

ROBYG

ESG Report

2021



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CHAPTER 1.

INTRODUCTION



1.1. Letter



Dear Reader,

We are happy to present you with the first *Sustainability Report for the year 2021 of Robyg Capital group*. The document presents our goals, assumptions and the activities we carried out in the areas related to Environmental (E), Social (S) and Governance (G) impacts.

On the business front, 2021 was an intensive growth year for ROBYG - we achieved a spectacular financial result and record sales of 4,300 apartments, and we expanded our operations to a new market - Poznan. Last year, ROBYG was very active in the area of sustainability, which you will be able to read about in this report. It is a summary of our efforts focused primarily on increasing the satisfaction of our customers, minimizing the negative effects of climate change, as well as improving the comfort and safety of our employees and associates.

The scale and nature of our business motivates us to manage our impact on the society and the environment responsibly. Therefore, in 2021, as one of the first housing developers in Poland, we announced our ESG Strategy, in which we defined the main areas of our focus - **ROBYG for Planet, ROBYG for People, and ROBYG for Sustainable Business, to which we assigned specific and measurable goals.**

Understanding that the construction sector accounts for circa 38% of the greenhouse gas emissions and thus contributes significantly to global warming, we are convinced that we have a real impact on the fate of future generations. For this reason, we implemented the first Environmental Policy of the ROBYG Group, in which, among others, we additionally emphasized one of the key goals of the ESG Strategy, i.e. ROBYG will be using 100% of renewable electrical energy in construction processes by the end of 2024. Our ambition was also to measure the carbon footprint of the whole ROBYG Group.

In December, we were the first housing developer in Poland to publish the *Socio-Economic Impact Report of the ROBYG Group* which showed measurable results of our company in both economic and social areas. Last year, we also became a signatory to the *Diversity Charter* and a member of the United Nations Global Compact, in addition we committed ourselves to implementing the 10 principles of the UNGC in our daily business operations. Last year, we also carried out a number of activities for the local community and the environment, which are described in more detail in the report.

While doing business, we have been focusing on improving the level of satisfaction among our customers. Nevertheless, we know that in order to achieve this, we must also look after the quality of work in our organization. It is important for us that the employees and associates of our Group feel satisfied with their work and are adequately remunerated for it – this is why we closely monitor pay gap indicators. We want to provide them with a friendly workplace where they can develop their competencies and interests. We also take care about safety, which is why we have been monitoring the accident rate for years. The construction and development sectors are often seen as places where women's participation in the workforce is significantly lower, but our organization is an

example to the contrary. We are constantly striving to increase the share of women in the workforce, especially in the management staff.

We feel responsible for the environment. We are consistently increasing the share of renewable electrical energy in the construction process and in 2021 we reached 54%. We are constantly increasing the number of investments in line with the concept of 15-minute cities that we promote, and we are expanding the infrastructure for renewable energy and supporting micro- and electro-mobility, so that we can indirectly minimize the environmental impact of our housing estates. We are proud to be the first developer in Poland to introduce a large-scale smart house management system to our apartments with and added technological solutions to our buildings to reduce customer costs, save energy and improve the environment, all that with no extra charge.

We believe that by striving to operate in a sustainable manner, we have simultaneously met our shareholders' expectations by combining financial success with community and environmental efforts.

All the commitments we have made and the goals we have set are in line with our mission, which is to build not simply houses but also friendly housing developments for entire communities that are integrated with their surroundings.

We hope that the achievements of the ROBYG Group will be of interest to you.

I would like to take this opportunity to thank all of our staff for their engagement and the tremendous amount of work they have put into this report.

Enjoy the reading!
Yours respectfully,

Eyal Keltsh
Vice President of the Management
Board of ROBYG S.A.
Chief Operation Officer

1.2. Who we are

[GRI 2-1, GRI 2-6, GRI 201-1]

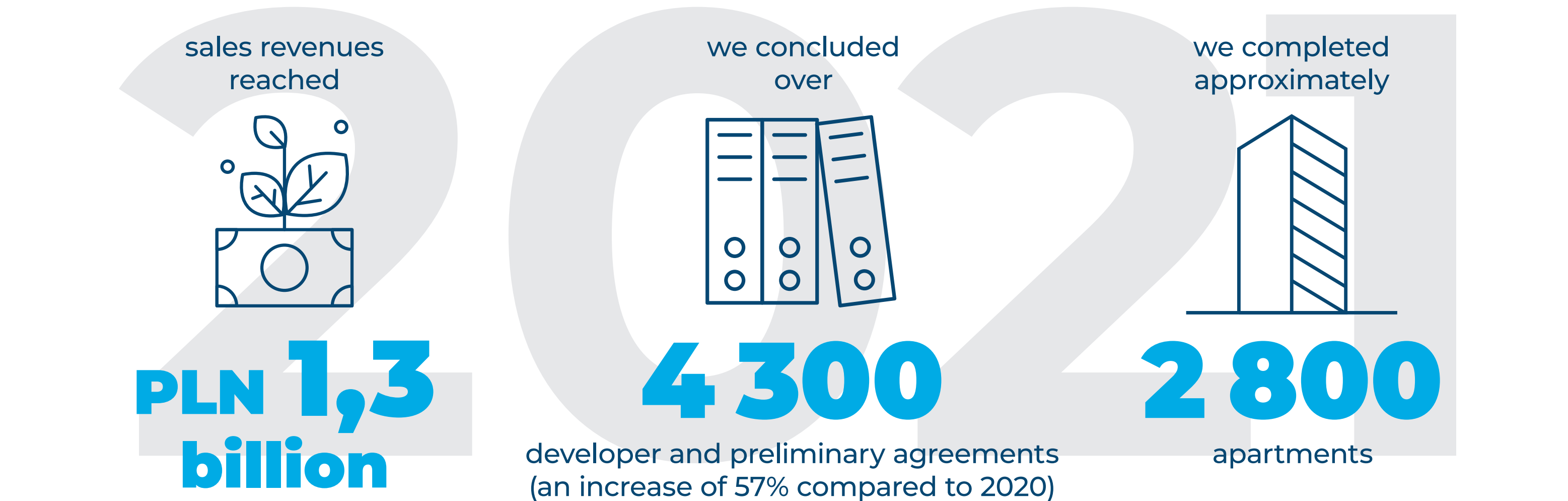
We are one of the largest housing developers in Poland. For over 20 years we have been changing Polish architecture by shaping trends in the housing industry.

Our history starts in 2000. Since then we have been designing, building and managing multifunctional housing estates in attractive locations in Poland. We are present in the country major agglomerations such as Warsaw, Gdansk, Wroclaw and Poznan. We established ourselves as a leader in housing development in the country. Our strength is a recognizable brand, experienced team and management staff as well as effective division of competences in the organizational structure.

While running the company we focus on the popular real estate sector by concentrating on providing our customers with apartments of an increased standard and at an attractive price. **We give more - this is the idea that guided our business from the very beginning.** It reflects our philosophy of providing customers with amenities that make us a leader in modern technology introduced into residential construction on a large scale.

We guarantee high quality and standard, modern architecture, elegant buildings and functional interiors located in diverse locations - from city centres to greenfield housing estates in districts far from central locations. ROBYG's offer focuses on providing a wide range of apartments - from studios to 4-bedroom apartments, through houses, to commercial units located in the housing estates to serve our residents in fulfilling their everyday needs.

2021 was an exceptional year for ROBYG since we generated record results:



Our responsible management philosophy puts people and their needs at the heart of our business while respecting the environment. We express this by using environmentally friendly solutions in the construction process. We also take care about the development of local communities by working closely with local suppliers, contractors, authorities and NGOs. As part of our business, we also contribute to urban development through numerous infrastructure projects, for which in 2021 we allocated PLN 104 mln.

Thanks to our operations we create new jobs and increase the income of households, thus having a real impact on the Polish economy.

Form of ownership, legal and management structure

[GRI 2-1, GRI 2-2, GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-18]

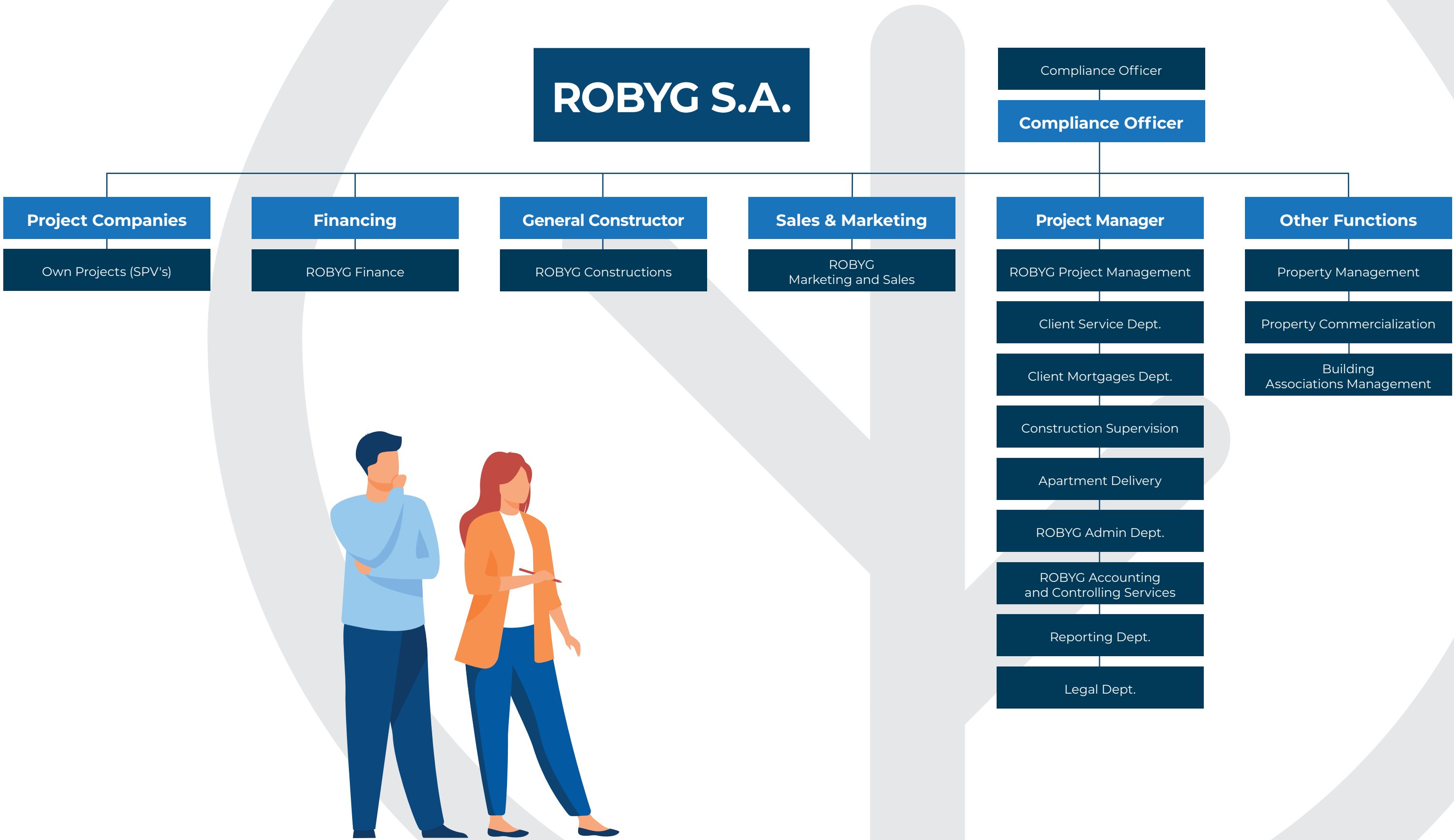
ROBYG S.A. and its subsidiaries are part of the ROBYG Capital Group (the “Group”). ROBYG S.A., with its registered office in Warsaw, is the holding company of all companies of the Capital Group - it is their sole owner or holds a majority stake in them. It exercises active ownership supervision, integrates key management and support functions in the Group, decides on the strategic direction, business model and management value of the Group. From 2013 to 2018, the company shares were listed on the Warsaw Stock Exchange (WSE). As at 31 December 2021, 100% of the Company shares were held by Bricks Acquisitions Limited, an affiliate of Goldman Sachs International.

In December 2021, Bricks Acquisitions Limited signed a preliminary conditional agreement to sell 100% of ROBYG shares to TAG Immobilien AG, a listed company in Germany, with a portfolio of over 87000 rented apartments. The transaction was concluded on 31 March 2022.

ROBYG S.A. and all other companies of the Group have their registered offices and conduct business activities in Poland. The registered office of ROBYG S.A. is located in Warsaw at al. Rzeczypospolitej 1.

As at 31 December 2021, the management bodies of ROBYG S.A. are: the General Meeting, the Supervisory Board and the Management Board. There are also two committees within the Supervisory Board: the Audit Committee and the Remuneration Committee

ROBYG Group structure



Management Board of ROBYG S.A. as at 31.12.2021



Supervisory Board of ROBYG S.A. as at 31.12.2021

- **Oscar Kazanelson**, Chairman of the Supervisory Board
- **Fabrizio Grena**, Member of the Supervisory Board
- **Nicolas Romao Papamichael**, Member of the Supervisory Board
- **Guttorm Sellevoll Hunskar**, Member of the Supervisory Board
- **Jonathan Michael Emery**, Independent Member of the Supervisory Board
- **Gabriela Gryger**, Independent Member of the Supervisory Board
- **Wojciech Golak**, Independent Member of the Supervisory Board

Shareholders recommend Members of the Supervisory Board. The General Meeting appoints Members of the Supervisory Board, Members of the Supervisory Board appoint the Management Board. The term of office of the Supervisory Board and the Management Board is three years and is joint (concurrent). In 2021, there were 3 independent Members on the Supervisory Board of ROBYG.

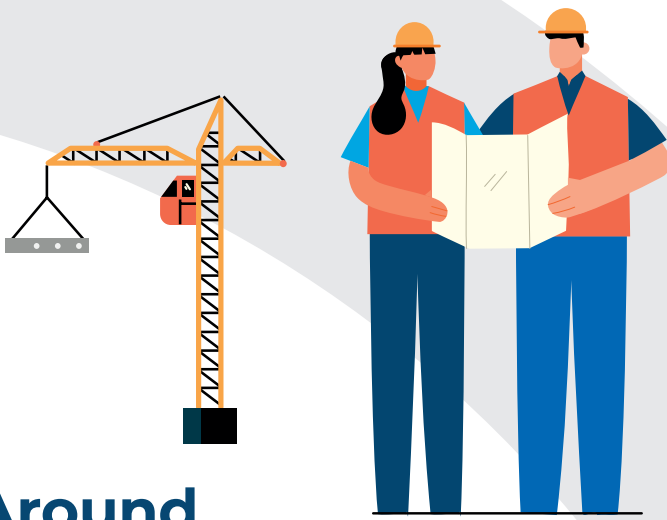
What makes us stand out



of on the housing
development market



WE SUPPORT



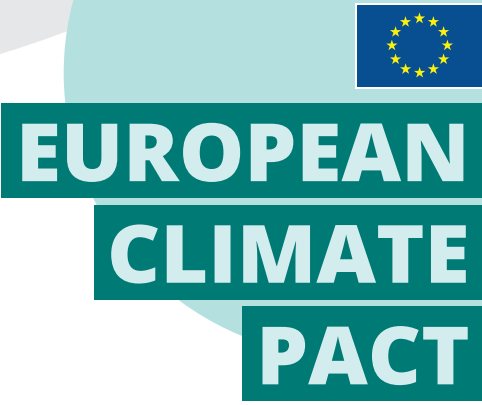
Around
2 000

people work on our construction
sites every day, plus approximately
500 people carry out orders
and additional work for us



54%

of the electricity that powers
our construction sites comes
from renewable energy sources



#MyWorldOurPlanet
#EUClimatePact



Around
500 people

form the ROBYG Group



accidents on our
construction sites



100%

of our subcontractors
come from Poland



Around
28 000

apartments sold

The methodology for calculating indicators is defined later in this chapter.

What makes us stand out

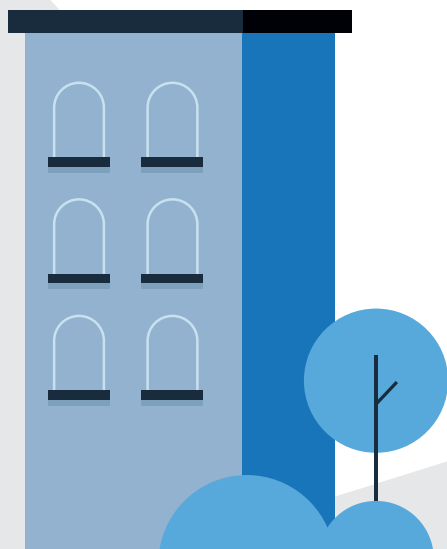


Around **23 900**

apartments built since the start of operations



Employer of the Year 2021 Award presented by Gazeta Finansowa



2 800

apartments completed in 2021 and another 5,300 under construction



58%

women in management positions



Friendly Developer Award in 2021



Around **14 200**

apartments with the SMART HOUSE system



Our employees are with us for an average of

4 years



89%

Recommendation rate among our customers

The methodology for calculating indicators is defined later in this chapter.

1.3. ROBYG mission and vision

[GRI 2-6]

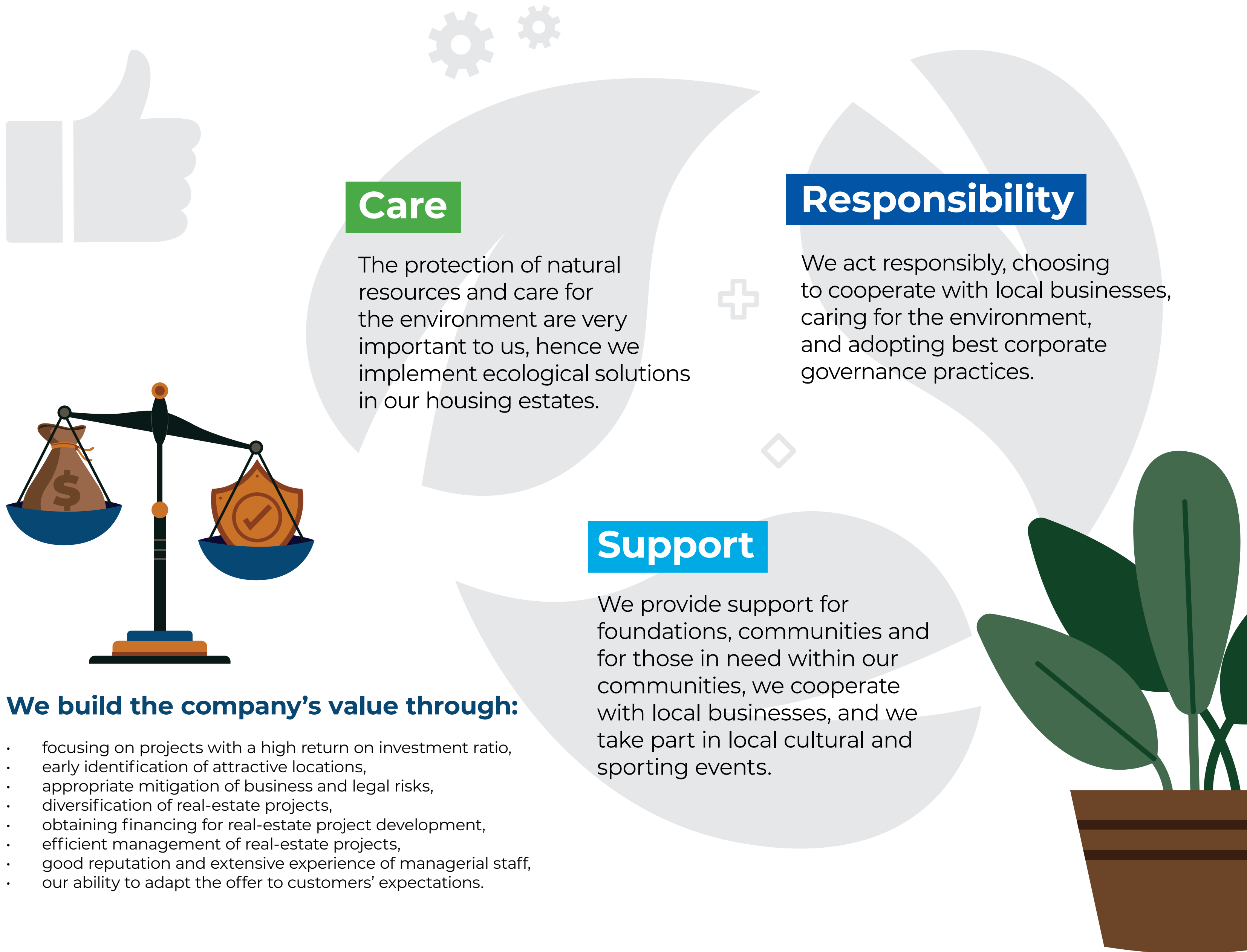
Our mission

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

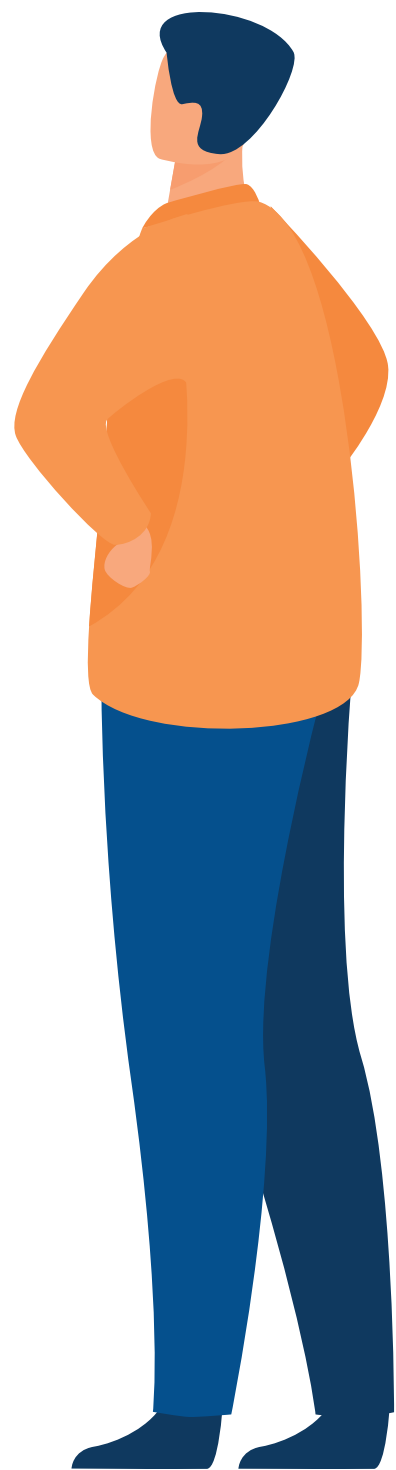
Values and ideas make up the culture of any organization. They are an expression of how and according to what principles the business is conducted. They help the organization stand out in the business environment and among stakeholders and build a positive image of the organization. They also boost its competitive advantage and influence the beneficial formation of internal relations. Therefore, the following values are the pillars of ROBYG's activities in pursuit of its business goals: care, support and responsibility.



1.4. ESG Strategy

[GRI 2-22, GRI 2-25, GRI 3-3]

Creating
people
& planet
friendly
spaces



In 2021, we published ROBYG's first sustainability strategy, which brought together our past activities, set goals and systematized our future actions. When defining our ESG (E - environmental, 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 environment. We analysed the stakeholder map and ESG issues in the context of our business and marketing strategy. With the support of external experts, together with the Management Board, we defined the leading directions of ROBYG's ESG Strategy.

The implementation of the ESG Strategy is the responsibility of the Management Board of ROBYG S.A. which reports to the Supervisory Board. The Board Member responsible for the ESG activities is Eyal Keltsh.

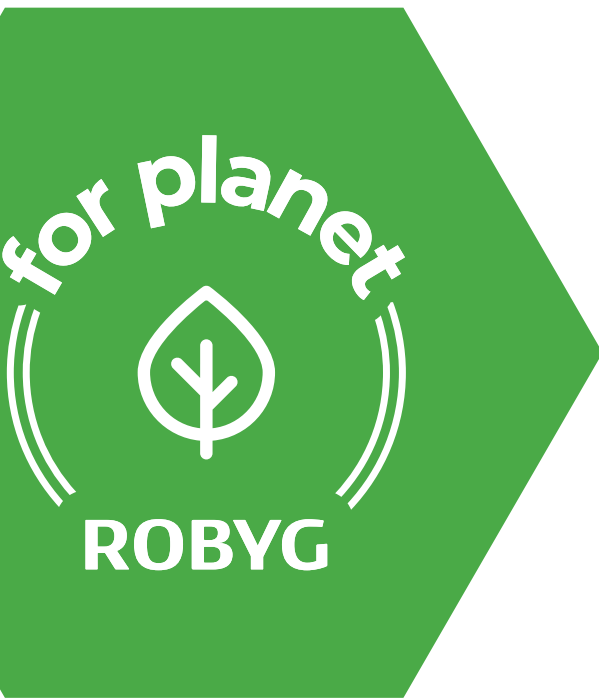
In the ESG Strategy, we identified 3 main pillars of our business assigned accordingly to environmental, social and governance impacts - ROBYG for Planet, ROBYG for People and ROBYG for Sustainable Business. In their framework we undertake activities centred around 8 focus areas. All focus areas have been assigned specific and fully measurable ESG initiatives and programs.

The three pillars of our sustainable conduct

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



Governance pillar
We act responsibly while driving financial performance.



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



Our approach to managing ESG issues is best described in the following summary:

OUR VALUES	Care	Support	Responsibility
DIRECTION	ROBYG FOR PLANET	ROBYG FOR PEOPLE	ROBYG FOR SUSTAINABLE BUSINESS
DESCRIPTION	<p>Robyg for Planet means that we lead a sustainable development process fully respecting the natural environment on all our projects.</p> <p>The protection of natural resources and care for the environment are very important to us, therefore we implement ecological solutions in our housing estates.</p>	<p>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.</p> <p>We also consider our social footprint by having the ambition to be an employer that attracts, retains and develops people.</p> <p>ROBYG for People is also about building a communities for ROBYG satisfied customers.</p>	<p>We act responsibly by choosing to partner with local businesses, caring for the natural environment and managing the company responsibly while delivering strong financial results.</p> <p>Sustainable governance also means that we communicate about our business in a clear and transparent manner.</p>
FOCUS AREA	<p>E1. Green standard: successfully incorporating eco-friendly and low-carbon solutions</p> <p>E2. Making 15-minute city concept a reality</p> <p>E3. Water and biodiversity</p>	<p>S1. Building new, integrated communities</p> <p>S2. Employee well-being: be the employer that attracts, retains and develops people</p> <p>S3. Client satisfaction</p>	<p>G1. ESG in management practices</p> <p>G2. Annual ESG disclosure & transparent business</p>
STRATEGIC GOALS	<p>1. ROBYG as the number 1 low-carbon housing developer in Poland:</p> <p>a) 100% of renewable energy during the construction process in ROBYG by the end of 2024,</p> <p>b) disclosure of CO₂ emissions in Scope 1, 2 and deployment of reporting CO₂ emission in Scope 3 in accordance with GHG Protocol starting in 2021.</p> <p>2. 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.</p> <p>3. ROBYG as the leader in incorporating biodiversity & water policy in all its housing development projects.</p>	<p>1. Be the housing developer that local communities & neighbours welcome and value the most.</p> <p>2. Be the first choice employer in the housing development sector in Poland.</p> <p>3. 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.</p> <p>4. ROBYG Zero Accidents: the ultimate goal is to have no accidents at work.</p> <p>5. Maintain a ratio of over 80% satisfied clients after hand-overs and increase to 90% by the end of 2025.</p>	<p>1. Launch the ROBYG ESG website (www.esg.robyg.pl) in early autumn 2021.</p> <p>2. Announce the ROBYG ESG Strategy in autumn 2021 and be regarded as the leader in ESG on the Polish housing development market.</p> <p>3. Before end of April 2022, publish the first ROBYG ESG Report in accordance to GRI Standards.</p> <p>4. Become a signatory of the UNGC and regularly report on the 10 SDG principles.</p>

How do we contribute to the UN Sustainable Development Goals?

