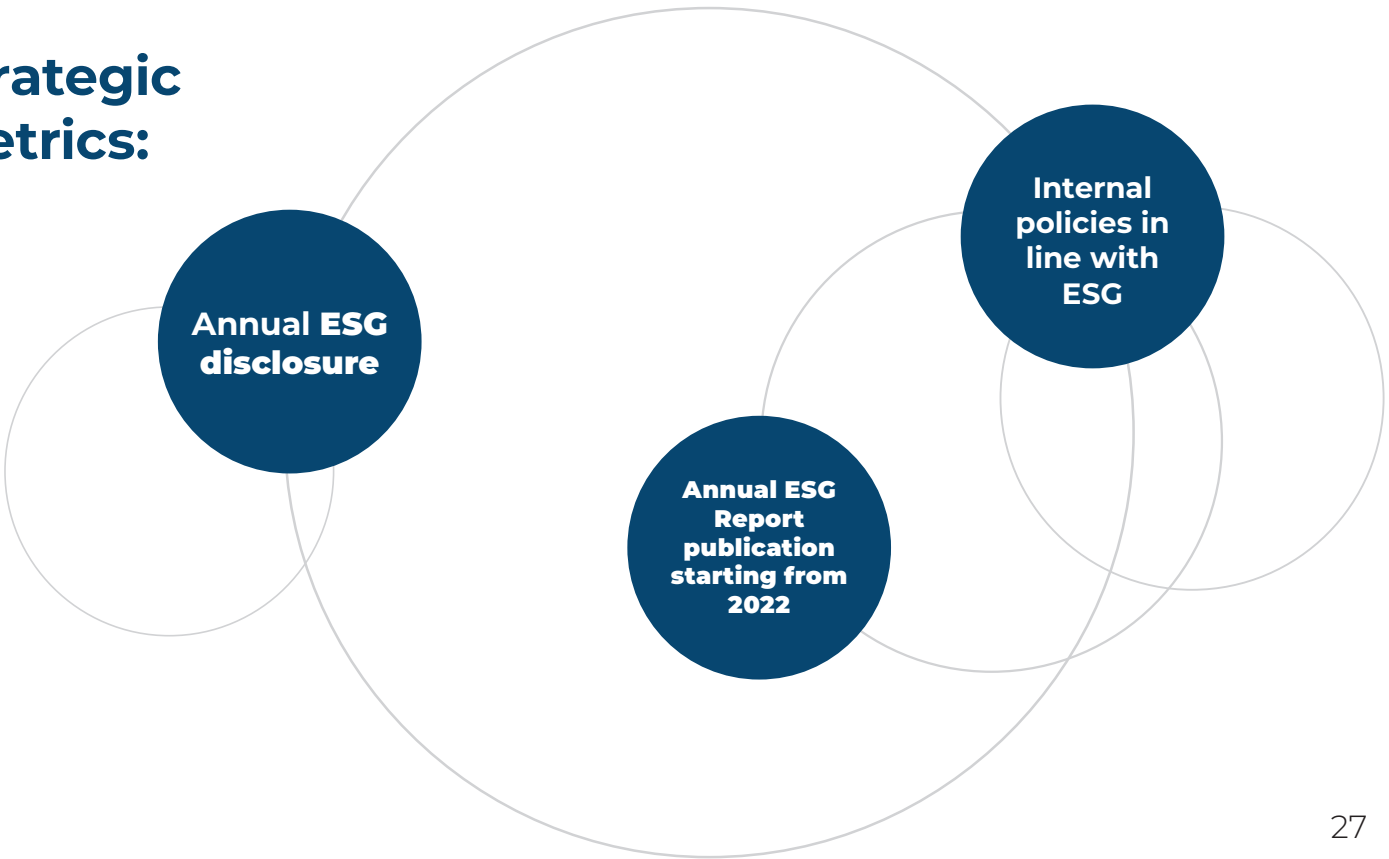
Foundation for the strategy, encompassing sustainable governance practices and their integration in existing management & operational frameworks.

# Strategic Goals



- Launch the **ROBYG ESG Website** ([www.esg.robyg.pl](http://www.esg.robyg.pl)) early autumn 2021.
- Announce the **ROBYG ESG Strategy in autumn 2021** and be regarded as the leader in ESG on the Polish housing development market.
- Before end of April 2022, **publish the first ROBYG ESG Report** in accordance to GRI Standards.
- Become a **signatory of the UNGC** and report on the 10 SDG principles.