In 2021, we joined the United Nations Global Compact (UNGC) to express our commitment to the UN Sustainable Development Goals. Through our actions, we support the global UN Sustainable Development Goals, and in particular:

ROBYG for Planet		ROBYG for People		ROBYG for Sustainable Business	
	Goal 6: Clean water and sanitation <ul style="list-style-type: none">We implement solutions that promote small retention and bio retention.		Goal 5: Gender equality <ul style="list-style-type: none">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 the gender pay equality indicators.		Goal 12: Responsible consumption and production <ul style="list-style-type: none">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 7: Affordable and clean energy <ul style="list-style-type: none">We use low-emission solutionsWe promote and we use energy from renewable sources.		Goal 8: Decent work and economic growth <ul style="list-style-type: none">We promote a safe working environment throughout the entire supply chain.We monitor the incident (work related accidents) rate.		Goal 16: Peace, justice and strong institutions <ul style="list-style-type: none">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 11: Sustainable cities and communities <ul style="list-style-type: none">We implement the concept of a 15-minute city.		Goal 11: Sustainable cities and communities <ul style="list-style-type: none">We carry our 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.		Goal 17: Partnerships for the goals <ul style="list-style-type: none">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.
	Goal 13: Climate action <ul style="list-style-type: none">By the end of 2024, we will exclusively use 100% renewable energy at construction sites.				
	Goal 15: Life on land <ul style="list-style-type: none">Nearly 100% of ROBYG housing estates are characterized by an increased share of greenery, including flower meadows, high greenery and houses for birds and insects.Green roofs are already at 41 stages of various investments with a total area of approx. 2,4 hectares.				

1.5. Membership in organizations

1.5.1. Membership in organizations – the ROBYG approach

[GRI 2-28]

We are an active participant of social life. Part of our commitment is to participate in organizations pursuing goals in areas that we identify as key for ROBYG.

We are signatories to and participants in major international sustainability initiatives. We also join the most important Polish initiatives. It is important for us to choose proven partners with years of experience who can support us with their expertise and help us achieve the UN sustainable development goals. This often involves setting ambitious goals and having them verified by international institutions. By doing so, we demonstrate a responsible approach to ESG issues and counteract greenwashing.

1.5.2. Diversity Charter

In 2021, we joined the signatories to the Diversity Charter The Diversity Charter is an international project supported by the European Commission. Present in 26 European countries, the initiative aims to promote diversity and implement equal treatment solutions in the workplace. Signing of this document by ROBYG is a confirmation of our actions to date and a commitment to further improvement in this area. The quality of practices in this area is confirmed by a high share of women among employees, among others things, which makes ROBYG stand out in the industry.

By becoming a signatory to the Diversity Charter, we committed ourselves to continue activities related to:

- creating an organizational atmosphere and culture that respects diversity as a result of our organization's adequate diversity policies and procedures,
- monitoring the implementation of institutional, in-company solutions promoting equal treatment,
- monitoring the implementation of equal treatment and diversity policies in the workplace, with particular emphasis on the areas of recruitment, access to training and promotion, remuneration, balancing work with private and family life, protection from mobbing and protection from unjustified dismissal,
- counteracting discrimination and mobbing, as well as cyclical education on the subject, in order to raise awareness and knowledge in this area through training, workshops and activities aimed at all employees, including the managers in particular,
- dialogue with employees about the adopted diversity management policy and informing the company's stakeholders - especially employees, but also customers, associates, business partners, shareholders, suppliers and subcontractors - about the application of the diversity management model and results of such an approach,
- annual reporting of undertaken actions and their practical results,
- promotion and dissemination of diversity management in Poland.

1.5.3. European Climate Pact

The European Climate Pact is part of the European Green Deal, which aims to build green Europe and transform the EU into a just, healthy, sustainable and prosperous society.

The goal of the Climate Pact is to disseminate scientifically sound climate information, encourage climate commitments (e.g. Count Us In), and support the governance of the Pact and the co-design of EU climate policy. The activities of the European Climate Pact carried out through the Ambassadors focus in a first phase on focus areas important from the point of view of benefits to citizens and the environment - i.e. green areas, green mobility, energy-efficient buildings and green skills. As the first development company in Poland, ROBYG S.A. has a representative in the European Climate Pact. At the time of accession to the Pact in 2021, Anna Wojciechowska - Head of ESG at ROBYG was one of 17 Climate Pact Ambassadors in Poland selected by the European Commission. Through the European Climate Pact Ambassador, ROBYG was also the first company in Poland to join this initiative.

ROBYG has declared the following climate goals implemented as part of the European Climate Pact, whose implementation will be verified by the European Commission:

- annual publication of the ESG report including CO₂ emissions generated in the course of ROBYG's operations starting from 2021, (in scopes 1 and 2 according to GHG Protocol),
- transition to 100% of renewable energy sources in the construction process by the end of 2024.

The degree of implementation of ROBYG's commitments can be tracked on the official website of the European Climate Pact.



#MyWorldOurPlanet
#EUClimatePact

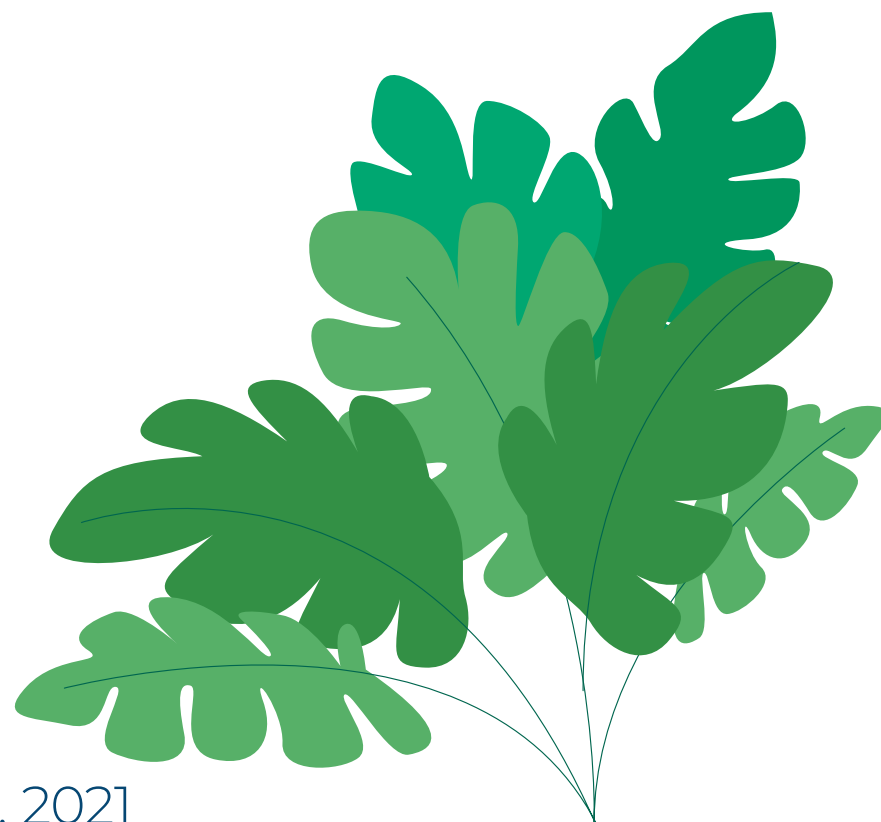


1.5.4. United Nations Global Compact

ROBYG is a signatory to the United Nations Global Compact, the world's largest initiative for sustainable business, which confirms the company's commitment to sustainability.

The mission of the UN Global Compact, which includes more than 14,000 companies and other stakeholders from nearly 170 countries, is to identify sustainability challenges and opportunities, provide practical guidance to its members, and promote responsible business and sustainable development activities.

Along with joining the initiative, ROBYG has committed itself to implement and apply in its daily business operations 10 principles in the areas of human rights, labour and environment, and anti-corruption.



10 principles of the UN Global Compact:

1. Support and respect the protection of internationally proclaimed human rights.
2. Make sure that they are not complicit in human right abuses.
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labour.
5. The effective abolition of child labour.
6. The elimination of discrimination in respect of employment and occupation.
7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Business should work against corruption in all its forms, including extortion and bribery.



WE SUPPORT



1.5.5. The Polish Association of Developers

Its purpose is to promote good practices and inspire developers to strive to maintain the highest standards of conduct. The PZFD has implemented a Code of Good Practice which regulates mutual rights and obligations in the client-developer relationship. ROBYG has been a member of the PZFD for over a dozen years and the President of the Management Board of ROBYG S.A., Zbigniew Wojciech Okoński – was the President of the PZFD from 2011 to 2013. He currently is the Honorary President of the organization.

In 2021, we were also members of the following associations and organizations:

- **Business Centre Club** – a business club for entrepreneurs and the largest non-governmental organization of individual employers in the country representing the interests of employers in the Social Dialogue Council and participating in the most important social and economic issues of the country;
- **Polish Association of Construction Employers** – a nationwide organization bringing together companies from the infrastructure and construction sectors, which together represent over 70% of the potential of the general contracting market in Poland.

The PZFD is the largest nationwide development sector organization operating for 20 years and bringing together over 200 companies from across the country. It is the most recognizable and respected organization in Poland from development sector in Poland, operating particularly intensively on the markets of Warsaw, Wroclaw, Tricity, Poznan, Lodz and Krakow.



1.6. Our awards and honourable mentions

We have been working on our brand reputation for years. We want it to be perceived as a solid and reliable brand, providing a sense of assurance and stability.

We care about how we are perceived by our customers, employees, business partners, as well as by our competitors, so we are particularly pleased with the awards and honourable mentions granted by well-known and respected institutions. They prove that our efforts bear fruit and that caring for our stakeholders is a part of our daily business.



Our most important honourable mentions

Well Regarded Company (Firma Dobrze Widziana)

In 2020, we received an award from the Business Centre Club under the auspices of the Minister of Family Affairs, Labour and Social Policy in recognition of ROBYG's social commitment and the company's implementation of the idea of responsible business. The aim of the "Well Regarded Company" ranking is to promote companies that conduct socially responsible business and to spread knowledge about corporate social responsibility and effective methods of communication about the company's social activities.

Diamonds of the Polish Economy (Brylanty Polskiej Gospodarki)

Awarded to us by the European Business Institute which conducted an analysis of companies based on 2018–2019 data from the National Court Register. ROBYG S.A. was ranked 180th in a ranking of the five thousand most valuable companies in Poland – out of 95,219 Polish companies whose financial results were examined by the European Business Institute in June 2021.



Most important awards of 2021

Best Employer 2021

We received an honourable mention as the Best Employer 2021 awarded by “Gazeta Finansowa” to employers aware that the success of any company is a competent team striving to make the people working in their companies feel safe and have the opportunity to develop their capabilities.

Friendly Developer 2020 and 2021

The “Home&Market” magazine and “Gazeta Finansowa” weekly recognized us as a Friendly Developer 2021. We were among other companies that can be proud of their experience, reliability and trustworthiness, and their priority is to meet the expectations of the most demanding customers.

3rd place in the Builder ranking of 100 largest development companies in Poland

The Builder ranking is prepared by PwC, the “Builder” monthly magazine and Bisnode Poland. It is an independent study based on financial results obtained in 2020. The aim of the project is to increase the transparency of the construction industry in Poland and to strengthen trust in construction companies by publishing a full ranking based on the financial position of industry leaders.

Most Interesting Residential Investments 2021

Honourable mention for the Nadmotławie development in Gdansk awarded by “Gazeta Finansowa” weekly. Most Interesting Residential Investments is a ranking of 10 development projects that, in the opinion of “Gazeta Finansowa” and “Home&Market” magazine, will meet the expectations of the most demanding customers. These are housing estates that provide both urban comfort and detachment from the noise of the metropolis, with well thought-out layouts of apartments and excellent transport links.



1st place in the OBIDO Polska Q1 2021 ranking prepared on the basis of votes of platform's users for the *Jagodno* project in Wrocław.

Investment of the Month by Otodom (March 2021)

Honourable mention for the *Zajezdnia Wrzeszcz* project. The project was recognized as the Best Project of the Month in the Tri-City based on the engagement of Otodom users

Primary Market:

Ranking of the Best Investments of Q1 2021 of the Primary Market (Rynek Pierwotny) portal

- 3rd place in the Best Investments in Gdansk category for the *Park Południe* project.

Ranking of Best Investments of Q3 2021 of the Primary Market (Rynek Pierwotny) portal

- 1st place in the Best Investment in Gdańsk category for the *Zielony Widok* project.

Ranking of the Best Investments of Q4 2021 of the Primary Market (Rynek Pierwotny) portal

- 1st place in the Best Investments in Gdańsk category for the *Park Południe* project.
- 2nd place in the Best Investment in Gdańsk category for the *Zielony Widok* project.

CHAPTER 2.

ROBYG FOR PLANET



CHAPTER 2. ROBYG FOR PLANET

[GRI 3-3 of the material reporting topics: Climate and climate change, Energy and energy efficiency, Water, Biodiversity, Reducing the negative environmental impact of operations]

According to the International Energy Agency (IEA), buildings and their construction account for 36% of global energy consumption and 39% of total greenhouse gas emissions¹.

Understanding the impact of the construction sector on our planet, ROBYG has been designing and erecting buildings with the environment in mind for many years now. We seek and implement solutions to minimize the carbon footprint generated during our construction works and during the use of buildings by future residents. The construction phase alone, which is the predominant activity we engage in at ROBYG, accounts for only 0.9% of the total emissions generated in the life cycle of residential properties². However, we also indirectly influence the emissions from the construction sector produced during the occupancy of buildings through the materials used for construction and the applied solutions. We consistently work on making our buildings environmentally friendly, which also makes them cheaper to operate.

We believe that our commitment to protecting the environment and combating climate change is not only necessary from the perspective of future generations but it is also becoming one of the primary tools for evaluating companies' performance. This is because it responds to the needs of many stakeholder groups, including our customers and investors. Thus, it is a way to maintain ROBYG's leading position in Poland.

The environment is one of the three pillars of our sustainable conduct as defined in the ROBYG ESG Strategy. We call it ROBYG for the Planet. It covers three focus areas, to which specific and fully measurable ESG goals and initiatives are assigned.

Three focus areas in the pillar ROBYG for Planet:

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

E2.
Making 15-minute city concept a reality.

E3.
Water and biodiversity.



¹ 2019 Global Status Report for Buildings and Construction - a report created by the IEA in coordination with the United Nations Environment Programme.

² <https://www.sweco.pl/aktualnosci/blog/jak-potezny-jest-slad-weglowy-budownictwa/>

What makes us stand out:



80%

of ROBYG designs in 2021 compliant with the concept of a 15-minute city



54%

of the electricity that powered our construction sites in 2021 originating from renewable energy sources



14 200

number of apartments equipped with the Smart House system



72%

of ROBYG housing estates containing elements protecting biodiversity



24 000 m²

area of green roofs - approx.



1 400 m²

area of flower meadows - approx.



2 500 m²

area of rain gardens - approx.



27

number of outdoor and indoor gyms



2021

Disclosure of Scope 1 and 2 CO₂ emissions in accordance with the GHG Protocol standard for 2021.

The methodology for calculating indicators is defined later in this chapter.

ROBYG's main policies, procedures and other documents which govern due diligence in the environmental area:

- *Environmental Policy of the ROBYG Group,*
- *ROBYG Group Code of Conduct for Suppliers and Subcontractors,*
- *ROBYG Design Guidelines,*
- *ROBYG Group Code of Conduct.*



UN Sustainable Development Goals which we support as part of the pillar ROBYG for Planet:



2.1. Green standard for low-emission performance

[GRI 3-3 of the material reporting topics: Climate and climate change, Energy and energy efficiency]

Our strategic goal in moving towards low-emission performance:

- 1. 100% of renewable energy during the construction process in ROBYG by the end of 2024,
- 2. disclosure of CO₂ emissions in Scope 1 and 2 and deployment of reporting CO₂ emission in Scope 3 in accordance with GHG Protocol starting in 2021.

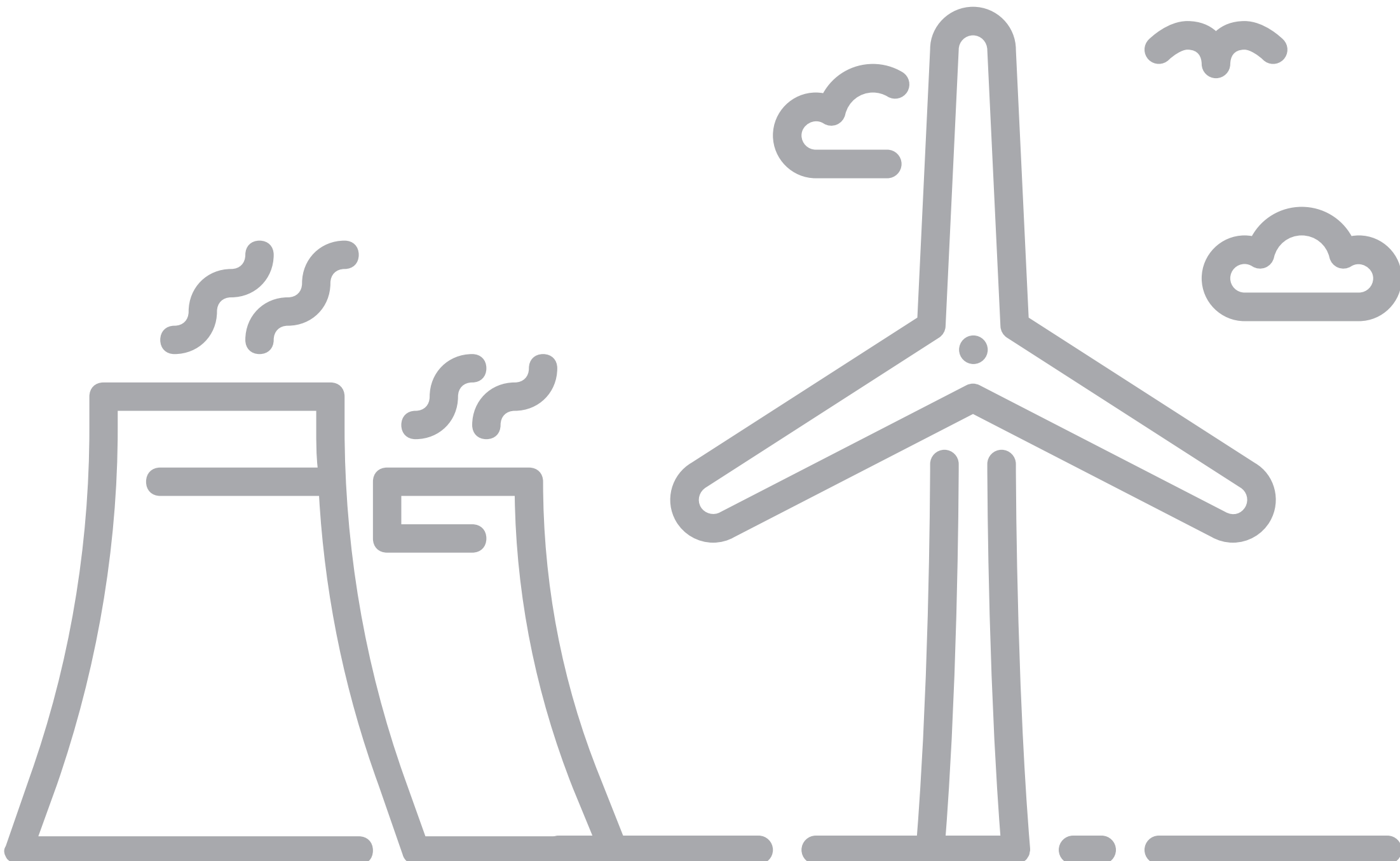
Key metrics of the above strategic goal and how well it was met in 2021:

54%

of renewable energy powering our construction sites in 2021

Disclosure of Scope

1 and 2 CO₂ emissions in accordance with GHG Protocol for 2021





³ More details available in Chapter ROBYG for People.

⁴ The data include the area of completed green roofs on the top floor (without taking into account the greenery on the garage roof) in ROBYG housing estates. The exact area is 23,862 m². Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.

2.1.1. ROBYG Green Standard

2.1.1.1. Environmental Policy of the ROBYG Group

[GRI 3-3 of the material reporting topic: Climate and climate change]

In terms of environmental responsibility, the ROBYG ESG Strategy is complemented by the Environmental Policy of the ROBYG Group adopted in 2021. This document sets out the general intentions, goals and directions of the activities of the ROBYG Group companies regarding environmental protection and the combating of and adaptation to climate change. It ensures that the negative effects of ROBYG's operations on the climate and natural environment are controlled and improved.

According to the Environmental Policy of the ROBYG Group:

1. We strive to reduce greenhouse gas emissions by minimizing the use of non-renewable energy sources and maximizing the use of energy from renewable sources, including support of the development of electro-mobility and micro-mobility.
2. We strive to reduce or offset negative impacts on biodiversity as part of our operations.
3. We implement solutions allowing for retention of rainwater and snow-melt in the place of their creation and reusing rainwater in the area of executed investment projects.
4. We strive to reduce the consumption of natural non-renewable resources in the design, construction and operations of our projects.
5. We strive to reduce urban heat island effect by eliminating low albedo surfaces and increasing the amount of green and blue infrastructure.
6. We strive to increase the environmental awareness of our employees, associates and customers by promoting green solutions and an eco-friendly lifestyle³.

2.1.1.2. Combating urban heat islands

Combating climate change requires reducing greenhouse gas emissions while applying solutions that make it easier for people and nature to function in the face of changes brought about by the climate crisis. The core of our business is the construction of housing estates and infrastructure in urban areas. It is in the area of densely situated buildings that the urban heat island effect occurs, i.e. heat accumulation in urban space. This happens due to the accumulation of artificial surfaces in cities, the low proportion of green areas, and impaired ventilation. Materials, such as concrete, asphalt, and brick, absorb more sunlight than they reflect and then give off energy, raising the ambient temperature. Additionally, emissions of gaseous and particulate pollutants into the air as a result of fuel combustion in transport, operations of CHP plants, and the industry contribute to raising the air temperature in the city.

In order to lower the temperature and thus increase the thermal comfort of the residents of our estates, we design, construct and open green areas with rich vegetation, rain gardens, and other solutions which aim to adapt the investment project to climate change. Examples of such simple solutions are bright, sun-reflecting façades or climbing plants on façades. Due to limited space, we also use the roofs of our buildings for planting greenery. Green roofs help reduce heat build-up, clean the air, retain water, and dampen noise.

23 900 m²
area of green roofs⁴

Interesting fact:

a 93 m² green roof filters out 18 kg of airborne dust in a year, the equivalent of the emissions of 15 cars per year⁵.

2.1.1.3. Green standard

In order to fulfil our ambitions in the fight against climate change and to reduce the inconvenience caused by urban heat islands, ROBYG prepared the first systematized GREEN STANDARD on the real estate market.

The ROBYG Green Standard has two dimensions:

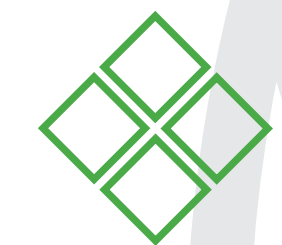
1. ROBYG Green Standard for customers - modern pro-environmental solutions enabling care for the environment and reducing the costs of everyday living.

2. Design Standards and Guidelines for Architects, Designers, and Subcontractors - A series of specially prepared design guidelines covering construction of buildings, use of materials, plumbing solutions, and green design.

⁵ <http://zielonainfrastruktura.pl/wplyw-dachow-zielonych-na-warunki-klimatyczne-w-miescie/>



Our customers can find the elements of the ROBYG Group Green Standard in the finishing standard attached to each agreement signed with us. It consists of a total of 15 elements:



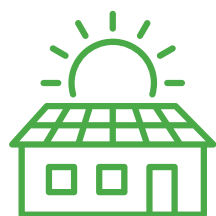
Anti-smog pavements



Green and recreational areas in the housing estate



Environmentally friendly roofs



Photovoltaic panels



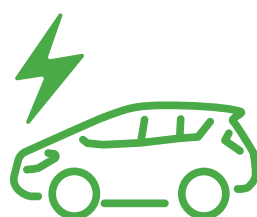
Smart House System by Keemple



LED Lighting



Solutions for micro-mobility



Electric car chargers



Triple-glazed windows and anti-smog ventilators



Environmentally friendly external insulation



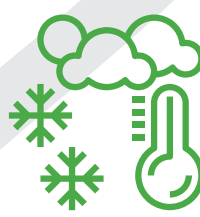
Flower meadows



Birdhouses and insect hotels



Rain gardens and green walls



Weather system and motion sensors



Solar benches



2.1.2. ROBYG's achievements in the area of low-emission performance

2.1.2.1. GHG emissions

[GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5]

The cornerstone of greenhouse gas management is its meticulous monitoring and tracking of the impact of implemented solutions on the company's emissions performance. In 2021, we carried out our first analysis of ROBYG Group's emissions. The results of this analysis will provide a baseline for actions to reduce greenhouse gas emissions from our operations. Given that most of ROBYG's electricity and fuel consumption comes from construction activities, we decided to include emissions generated during the construction phase of buildings in Scope 2, in addition to emissions related to ROBYG's operations as an organization. We calculated our Scope 1 and 2 emissions using the Greenhouse Gas Protocol Corporate Standard.



⁶ Market-based emission factor - the index assigned to a given generator and/or energy carrier supplier used for calculating emissions using the market-based method. In the case of this calculation, these indexes apply to entities such as Energa-Obrót, Tauron, or PGNiG Termika, for example.

The ROBYG Group's **total direct emissions** in Scope 1 in 2021 amounted to:

228,8 tonnes of CO₂e

- Scope 1 includes direct emissions from emission sources controlled by the organization, i.e. emissions from the combustion of petrol in vehicles and diesel fuel in vehicles and power generators, and from the combustion of fuel oil for heating purposes

The ROBYG Group's **total indirect emissions** in Scope 2 in 2021 calculated using the "market-based"⁶ method amounted to:

3 803,3 tonnes of CO₂e

- Scope 2 - indirect emissions related to the consumption of electricity and heat purchased from suppliers, i.e. emissions from electricity consumed in office operations and in the construction process, and from heat energy in offices.

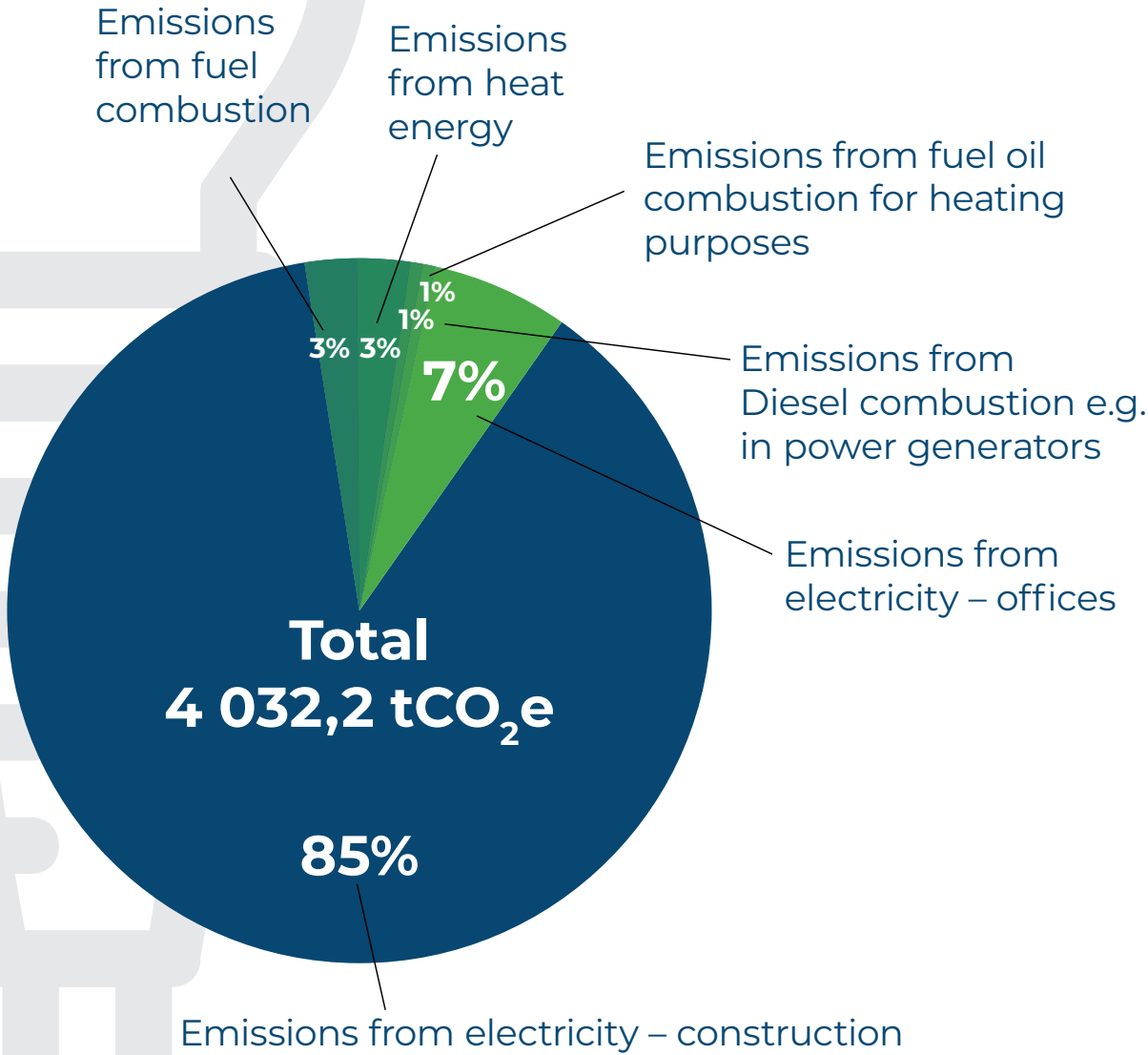
The ROBYG Group's **total Scope 1 and Scope 2 emissions** in 2021 amounted to:

4 032,2 tonnes of CO₂e



The ROBYG Group emissions by source:

Scope 1 and Scope 2 CO₂e emissions (market-based) – 2021



It is worth mentioning that ROBYG, as the only Polish company in the **European Climate Pact**⁷, declared emission disclosure goals. Their achievement will be verified by the European Commission and they are:

- a. starting from 2021, annual publication of the ESG report including CO₂ emissions generated in the course of ROBYG's operations (in Scopes 1 and 2 according to GHG Protocol),
- b. transition to 100% renewable energy in the building process by the end of 2024.

2.1.2.2. Low-emission solutions at ROBYG

[GRI 305-5]

As part of our commitment to reducing greenhouse gas emissions, we look for modern technological solutions that we implement in the form of the *ROBYG Group Green Standard* for customers. We also pursue this goal through design guidelines and standards: building, electrical and sanitary. We use low-emission solutions in our housing estates. We qualify as such:

heat recovery from ventilation
low-emission heating, e.g. condensing gas boilers
heat exchangers, e.g. heat pumps
control system for installations, automation, e.g. the Smart House system
photovoltaic cells
use of prefabricated elements
lifts with energy recovery
electric charging stations
motion/twilight sensors in common areas
LED lighting of common areas
weather compensation boiler rooms
heat meters inside premises
triple glazing
sun blinds
green roofs or inverted roofs

Thus, we calculated that:

72% of ROBYG housing estates have a minimum of 5 low-emission solutions⁸



⁷ More details available in the *Introduction*.
⁸ The data include the percentage of ROBYG housing estates where at least one of the stages of the development received occupancy permit in 2021 and a total of at least 5 low-emission solutions as indicated in the table in section 2.1.2.2 are present in the entire estate).


2.1.2.3. Examples of low-emission solutions - SMART HOUSE BY KEEMPLE as a ROBYG standard

We were the first company in the real estate development sector to introduce the Smart House system by Keemple as standard, at no extra charge. This has made the solution available to customers on a large scale. ROBYG Smart House by Keemple is a set of intelligent devices that affect the comfort and functionality of the apartment, give a sense of security and allow for reducing the operating costs of the apartment. The ROBYG Smart House system has been provided to apartments since 2015. Its components allow for controlling the equipment of apartments, including remotely adjusting temperature and heating, or controlling blinds. The system can also turn off all electrical appliances that passively use electricity. In this way, we as a developer contribute to reducing the carbon footprint of our buildings in the use phase.

14 200 ROBYG apartments equipped with the Smart House system⁹.

⁹Number of SMART HOUSE units ordered by the ROBYG Group companies until 31.12.2021.





2.1.2.4. Examples of low-emission solutions - micro and electro-mobility in ROBYG

Electro-mobility is the body of issues surrounding the application and use of electric-powered vehicles.

Micro-mobility is urban transportation that uses lightweight non-fuel-powered devices, such as bicycles, to meet daily living needs.

In order to protect the environment and at the same time to ensure the comfort of residents of ROBYG housing estates, we promote and encourage micro-mobility and the development of electro-mobility. In this approach, we see an opportunity to reduce greenhouse gas emissions and reduce traffic congestion and noise in urban areas.

According to the Polish Alternative Fuels Association, the number of electric and plug-in hybrid cars in Poland in 2025 will reach about 440 thousand¹⁰. In support of this trend, we are already anticipating the possibility of providing electric car charging stations in our housing estates. In 2017, we launched the first housing development where we declared the installation of publicly available chargers for electric cars in outdoor parking spaces. This infrastructure will be available in garages in most of ROBYG's newly constructed buildings. Additionally, in selected investment projects we install external stations for charging cars. At the same time, we focus on the convenience of cyclists by providing them with racks, creating appropriate traffic routes and places for storing bicycles inside buildings, as well as bicycle repair stations.

66%

of ROBYG investment projects started in 2021 equipped with charging stations for electric vehicles¹¹

4 059

bicycle racks¹²

11

bicycle repair stations¹³

3 936 m²

of available bicycle storage rooms¹⁴

¹⁰ <https://pspa.com.pl/2021/informacja/hybrydy-typu-plug-in-napedzaja-polski-rynek-elektromobilnosci/>

¹¹ The data include the percentage of ROBYG housing estates where the installation of at least one charging station (external or internal) is planned. Includes ROBYG housing estates where the sale of at least one building commenced between 1.01.2021 and 31.12.2021.

¹² The data include the number of installed bicycle racks in ROBYG housing estates. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.

¹³ The data include the number of installed bicycle repair stations in ROBYG housing estates. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.

¹⁴ The data include the area of completed bicycle storage rooms in ROBYG housing estates. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.

2.1.2.5. Examples of low-emission solutions - reducing primary energy demand

Primary energy is energy derived directly from natural resources, renewable and non-renewable. In the energy performance of buildings, primary energy refers to the energy required to meet the demand for heating, air conditioning and mechanical ventilation of buildings and for hot water preparation¹⁵.

In order to increase the energy efficiency of ROBYG buildings, we introduce solutions aimed at reducing the demand for primary energy, such as.:

- triple-glazed windows - they reduce heat loss in winter (the heat transfer coefficient is approximately 20% lower than in double-glazed windows) and prevent the apartments from overheating in summer by about 10% better insulation against solar radiation);
- the highest quality insulation of the dividing structures; insulation materials with a low lambda coefficient ensure low heat loss in winter and limit the heating of rooms in summer;
- weather compensation control systems - they automatically control the heating in the building adjusting to the temperature outside, which allows for savings of 11-15% in energy consumption in the building and reduces CO₂¹⁶ emissions;

- twilight sensors - by locating them outside buildings, they reduce electricity consumption as they activate lighting in the outdoor area only when certain conditions are met;
- motion sensors - they reduce electricity consumption by eliminating unnecessary lighting in common areas of buildings such as corridors and garages.

2.1.3. Energy and energy efficiency

[GRI 3-3 of the material reporting topic: Energy and energy efficiency]

2.1.3.1. ROBYG's electricity consumption goals

4 868 MWh of energy consumed in the construction process in 2021 was renewable.

Over 95% of the electricity consumed by ROBYG is used in the construction process. Therefore, we consistently strive to eliminate non-renewable energy sources in the form of fossil fuels consumed during construction. We plan to use only renewable energy to build our estates starting in 2025.

2.1.3.2. Energy and fuel consumption

[GRI 302-1]

Electricity and heat consumption in 2021

Total electricity consumption (in MWh) ¹⁷	9 398 of which 9,014.8 was used in the construction process
of which green energy (in MWh) ¹⁸	4 868
% of green energy in total ROBYG energy consumption	51,8%
% of green energy powering ROBYG construction sites	54%
Total hear energy consumption (GJ)	1 350,45

Fuel consumption in 2021

Natural gas consumption	0
Fuel oil consumption (m ³) ¹⁹	15 m ³
Diesel consumption ²⁰	24 155
Petrol consumption ²¹	50 462,52

¹⁵ <https://stat.gov.pl/metainformacje/slownik-pojec/pojecia-stosowane-w-statystyce-publicznej/93,pojecie.html>

¹⁶ <https://www.danfoss.com/pl-pl/products/dhs/electronic-controls/electronic-controllers-and-application-keys/weather-compensation/#tab-overview>

¹⁷ Consumption of electricity and heat by the ROBYG Group companies, including ROBYG Construction in construction processes. Indications of energy consumption in the construction process for 2021 have been provided including the stages that were being implemented in 2021. The data have been based on invoices from suppliers. The calculation takes into account invoices for periods beyond 2021 while recalculating the consumption proportionally so that it refers only to the period from 01.01.2021 to 31.12.2021.

¹⁸ The data include consumption of electricity whose origin from renewable sources has been certified by the Polish Power Exchange.

¹⁹ The data include fuel oil consumption for the heating boiler in Poznan, ul. Wojciechowskiego 7-17. Consumption calculated on the basis of purchase invoices.

²⁰ The data include diesel consumption for generators used in the construction process and consumption of 6 diesel fleet cars (6,894.63 l).

²¹ The data include petrol consumption in hybrid (3) and gasoline (34) fleet cars. Fleet size provided as at 31.12.2021 includes own fleet (13 vehicles), leasing (10 vehicles), long-term rental (20 vehicles).

2.1.3.3. How do we ensure energy efficiency?

We implement solutions to minimize energy consumption and maximize the use of energy from renewable sources.

Energy efficiency solutions for ROBYG housing estates

In addition to the previously mentioned solutions, we provide renewable energy installations, such as photovoltaic panels, in the housing estates we build, and LED lighting is widely used in the common areas of the buildings. Our facilities are equipped with efficient ventilation, cooling and energy management systems.

Photovoltaic panels - devices that change solar energy into electricity. In ROBYG we power common parts of buildings such as corridors, staircases, garages and lifts with energy obtained from photovoltaic panels.

2 625 m²

surface of photovoltaic panels
with a total capacity of 428.9 kWh²²

²² The data includes the area and capacity of installed photovoltaic panels in ROBYG housing estates. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.





LED lighting uses less electricity than traditional bulbs resulting in significant savings. It is ecological, because LEDs do not emit heat, consequently they do not heat up and at the same time they give better quality of light.

66 815

fixtures with a LED light source²³

Residents of ROBYG housing estates will also be able to use solar benches, which have built-in photovoltaic cells that capture solar radiation and then convert it into electricity. This solution allows you to benefit from free solar energy all year round. This way it is possible to charge a mobile device while walking the dog or playing with a child.

ENERGY EFFICIENCY IN OFFICE OPERATIONS

We strive to reduce energy consumption in the daily operations of our offices. We use energy saving solutions when using our office spaces. We educate our employees environmentally by raising their awareness of energy conservation for climate protection.

383 MWh

electricity consumption for office purposes



²³ The data include the number of LED light fixtures installed in ROBYG housing estates. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.

2.1.4. Raw materials and waste

[GRI 3-3 of the material reporting topic: Reducing the negative impact of operations on the environment, GRI 301-1, GRI 308-1]

2.1.4.1. Raw materials and waste in the construction process

Careful management of high quality raw materials necessary for the construction process of our housing estates is one of the areas of our activity which is emphasized in the *Environmental Policy of the ROBYG Group*. From an environmental point of view, it is particularly important to manage non-renewable resources and to move towards a circular economy that exploits the potential of waste as a raw material. The purchase of raw materials, which is important in terms of carbon performance, including the possibility of further processing, is one of the key moments affecting the size of the operational carbon footprint of buildings. Our ambition is to progressively aggregate information related to product carbon footprint for future analysis of our Scope 3 activities. For this purpose, it is necessary to obtain environmental data on raw materials from suppliers and subcontractors.

The main materials used in the construction process are:

- structural steel,
- construction elements (e.g. bricks, blocks, slabs),
- concrete,
- steel pipes,
- electrical cables,
- concrete paving blocks for internal paved areas,
- aggregate for the sub-base of internal paved areas (traffic areas).

Our suppliers and subcontractors are responsible for the procurement processes as well as for waste management on the construction site.

ROBYG Construction, as the general contractor, includes waste management provisions in its construction works agreements with subcontractors: *“The Subcontractor shall [...] perform all obligations incumbent on it under the Construction Law and other applicable laws, in particular as a waste generator in accordance with waste regulations and the Agreement, unless the Agreement provides otherwise.”* In addition, subcontractors shall make every effort, if possible, to recycle the waste they generate.

The ROBYG Group Code of Conduct for Suppliers and Subcontractors includes the following guidelines in the above scopes:

1. The Partner shall comply with waste management regulations,
2. The Partner shall strive to minimize the generation of waste related to its operations,
3. The Partner shall ensure proper management of the generated waste, including cooperation with the authorized recipients of the generated waste in order to minimize the negative impact of the waste on the environment.



2.1.4.2. Waste management in offices

As part of responsible waste management, we have implemented the **ROBYG Less Waste Office** program in our offices which includes:

- responsible waste management, including waste sorting in ROBYG offices,
- reducing the amount of paper used,
- reducing plastic in everyday office activities,
- introducing eco-certified paper as preferred for marketing materials,
- improving the recycling process for office and marketing materials.

In ROBYG offices, municipal waste is collected selectively in accordance with the rules of the respective city.

By 2020, we almost completely eliminated plastic consumption in ROBYG offices. We do not order disposable plastic accessories or water in plastic bottles. All ROBYG offices were equipped with water dispensers and employees with glass water bottles.

4 008 reams of paper were used in 2021 in ROBYG offices²⁴

A total of 1,762 kg of unused marketing materials were recycled in 2021.

²⁴ The data include paper consumption calculated from purchase invoices.



2.2 ROBYG 15-minute housing estates

[GRI 3-3 of the material reporting topic: Sustainable communities and cities]

Our strategic goal in the area of promoting the concept of 15-minute cities:

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



Key metrics of the above strategic goal and how well they were met in 2021:

80%

of designs in line with the concept of a 15-minute city

9

kids play zones

68

playgrounds

27

gyms



2.2.1. What are 15-minute estates and what are their benefits?

2.2.1.1. Definition

The concept of 15-minute cities, or short-distance cities, is a proposal for poly-centric city development that assumes that residents have the possibility to meet all of their most important needs within 15 minutes of leaving home by walking or cycling.



Residents of each neighbourhood have easy access to goods and services, especially groceries, fresh food, and health care.

Basic principles of a 15-minute city:

15



Each neighbourhood has different types of apartments, with different sizes and levels of affordability to accommodate many types of households and allow more people to live closer to where they work.



Residents of each neighbourhood can breathe clean air and enjoy green areas.



More people can work close to home or remotely thanks to the presence of smaller offices, retail and hospitality sector, and co-working spaces in the area.

2.2.1.2. Different understanding and evolution of the 15-minute city concept

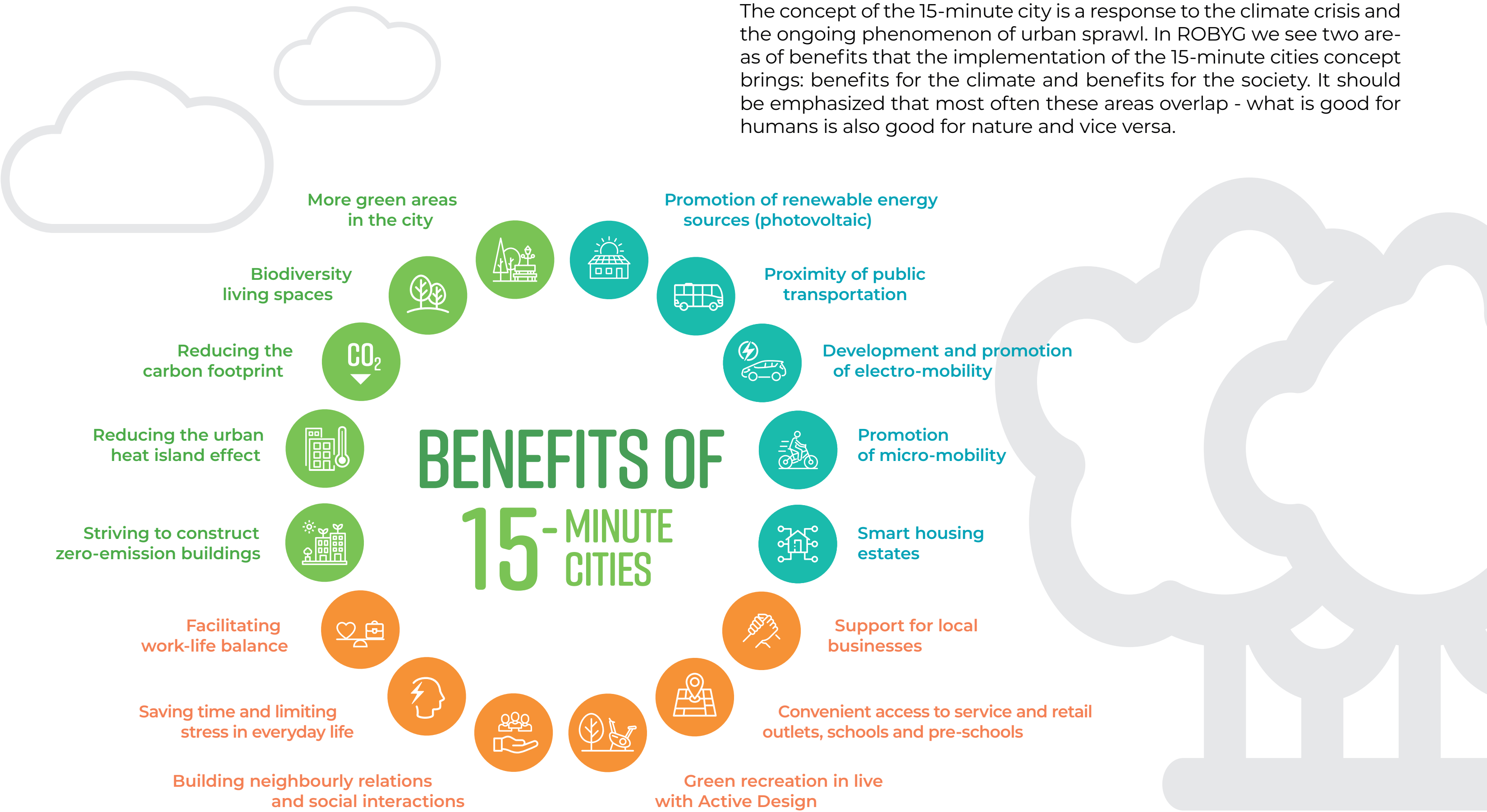
The idea of a 15-minute city was first proposed by Carlos Moreno inspired by the work of urban planners of the 1920s and 1960s. According to him, a 15-minute city is one that fulfils six basic functions, i.e., housing, work, commerce (provisioning), health care, education, and entertainment, within a 15-minute walk or bicycle ride from one's residence. This minimizes the need to travel within the city and the need to use private transportation, freeing up space to create additional pedestrian and bicycle infrastructure. Moreno's concept, therefore, is that the priority when planning a city should be to provide people with universal and rapidly accessible opportunities for socialization and self-realization. The modern sustainable city according to C. Moreno is characterized by four key components: proximity, diversity, density, ubiquity²⁵.

The term 15-minute cities has also emerged in the context of studies of the impact of urban planning on the health of residents. In 2019, Min Weng and other researchers analysed pedestrian accessibility as a factor in increasing physical activity for city residents. Placement of services no more than a 15-minute walk away was considered optimal for encouraging residents to walk. Designing neighbourhoods according to this concept has been proven to promote better health, including combating lifestyle diseases such as obesity²⁶.

The emphasis on reducing car traffic also resounds in the 20-minute city concept promoted by Denise Capasso Da Silva, which he developed in 2019. According to him, when planning urban spaces, the focus should be on ensuring that the infrastructure in the built-up area allows access to different parts of the city within a 20-minute walking radius. In addition to accessibility, this concept places greater emphasis than Moreno's concept on the need for social interaction and resident participation in the life of the local community as well as proximity to potential employment²⁷ sites.

²⁵ The 15 minutes-city: for a new chrono-urbanism! - Pr Carlos Moreno - Carlos Moreno (moreno-web.net)
²⁶ Smart Cities | Free Full-Text | Introducing the "15-Minute City": Sustainability, Resilience and Place Identity in Future Post-Pandemic Cities (mdpi.com)
²⁷ Sustainability | Free Full-Text | Accessibility in Practice: 20-Minute City as a Sustainability Planning Goal |HTML (mdpi.com)

The concept of the 15-minute city also relates to the 2030 Agenda adopted by the United Nations as its implementation contributes to the Sustainable Development Goals and in particular corresponds to Goal 11, aimed at making cities and human settlements safe, stable, sustainable and inclusive, as well as offering opportunities of participation in integrated and sustainable planning and development of human settlements. From an environmental perspective, the concept of 15-minute cities has the effect of reducing the per capita rate of adverse urban environmental impacts (especially in terms of improving air quality) and providing its residents with easy and widespread access to safe and inclusive green spaces.



2.2.1.3. Benefits of living in 15-minute cities for residents and the environment

The concept of the 15-minute city is a response to the climate crisis and the ongoing phenomenon of urban sprawl. In ROBYG we see two areas of benefits that the implementation of the 15-minute cities concept brings: benefits for the climate and benefits for the society. It should be emphasized that most often these areas overlap - what is good for humans is also good for nature and vice versa.

2.2.2. ROBYG 15-minute housing estates

2.2.2.1. 15-minute housing estates in ROBYG operations

Developing housing estates in accordance with the concept of 15-minute cities and promoting the lifestyle it entails is so important to us that it is one of the three focus areas in the environmental pillar of ROBYG ESG Strategy.

We are a pioneer in Poland in a holistic approach to urban space design. We took the idea of 15-minute cities to the level of housing estates. We develop our 15-minute estates responsibly, taking into account the size and location of the lot on which we plan to build the housing estate. Already at the planning stage of an investment, we verify what amenities and solutions are available in a given area and consider how to complement them with functions necessary for the residents. We divide the acquired land into two categories and, depending on the classification, we focus on providing the solutions most needed for the designed estates:

a. Brownfield projects, i.e. areas formerly used for purposes other than residential, often abandoned, post-production or warehouse areas, located in cities, in attractive locations, close to the centre, and therefore with great development potential - due to the presence of existing infrastructure in the vicinity of brownfield projects, such as schools, kindergartens and public transport, we try to focus on the construction of facilities for the residents, such as playgrounds, recreational areas, gyms, kids play areas, and gradually supplement them with missing services.

²⁸ The data include ROBYG investments of which at least one stage had units and was on sale in 2021. To qualify as a 15-minute estate, it was necessary to meet at least 5 of the following 6 criteria: proximity to green areas, proximity to educational institutions (schools and nursery schools), access to medical care, access to services and commerce, proximity to office buildings (workplace) and co-working, access to public transportation. Distance in minutes if the feature does not occur within the estate was calculated from Google Maps.

b. Greenfield projects, i.e. projects implemented on previously undeveloped land, usually without or with very poor accompanying infrastructure, most often in locations away from city centres, often previously used for agricultural purposes - in the absence of facilities such as pre-schools, nurseries, service and retail outlets, we focus on providing these functions as necessary for everyday life, supplementing them with playgrounds, outdoor recreational areas, etc.

Based on our experience, conducted customer surveys and referring to the theory of 15-minute cities, we distinguished key factors for 15-minute estates. They are:

Proximity	Playgrounds / fitness areas / recreational areas
	Schools (public or non-public)
	Pre-schools (public or private)
	Stores and / or services for residents
	Medical facilities
	Buildings with office or mixed function (workplaces in the housing estate)
	Public transportation stops
	Co-working spaces

In 2021, 80% of all ROBYG housing estates were built according to the concept of 15-minute estates²⁸.

Our ambition is also to spread knowledge about the idea of 15-minute cities and to promote housing development in line with it. To this end, we regularly publish information on this topic in the media, ROBYG promotional materials and our social media channels.

We created a website dedicated to this concept - 15minutowemiasta.pl - where we explain what it is, describe the benefits of its application and present our housing estates which are examples of the implementation of the 15-minute cities concept.

In total, our educational materials and statements on the topic of 15-minute cities have appeared in more than 200 newspapers publications and online editions.



2.2.2.2. 15-minute estates in practice – case study

Lawendowe Wzgorza in Gdansk

An example of a ROBYG housing estate that well reflects the idea of a 15-minute city is the Gdansk investment comprising a complex of 33 residential buildings in the Jasien district.

Thanks to the involvement of ROBYG, the most important points on the map of everyday life were created within 15 minutes from the place of residence: stores, pre-school, nursery, service points, offices, workshops, restaurants, as well as places for recreation and leisure, including outdoor fitness and a park. A public school was also built right next to the development. The nearly 13-hectare plot has been arranged into a resident-friendly space with 11 playgrounds, a multi-purpose sports field, relaxation zones, a barbecue, walking and bicycle paths.

The housing estate is also implementing a bird protection program, including the installation of nesting boxes, educational boards, and insect hotels.

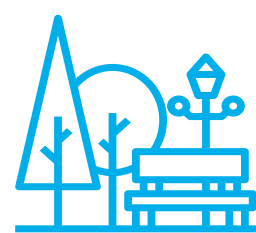
In line with the idea of 15-minute cities, the estate is equipped with bicycle parking. A public charging station for electric cars is also planned. To enable the residents of the neighbourhood and the surrounding community to meet their most important needs, we have allocated a significant amount of money for neighbourhood expansion efforts. The donated funds were used, among other things, to put up a bus stop and arrange pedestrian infrastructure, which plays an important function in 15-minute cities.



2.2.3. Human Balance in ROBYG housing estates

2.2.3.1. ROBYG Human Balance Standard

Out of concern for the well-being of our customers, we have developed a unique ROBYG Human Balance Standard. It complements the ROBYG Green Standard and focuses on solutions to improve the quality of life for residents of ROBYG estates. For us, it is one of the components of the 15-minute estates because it gives expression to our commitment to building healthy communities.