## Strategic Metrics:





# Focus areas

- G1. ESG in management practices
- G2. Annual ESG disclosure & transparent business



## How we contribute to the UN Sustainable Development Goals:



### Goal 12: Responsible consumption and production

- We implement the Environmental Policy of the ROBYG Group.
- We work with energy suppliers with a high share of renewable energy.
- We work with local suppliers.



### Goal 16: Peace, justice and strong institutions

- We are updating procedures for preventing child labour and contemporary slavery.
- We support public institutions during the pandemic.
- We inform our associates about anti-corruption policies.

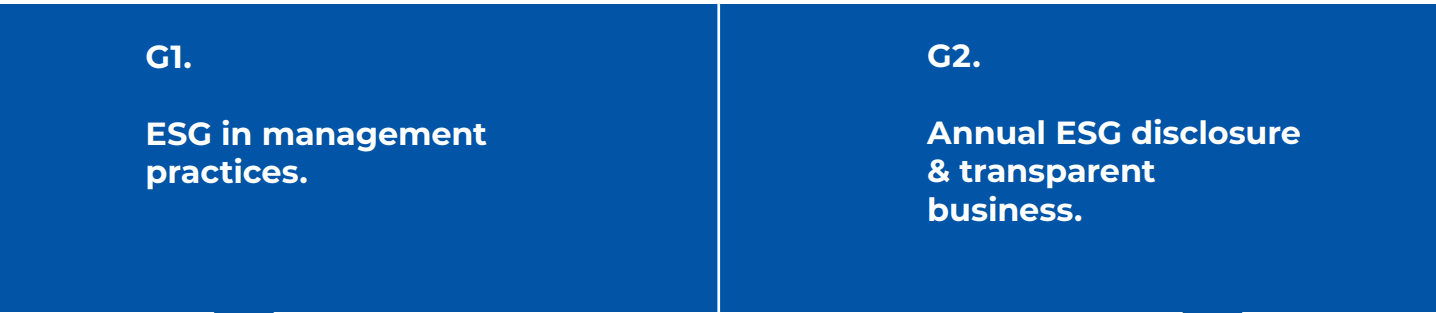


### Goal 17: Partnerships for the goals

- We are a member of The Polish Association of Developers, with whom we cooperate for sustainable development.
- We support local governments in the development of local infrastructure.



# ROBYG FOR SUSTAINABLE BUSINESS



- 1. Deploy the necessary ESG policies & initiatives.
- 2. Internal communication: An awareness campaign & education of ROBYG employees & managers relating to ESG Strategy.
- 3. Train employees on Code of Conduct incl. anti-bribery and anti-corruption at least once per year.
- 4. Select a Member of the Management Board to be responsible for ESG Strategy.
- 5. ESG criteria in the Management Board bonus policy.
- 6. 100% of new suppliers, contractors and subcontractors that have signed the Robyg Code of Conduct for Suppliers and Subcontractors and ROBYG environmental policy.
- 7. Continue and commit to sector initiatives related to sustainable & responsible business practices (The Polish Association of Developers).



## ACTIONS ALREADY TAKEN IN LINE WITH ROBYG FOR SUSTAINABLE BUSINESS

We have appropriate internal policies and have implemented procedures and mechanisms that integrate ethical, social, environmental and risk management issues in our business, protect the brand and reputation of ROBYG SA, build long-term value for all stakeholders and ensure good financial results.

### Examples of our activities for People:

- Throughout the years, we have developed high standards of reporting our results using only the top advisors on the market. Currently, as an issuer of bonds with a value of over PLN 500 million listed on the Catalyst market, we meet all the related requirements. We regularly publish our financial results statements and undergo external audits.
- We have included regular training for employees on the Code of Conduct, including anti-corruption training, into the overall employee training schedule. The training procedures are done on an annual basis and monitored constantly.
- We conducted a client satisfaction survey as a regular element of ROBYG ESG Management.
- Starting in 2021, we defined and implemented the ROBYG ESG Strategy and prepared the ROBYG Impact Report which lays the ground for preparation for reporting according to the international reporting standard; GRI Standards.
- In 2018 we implemented corporate document policies. E.g. A policy regarding the rules of conduct with business partners and administration, Know Your Customer Policy, Managing a conflict of interest Policy, Whistleblowing Policy, Policy for accepting and giving presents, invitations and hospitality, Personal data protection Policy.







**ROBYG**

[www.robbyg.pl](http://www.robbyg.pl)