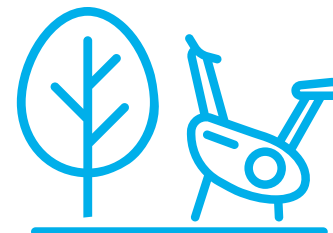
Outdoor recreation areas

Residents receive from us not only buildings, but also space for recreation, integration and relaxation. We plan such places among greenery, by ponds or fountains.



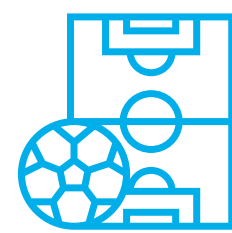
Playgrounds

In our housing estates safe playgrounds are built, which will please to the youngest and allow parents a moment of rest.



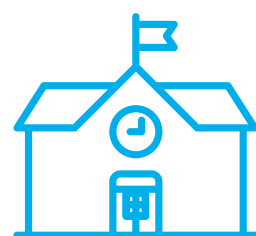
Outdoor gyms

Residents of our housing estates can use outdoor gyms, which will certainly please enthusiasts of a healthy lifestyle and exercise in the fresh air.



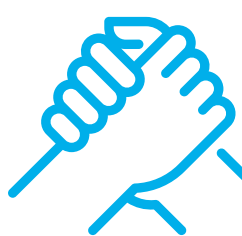
Multi-purpose sports fields

We build multi-purpose sports fields in our housing estates, which will certainly please recreation and outdoor exercise enthusiasts.



Schools and pre-schools

When choosing a location, we also take into account the educational facilities of the investment. If there are no nurseries, pre-schools or schools near our housing estates, we try to build facilities for such purpose.



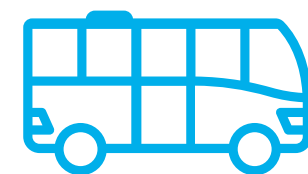
Co-working spaces

Residents of our estates have common areas to work at their disposal. Co-working is not just a place to do business - it is also a space for exchanging ideas and experiences, which is created by the community, the people.



Smart House by Keemple

As standard, at no extra charge, we offer Smart House by Keemple - an intelligent apartment management system that increases the sense of security and allows for a significant reduction in operating costs.



Proximity to transportation

We pay great attention to the location of the investment. In the interest of residents comfort, our estates are perfectly linked - there are bus stops, tram stops, commuter train stops and even underground stops nearby.



Stores, services, restaurants

When choosing the location of our estates, we are guided by the good of future residents and we make sure that the surrounding urban infrastructure is developed. On the ground floors of our buildings there are service premises, stores, restaurants, bakeries, etc.



Micro-mobility

In the comprehensive design of our housing estates, we take into account the facilities for both pedestrians and cyclists, including shelters and racks for bicycles and stations that facilitate the repair of bicycles.



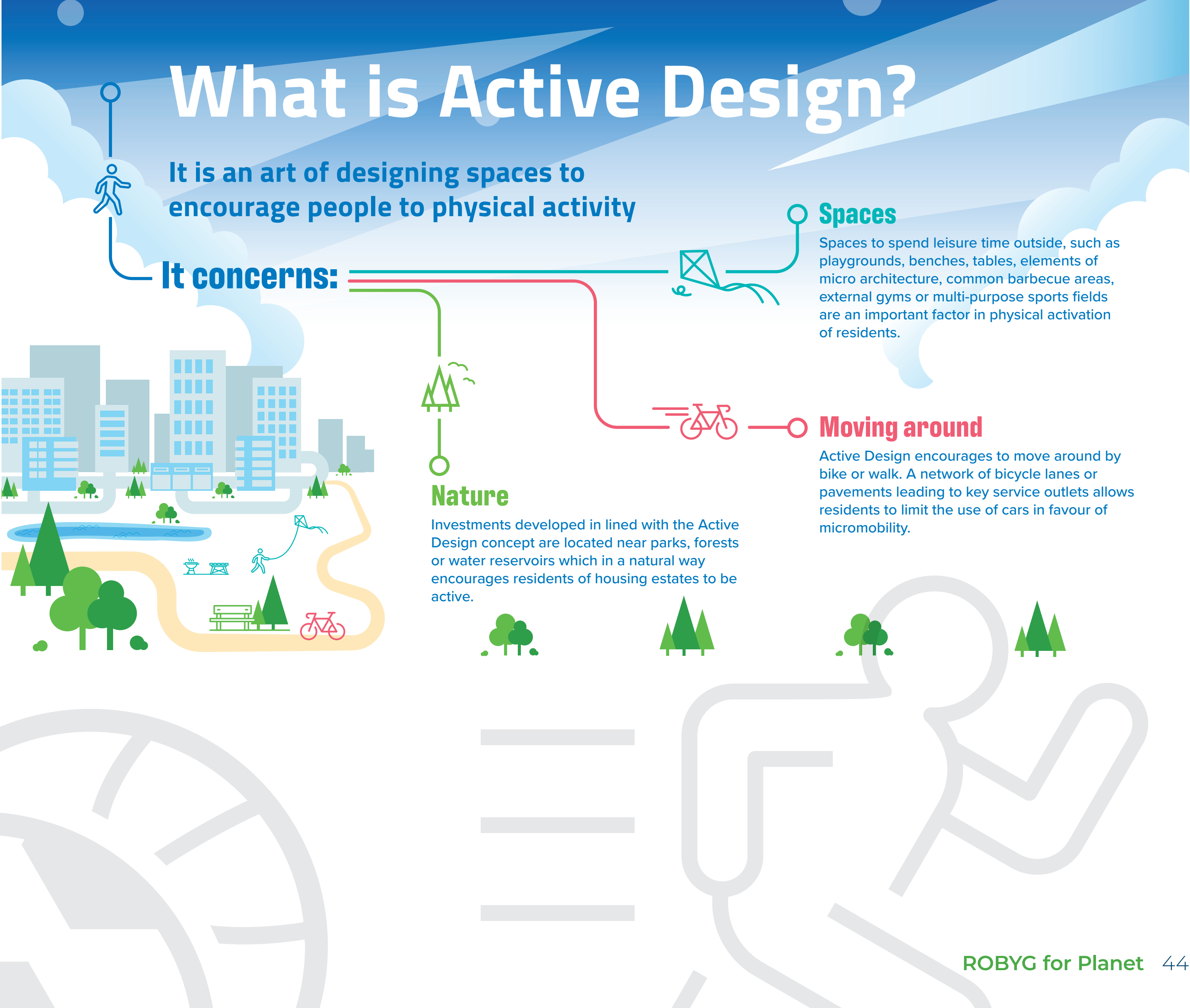
Barrier-free estates

We build housing estates without barriers - our investments are adapted to the needs of people with disabilities.

2.2.3.2. The Human Balance Standard in practice

Our intelligent and sustainable estates encourage the idea of work-life balance and provide opportunities for outdoor recreation, including sports. At ROBYG, we take into account that our current lifestyle is not conducive to daily physical exercise. Active design of housing estates can remedy that, i.e. in a way that encourages residents to be active. It is a combination of fitness zones, paths, outdoor gyms and other infrastructure, which at first glance is associated with sport, but also such a creation of space that makes the choice of physical activity a natural choice, because vehicular traffic is unnecessary. All these features are incorporated in our 15-minute estates.

In line with the active design trend, we build playgrounds for younger and older children with age-appropriate equipment, outdoor and indoor fitness zones for adults, as well as multi-purpose sports fields. Taking into account the comfort of families in the buildings we also create fully equipped kids play zones for children with toys, games, dry pools with balls. We realize that in order to create social ties we need to stimulate meetings between residents - for this purpose we have been building relaxation zones with sun loungers, sun terraces or game tables, as well as barbecue areas. In 2020, we also commissioned a fully furnished co-working area with a conference room, printer and kitchenette. Each of the residents of the community in which the zone was created can use the above-mentioned facilities at no extra charge - maintenance costs are included in the rent.



68

playgrounds²⁹

17

indoor fitness zones²⁹

1

co-working zone²⁹

9

kids play zones²⁹

10

outdoor gyms²⁹

We organize football matches for residents in our recreational areas, encouraging competition not only within neighbourhoods but also within one city. Sports events are accompanied by family picnics and usually connected with the opening of large recreational spaces.

Read more about building neighbourhood ties [HERE](#)



²⁹ For the presentation of figures on playgrounds, fitness zones, co-working zones, kidsplay zones and outdoor gyms available in ROBYG housing estates, stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.

2.3 Water and biodiversity

[GRI 3-3 of the material reporting topics:
Water, Biodiversity]

Our strategic goal in the management of the topic of biodiversity and water conservation:

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

Key metrics of our goal and how well they were met in 2021

72%

of ROBYG housing estates with an element protecting biodiversity

2 400 m²

area of rain gardens - approx.

3 171

number of trees planted in the ground



2.3.1. Biodiversity

[GRI 3-3 of the material reporting topic: *Biodiversity*]

2.3.1.1. Protection of biodiversity in ROBYG operations

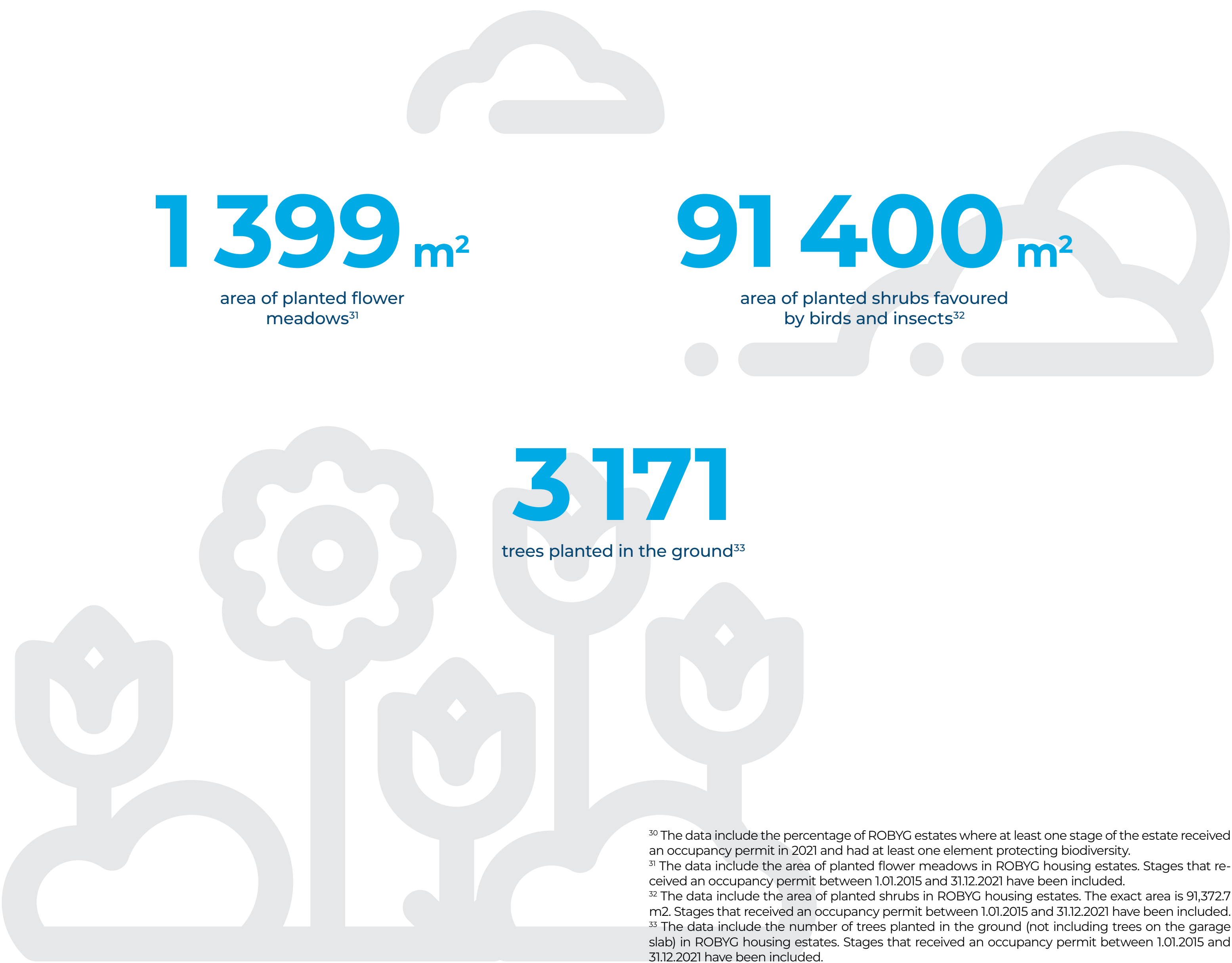
[GRI 304-2]

Biodiversity (biological diversity) refers to the richness and variability of life on Earth in all its forms and interactions; it includes diversity within species, between species, and the diversity of ecosystems.

Human activities cause pollution, changes in ecosystems, climate change, and put pressure on species. Biodiversity is in crisis and the balance of nature depends on it. Thus, it is a condition for the survival of the human species. Unfortunately, most ecosystems have degraded to the point where they can no longer provide valuable services. This is why it is so important to take care of the environment, both flora and fauna.

The importance of biodiversity in ROBYG operations in connection with our construction processes and the resulting transformation of the natural environment cannot be overestimated.

72% of completed ROBYG housing estates have at least one element protecting biodiversity³⁰.



³⁰ The data include the percentage of ROBYG estates where at least one stage of the estate received an occupancy permit in 2021 and had at least one element protecting biodiversity.
³¹ The data include the area of planted flower meadows in ROBYG housing estates. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.
³² The data include the area of planted shrubs in ROBYG housing estates. The exact area is 91,372.7 m2. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.
³³ The data include the number of trees planted in the ground (not including trees on the garage slab) in ROBYG housing estates. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.

ROBYG strives to reduce or offset negative impacts on biodiversity. One of the tools to achieve this goal is the *Environmental Policy of the ROBYG Group*.

We pursue our goal at all three stages of the investment life cycle:

At the planning stage by:

- performing due diligence - at the stage of analysing new sites for purchase taking into account environmental issues such as the location of the site in relation to protected and valuable natural areas, contamination of soil and ground, historical land use and possibility of historical contamination of soil and ground, land use in the local zoning plan (MPZP) and land use plan, flora and fauna present at the site and possibility of occurrence of protected species,
- designing investments with local biodiversity conservation in mind.

In the construction process by:

- protecting trees and animals at the construction site (relocating habitats, felling trees outside the bird breeding season),
- compensating for the impact of our investments by creating new green areas on garage slabs, roofs, walls, in the form of flowerbeds, hedges, tenant gardens, flower meadows, and performing replacement plantings,
- preservation and protection of existing greenery in the investment area, outside the development zones, with its use for shaping local natural connections,
- using expert naturalists to support our investments.

At the stage of residents using our investments by:

- creating flower meadows;
- planting tall and low trees;
- planting melliferous shrubs and flowers;
- installation of insect hotels;
- installation of birdhouses in places agreed upon with experts so as to favour nesting of selected species.

Insect hotels: provide shelter and nesting opportunities for a variety of invertebrates, including beneficial pollinators such as bees and bumblebees, mosquito- and aphid-hunting wasps, centipedes, and millipedes, which eat dead debris to fertilize the soil. They also allow ladybirds to survive the winter months.

Flower meadows: are a refuge for insects and a place for pollinators to work, create a better micro-climate in urban areas, reduce air temperature and improve the comfort of living in the city.



2.3.2. Water and blue infrastructure

[GRI 3-3 of the material reporting topic: Water]

2.3.2.1. Water consumption by ROBYG

[GRI 303-3]

Total volume of water withdrawn in 2021, broken down by source (in m³)³⁴

Water supply from the municipal network	27 138
Deep wells	841
TOTAL	27 979

2.3.2.2. Water and its conservation in ROBYG operations

We want ROBYG housing estates to be a model example of implementing blue infrastructure solutions in the urban fabric, principles of sustainable management and conservation of water resources. When designing our investments, we try to apply nature-based solutions.

Blue infrastructure is a system of solutions integrated into the urban landscape that allows rainwater to be retained on site and improve the city's water management at the level of its local ecosystems.



We pursue our goal at all three stages of the investment life cycle:

At the planning stage by:

- analysing the total balance of paved areas on the lot and seeking to minimize them in the development structure;
- reviewing the direction of water runoff from roofs and directing it to the investment site instead of the storm sewer system (directing water toward storm water collection basins and green areas);
- preferring design solutions that allow rainwater to be retained on the roof by using special retention layers (retention mats);
- selecting traffic surfaces to slow down water runoff (eco-grid, perforated concrete surfaces with larger joints, stabilized gravel surfaces instead of paved concrete surfaces).

In the construction process by:

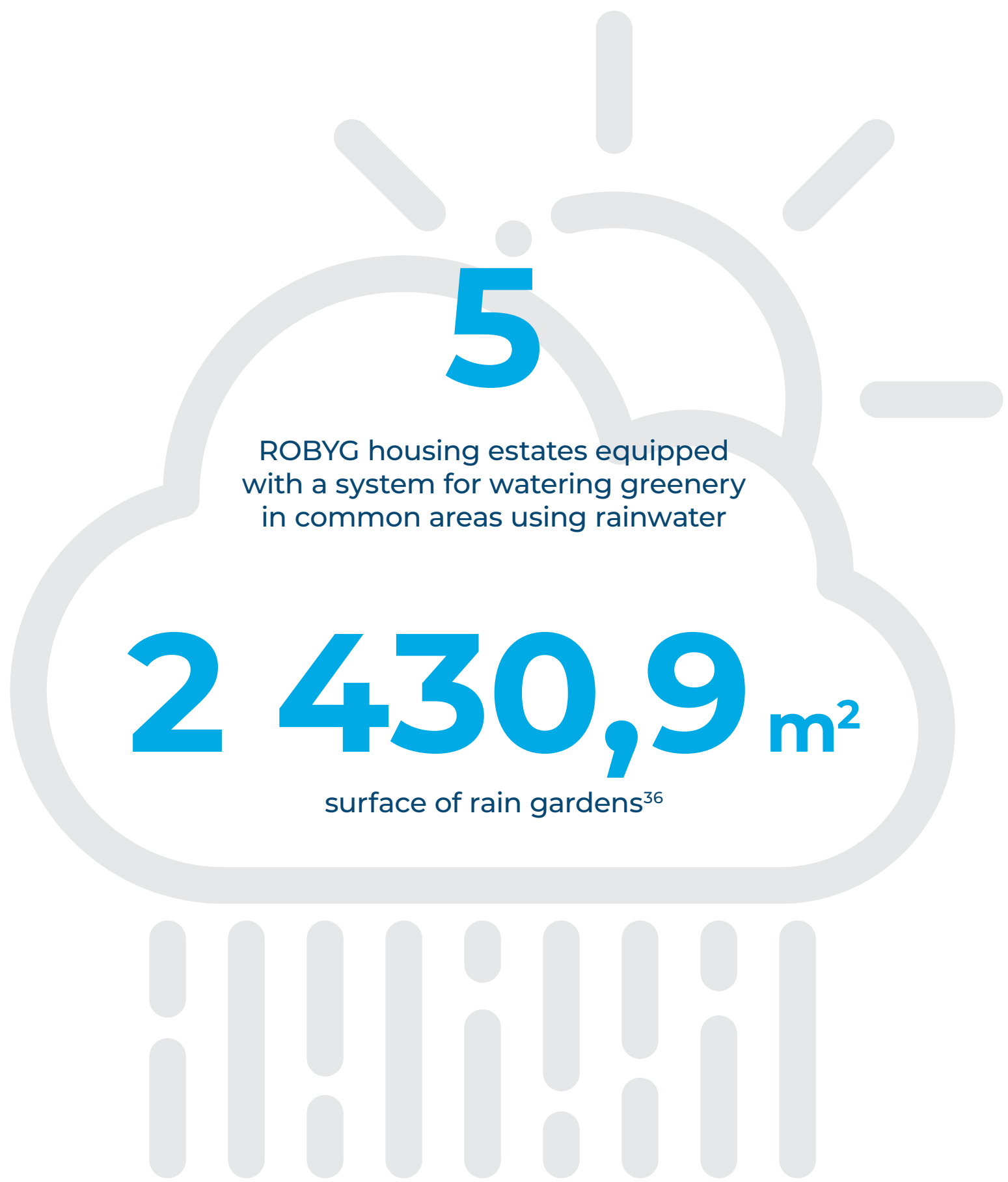
- protecting groundwater by interfering as little as possible with natural groundwater flow, including re-injection of pumped water into the ground;
- using waterproof concrete instead of heavy waterproofing insulation that can have a negative impact on the aquatic environment.

At the stage of residents using our investments by:

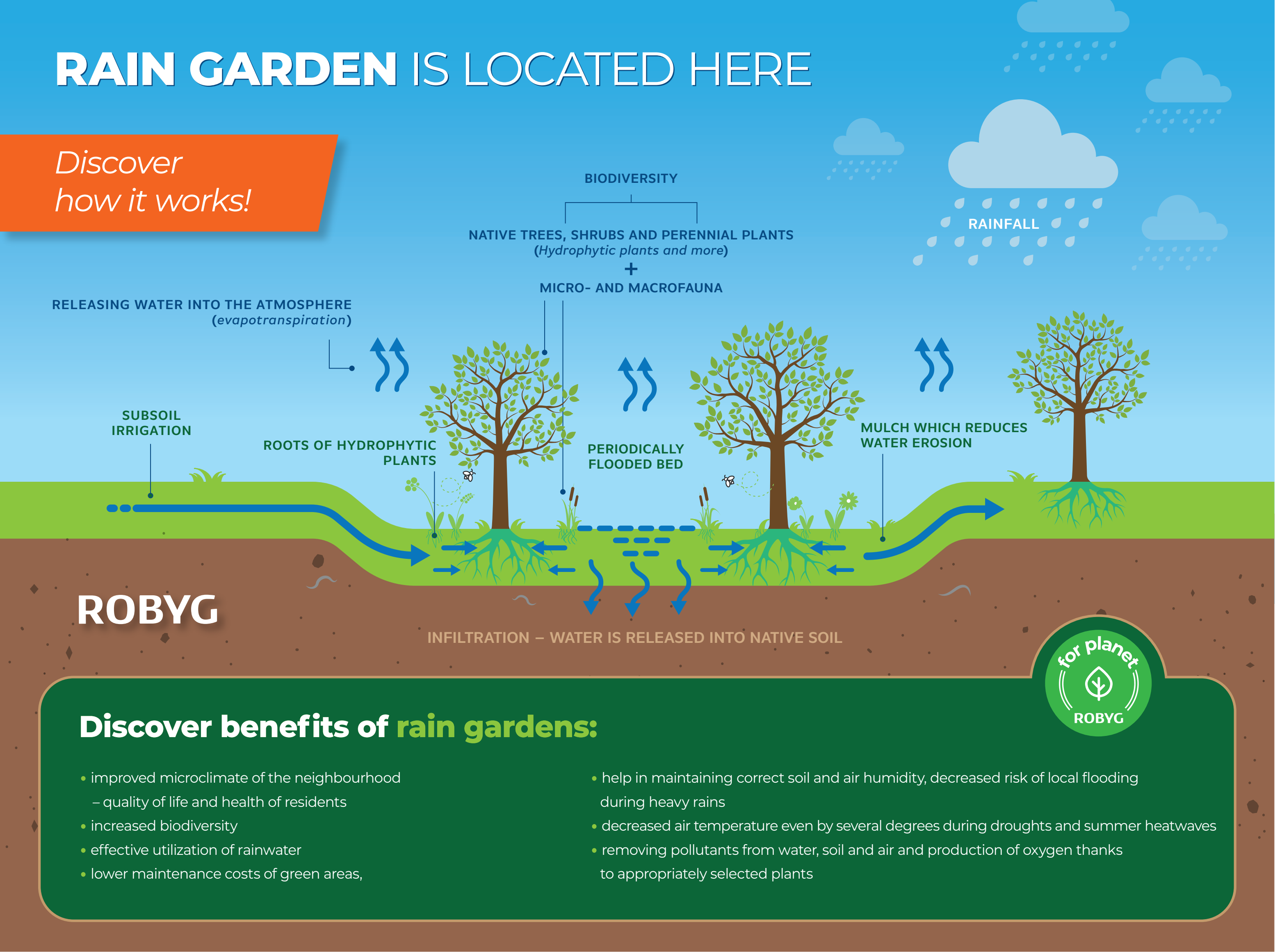
- using existing water reservoirs as part of water management;
- construction of rain gardens;
- providing opportunities to water greenery with harvested rainwater at selected locations.

³⁴ The data include water consumption by ROBYG S.A. and other ROBYG Group companies, including ROBYG CONSTRUCTION sp. z.o.o. The data for municipal water have been based on invoices from local suppliers; water meter readings including consumption information have been provided by building administrators and estimates. Estimates have been used for water from deep wells.

Rain gardens are specially created green areas that serve to increase rain-water retention. They absorb water runoff during heavy rainfall from road-ways, pavements, roofs and other surfaces with limited retention. Rain gardens help counteract the effects of increasingly frequent droughts and protect adjacent green areas from it. They grow hydrophytic plant species such as calamus, arrowroot and native ferns³⁵.



³⁵ <https://www.teraz-srodowisko.pl/slownik-ochrona-srodowiska/definicja/ogrod-deszczowy.html>
³⁶ The data include the area of rain gardens in ROBYG housing estates. Stages that received an occupancy permit between 1.01.2015 and 31.12.2021 have been included.



CHAPTER 3.

ROBYG FOR PEOPLE

A stylized, abstract graphic in shades of blue. It features a central circular shape with a smaller circle inside, resembling a head. Below this, a thick, curved line forms a wide, open smile. At the bottom, two thick, curved lines extend upwards and outwards, resembling arms raised in a gesture of joy or celebration.

CHAPTER 3. ROBYG FOR PEOPLE

[GRI 3-3 of the material reporting topics: Intellectual capital, development and training, Workplace health and safety, Sustainable cities and communities, Customer satisfaction]

In our everyday operations, we deal with different groups of stakeholders we cooperate with. The most important ones are our employees³⁷ and associates³⁸, customers, subcontractors and suppliers, and the communities that emerge as a result of the activities we conduct while building housing developments. We are committed to their widely-understood safety and well-being. We believe that our employees and associates are our capital and the most valuable asset for the company, so we support them in gaining experience, their drive for development, and expanding their competences. We create a diverse and supportive work environment inside our organization.

This is the reason why ROBYG for People is one of the three core pillars of our company's ESG Strategy. It addresses the social area and takes into account ROBYG's three primary focus areas, to which specific and fully measurable ESG goals and initiatives are assigned.

Responsible management at ROBYG is the response to the needs of our stakeholders.

1. Needs of employees and associates:

working for a stable, reliable employer in a friendly and motivating atmosphere.

2. Needs of customers:

having quality housing at an affordable price.

3. Needs of subcontractor and suppliers:

working with an experienced, predictable, stable developer who honours its commitments.

4. Needs of local communities:

supporting those most in need.

³⁷ Employee - a person employed under a contract of employment or a civil law contract in ROBYG S.A. or another ROBYG Group company.

³⁸ Associate - an individual providing services to ROBYG S.A. or other companies of the ROBYG Group under a contract other than a contract of employment concluded with such companies, in particular within the scope of its economic activity.

Three focus areas in the pillar ROBYG for Planet:

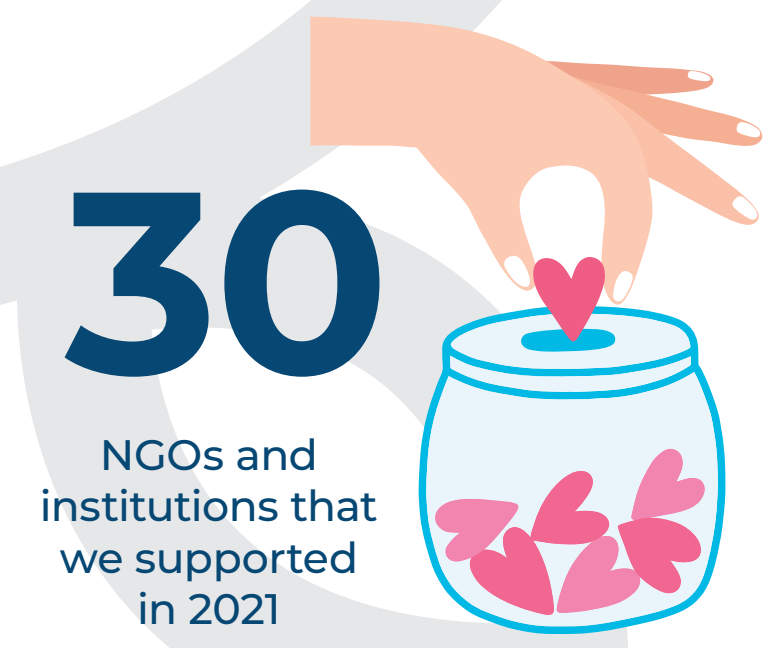
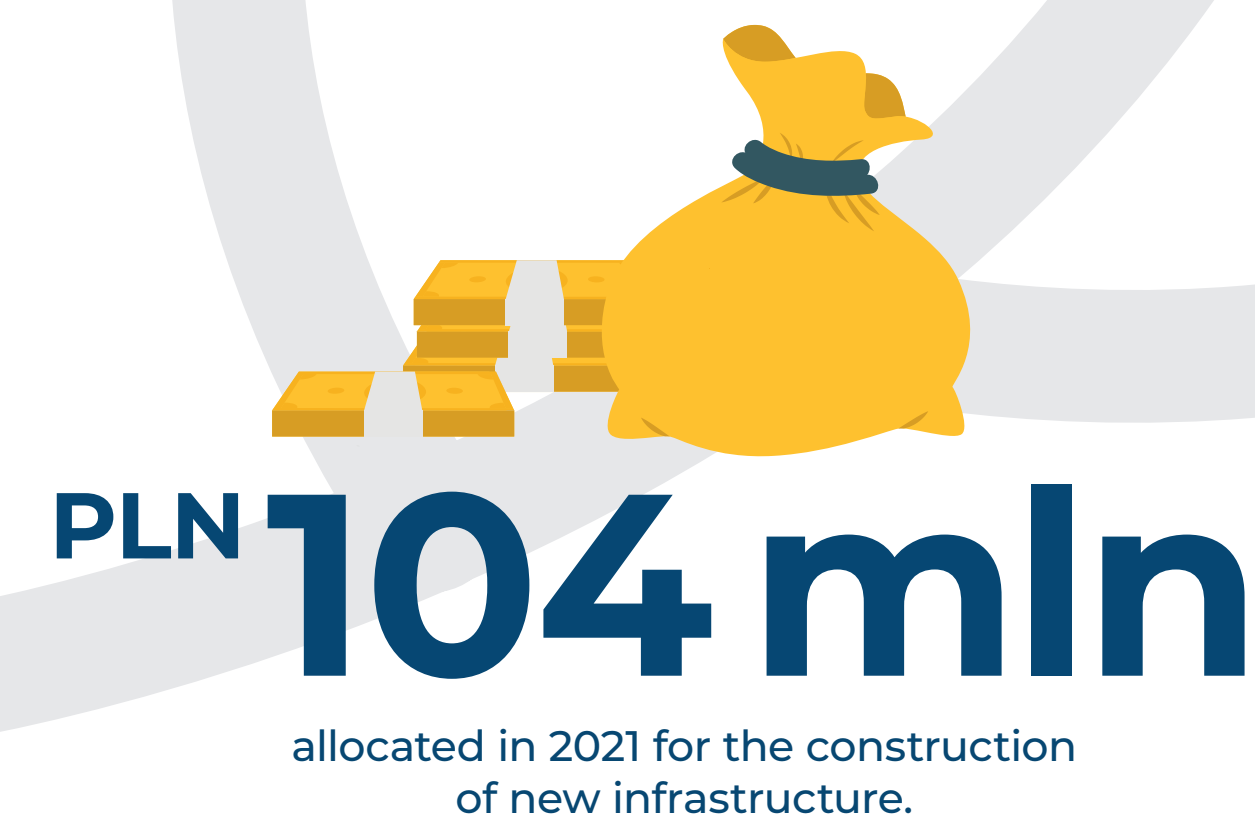
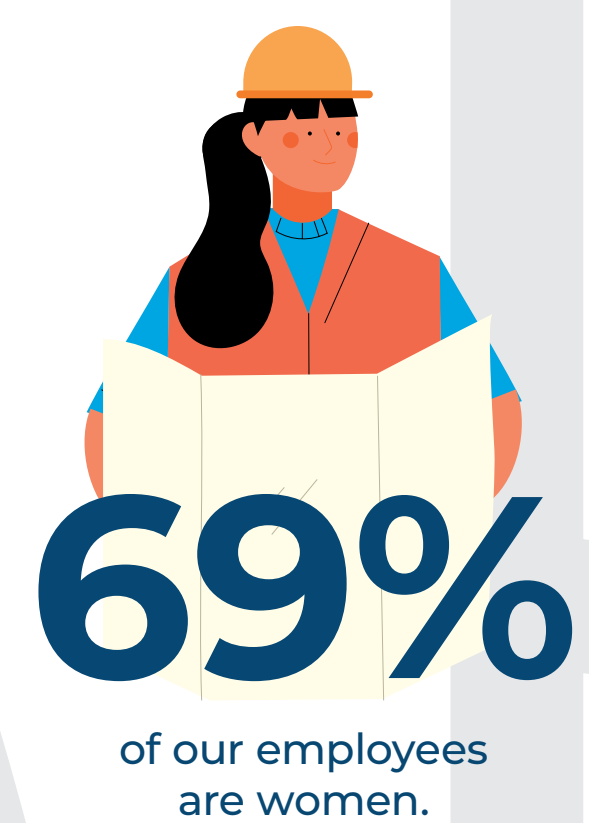
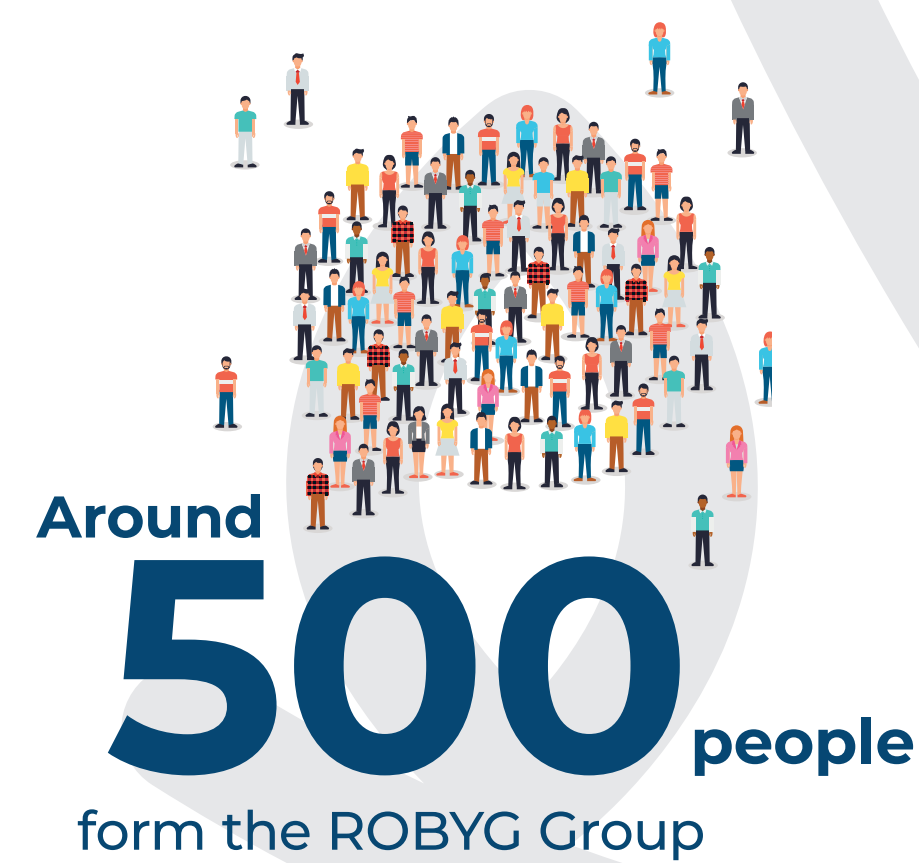
S1.
Employee well-being: be the employer that attracts, retains and develops people.

S2.
Building new, integrated communities.

S3.
Client satisfaction.



What makes us stand out:



The methodology for calculating indicators is defined later in this chapter.

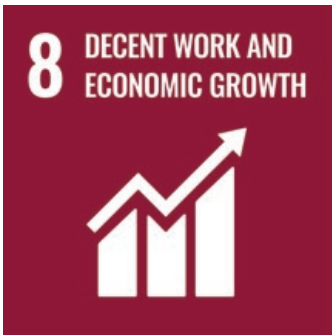
ROBYG's main policies, procedures and other documents which govern due diligence in the social area:

- ROBYG Group Code of Conduct,
- [ROBYG Group Human Rights Respect Policy](#),
- ROBYG Group Code of Conduct for Suppliers and Subcontractors,
- [Whistleblowing Policy](#),
- Procedure for managing conflicts of interest,
- Policy for accepting and giving presents, invitations and hospitality,
- Policy regarding the rules of conduct with business partners and administration,
- Know Your Customer Policy,
- Work regulations for different companies of the ROBYG Group,
- Remuneration Regulations for different companies of the ROBYG Group,
- Remote Work Regulations of the ROBYG Group,
- Policy of equal treatment of employees and associates of the ROBYG Group,
- ROBYG Group Personal Data Protection Policy,
- Policy regarding sponsorship and charity activities of the ROBYG Group.

More information about workplace management policies are available [HERE](#), policies regulating work ethics in ROBYG are available [HERE](#), and policies defining our approach to customer relations can be found [HERE](#).



UN Sustainable Development Goals which we support as part of the pillar ROBYG for People:



3.1. Our employees

[GRI 3-3 of the material reporting topics: Intellectual capital, development and training, Workplace health and safety]

Our strategic goals in the area of responsibility management in the workplace:

- 1. Be the first choice employer in the housing development sector in Poland.
- 2. 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.
- 3. ROBYG Zero Accidents: no accidents at work is a key goal for us.

The methodology for calculating indicators is defined later in this chapter.

Key metrics of our strategic goals and how well they were met in 2021:

Continuous monitoring of the gender pay gap - in 2021, the annual gender pay gap between women and men at ROBYG was only

3%

Gender representation in ROBYG's governing bodies and management - in 2021, women made up

58%

of our management team.

Accident rate - in 2021 for the entire ROBYG Group it was

0



3.1.1. ROBYG as a first choice employer

3.1.1.1. Our community

[GRI 2-7, GRI 2-8, GRI 3-3 of the material reporting topic: Intellectual capital, development and training]

Every ROBYG employee and associate is equally important and special to us. We create a responsible and friendly work environment where everyone has the opportunity to reach their full potential. We provide security of employment and remuneration, give the opportunity for self-fulfilment and development. We care about the well-being of employees and associates by supporting the integration of family and work life. We show support whenever it is necessary. We ensure safe and comfortable working conditions for all ROBYG employees, associates and persons performing work at construction sites on behalf of our subcontractors. We constantly monitor regulations and guidelines related to OHS as well as Polish and European legislation.

By the end of 2021, ROBYG consisted of nearly 500 employees and associates, of which over 200³⁹ were people with technical specialization. In addition to people directly employed by the ROBYG Group, approximately 2,000 people work on our construction sites daily, and approx. 500 people provides additional services to ROBYG.

³⁹ The data include employees and associates of ROBYG Construction as at 31.12.2021.





The culture of our organization and employee relations are defined in the **ROBYG Group Code of Conduct**. The Code is a summary of the system of values applicable to ROBYG operations, which has been developed based on high ethical standards and respect for human rights and liberties, arising in particular from the UN Universal Declaration of Human Rights and the Declaration of the International Labour Organization. The Robyg Group Code of Conduct, together with the adopted policies and procedures, defines a set of standards addressed to all ROBYG employees and associates, regardless of their position or responsibilities. In line with this, in our daily work we promote dialogue focused on understanding, cooperation and feedback. Effective communication is critical to effective task completion, so managers are obliged to strive to ensure active communication - not only as part of team management, but also to build friendly interpersonal relationships in the workplace based on mutual trust and respect.

The corporate culture built uniformly throughout the ROBYG Group is based on the key values that guide the company: *care, responsibility, and support*. These values are also reflected in the documents and procedures shaping ROBYG's employment policy, which include:

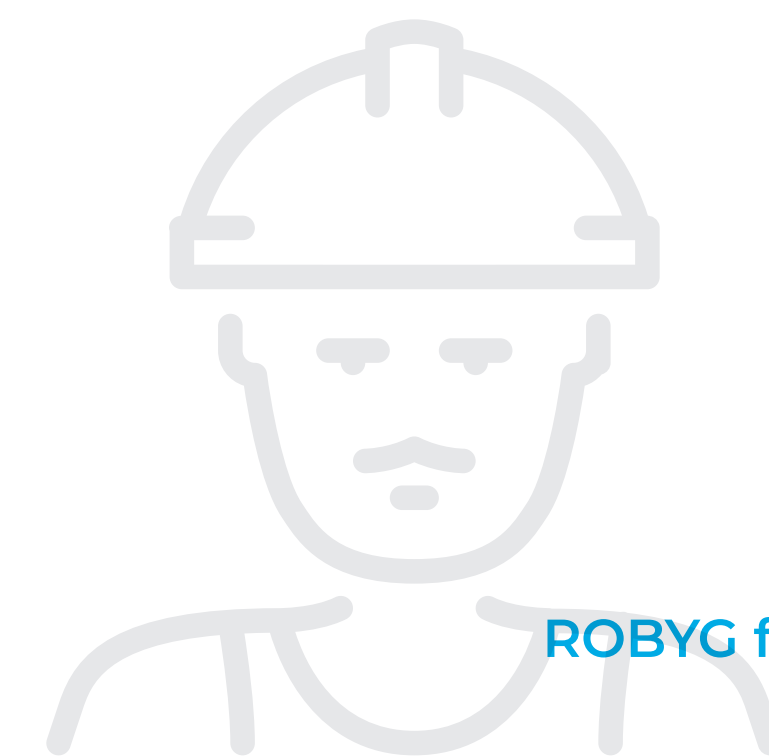
- ROBYG Group Code of Conduct,
- Policy of equal treatment of employees and associates of the ROBYG Group,
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- Policy for accepting and giving presents, invitations and hospitality,
- Policy regarding the rules of conduct with business partners and administration,
- Know Your Customer Policy,
- ROBYG Group Personal Data Protection Policy.

These documents allow us to clearly define our responsibilities as an employer and also our expectations of our employees and associates. The former include, but are not limited to, preventing discrimination in the workplace, preventing harassment, applying objective and fair criteria for evaluating employees and their work regardless of the form of employment, providing safe and healthy working conditions, providing the tools needed for the job, and paying wages in a timely manner.

ROBYG's efforts to build a unique and lasting corporate culture, including our values, management style, communication methods and the company's atmosphere, caring for the professional activity of employees and associates, providing them with a sense of stability and responding quickly to changes taking place on the market, were noticed and awarded in 2021 by "Gazeta Finansowa" which presented us with the title of the Best Employer 2021.

Employees and associates of all levels trained and employed in the structures of the ROBYG Group form a professional and competent team. They have the specialized qualifications and experience necessary for the tasks they perform and are highly regarded in the job market. Our qualified and loyal staff are the cornerstone of the efficient operations and development of the Group - the people working for us and cooperating with us have been with us for an average of 4 years, and as many as 12% of them have the length of service or cooperation longer than 10 years.

Thanks to the commitment, competence and experience of our staff, we can build an organization based on sustainable values, and the tasks set for ROBYG are successfully completed.



Our team in numbers:

[GRI 2-7]

Number of employees with contracts of employment (as at 31.12.2021)			
	Women	Men	Total
	Headcount		
Total no. of employees with contracts of employment	214	96	310
No. of employees with contracts for an indefinite period	122	46	168
No. of employees with fixed-term contracts	92	50	142
No. of full-time employees	208	96	304
No. of part-time employees	6	0	6

⁴⁰ The data include average length of service calculated for employees and associates at ROBYG S.A. and other ROBYG Group companies.
⁴¹ The data include average length of service of employees employed under of contract of employment in ROBYG S.A. and in other ROBYG Group companies.
⁴² The data include percentage share of employees and associates of ROBYG S.A. and other ROBYG Group companies with the length of service longer than 5 years.
⁴³ The data include percentage share of employees and associates of ROBYG S.A. and other ROBYG Group companies with the length of service longer than 10 years.

[GRI 2-8]

Persons with contracts other than contracts of employment and those cooperating with the ROBYG Group companies based on B2B agreements (as at 31.12.2021)	Headcount
B2B contracts	131
Civil law contracts (contracts of mandate and managerial contracts)	33
TOTAL	164

Average length of service calculated for all types of contracts ⁴⁰	4 Years	
Average length of service calculated for contracts of employment ⁴¹	3,85 years	
% of employees with years of service in ROBYG exceeding 5 years ⁴²	181 persons	38% of employees
% of employees with years of service in ROBYG exceeding 10 years ⁴³	59 persons	12% of employees

Number of employees with contracts of employment by region (as at 31.12.2021)				
	Warsaw	Gdansk	Wroclaw	Poznan
	Headcount			
Total no. of employees with contracts of employment	183	79	39	9
No. of women with contracts of employment	134	56	18	6
No. of men with contracts of employment	49	23	21	3
No. of employees with contracts for an indefinite period	111	36	17	4
No. of employees with fixed-term contracts	72	43	22	5
No. of full-time employees	178	78	39	9
No. of part-time employees	5	1	0	0

3.1.1.2. Supporting professional and personal development of employees

[GRI 3-3 of the material reporting topic: Intellectual capital, development and training, GRI 404-2]

We believe that development is a need for all of us, so we focus on multidimensional support of professional and personal development of the ROBYG Group employees and associates. Our attitude results in the well-being and engagement of our employees, which in turn has a real impact on the implementation of the business strategy and the ESG Strategy of our company. We believe in investing in the development of existing staff rather than relying on external recruitment.

The best evidence of our approach to professional development of ROBYG employees is the fact that at the end of 2021:

- **32%** of ROBYG employees holds a higher position than the one for which they were originally hired by ROBYG⁴⁴,
- **63%** of the managerial positions held by people previously employed by ROBYG⁴⁵.

⁴⁴ The data include employees of ROBYG S.A. and other ROBYG Group companies as at 31.12.2021.
⁴⁵ Data include employees and associates of ROBYG S.A. or other ROBYG Group companies who were hired to a position lower than director or manager and who held a director or manager position as at 31.12.2021.





Training

[GRI 404-1, GRI 404-2]

We provide our employees and associates with opportunities to participate in trainings to improve their professional skills and increase job satisfaction. ROBYG employees can use a system of in-house trainings for new hires, mandatory cyclical trainings, as well as specialized trainings for particular employee groups in the area of construction, controlling, accounting, marketing or HR and payroll. Moreover, all ROBYG employees and associates undergo regular trainings in compliance and OHS, as described further in the report⁴⁶.

During trainings we use services of external entities, both companies organizing trainings dedicated to ROBYG and specialized trainings for representatives of particular departments. We encourage our staff to participate in open trainings during working hours, which are organized by industry institutions, such as the Polish Association of Developers.

The specific nature of the construction industry requires us to respond quickly to any changes in legislation, so our employees and associates undergo training in this area and are prepared to act in accordance with current regulations as soon as they come into force.

We also appreciate our staff's expertise and willingness to share knowledge, so we organize internal trainings based on our staff.

The COVID-19 pandemic was the reason why we limited the number of in-person training courses last year due to the safety of our employees and associates, which had a direct impact on the average number of training hours counted per employee.

6h – average number of training hours per person in 2021⁴⁷

⁴⁶ More details available in subsection Safety on construction sites and in offices and in chapter ROBYG for Sustainable Business.

⁴⁷ The data include average number of training hours calculated for employees and associates of ROBYG S.A. and other ROBYG Group companies. They do not include open, free training.

3.1.1.3. How we attract employees

We place high value on developing the talent of our employees. We believe in investing in the people we work with. Thanks to such an approach we manage to systematically increase the number of employees, reduce the number of people leaving ROBYG, and extend the average employment time. This allows us to boast managers who have been successfully performing their duties for 10.5 years on average, and even longer in the case of the Management Board members of ROBYG S.A, i.e. 15.6 years.



⁴⁸ The data include employees and associates of ROBYG S.A. or other ROBYG Group companies. The employee turnover rate calculated according to the formula: numerator = number of people who left work in the year divided by denominator = number of employees as at the last day of the reporting period. Result multiplied times 100.

⁴⁹ The data include the Management Board of ROBYG S.A., the Supervisory Boards of ROBYG Group Companies and Directors of ROBYG S.A. and other ROBYG Group companies.

⁵⁰ The data include the average age of employees and associates of ROBYG S.A. and other ROBYG Group companies as at 31.12.2021. The average age calculated for contracts of employment only is 36.



New hires and turnover

[GRI 401-1]

2021	
No. of new hires in the Group	117
No. of leavers from the Group	85
Employee turnover rate ⁴⁸	18%



10.5 years

average tenure of managerial staff at ROBYG⁴⁹

12%

of our team has worked at ROBYG for more than 10 years

4 years

average length of service in ROBYG

37 years

average age in ROBYG⁵⁰

15.6 years

average tenure of Management Board members of ROBYG S.A.



Benefits

[GRI 401-2]

Regardless of the type of contract, we offer an extensive benefit program to all our employees and associates⁵¹:

- private medical care (offers of two partners to choose from) covering the whole family and incorporating a wide range of services, including psychological and psychiatric care,
- possibility of additional life insurance for employees and their families,
- supplementary pension fund (PPK),
- multi-Sport card with the option to add a family member or partner,
- subsidized foreign language courses,
- bonus system for employees and associates,
- discretionary bonuses,
- Christmas packages and prepaid cards,
- subsidies for the purchase of eyeglasses,
- additional remuneration in case of marriage and birth of a child.

We build friendly atmosphere by organizing meetings and team building events for teams and all employees and associates. Due to the 2021 pandemic and restrictions on number of participants, we conducted only local meetings of small teams working together on a daily basis to prevent the spread of the virus. Importantly, to effectively support active and healthy lifestyles for employees, we also regularly encourage our employees to participate in sporting events and do sports.

Recruitment and internships

An important stage of the human resources management process for us is the recruitment process. We ensure confidentiality and equal treatment of all candidates throughout the process. In the near future, we plan to reinforce the recruitment process by introducing additional internal regulations on the transparency of the process.

- Internal recruitment is a priority in ROBYG.
- Through our internships, we encourage young people to get to know the industry and promote its development in Poland.

⁵¹ The type of contract does not affect the benefits offered to our employees and associates.

3.1.2. Diversity in ROBYG

[GRI 405-1]

3.1.2.1. Diversity Charter and other regulations

We are an example of a multicultural organization with national and religious diversity at various levels of employment, as well as in relation to the entities we cooperate with. Promoting diversity and addressing exclusion are an integral part of our management model. The culture of our organization based on respect for diversity is defined, among others, by the *ROBYG Group Code of Conduct* and the *ROBYG Group Human Rights Respect Policy* introduced in 2021.

We do not condone or tolerate any discrimination based on race, colour, gender, sexual orientation, age, property status, religion, ethnic, national or social origin, opinion, including political opinion, medical condition, birth or other aspects of identity. We are committed to ensuring that every employee has equal opportunities for development without discrimination and that all decisions related to the employment relationship are based solely on relevant and objective criteria.



In addition to the above-mentioned employment policy documents, our engagement in promoting diversity in the workplace is demonstrated by our commitments included in the *ESG Strategy* and by becoming a signatory to the *Diversity Charter* in 2021.

In 2021, we also revised the *ROBYG Group Code of Conduct*, which clearly emphasizes that the ROBYG Group employees and associates should treat each other with mutual respect. This means equal treatment, acting transparently, valuing people for what they do and who they are, regardless of position, seniority, age, gender, disability, health, family status, ethnicity and gender identity, orientation, beliefs or nationality.

Acting in accordance with our beliefs and the above policies, we focus on professionals with market experience in our company. We draw on the expertise of our most experienced staff. We provide opportunities for young people to grow and gain experience. We do not discriminate on the basis of age and try to make the most of our employees' potential.

Employment by age category in ROBYG ⁵²	<30	30-50	>50
% of people	29%	63%	8%

Our management staff is comprised of professionals repeatedly recognized for their professional achievements, with the majority being between the ages of 30 and 50.

% share of people of different ages in the managerial staff. ⁵³	<30	30-50	>50
% of people	0	67%	33%

⁵² The data include employees of ROBYG S.A. and other ROBYG Group companies as at 31.12.2021.

⁵³ The data include the Management Board of ROBYG S.A., the Supervisory Boards of ROBYG Group Companies and Directors of ROBYG S.A. and other ROBYG Group companies.

⁵⁴ <https://www.piib.org.pl/aktualnosci/informacje-biezace/4248-2020-05-26-13-55-51>

⁵⁵ The data include employees of ROBYG Construction sp. z o.o. as at 31.12.2021.

⁵⁶ <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/edn-20210305-2>

⁵⁷ <https://bip.brpo.gov.pl/pl/content/luka-placowa-rownosc-kobiet-mezczyzn-gender-pay-gap--rpo-zmiany-kodeks-pracy-zarobki>

⁵⁸ The gender pay gap has been calculated taking into account employees and associates in accordance with the WSE guidelines, i.e. including base salary and any allowances and rewards. Remuneration of the Supervisory Board and the Management Board of ROBYG SA and ROBYG Construction have been excluded from the calculations.



3.1.2.2. ROBYG supports women

[GRI 405-2]

In the area of diversity, the position of women in our company is of particular importance to us. Although traditionally construction is a male-dominated sector, as evidenced by data from the Chamber of Civil Engineers survey⁵⁴, ROBYG boasts a strong representation of women across the Group.

69%
of employees of the ROBYG Group with contracts of employment are women⁵²

48.5%
of the employees of ROBYG Construction, i.e. the company directly responsible for the execution of construction projects, are women⁵⁵

58%
of our managerial staff are women⁵³

An example of skilful diversity management in the workplace is the percentage of women in ROBYG managerial staff. According to Eurostat data for 2020⁵⁶, the proportion of women in management positions across the European Union was only 34%, and in no Member State was the proportion greater than 50%. In Poland, which ranked second in Europe (after Latvia with 45%), it was 44%. In ROBYG Group, this result was as high as 58% in 2021.

Important factors for us in managing diversity, is monitoring the gender pay gap ratio. According to the Ombudsman, the gender pay gap in Poland is 8.5%⁵⁷ which, in effect, translates into women's pensions being up to 30% lower than men's. Reasons for this phenomenon include a lack of transparency, stereotypes about the work women do in certain sectors, and poorer access to managerial positions.

At ROBYG, in 2021, the ratio of women's annual pay to men's annual pay (base salary + all allowances and bonuses) was 97%, in other words, the pay gap was only 3%⁵⁸ and was almost 3 times smaller than the national average.

3.1.3. Safety on construction sites and in offices

[GRI 3-3 of the material reporting topic: Workplace health and safety, GRI 403-1, GRI 403-2, GRI-403-3, GRI 403-4, GRI 403-6, GRI 403-7, GRI 403-9]

3.1.3.1. Areas of responsibility and OHS goals

According to data published by the Central Statistical Office, in 2021 Poland saw almost 10% increase in occupational accidents compared to the previous year. There was also an increase in the number of injured persons per 1,000 employees, i.e. the so-called accident rate (from 4.62 to 5.10)⁵⁹.

We are all the more pleased that in **2021 we achieved ROBYG's strategic goal of 0 accidents at work (ROBYG Zero Accidents), and consequently, the most important metrics of our goal achievement, i.e. the accident rate in the entire ROBYG Group, was 0.**

Due to the specific nature of the industry in which we conduct our business, occupational health and safety is treated as one of the most important areas of responsibility in ROBYG. Each day we make every effort to ensure safe and comfortable working conditions for all ROBYG employees and associates as well as persons working on construction sites, including our subcontractors. We constantly monitor regulations and guidelines related to health and safety at work. We are successively developing measures to prevent accidents at work, which at the same time strengthen ROBYG's image as an attractive and safe employer.

⁵⁹ https://stat.gov.pl/files/gfx/portalinformacyjny/pl/defaultaktualnosci/5476/3/46/1/wypadki_przy_pracy_w_2021.pdf
⁶⁰ The data include employees of ROBYG S.A. and other ROBYG Group companies as at 31.12.2021.
⁶¹ The data include employees of ROBYG Construction sp. z o.o. as at 31.12.2021.

Our commitment to OHS is divided into two areas:

- 1. occupational health and safety on construction sites,
- 2. occupational health and safety of white-collar employees.

3.1.3.2. Zero accidents on construction sites

Operating in the construction industry carries a high risk of accidents. Being aware of this, we have diagnosed risk related to performing work as one of the key risks of ROBYG's operations. We have therefore implemented a system of OHS regulations and we place great emphasis on due diligence in complying with certain rules and on educating our employees and subcontractors.

What makes us stand out		
0 accidents on construction sites ⁶⁰	100% of employees trained in OHS ⁶¹	Additional OHS trainings for ROBYG Construction employees

We achieved this result thanks to:

- providing trainings and sufficient knowledge of safety,
- reducing the risk of near misses,
- implementation of appropriate procedures,
- monitoring of implemented procedures,
- skilful knowledge management and learning lessons.

All locations of our operations employ OHS coordinators/specialists who are responsible for the supervision and control of safety activities in the area of all projects conducted in a particular city. They conduct weekly safety inspections of contractors' and subcontractors' work. The coordination of the companies working on the project site is performed by the technical supervision on the construction site. The coordinators are also responsible for collecting information on good practices and innovative technical solutions which improve work safety and the flow of OHS information between our construction sites.

In the ROBYG Group, the company responsible for the development of investment projects is ROBYG Construction Sp. z o.o. The basic document defining OHS activities in this company is the *Internal OHS Regulations of ROBYG Construction*. It provides guidance on actions related to occupational health and safety.

The Regulations include provisions concerning:

- tasks and responsibilities of employees at the investment site related to OHS,
- qualification requirements for ROBYG employees,
- division of responsibility and organization of investments,
- preparation and execution of works in terms of OHS and environmental protection,
- counteracting corruption,
- alcohol and drugs,
- work safety requirements,
- reviews, inspections, violations of health, safety, fire safety and environmental regulations,
- accidents at work.

Additional applicable documents are:

- Risk assessments for workplaces,
- Procedure for introducing a new contractor/subcontractor,
- Guidelines to the Safety and Health Protection Plan,
- Standard for an investment area,
- Scaffolding standard.

All positions at ROBYG Construction have a prepared and documented risk assessment. Regardless of the preventive measures we have taken to protect the health of employees and subcontractors, we also have detailed procedures in place to deal with accidents at work. In the event of an accident involving our employee, we are required to appoint an accident investigation team to analyse the situation and prepare full documentation. We also keep a record of near misses.

ROBYG Construction conducts regular internal analysis in the area of occupational health and safety and after the end of the year we prepare an annual analysis, which we also did for 2021. When incidents of OHS violations occur, they are analysed and discussed with the teams of each unit (construction site) and reminded during periodic training sessions. As a result of the analyses, corrective actions are implemented to eliminate the hazard and reduce the risk of a similar incident.

We also analyse incidents that occurred in Poland outside our company (on other construction sites, at other companies). As a result of such analyses, we introduce corrective actions to reduce the risk of such an event occurring in ROBYG Construction. We also use the data for employee and subcontractor training.

Each our employees is obliged to react to any observed irregularities regarding work safety or actions that have a negative impact on safe work on the construction site or that pose a threat of a construction or environmental disaster. Immediate remedial measures must be taken to correct the identified irregularity or deficiency.

To address health and safety issues, we have introduced the Procedure for introducing contractors/subcontractors to the construction site, which describes exactly what documents are required from a company starting work on a construction site. In addition, the procedure describes the safety requirements that the company must meet in order to work safely.

To ensure proper and safe work, we oblige not only our employees but also our associates, contractors and subcontractors to observe safety rules and require them to act in accordance with the indicated procedure. To facilitate this task, we provide our subcontractors with ready-made documents containing procedures and requirements of ROBYG Construction.

In addition, we have introduced health and safety boards in foreign languages that can be understood by the people working on our construction sites. We place them in visible locations.

Additionally, in order to improve safety on the construction sites of the ROBYG Group in Warsaw and Gdansk we have signed an agreement with an external, independent company to act as a health and safety service for the project and to perform health and safety supervision. Each health and safety inspection is reported with attached photographic documentation of observed irregularities, indicating the location of irregularities and the company and person responsible for their removal.

Each city (Warsaw, Wroclaw, Poznan, Gdansk) produces a weekly health and safety report based on inspection reports, which is sent to specific Board members.

ROBYG

TABLICA BEZPIECZEŃSTWA

BEZPIECZEŃSTWO PRACY JEST NASZYM PRIORYTETEM

PRZESTRZEGAJ NASZEJ POLITYKI I ZASAD
BEZPIECZEŃSTWA I HIGIENY PRACY

ŚRODKI OCHRONY INDYWIDUALNEJ
OBOWIĄZKOWE NA TERENIE BUDOWY



HELM
OCHRONNY



KAMIZELKA
ODBLASKOWA



BUTY
ROBOCZE
KLASY S3



ODZIEŻ
ROBOCZA



OKULARY
OCHRONNE
OCHRONA SŁUCHU
GDY WYMAGANE



5

OGRANICZENIE
PRĘDKOŚCI NA TERENIE
CAŁEJ BUDOWY

UWAGA

- PRACE ZIEMNE
- ROBOTY BUDOWLANE
- PRACE NA WYSOKOŚCI
- ROBOTY DROGOWE

PRACUJ ZGODNIE Z PRZEPISAMI
BEZPIECZEŃSTWA I HIGIENY PRACY

OSOBOM NIEUPOWAŻNIONYM
WSTĘP WZBRONIONY!

ROBYG

Таблиця безпеки

Безпечна праця – наш пріоритет

Притримуйся нашої політики, правил
безпеки та гігієни праці

Засоби персональної безпеки обов'язкові
На будівельному майданчику



Захисний
шолом



Світловідбиваю
чий жилет



Взуття
робоче
Класи S3



Робочий
одяг



Захисні окуляри
Захист слуху
Коли це
необхідно!



5

ОБМЕЖЕННЯ
ШВИДКОСТІ НА
БУДІВЕЛЬНОМУ
МАЙДАНЧИКУ

УВАГА !

- ЗЕМЛЯНІ РОБОТИ
- БУДІВЕЛЬНІ РОБОТИ
- ВИСОТНІ РОБОТИ
- ДОРОЖНІ РОБОТИ

ПРАЦЮЄМО У ВІДПОВІДНОСТІ
З РЕГЛАМЕНТАМИ БЕЗПЕКИ
І ГІГІЄНИ ПРАЦІ

НЕУПОВНОВАЖЕНИМ
ОСОБАМ ПРОХІД
ЗАБОРОНЕНИЙ!

ROBYG

Таблица безопасности

Безопасность работы – наш приоритет

Придерживайся нашей политики, правил
безопасности и гигиены труда

Средства индивидуальной защиты
обязательные на строительной площадке



Защитная
каска



Жилет
светотража-
ющий



РАБОЧАЯ
ОБУВЬ
Класса S3



РАБОЧАЯ
ОДЕЖДА



ОЧКИ ЗАЩИТНЫЕ
ЗАЩИТА СЛУХА
В СЛУЧАЕ
НЕОБХОДИМОСТИ!



5

ОГРАНИЧЕНИЕ
СКОРОСТИ НА
СТРОИТЕЛЬНОЙ
ПЛОЩАДКЕ

ВНИМАНИЕ !

- ЗЕМЛЯНЫЕ РАБОТЫ
- СТРОИТЕЛЬНЫЕ РАБОТЫ
- РАБОТЫ НА ВЫСОТЕ
- РАБОТЫ ДОРОЖНЫЕ

РАБОТАЙТЕ В СООТВЕТСТВИИ
С РЕГЛАМЕНТАМИ БЕЗОПАСНОСТИ
И ГИГИЕНЫ ТРУДА

НЕУПОВНОМОЧЕННЫМ
ЛИЦАМ ПРОХОД
ЗАПРЕЩЕН!

Number of OHS trainings for ROBYG Construction employees⁶²

[GRI 403-5]

Total number of OHS training hours in 2021	680 h
% of employees trained in OHS in 2021	100%

Each newly hired employee of ROBYG Construction, regardless of the place and type of work, undergoes initial training in occupational health and safety which consists of a general instruction carried out by an OHS specialist, and an on-site instruction carried out by the employee's line manager.

We also conduct annual periodic trainings for blue-collar positions at ROBYG Construction.

As part of our ROBYG Zero Accidents efforts, we have also ordered increased periodic trainings for those involved in construction⁶³ at 3-year intervals instead of the legally required 5-year intervals.

Additionally, we provide safety training and demonstrations for our employees and subcontractors at the investment site. Due to the ongoing pandemic, these trainings were limited to demonstrations conducted outdoors in line with sanitary guidelines.

⁶² The data include employees of ROBYG Construction sp. z o.o. as at 31.12.2021.

⁶³ The data include employees of ROBYG Construction sp. z o.o.

⁶⁴ The data include employees of ROBYG S.A. and other ROBYG Group companies excluding ROBYG Construction sp. z o.o. as at 31.12.2021.

OHS training topics include:

- work at height,
- work on scaffolding,
- work in excavations,
- vertical and manual transport,
- proper selection of personal protective equipment when working at height,
- work with power tools.

During such trainings, dangerous events or accidents that occurred on ROBYG construction sites are also discussed.

3.1.3.3. Zero accidents in ROBYG

In other ROBYG Group companies, health and safety tasks are carried out with the assistance of external providers of health and safety services and trainings. Their performance is monitored by the HR department. We make sure that workplaces are properly and safely equipped. Employees working for the ROBYG Group in companies other than ROBYG Construction undergo an initial training in OHS on the first day of work.

[GRI 403-5]

No. of OHS trainings for the ROBYG Group employees⁶⁴

% of employees trained in OHS in 2021	100%
---------------------------------------	------





3.1.3.4. The global pandemic and the safety of our workers

ROBYG support for employees and associates during the global pandemic has been a key component for us in building a prevention system against COVID-19 infections. Our internal measures included taking care of health and sanitary safety, a sense of financial security for the ROBYG Group staff, and digital facilitation - such as digitizing customer communication tools.

COVID-19 prevention in ROBYG offices

In the first stage of the pandemic:

- we introduced a rotation system of remote work,
- we made sure that we have access to the equipment and/or materials needed for the job,
- we ensured standard protective equipment: gloves, face masks, plexiglass dividers, hand disinfectants, thermometers,
- we introduced regular disinfection of all ROBYG offices,
- we implemented video calls to customers in the sales department increasing the safety of both employees and customers,
- we reduced the number of open sales offices to one in each city and ordered staff rotation in offices reducing the number of sales consultants to one per outlet; at the same time, we ensured that sales offices were disinfected daily and ozone treated twice a week,
- we introduced temperature screening for all construction workers, regardless of location and form of employment (including for subcontractors),
- we improved the customer panel for remote handling of the after-sales process and used an electronic document signing system to reduce the amount of direct contact between office staff and customers.

As the pandemic continued, we implemented more solutions:

- weekly PCR and antigen testing for all employees in contact with customers (sales department, technical department),
- in order to ensure the health and sanitary safety of our employees, each room in ROBYG offices was equipped with Aura Air devices that purify the air and kill 99.9% of viruses and bacteria,
- we introduced a shift work system (teams were split in half and worked on a rotating weekly basis with no contact with each other),
- we implemented an internal COVID-19 return-to-work policy (another PCR test was required before returning - a negative PCR test after the illness allowed you to return to work in ROBYG offices),
- we promoted COVID-19 vaccinations and organized vaccinations for interested employees, associates and their relatives.

COVID-19 prevention on ROBYG construction sites

Since the beginning of the pandemic, i.e., since the spring of 2020, a division into two independent teams operating in separate facilities has been implemented on the construction sites in order to limit the spread of the virus in the event of a COVID-19 infection incident, as well as to ensure continuity of work on site.

The following procedures have been implemented in site offices:

- division of teams in separate offices,
- implementation of a procedure in the event a COVID-19 case is detected in an office team,
- daily temperature measurement of all employees and associates,
- mandatory weekly COVID-19 virus testing for employees and associates conducting technical acceptances with customers, connected with encouraging customers to test prior to reporting for a technical acceptance of an apartment with the participation of our employee,
- temperature screening of all visitors,
- informing subcontractors and suppliers about ROBYG's procedures and rules for employees entering the construction sites.

3.2. Our customers

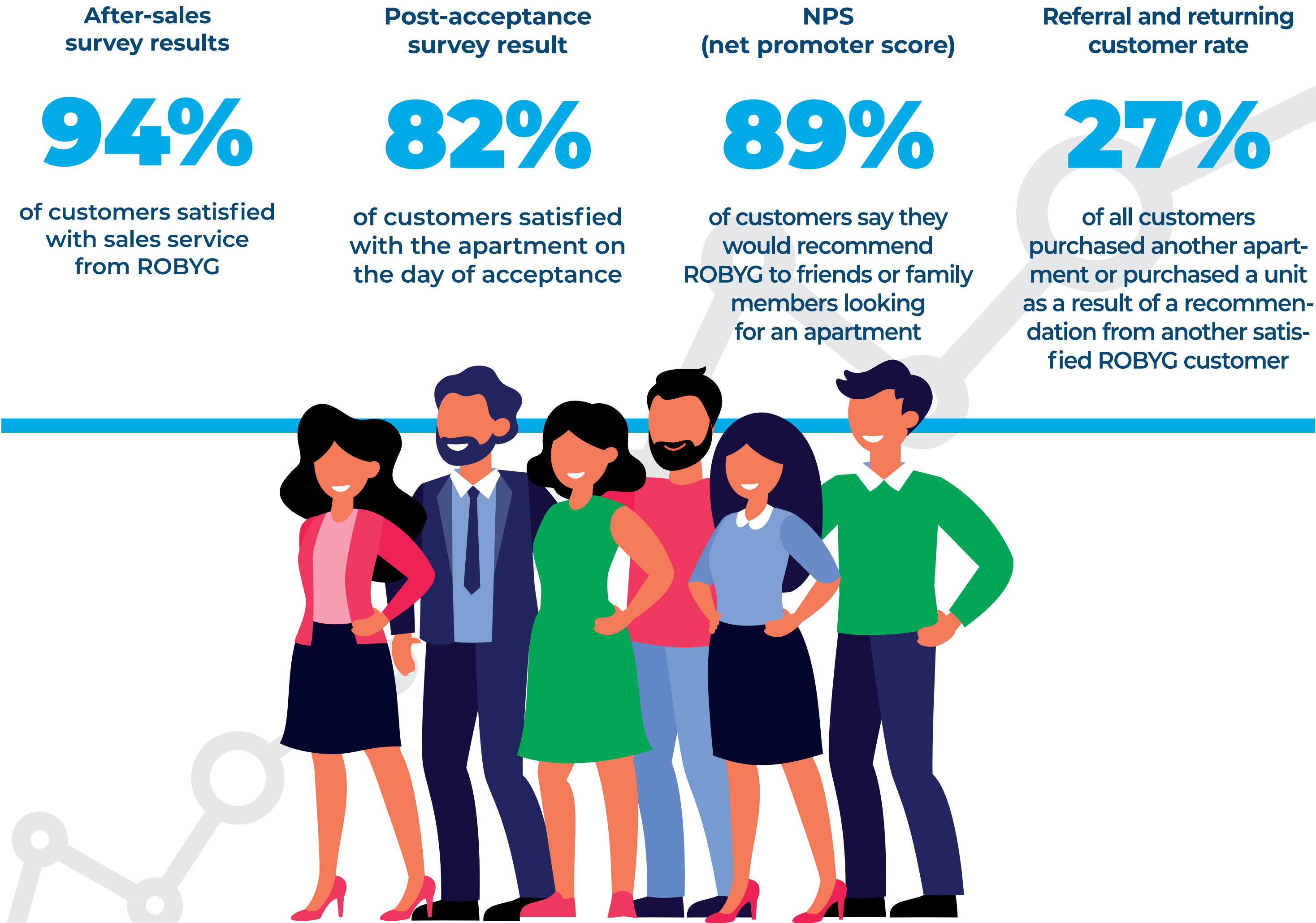
[GRI 3-3 of the material reporting topics: Customer satisfaction, Sustainable cities and communities]

Our strategic goal in the area of customer relations and satisfaction:

Maintain a customer satisfaction rate of over 80% after acceptance of the real estate and increase it to 90% by the end of 2025.

The methodology for calculating indicators is defined later in this chapter.

Key metrics of our strategic goals and how well they were met in 2021:



3.2.1. Community of satisfied customers

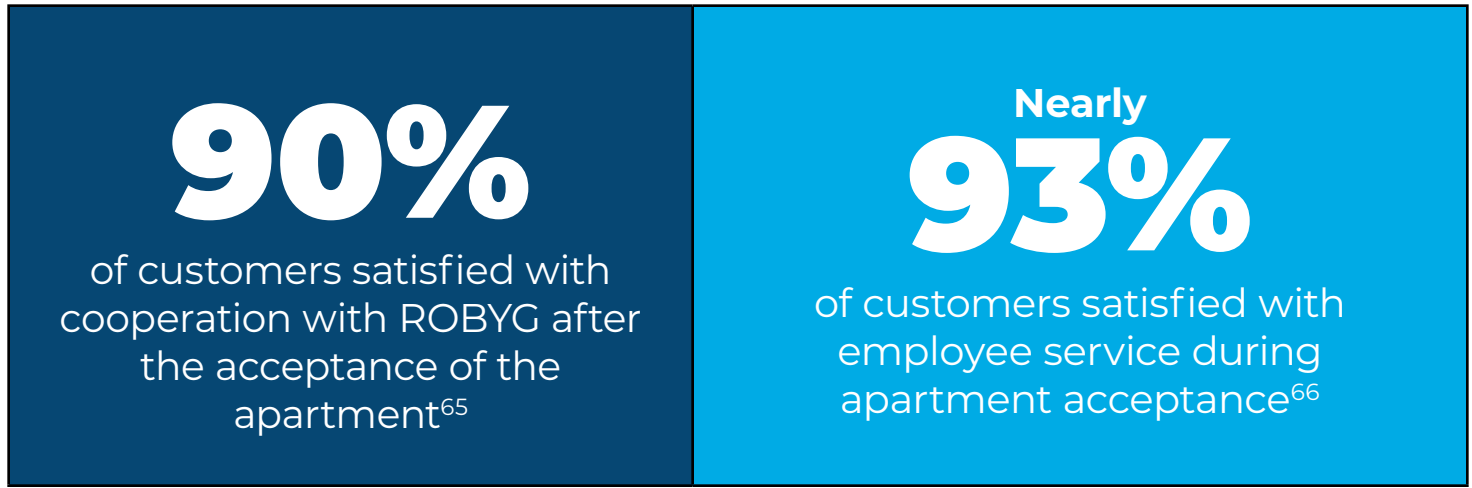
[GRI 3-3 of the material reporting topic: Customer satisfaction]

3.2.1.1. Building customer communities

The satisfaction of ROBYG customers is a priority in the daily operations of our company. We are constantly improving our service standards in an effort to meet customer expectations. We are convinced that thanks to the quality of our products, transparent and clear communication, professional support of our experts and tailored approach, we build trust and credibility in our relations with customers.

We believe that by working together as partners during the entire process of purchasing an apartment, as well as through our loyalty programs, together we build a community of satisfied customers gathered around the ROBYG brand, and our customers not only recommend our company to their friends and family, but also return to us.

This is evidenced by the results of our satisfaction surveys and the number of repeat customers.



⁶⁵ The data have been based on post-acceptance surveys conducted in Gdansk covering apartments and units handed over to customers in 2021.
⁶⁶ The data have been based on post-acceptance surveys conducted in Warsaw, Gdansk and Wrocław covering apartments and units handed over to customers in 2021.

3.2.1.2. ROBYG Club program

We created the ROBYG Club program for our customers, addressed to people who have signed a purchase contract for an apartment. Under the program, our customers gain two types of benefits:

- discounts and benefits for different services and good especially for finishing and furnishing the new apartments,
- rewards for recommending our company to friends and family.

DISCOUNTS AND FREE GIFTS WITH ROBYG CLUB CARD

As part of ROBYG Club program, a special discount card is given to our customers that provides possibility for discounts of up to 50% from our partners throughout Poland, including large DIY stores, home furnishings stores, electronics, household appliances, and decorative materials stores. The program also includes medical, psychological and even food services. We work with local as well as nationwide large companies. ROBYG customers can take advantage of both in-store and online discounts. An application for a card can be submitted at the time of signing the reservation agreement or via the application form available on ROBYG website. A precondition for receiving the discount card is signing an agreement (developer agreement, preliminary sales agreement or ownership transfer agreement) with one of the ROBYG Group companies. The ROBYG Club card can also be used by ROBYG employees and associates.

The Terms and Conditions, list of partners of ROBYG Club program and the amount of discounts are available on the program's website at robygclub.pl and on ROBYG Group websites.

ROBYG CLUB LOYALTY PROGRAM

ROBYG Club Program also includes a Referral Program. Each customer who recommends to their friends or family the purchase of an apartment in one of the investments executed by ROBYG Capital Group and submits the recommendation in accordance with the program's terms and conditions can receive a prize.

Referring persons may receive the following rewards:

- referral of one customer - city bike or a voucher worth PLN 1,000,
- referral of two customers - a voucher worth PLN 2,000,
- referral of three or more customers - a voucher worth PLN 5,000.

In 2021, 147 customers received rewards for a total amount of PLN 238,049.92 as part of the Referral Program.



3.2.1.3. Building trust during customer service

Our team supports customers at every stage of the property purchase and during the guarantee period. The customer service process is divided into sales and customer support after sale (after-sales service) and after the acceptance of the property. We monitor and audit customer satisfaction throughout the service process. Thanks to this approach, we build the trust of our customers and lay the foundation for the creation of a community of satisfied ROBYG customers.

Sales process

We are at the customer's disposal from the very first request. To make the buying process easier and provide a sense of comfort in service, we use all available channels of communication: phones, e-mails, chat, video calls. They allow for quick and convenient contact with a consultant. If the customer decides to contact us via chat available on ROBYG's website, we guarantee service by a real consultant, not a computer bot. Regardless of the form of contact, we strive for a maximum response time to a customer inquiry of 24 hours.

Throughout the entire sales process, the customer works with a dedicated consultant who is by their side from the initial contact to the conclusion of the developer agreement. The consultant is available to the customer at all other stages of service as needed. This way, the customer always knows who to turn to with questions or concerns. Residential units are sold only through ROBYG consultants, some of whom hold a real estate agent's license, to ensure the highest standard of service and avoid misleading the customer by third parties involved in the sales process.

Before concluding the agreement, the customer receives the templates of reservation and developer agreements or preliminary agreements for review. To make the customer feel confident when signing the agreement, they receive a full package of documents regarding the purchased apartment, including:

- apartment plan, floor plan where the unit is located, investment project plan, parking plan,





- template of the developer agreement and information prospectus,
- description containing important information about the estate's surroundings, such as road extension plans and, in the case of unusual terrain, a cross-section of the building or additional plans, which also form an annex to the agreement,
- clear information on payment and next steps of the purchase,
- written information on possible settlements in case of changes in the size of the apartment during the construction stage,
- customer guide: My Apartment folder for customers explaining all stages of the purchase, including a list of important contacts (e-mail addresses or telephone numbers) with the necessary assistance and description of the complaint process,
- the ROBYG Club card.

For foreigners who need the approval of the Ministry of Internal Affairs and Administration to purchase real estate in Poland, we offer free legal assistance from our legal department for the process of obtaining the permit. All agreements are concluded in the company's offices by experienced Attorneys who watch over the proper course of transactions.

After-sales service

From the moment of concluding the reservation agreement, the customer can use a dedicated hotline and e-mail addresses, and after signing the developer agreement, also the customer panel - an online tool to monitor the progress of both the construction and payment. We contact our customers in a contractually agreed upon, convenient manner.

Customers can also follow the progress of work on construction sites on the website, where photos of each stage of the project are regularly posted. In addition, according to the information contained in the agreement and in the customer guide, customers can make interior changes in their newly purchased apartments, which are assisted by civil engineers employed by the project in which the apartment is located. Thanks to the possibility of introducing design changes, customers have a chance to adjust the apartments to their needs already at the construction stage.

In order to meet the needs of its customers, ROBYG also offers support to customers who are looking for a loan to purchase a property. Financial experts are available at each of the sales offices during the opening hours. Importantly, mortgage customers also have the option of recovering all of the money they paid to ROBYG in the event that they do not obtain a mortgage.

Acceptance of an apartment

The date of apartment acceptance is arranged at a convenient time for the customer. As a standard, third parties, such as external civil engineers or architects may be involved in the acceptance to assist customers. During the pandemic, we had to limit the number of people participating in the acceptance. We recognize that ROBYG's approach to conducting acceptances is an important aspect of the process that gives our customers a sense of security, so we plan to return to previous practices.

During the acceptance of the apartment, customers:

- have the right to notify us of any defects in the unit
 - in such a situation special report is drawn up,
- receive guarantee documents and instructions for use of the apartment and its amenities,
- receive the Smart House System package by Keemple;
- can take part in a customer satisfaction survey.

After acceptance of the unit

We inform customers about the difference between guarantee and statutory warranty and how long they last. Any possible defects can be reported after the handover of the apartment, even up to 5 years after its acceptance. Complaints can be lodged via e-mail to dedicated e-mail addresses or by letter.



3.2.1.4. We measure customer satisfaction

[GRI 2-29]

In order to continually improve the standard of service and provide customers with apartments that fully meet their expectations, we regularly measure the level of satisfaction of our customers. Surveys are conducted twice at different stages of cooperation with the customer - the first time after signing the developer agreement and the second time after acceptance of the apartment. Surveys are primarily completed electronically - customers receive a link to the online survey at the e-mail address provided for communication. Some surveys are also completed manually by a ROBYG representative during a phone interview.

We receive nearly 2,500 completed questionnaires annually. Our reliability is confirmed by the fact that as many as 94% of our customers are satisfied with the quality of sales service of our consultants, and almost 82% with the apartment during the acceptance process.

⁶⁷ The data have been based on surveys after a developer agreement conducted in Warsaw and Gdansk in the period 1.01.2021 - 31.12.2021
⁶⁸ The data have been based on post-acceptance surveys covering apartments and units handed over to customers in 2021 in Warsaw, Gdansk and Wroclaw. In Poznan in 2021, there were no apartment acceptances.
⁶⁹ The data have been based on post-acceptance surveys conducted in Gdansk; in Warsaw and Wroclaw, the survey did not include such a question.
⁷⁰ The data for Warsaw, Gdansk, Poznan, Wroclaw. Customers who have signed more than one reservation/preliminary agreement in 2021.
⁷¹ The data for Warsaw, Gdansk, Poznan, Wroclaw. Customers who signed a reservation/preliminary agreement in 2021 as a result of a referral from another ROBYG customer.

Survey results after signing a developer agreement ⁶⁷	Survey results after acceptance of the apartment ⁶⁸
94% of customers are satisfied with the sales department service	82% of customers are satisfied with their apartment on the day of acceptance
89% of customers would recommend ROBYG to their friends and family	90% of customers are satisfied with cooperation with ROBYG ⁶⁹
88% of customers are satisfied with working with our attorney regarding the conclusion of an agreement at the law firm	93% of customers are satisfied with the service of a ROBYG employees during acceptance
90% of customers rate the notary office where they signed the agreement for the apartment as very good or good	93% of customers are satisfied with the sales department service ⁶⁹
	95% of customers are satisfied with the service related to payment, mortgage and document processing ⁶⁹



**NEARLY
13%**
of all customers return to us for more apartments⁷⁰

14%
of all customers bought an apartment in ROBYG as a result of a referral from another satisfied customer⁷¹

3.2.2. Responsible communication

3.2.2.1. Digitization of the customer service process

We communicate responsibly with our customers in order to meet their expectations. The pandemic popularized previously available remote contact channels among customers and influenced the acceleration of implementation of new solutions. We applied new online functionalities to minimize personal contacts and protect our customers from the risk of COVID-19. We decided to digitize our communication, launching new contact channels and improving the existing ones. By doing so, we protected both buyers and our team, while gaining by reducing the greenhouse gas emissions associated with travelling to sales offices.

How do we work?

1. We use all channels of communication: phone, chat, e-mail. We continue to use chat with a real consultant (not a bot). This chat is available to our customers on the ROBYG website. In addition, during the pandemic, we launched a previously unavailable real-time video chat service with a consultant without pre-arranged calls⁷².
2. In the service process, we use the CRM system that monitors customer inquiries, automatically acquires and verifies marketing consents granted by the customer, improves the matching of offers based on previous and current customer inquiries and facilitates e-mail communication and offer making.
3. Among other things, we use an electronic document signing system to reduce the amount of direct contact between office workers and customers, thus protecting their health.
4. We provide customers with innovative 3D mock-up technology which allows them to accurately view realistic, 3D-mapped buildings

that do not exist yet. This tool allows the viewer to virtually move around the entire investment that the customer is interested in. 3D mock-ups are also available online on the website.

5. We have 3D projections and virtual walk-throughs of all the apartments on offer. This tool makes it easier for customers to choose a property that fits their needs right from the design stage.
6. We have a customer panel which we improved during the pandemic. It is used for after-sales service, reducing the need for an in-person meeting. The panel provides access to information about: payment schedule and deposits, ROBYG Smart House system, ROBYG Club program, and important contacts (including to the administrator).
7. During the pandemic, we launched newsletters to customers with safety, health, real estate market and corporate life information as well as construction progress.
8. A construction log is available on our website to allow tracking progress remotely. We implemented special security measures for ROBYG customers and employees in the meeting areas.

3.2.2.2. Responsible marketing communication

ROBYG's marketing communication is characterized by transparency, clarity, and accessibility. Our basic principles in communicating with customers are fair marketing, providing factual and unbiased information, and following fair contractual practices. By communicating with customers in this way, we strive to follow the guidelines in this regard set out in the ISO 26000-2010 standard. This standard is based on the United Nations Consumer Protection Guidelines.

Fair marketing actions, factual and unbiased information as well as fair contractual practices ensure that our products and services are fully understood regardless of our customers' level of wealth or education. We strive to facilitate informed purchasing decisions that meet customer needs.

Therefore, when communicating with customers:

- we do not engage in any practices that are misleading, deceptive, unfair, unclear or ambiguous, including omitting information that is critical from the customer's perspective,

- we ask for explicit consent to processing personal and other sensitive data, and we provide customers with easy access to, and the ability to erase and rectify these data,
- we provide information in a transparent way that allows customers to compare it, which is the basis for an informed choice,
- we draw a clear line between marketing content and actual data,
- we openly disclose the total cost of the apartment purchase including taxes, number of payments and other information to help you understand the transaction,
- we fully explain all doubts at every stage of the apartment buying process,
- we do not use any form of communication that discriminates in any way against our customers on the basis of gender, religion, race or disability,
- we disclose key aspects of the quality of our products and services.

Our adherence to these standards of performance is also reflected in the content of our agreements, which are written in clear, legible and understandable language, do not contain unfair contractual provisions and provide clear and sufficient information about price, other terms and conditions, costs or agreement duration.

A confirmation of our efforts in terms of transparency and clarity of communication with customers is the fact that the template of ROBYG's developer agreement was verified by the Office of Competition and Consumer Protection.

⁷² Except for holiday periods and public holidays.

3.2.2.3. Environmental education of our customers

We believe that each of us has an impact on the quality of life on our planet, so we attach great importance to both the implementation of new environmental solutions as well as to educating our customers. We participate in actions promoting a healthy lifestyle in harmony with nature and we organize them ourselves. Through our commitment and sustainability efforts, we want to promote informed consumer choices among our customers. We conduct surveys and educational campaigns to enable customers to understand the impact of their product and service choices on their well-being and on the environment.

We make sure that the content of our message is consistent with its form, including by using materials printed on FSC-certified, eco-friendly paper to promote sustainable development.

Almost 56% of ROBYG's marketing materials were printed on FSC-certified paper⁷³.

As part of our ESG Strategy and building a community of customers, we conducted a number of activities to help promote sustainability among our customers, including:

- environmental education of residents,
- education and awareness campaigns for residential communities (e.g., environmental month),
- contests for residential communities,
- engaging customers in ROBYG's charity actions.

We regularly report on what we do for sustainability through press articles, social media posts or interviews. We encourage our customers to be environmentally and socially conscious by using simple and friendly forms of communication.

Examples of activities that support pro-ecological attitudes among our customers:

◆ Be ECO in your apartment

ROBYG estates are conducive to living in harmony with nature. Apart from the innovative ecological solutions applied in ROBYG housing estates, we promote ecological attitudes among the residents.

In 2021, we conducted an educational campaign "Be ECO in your apartment" in Warsaw, Gdansk and Wroclaw. We prepared posters and flyers with pro-environmental tips that were distributed in the lobbies of ROBYG buildings to encourage environmentally friendly habits in the apartment.

◆ Environmental protection week at ROBYG

In late May and early June 2021, we organized the ROBYG Environmental protection week. Customers who bought an apartment from ROBYG at that time received an oxygen tree to plant, along with educational materials.

Oxygen trees are unique because they can produce up to 10 times more oxygen than other species of native deciduous trees. They reach a height of 16 meters in 6 years, and when cut down, they regrow from the trunk that is left behind.

◆ Residents of Poznan on ecology and standard of their apartments

When we entered the Poznan market in March 2021, we asked residents of Poznan what they knew about green living, what standard they wanted to live in, and whether their preferences had changed during the pandemic. The survey was conducted on a representative sample of 689 people aged 24-65. 84% of respondents said they care about the environment, while only 6% admitted to neglecting it.

The aim of the survey was to verify whether and to what extent green building elements have an impact on everyday life and purchase decisions of residents of Poznan. The results confirmed our assumptions. Residents of Poznan care about the environment, want to live in a safe, comfortable and cosy home, and in connection with the pandemic they pay more attention to issues of comfort and well-being in their own premises.

According to the respondents, the most important features of an environmentally friendly residential building are energy efficiency and location close to nature.



200 oxygen trees presented to our customers during the Environmental Protection Week as part of the "Buy an apartment - plant a tree" campaign in ROBYG in 2021.

⁷³ The data refer to % of brochures and flyers printed on FSC-certified paper.



◆ International Day of Biological Diversity

In connection with the celebration of International Day of Biological Diversity, on 2 May 2021 we took part in an initiative by the Polish Association of Developers to build insect hotels at all ROBYG locations in Poland. In addition, as part of the event organized by the PAD, we took part in breaking the Guinness World record for the largest hotel for insects.

12 insect hotels located in ROBYG housing developments in 2021⁷⁴

◆ Environmental education as part of the 15-minute city concept

We conduct a number of educational and environmental activities in connection with the implementation and promotion of the concept of 15-minute cities. We seek to share our knowledge in this area through, among other things, our content-rich website www.15minutowemiasta.pl. The website was created by ROBYG in 2021 to promote the concept of Carlos Moreno successfully implemented in various places around the world⁷⁴. An example of our commitment to environmental education is our participation in the preparation of the substantive guidebook, *New Marketing Eco Trend-book*, which promotes the principles of responsible marketing communications.

You can read more about the concept of 15-minute cities in the ROBYG for Planet chapter and on the 15minutowemiasta.pl website.

◆ ROBYG folders with educational materials

In addition to investment presentations, our brochures contain information on sustainability. In this way, we want to promote ecological and pro-social attitudes among our customers.

⁷⁴ More details available in Chapter *ROBYG for Planet*.

⁷⁵ More details available in subsection *Our Employees*.

3.2.3. Security of our customers

3.2.3.1. Consumer data protection and privacy

[GRI 418-1]

At the ROBYG Group, we pay special attention to the protection of personal data, including in particular to preventing breaches of customer privacy. As of 2018, the primary document in this regard has been the *Personal Data Protection Policy*. Our employees receive regular data protection training⁷⁵, we have in-house lawyers dedicated exclusively to data protection and privacy issues. In addition, we cooperate with an external data protection company that checks and monitors all processes at ROBYG that are in any way related to this area for compliance with national and EU regulations.

Customer data are used for marketing purposes only on the basis of consent - customers have four levels of consent to choose from. ROBYG's customer data are not shared or retrieved in any external system that is not reviewed and approved by the GDPR Officer. Customers may change their consent at any time in an easily accessible way by clicking on an electronic form or sending an e-mail. Consents granted to the processing of personal data are further monitored by the CRM system, which automatically blocks unauthorized marketing communications to eliminate breaches of consumer protection laws. The programs ROBYG uses for data aggregation are secure and regularly tested in anti-theft tests.

We did not record any penalties for breaches of customer privacy in 2021.

3.2.3.2. Cybersecurity

As part of our concern for cybersecurity, we maintain an incident list to monitor and improve procedures at ROBYG. We have and follow cybersecurity policies and procedures, including password security, recovery and backup. At the beginning of each year, we conduct an IT audit, which includes a Cybersecurity Audit that analyses major threats, adopted procedures, recommended responses to new emerging threats, and a list of tasks to be performed to improve the security level in the ROBYG Group's IT environment. We conducted two penetration tests of IT systems in 2021. These actions are designed to maintain ROBYG's high level of cybersecurity.

3.2.3.3. Protecting health and safety of consumers

At ROBYG Construction, we make sure that the processes related to the design and construction of the investment are in compliance not only with the applicable laws, but also with internal guidelines and standards.

Among the activities undertaken by us in connection with ensuring health protection in the areas where the project is carried out, or with the safe use of the materials and equipment being used and installed, the following deserve particular attention:

- performing tests to assess the quality of soil for construction at the design stage. If the results are not satisfactory, steps are taken to evaluate which soil treatment methods will be most beneficial in that particular case. One method used is the Proctor Compaction Test,
- testing the soil for contamination each time before starting construction work. Where potentially harmful contamination is found, appropriate actions are taken, with due diligence, to remove and dispose of the soil,
- conducting construction work with continuous quality control of delivered concrete mixes. Each batch of delivered concrete is sampled and tested in a specialized laboratory. Inspection of the concrete floors being made is also carried out in a similar manner,

- performing the so-called water tests, which allow to verify the tightness of the insulation made,
- carrying out pressure leakage tests of water supply systems. A positive test result guarantees a tight installation and trouble-free operations,
- checking the flow capacity of the sewerage system using a probe with a camera, which allows for eliminating any possible damage caused during construction and thus avoiding later failure and repair costs,
- verifying the required performance of the ventilation system by performing validation measurements,
- strict control of the operations of devices related to fire safety: smoke ventilation devices, monitoring devices and alarms warning of fire hazard. All devices are subject to tests to verify their correct operation and are additionally supervised by specialists in the fire protection field,
- use of materials with appropriate certificates and approvals during the construction and assembly works, such as a certificate of the Department of Hygiene and Environment, proving that they do not have a negative impact on health and the environment,
- equipping public areas such as gyms, fitness areas, playgrounds, sports fields with certified equipment and toys,
- ensuring the proper use of elements that furnish the premises (such as windows, doors, balustrades) by providing customers accepting the apartment with guarantees and instructions on how to use these elements.

3.2.3.4. The global pandemic and the safety of our customers

Throughout the pandemic, the ROBYG Group worked in accordance with Chief Sanitary Inspectorate guidelines, applying protective measures for the benefit of employees and customers:

- conducting regular disinfection and ozone treatment of all offices at least twice a week,
- providing complimentary face masks, gloves and disinfectants to customers,
- using PVC dividers, temperature measurement and health statements for all sales office visitors,

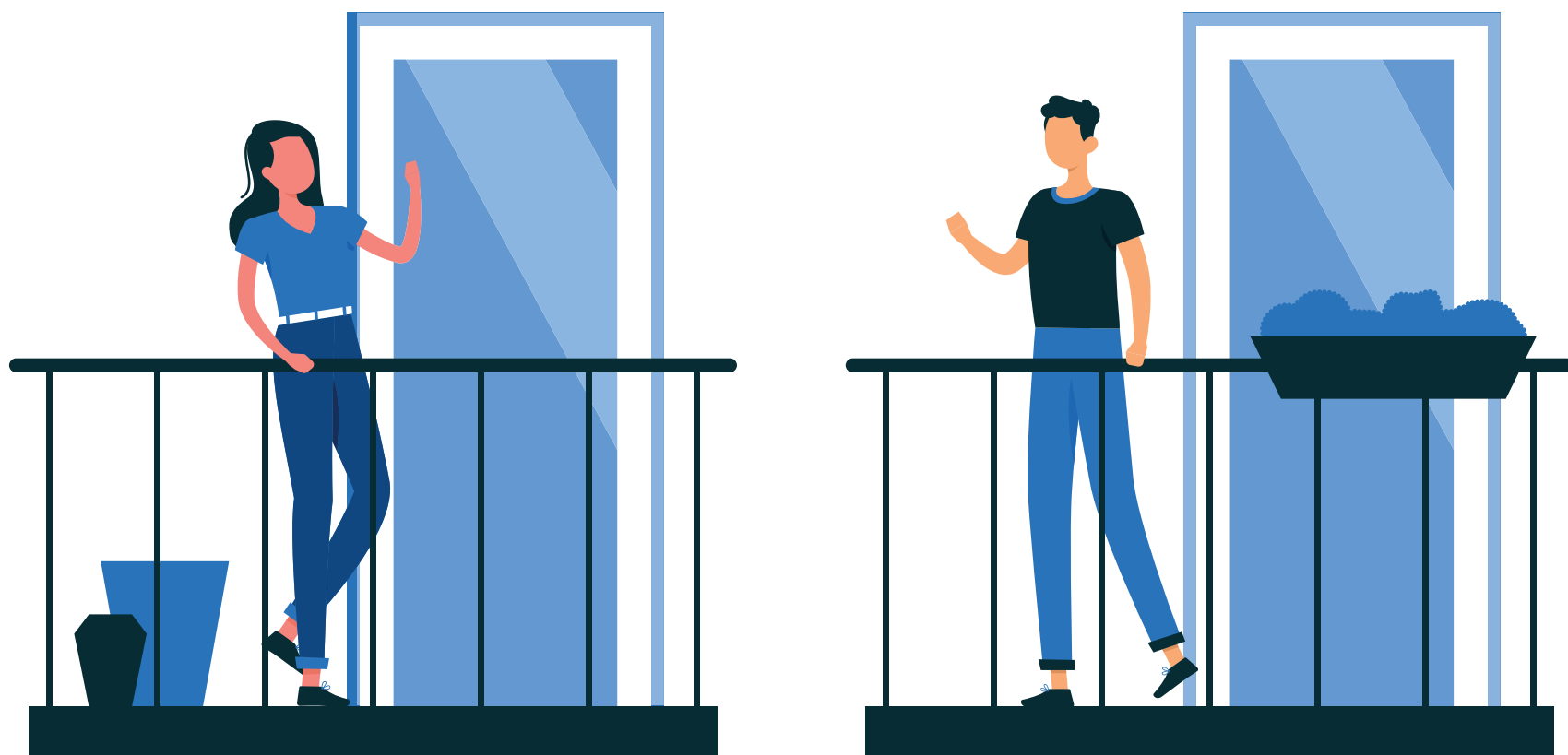
- using innovative office disinfection technology with Keemple's state-of-the-art Aura Air equipment - air disinfection technology that simultaneously monitors air quality in real time and protects against COVID-19,
- conducting systematic, weekly SARS-CoV-2 antigen testing for workers on construction sites and in sales offices,
- digitizing customer service - providing fully remote customer service from the moment of inquiry, through contracting, to monitoring construction progress and payments, and reporting any defects and faults in the apartments,
- encouraging customers reporting for acceptance of the apartment to perform SARS CoV-2 antigen tests provided and funded by ROBYG,
- adapting acceptance offices to operate under increased sanitary regime (e.g. by introducing attendance limits and instructions for daily disinfection) and introducing additional precautions during apartment acceptances (ventilating rooms, limiting the number of people in one room).

3.3. Community around ROBYG

[GRI 3-3 of the material reporting topics: Customer satisfaction, Sustainable cities and communities, GRI 201-1, GRI 204-1]

Our strategic goals in the social area:

Be the housing developer that local communities and neighbours welcome and value the most.



Key metrics of our strategic goal and how well they were met in 2021:

Supporting local communities
- disclosing amounts spent on
charity events and sponsorships

more than
PLN 333 000

spent for this purpose
in 2021

Involving
our customers
in charity events

over
PLN 47 200

donated for social
purposes thanks
to customer involvement

ROBYG's contribution
to infrastructure
development

PLN 340 million

of infrastructure expenditures
to be incurred as committed
by the end of 2021

Supporting
local communities

98%

of our product and service
suppliers come from Poland

Supporting
local communities

100%

of our subcontractors
are Polish companies

Supporting
local communities

each PLN

of added value generated
by ROBYG generates almost
another PLN of added value
in the entire Polish economy

3.3.1. Building new integrated communities

[GRI 3-3 of the material reporting topic: Sustainable cities and communities]

3.3.1.1. ROBYG shapes communities

Our activities are guided by the belief 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. Through our construction activities, we shape a comfortable living space that encourages development of neighbourly relations and integration of local communities. We build multifunctional spaces based on the concept of 15-minute cities that we promote⁷⁶. In addition to excellent access to public transportation, residents of our estates have access to local shops and services as well as educational and medical facilities. By using neighbourhood services and retail outlets, they simultaneously support the activities of small entrepreneurs. Thanks to proximity of amenities and the ability to meet residents' needs within the investment project or at such a distance from the project that it can be covered by a short walk, we are also indirectly reducing greenhouse gas emissions.

3.3.1.2. Socio-economic impact of ROBYG

[GRI 203-2]

Through our operations and continuous development, we contribute to the social welfare by utilizing resources, like company staff, know-how, capital, materials and services. We use these resources, process them and create an added value, i.e. we generate surplus.

⁷⁶ More details available in Chapter ROBYG for Planet and on 15minutowemiesta.pl.





This added value is then shared among various stakeholders, including contractors and subcontractors, suppliers, or the state budget, among others. In this way, our business activities contribute to the growth of not only the development and construction sector, but also the entire economy in Poland. In order to show our social impact, we were the only Polish developer to publish an impact report, presenting the socio-economic impact of the ROBYG Group.

Thanks to input-output analysis, we know that:

Each PLN of added value generated by ROBYG Group generates almost another PLN of added value in the entire Polish economy.

At the same time, thanks to the works commissioned by the ROBYG Group, thousands of new jobs are created. We create demand for the products and services of suppliers and subcontractors in the product and service supplier chain, so that they increase production, thereby creating new jobs.

About 2 000 people work on ROBYG construction sites every day, and additionally, about 500 people carry out orders and extra work.

Looking even more broadly, through the spending of those employed thanks to our direct and indirect operations, new jobs are created throughout the economy.

The main effects of the impact of our operations are job creation and increased household income directly through wages and bonuses and indirectly at product and service providers as well as in an induced form throughout the economy.

In addition, household income across the economy gains from the consumption and investment expenditures of those employed in connection with direct and indirect business activities of the company.

3.3.1.3. ROBYG's contribution to the development of local infrastructure

[GRI 203-1]

An element of our business is designing, building and commissioning infrastructure for public use. When developing our estates, we not only build roads, networks and other infrastructure on their sites, but also finance or co-finance the construction of infrastructure outside our estates in the cities where we execute investments. Thus, indirectly, every square foot of apartments we build results in funds allocated to neighbourhood development. Access roads, traffic lights, street lighting, bicycle paths, pavements, parks, low and high greenery, and small architecture are made available to residents.

PLN 104 million allocated for infrastructure construction in 2021.

ROBYG's major infrastructure investments in 2021:

- **Warsaw** - in cooperation with the District Office, we built a bridge with full accompanying infrastructure (traffic lights, bicycle lanes, pedestrian crossings) over the Służewiecki Stream in Wilanów. The crossing created a new entrance to Miasteczko Wilanów and connected ul. Sarmacka with the junction of al. Wilanowska and ul. Kosiarzy. The ul. Sarmacka Bridge, which opened in September 2021, is a massive investment that required significant resources and months of construction activities. It creates a new entrance to Miasteczko Wilanów, thanks to which residents can move faster to other districts. It reduces traffic jams during rush hour and increases the comfort of life in Miasteczko Wilanów.
- **Gdansk** - we build numerous roads, intersections and traffic routes. We invest in sports and recreational facilities. In 2021, we completed the reconstruction of ul. Grudziądzka along with the intersection with ul. Hallera. The works also included the reconstruction of networks. At the same time, we prepared and agreed the design documentation for the reconstruction of ul. Chrobrego along with two intersections.

This project is scheduled to be completed in 2022. We also made a number of arrangements as part of the construction of ul. Nowa Muzyczna, ul. Skiby and ul. Wielkopolska. At the same time, we constructed internal access roads in stages of the housing estates completed in 2021.

- **Poznan** - we invest in public infrastructure. In total we will allocate over PLN 20 million for this purpose. We will build and make available to the residents significant public infrastructure facilities on Ostrów Tumski and in the immediate vicinity of the island. These investments will include the construction of full road infrastructure as part of ul. Wincentego. As part of the project, we will also build a pedestrian bridge and a bicycle lane, which will restore the recreational use of Ostrów Tumski and a connection to the Citadel. We also plan to build two bridges with footbridges for pedestrians and cyclists: over the Cybina River and over the Ulga Canal. It will be one of the largest infrastructure investments in Poznan ever carried out by a private investor.
- **Wroclaw** - in 2021 we completed the road and pedestrian infrastructure of ul. Gałczyńskiego within the area of Wojszyckie Alejki investment project, and we also built public roads in the area of Jagodna district. We worked on the reconstruction of the intersection of ul. Przejazdowa. In addition, in cooperation with 7 developers, we completed a project to build a water main and a sanitary sewer along with a sewage pumping station in Jagodno, with the total cost of PLN 17 million.



3.3.2. ROBYG social engagement

[GRI 3-3 of the material reporting topic: Sustainable cities and communities, GRI 413-1]

3.3.2.1. Support for local initiatives and organizations

Social engagement is part of our strategy.

That is why, when implementing our projects, we take into account our impact on local communities, we listen to their needs and try to support them. Referring to pro-social policies, ROBYG puts people and their needs at the centre of its interest.

In ROBYG, for years we have been supporting local non-governmental organizations, getting involved in charity initiatives, supporting art, culture, education and sport. The directions of our activities are defined by the *ROBYG Group Sponsorship Policy* which focuses on the development of local communities and residents, ecology and environmental protection, cultural activities, promotion of knowledge, and charity activities. We get involved in the life of the districts and cities where our investments are located - in this way we become part of the local communities. We co-organize festivals, picnics, and events for children and young people. We sponsor cyclical cultural events such as the Schaeffer's Era, the International Mozartiana Festival and the Gdańsk Music Festival. In addition, we built and hand over sports and recreational facilities to the city and support the activities of sports clubs. Among the numerous social campaigns in which we are engaged, much of our attention is given to pro-health initiatives, assistance to sick children and young people, their families, and foundations operating in this area.



30

entities supported in 2021

OVER
PLN 333 000

in grants and sponsorships
in 2021

Our contributions to local initiatives and organizations are divided into those we conduct ourselves, employee initiatives, and those conducted with the involvement of our customers.

We have successfully combined customer satisfaction surveys with support for community members who are most in need. Each satisfaction survey completed by ROBYG customers offers unique knowledge for the developer, which results in high quality customer service, but is also an expression of tangible support for local NGOs. This is because **each questionnaire returned by a customer means PLN 30 donated by ROBYG to local social organizations that benefit children.**

In 2021, we donated a total of PLN 47,200 to charity through this campaign alone. Financial support went to the Pomeranian Hospice for Children (PLN 41,520)⁷⁷ and the Baudouin House Foundation (PLN 5,680).

Our employees and associates also engage in community outreach in partnership with NGOs. They donate their time and financial support to initiatives of their choice. ROBYG participates in employee volunteer actions through financial support - purchase of materials. An example of this type of initiative is the construction by our employees of a playground with a playhouse for the charge of the Trzeba Marzyć Foundation. In turn, ROBYG employees collected donations for homeless animals in December 2021. The collection was organized in cooperation with the "Podziel Serce na Cztery Łapki" Social Committee.

The actions that ROBYG carries out and initiates as an organization are focused on supporting children, co-financing education (especially for socially excluded groups), and supporting women and single people.

⁷⁷ The PLN 41,250 donated in 2021 to the Pomeranian Hospice for Children also includes donations for post-acceptance surveys connected with of apartments handed over for use in Q4 2020 (conducted in 2021). More on this later in this chapter.

In 2021, the ROBYG Group provided financial support to the following institutions:

- Baudouin House Foundation,
- Za Jeden Uśmiech Theatre (campaigns for children from hospitals and orphanages),
- Children's Fantasy Foundation,
- Siepomaga Foundation,
- Friends of Arts Foundation (Schaeffer's ERA),
- Centaury Students Baseball Club in Warsaw (youth sport),
- Chabad (rehabilitation equipment),
- Avalon Foundation (rehabilitation),
- Dominican University Chaplaincy Centre (Christmas Eve for people in crisis of homelessness),
- "Nikt Nie Zostaje" Foundation,
- Artistic Precursor (Children's Day and Santa's Day, Mother and Child Institute),
- Zdążyć z pomocą Foundation,
- AZS Gdansk,
- PROARTPOL impresariat,
- Wiertel Fight Team,
- Trzeba Marzyć Foundation (on the occasion of Children's Day, dreams of three of the foundation's charges were fulfilled),
- Women's Rights Centre,
- Inspiring Examples Foundation,
- Pomeranian Hospice for Children (financial support for the Hospice as a result of the customer satisfaction survey mentioned above),
- Parish in Gdańsk-Letnica (subsidizing construction of a nursery school),
- Gdańsk Music Festival,
- "Granica-Gdańsk" Wrestling Sports Club.



Examples of charity and sponsorship activities in 2021:

Children's Fantasy Foundation

In 2021, for the seventeenth time, a meeting of the Foundation's charges organized at the Warsaw Zoo during the Evening of Dreams with Fantasy. The event was attended by sick children and children living with disabilities together with their families. ROBYG supported the organization of the event, during which many attractions were prepared for the participants. The artists from Mimello Theatre taught circus tricks and presented their skills to everyone. Children who loved physical activity could try their hand at hula-hoop spinning or juggling and had the opportunity to enjoy an inflatable slide and euro-bungee. In the second part of the event, there was a performance of artists from Lalka Theatre and a show of chemical experiments. Each participant was also able to go on a tour of the zoo and get a closer look at animal life. We also made sure that none of our guests ran out the energy to have fun. A variety of sweets, fruits and drinks awaited the children and parents. As many as four large bags full of surprises were prepared for each participant, and the event itself was held under a sanitary regime.

Pomeranian Hospice for Children Foundation

The Pomeranian Hospice, which provides free palliative care for sick children, received significant financial support from ROBYG in 2021. The donated funds were connected with ROBYG's regular customer satisfaction survey mentioned in the first part of this chapter.

Amount donated to the Hospice in 2021 was PLN 41,520.

As part of ROBYG's ongoing research of customer satisfaction, we conduct short surveys to maintain and increase the quality of customer service. Each buyer of an apartment from ROBYG can help support children from the Pomeranian Hospice by filling out a questionnaire, which takes less than 2 minutes. As a thank you for each filled out questionnaire, ROBYG has undertaken to donate PLN 30 to the account of the Pomeranian Hospice for Children.

◆ **Mother and Child Institute and Children's Hospital in Warsaw**

On the occasion of Children's Day, we supported the organization of performances for the youngest charges of the Mother and Child Institute and the Children's Hospital at ul. Kopernika 43 in Warsaw. The event was prepared together with the Artistic Precursor and the Za Jeden Uśmiech Theatre – organizations specializing in performances for children and young people. The children had the opportunity to take part in the artistic performance of *The Story of the Old Clock* and received gifts from the artists.

◆ **"Alkantara Academy" by the Inspiring Examples Foundation**

The Alkantara program, run by the Inspiring Examples Foundation, is a business class and scholarship fund created for gifted students, mainly from the Pomeranian region. The goal of the program is to develop business competencies of young people and give them a better start in the labour market. An important part of the program is a scholarship fund that equalizes opportunities for young and talented people. It provides an opportunity for those who, for various personal reasons, cannot start their dream studies at Pomeranian universities.

ROBYG has cooperated with the foundation for three years to support the scholarship fund and has taken over the care of one of the scholarship holders. The amount of the scholarship is adjusted to the scholarship holder's situation and takes into account the cost of living and provision of necessary conditions for learning and development.

◆ **Women's Rights Centre Foundation, Gdansk Branch**

Equality, diversity and inclusiveness are important social issues for ROBYG. We prioritize equal opportunity without discrimination or prejudice. We respect all differences based on geography, demographics or identity. We believe that diversity broadens our horizons, improves our performance and is a strength and competitive advantage. We are committed to promoting equal opportunity in our community as well. That is why we provide financial support to the Gdansk branch of the Women's Rights Centre, whose mission is to promote equal status of women and men in public life and in the family, and to prevent violence against women. The Women's Rights Centre strives to ensure that the provided assistance allows women to regulate their legal situation, regain their dignity, sense of security, self-confidence and economic independence.

◆ **Christmas support for the people in need**

Every year during the Christmas season, the ROBYG Group additionally gets involved in numerous campaigns for people in need. Together with

the Polish Association of Developers, in 2021 we supported the Warsaw Insurgents and took part in the collection of the Warsaw Uprising Heroes Remembrance Foundation for Christmas parcels. In addition, we sponsored a Christmas Eve party for people in crisis of homelessness at the Dominican University Chaplaincy Centre. We made donations to the Children's Fantasy Foundation and the Za Jeden Uśmiech Theatre as part of the *"Cure for Boredom - Greetings from Lapland"* campaign. Thanks to our support, Santa Clause and his helpers appeared in front of the Lower Silesia Specialist Hospital in Wrocław to speak to the children in the windows of the hospital and delivered gifts to the children staying in the wards through the hospital staff. In addition, 150 Christmas packages went to little patients of the Mother and Child Institute in Warsaw. Gifts subsidized by ROBYG were also presented to children in the University Clinical Centre in Gdansk and the Jonscher Clinical Hospital in Poznan. The packages we prepared from Santa Clause for the ill children included books, colouring books, puzzles and small toys. We hope that, at least for a moment, we were able to bring back a smile on the faces of those children. All activities were prepared with the highest standards of safety and hygiene.

Moreover, in 2021, on the occasion of Christmas, we supported the Foundation's virtual gala "Christmas with Fantasy" for 500 children struggling with congenital disorders, life-threatening diseases and disabilities from all over Poland. The show featured musicians, children's theatre artists, mimes, magicians, and, naturally, Santa Clause. Traditionally, the participants of the event, the charges of the Fantasy Foundation, received Christmas packages filled with gifts. The gifts were delivered to the children before Christmas.

◆ **Co-financing of the monument to the Women of the Warsaw Uprising**

In 2021, ROBYG financially supported the construction of a monument devoted to the Women of the Warsaw Uprising, which was unveiled at Krasińskich Square in Warsaw on 2 October 2021, which is Warsaw Uprising Civilians Remembrance Day. It depicts three women holding hands in a gesture of solidarity and support, commemorating all women who were affected by the war and who experienced difficult moments during the Warsaw Uprising. The construction of the monument was initiated by the Foundation for the Remembrance of Warsaw Uprising Heroes and the Association of Warsaw Insurgents. The monument was financed by the Polish Association of Developers with the support of ROBYG.

3.3.2.2. The global pandemic and social support from ROBYG

Since the beginning of the COVID-19 pandemic, we have been taking additional actions actively supporting those in need, seniors and medical institutions. We also funded the purchase of medical supplies and protective face masks.

Our activities in this area included:

- cooperation with the Polish Association of Developers in supporting medical staff and seniors,
- purchase of medical equipment for the Pomeranian Centre for Infectious Diseases and Tuberculosis in Gdansk,
- purchase of protective face masks for the Z Pomą Foundation and the Paediatrics, Haematology and Oncology Clinic of the Medical University of Gdansk,
- support for the Hospital Emergency Ward in Wrocław,
- support for the Gromkowski Regional Specialist Hospital in Wrocław,
- purchase of a bronchoscope for the Pulmonology Clinic of Gdansk Medical Hospital,
- support for the Regional Infectious Diseases Hospital in Warsaw,
- support for the Polish Scouting Association (assistance in the production of protective face masks),
- support for seniors - the action by Open Kitchen and Wilanów District,
- support for physicians - the #mealforeffort campaign,
- launching a mobile testing point in the car park of the ROBYG office building - possibility to purchase RTPCR tests and IgM/IgG antibodies tests (SARS-CoV-2 test) - discount for ROBYG customers.



3.3.2.3. Support for local suppliers and subcontractors

In the *ESG Strategy*, we included the important area of supporting local business, i.e. our focus on local businesses. The *ROBYG Group socio-economic impact report* confirmed our commitment in this area, as did the adoption of the *ROBYG Group Code of Conduct for Suppliers and Subcontractors in 2021*.

Our goal is to work with Polish suppliers and subcontractors, thus contributing to the strengthening of the local economy. The revenue and employment created in our supply chain is an important indirect economic impact by ROBYG on the Polish economy.

Over
530
subcontractors working
for ROBYG⁷⁸

Almost
780
suppliers of products
and services for ROBYG⁷⁸

100%
of ROBYG subcontractors
are Polish companies⁷⁸

98%
of product and service suppliers
are Polish companies⁷⁸

⁷⁸ Source: The ROBYG Group Socio-Economic Impact Report (2020).

By procuring key products and services for our business, we mainly contribute to the development of the following activities in Poland according to the PKWiU classification:

- construction facilities and works,
- rubber and plastic products,
- products of other non-metallic minerals,
- finished metal products,
- wholesale,
- land and pipeline transportation,
- wood and wooden products,
- electrical appliances and non-electrical household appliances,
- coke, refined petroleum products,
- retail,
- chemicals, chemical products,
- repair, maintenance and installation services of machinery and equipment,
- architectural and engineering services; technical testing and analysis services,
- metals.



3.3.2.4. Building environmental awareness in our environment

In conducting our activities, we follow the “think globally - act locally” principle. In addition to environmental education of our employees, business partners and residents of ROBYG housing estates, we want to promote environmental awareness among the local community. Only in this way do we have a chance to collectively counteract the negative effects of climate change and minimize our impact on the environment.

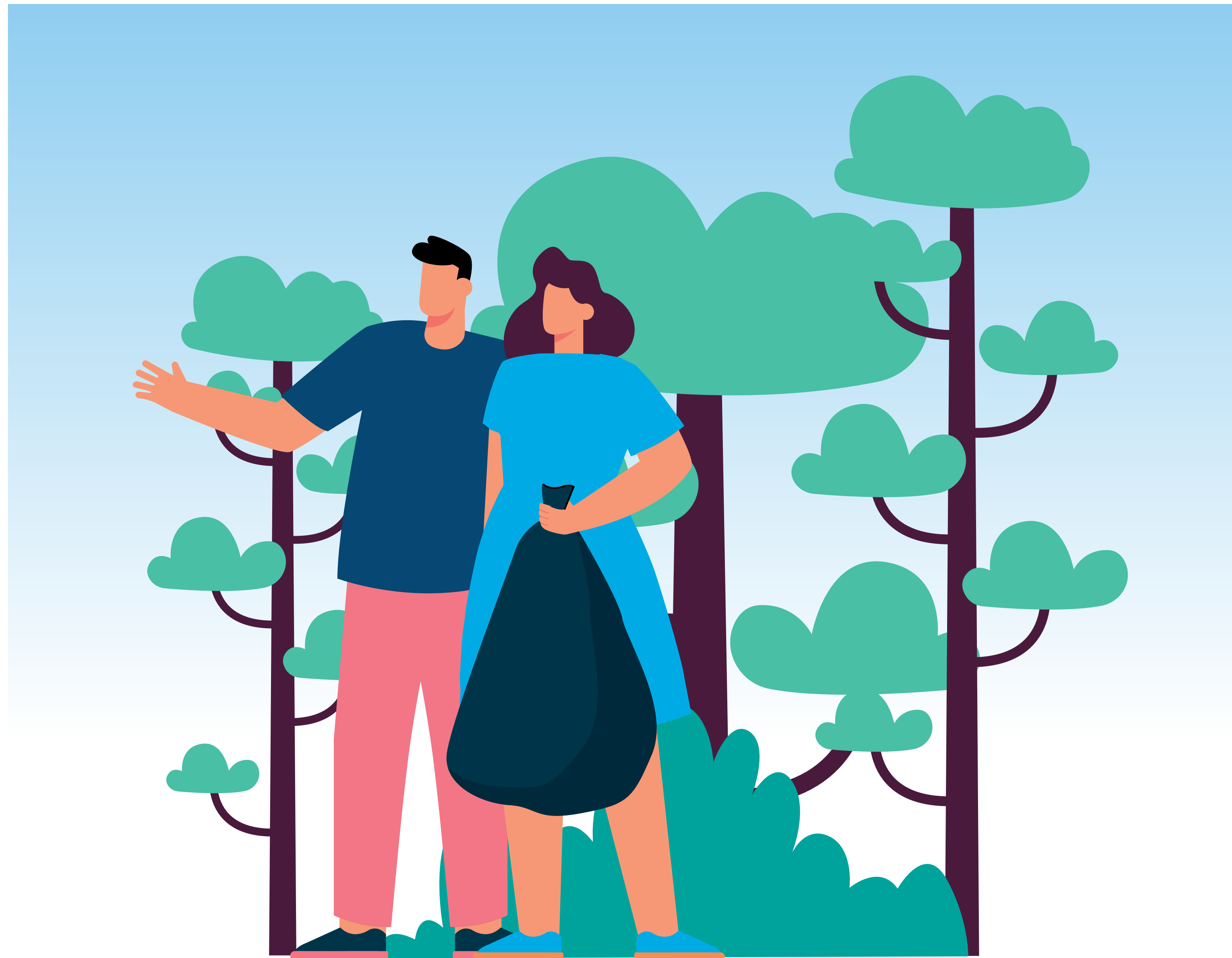
Our initiatives addressed to the society take various forms of engagement, with particular emphasis on children because we believe that shaping ecological attitudes should accompany everyone from the earliest age. Our campaigns are aimed at influencing the level of ecological awareness, disseminating knowledge in an accessible way and promoting environmentally friendly behaviour.

Examples of our educational activities in 2021:

◆ Sending tree seeds to pre-schools

As part of the promotion of sustainability among the local community, in April 2021 we conducted an educational and information campaign for the youngest inhabitants of Poznan. We donated 75,000 mulberry and pine tree seeds, along with planting instructions, to 126 public pre-schools attended by a total of about 15,000 of the youngest pupils. Our goal was to educate children about the environment through fun activities and to instil the love of nature in them.

7
hectares of forest after planting
trees supplied by ROBYG



◆ Clean up the world

Together with the Real Estate Department of the Poznan City Hall, we selected plots that needed cleaning up after the winter. Then the residents of Poznan chose one of the proposed locations – the square on ul. Solna between the Prosecutor's Office and the Jordanowski Garden in the “*One click to clean up your neighbourhood!*” in the action organized on the websites of “Głos Wielkopolski” and “Nasze Miasto”. The clean-up work took several hours and the result was the removal of several cubic meters of collected rubbish.

Continuing our cooperation with the Poznan City Hall, we joined the annual “*Spring Clean-up*” action, i.e. an outdoor campaign to clean up urban space organized in connection with the Global Earth Day. During the spring weekend between 22 and 24 April, we cleaned up the areas adjacent to the Poznan Cathedral and the former CHP plant in Ostrów Tumski. 10 ROBYG employees took part in the action and within 6 hours we filled 87 120 l bags and found and reported one wild dump to the City Hall.

◆ Oxygen trees at Zielony Targ

In March we organized action of giving away oxygen trees at Zielony Targ (Green Fair) in Poznan. Fifty oxygen tree seedlings were distributed along with flyers on how to be eco-friendly in your own apartment. The aim of our action was to promote a sustainable and responsible lifestyle, to build engagement of Poznan residents in environmentally friendly projects, and to inform about sustainable activities by ROBYG.

◆ Children ECO Ball

We organized an ECO Ball for almost 250 children from a pre-school in a ROBYG investment in Bemowo, Warsaw. The theme was costumes made from recycled or recyclable materials. A number of competitions related to environmental education were also held during the event. The prizes were gifts made from recycled materials: crayons and colouring blocks. For the kindergarten, we also constructed a fence separating the playground from the site of ROBYG Construction operations.

◆ Ecological drawing contest

We organized an ecological drawing contest for 125 children from Kinder Jagodno pre-school in Wroclaw located in the area neighbouring a ROBYG housing estate. The contest aimed to educate children about the importance of protecting the environment and taking care of our planet. The winners of the contest received eco-friendly prizes made from recycled materials, including crayons and colouring books.

CHAPTER 4.



ROBYG FOR SUSTAINABLE BUSINESS

CHAPTER 4. ROBYG FOR SUSTAINABLE BUSINESS

[GRI 3-3 of the material reporting topic: GRI 3-3 of the material reporting topic: Business ethics, GRI 205-2]

At ROBYG we ensure our financial performance by acting responsibly, which for us means conducting our business in a transparent and sustainable manner.

We manage our business to the highest standards, including international and Polish standards, by implementing clear guidelines and developing Group-wide codes and procedures. We communicate with our stakeholders in a clear and transparent manner so that anyone interested has access to information about our business.

ROBYG for Sustainable Business is the third key pillar of our company's ESG Strategy. It takes into account ROBYG's two primary focus areas, to which specific and fully measurable ESG goals and initiatives have been assigned.

Two focus areas in the pillar ROBYG for Sustainable Business:

G1.
ESG in management practices.

G2.
Annual ESG disclosure
& transparent business.



What makes us stand out:

ESG Strategy of ROBYG S.A.

– announcement in 2021

1

The first Socio-Economic Impact Report on the Polish housing development market - published in 2021

100%

of employees trained in internal regulations

15

corporate governance policies and procedures

Policy

Environmental Policy of the ROBYG Group - adoption in 2021

Code

Code of Conduct for Suppliers and Subcontractors - adoption in 2021



WE SUPPORT

ROBYG signs the United Nations Global Compact

ROBYG's main policies, procedures and other documents which govern due diligence in the area of governance:

- ROBYG Group Code of Conduct
- ROBYG Group Human Rights Respect Policy
- ROBYG Group Code of Conduct for Suppliers and Subcontractors
- Whistleblowing Policy
- Managing a conflict of interest Policy
- Policy for accepting and giving presents, invitations and hospitality
- Policy regarding the rules of conduct with business partners and administration
- Procedure for managing major incidents and other events affecting the Company's reputation
- Know Your Customer Policy
- ROBYG Group Personal Data Protection Policy.

A complete list of key documents for managing ESG issues can be found [HERE](#).

UN Sustainable Development Goals which we support as part of the pillar ROBYG for Sustainable Business:



4.1. Management practices

[GRI 3-3 of the material reporting topics included in the materiality matrix]

Our strategic goals in the area of responsible management practices:

- 1. 1. To be recognized as an ESG leader in the Polish housing development market.
- 2. 2. To be a signatory to the UNGC.

Key metrics of our strategic goals and how well they were met in 2021:

Revision of existing policies and implementation of new regulations in order to be in line with ESG assumptions

accomplished in 2021

Accession to UNGC

accomplished in 2021

Code of Conduct for Suppliers and Subcontractors

adopted in 2021



4.1.1. ESG management at ROBYG

4.1.1.1. ESG management structure

[GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17, GRI 2-18]

The Management Board of ROBYG S.A., which reports to the Supervisory Board, is responsible for setting strategic goals and the ESG Strategy, including monitoring the progress of its implementation based on internally defined metrics. The Board member directly responsible for the ESG area is Eyal Keltsh.

In 2019, the Management Board of ROBYG S.A. appointed Krzysztof Jarmoc to **the position of Compliance Officer** of the Company and the ROBYG Group. His role is to ensure compliance with laws and regulations and to take actions to identify areas of risk and minimize threats - especially those arising from changing factual and legal conditions. He also conducts regular audits of all ROBYG Group Companies for compliance with procedures and other legal and business risks.

An annual internal report on the implementation of the policies in place at the ROBYG Group is published annually. It describes how well the standards are met that employees and partners of the ROBYG Group are guided by both inside and outside the workplace.

[GRI 2-27]

ROBYG had no significant cases of non-compliance with laws and regulations, and no penalties were imposed on us for non-compliance in 2021.

In 2021, Anna Wojciechowska assumed the newly created **position of Head of ESG** at ROBYG. Her function is to coordinate the issues related to the development and implementation of the ESG Strategy, as well as reporting of activities in the area of sustainability across the ROBYG Group. She was responsible for the publication of the Socio-Economic Impact Report of the ROBYG Group in 2021. On her initiative, ROBYG also joined the European Climate Pact. In 2021, a division responsible for the ESG area was also established in our company.

4.1.1.2. Risk management

We have appropriate internal policies, procedures and mechanisms in place which integrate ethical, social, environmental and risk management issues into our operations. By doing so, we protect ROBYG's brand and reputation, as well as build long-term value for all stakeholders and ensure strong financial performance.

ROBYG operates a consistent risk management system. The departments in which risks have been identified are responsible for identification and mitigation of risks. That is why each of these departments prepares reports on specific risk categories.

Our risk management cycle:



Risk categories in ROBYG S.A.:

- **Financial risk,**
- **Compliance risk,**
- **Risks related to OHS issues,**
- **Environmental risk,**
- **Risks related to personal data protection (GDPR).**

4.1.2. Policies and procedures for sustainable business

4.1.2.1. Documents which regulate sustainability management at ROBYG

[GRI 2-15, GRI 2-16, GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 2-27, GRI 205-2]

At our company, we integrate sustainability management practices into existing management practices and ongoing company operations.

For many years we have had an ethics and anti-fraud management system, including anti-corruption, and we are continuously improving it. In addition to ethics and corporate governance documents, we have also implemented environmental and social policies and procedures to comprehensively manage ESG issues at ROBYG. The *ESG Strategy* and the *ROBYG Group Code of Conduct* are our overriding documents in terms of operating a sustainable business.



The ESG management system at ROBYG consists of the following documents:

E (ENVIRONMENTAL) – environmental pillar	S (SOCIAL) – social pillar, including customer and employee issues	G (GOVERNANCE) – ethics and governance pillar
<ul style="list-style-type: none">• <i>ESG Strategy of ROBYG SA (2021)</i>• <i>Environmental Policy of the ROBYG Group (2021)</i>• <i>ROBYG Group Code of Conduct (2019 – 1st ed.; 2021 – 2nd ed.)</i>• <i>ROBYG Group Code of Conduct for Suppliers and Subcontractors (2021)</i>• <i>ROBYG Design Guidelines</i>	<ul style="list-style-type: none">• <i>ESG Strategy of ROBYG S.A. (2021)</i>• <i>ROBYG Group Code of Conduct (2019 – 1st ed.; 2021 – 2nd ed.)</i>• <i>ROBYG Group Human Rights Respect Policy (2021)</i>• <i>ROBYG Group Code of Conduct for Suppliers and Subcontractors (2021)</i>• <i>Whistleblowing Policy (2019 – 1st ed.; 2021 – 2nd ed.)</i>• <i>Managing a conflict of interest Policy (2019)</i>• <i>Policy for accepting and giving presents, invitations and hospitality (2019)</i>• <i>Policy regarding the rules of conduct with business partners and administration (2019)</i>• <i>Procedure for managing major incidents and other events affecting the Company's reputation (2019)</i>• <i>Know Your Customer Policy (2019)</i>• <i>Procedure for Sponsorship and Charitable Activities of the ROBYG Group (2019 – 1st ed.; 2021 – 2nd ed.)</i>• <i>ROBYG Group Personal Data Protection Policy (2018)</i>• <i>Work regulations for different companies of the ROBYG Group</i>• <i>Remuneration regulations for different companies of the ROBYG Group</i>• <i>Remote Work Regulations of the ROBYG Group</i>• <i>Policy of equal treatment of employees and associates of the ROBYG Group</i>	<ul style="list-style-type: none">• <i>ESG Strategy of ROBYG (2021)</i>• <i>ROBYG Group Code of Conduct (2019 – 1st ed.; 2021 – 2nd ed.)</i>• <i>ROBYG Group Human Rights Respect Policy (2021)</i>• <i>ROBYG Group Code of Conduct for Suppliers and Subcontractors (2021)</i>• <i>Whistleblowing Policy (2019 – 1st ed.; 2021 – 2nd ed.)</i>• <i>Managing a conflict of interest Policy (2019)</i>• <i>Policy for accepting and giving presents, invitations and hospitality (2019)</i>• <i>Policy regarding the rules of conduct with business partners and administration (2019)</i>• <i>Procedure for managing major incidents and other events affecting the Company's reputation (2019)</i>• <i>Know Your Customer Policy (2019)</i>• <i>ROBYG Group Personal Data Protection Policy (2018)</i>

The documents listed above are available to all employees and associates. Each new employee and associate receives information regarding these procedures and policies and then undergoes mandatory training followed by a test of knowledge.

We encourage our employees and associates to use these codes and policies in their relationships outside the workplace as well. We believe that the values we have defined are universal and can help shape everyone's moral values.

4.1.2.2. Regulations and training regarding compliance

[GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 3-3 of the material reporting topic: Business ethics, GRI 205-2]

Code of conduct

The *ROBYG Group's Code of Conduct* is the basic document at ROBYG defining values that are important for the entire organization and regulating the area of ethics. It refers to the values held by the Management Board and the employees in their attitudes, behaviours, decision-making and performance of daily duties.

The *Code of Conduct* has been developed based on high ethical standards and respect for human rights and liberties, arising in particular from the *UN Universal Declaration of Human Rights* and the *Declaration of the International Labour Organization*.

The *Code of Conduct*, together with the adopted policies and procedures, defines a set of standards addressed to all employees and associates of ROBYG, regardless of their position or responsibilities. It sets standards for conducting business and performing work in a responsible and sustainable manner and with respect for human rights and liberties in the areas of labour relations, relations with external stakeholders, environmental protection, and occupational health and safety.

Each employee and associate is obliged to become familiar with the *Code* and related documents, which they confirm by making an appropriate declaration.

The managerial staff of the ROBYG Group are obliged to promote attitudes consistent with the values and standards set forth in this document. In addition, the *Code* sets out a procedure for preventing and detecting breaches of obligations arising out of the *Code* and the appropriate way to respond to any possible breaches. The employees responsible for cooperation with business partners are obliged to provide

information about the standards ROBYG expects to be adhered to and our company's commitments to ethics and business values.

The employees are also required to report any potential problems or irregularities through selected communication channels. The Management Board of ROBYG S.A. is responsible for reviewing and updating the content of the *Code*.

Respect for human rights

[GRI 2-23]

Respect for human rights is one of the basic principles of the company's day-to-day operations. It underpins both internal relationships within ROBYG as well as with our external stakeholders. It means treating people equally, appreciating them for what they do and who they are regardless of their position, seniority, age, gender, health, family status, ethnicity and gender identity, psycho-sexual orientation, beliefs or nationality, as well as acting transparently.

The document setting out the standards that ROBYG employees and partners should comply with both at and outside the workplace is the *ROBYG Group Human Rights Respect Policy*. We expect our suppliers and subcontractors to operate under a similar system of values and standards. For this reason, in 2021 we adopted the *ROBYG Group Code of Conduct for Suppliers and Subcontractors*, which addresses, among other things, human rights issues. We actively work to make sure that not only each of our employees, but also subcontractors are familiar with the *ROBYG Group Human Rights Respect Policy*.

We abide by international human rights principles and international labour standards, including but not limited to the provisions of the *United Nations Universal Declaration of Human Rights* and the *Declaration of the International Labour Organization*

We fulfil these commitments by actively preventing discrimination and activities aimed at respecting diversity. We prohibit child and forced labour, both at the ROBYG Group and among cooperating entities. We are committed to protecting employees from any act of exploitation, abuse, or humiliation. We comply with all regulations regarding terms and conditions of employment, including basic working hours and overtime.

In accordance with the *ROBYG Group Human Rights Respect Policy*, persons who are victims or witnesses of non-compliance with the rules set forth therein may file a complaint in a confidential manner using ROBYG's whistleblowing procedure, i.e., by sending an e-mail or anonymously via an [online form](#).

[GRI 406-1]

We did not record any cases of discrimination in 2021.



Mechanisms for reporting concerns and violations

[GRI 2-26]

In 2019, we implemented the Whistleblowing Policy at ROBYG which sets out the rules how the employees and associates can report violations as well as the investigation procedure.

In accordance with the aforementioned procedure, we provide the possibility to report violations, including the possibility to do so anonymously. All information provided by the reporting employee, including the identity of the alleged perpetrator, is treated as confidential. In this way we provide protection against retaliatory action, discrimination, or other unfair treatment against employees who report a violation. Each ROBYG employee is obliged to get familiar with the Whistleblowing Policy. Knowledge of the policy is verified by annual tests, which must be passed by each employee.

Employees can report a violation:

- in person,
- in writing,
- via an anonymous form on the website: opinie.robyg.pl,
- to the email address: zgloszenia.naruszen@robyg.com.pl, which can only be accessed by the Compliance Officer,
- or in writing to the Company's mailing address.

Investigation of the validity of reports is the responsibility of the Compliance Officer. He maintains a record of cases where a violation has been reported. Unless the report was anonymous, the Compliance Officer will provide feedback to the reporting person upon completion of the investigation. The Compliance Office is also required to present to the Company's Management Board and the Audit Committee or the Supervisory Board an annual summary of the number and description of the most important reported cases.

There were no irregularities relating to non-compliance with applicable law or attempts to circumvent the law in 2021. There were no irregularities in the areas of: public procurement; financial services, products and markets; prevention of money laundering and terrorist financing; product safety and compliance; transport safety; environmental protection; radiological protection and nuclear safety; food and feed safety; animal health and welfare; public health; consumer protection; protection of privacy and personal data; security of networks and information and communication systems; financial interests of the European Union; in-





ternal market of the European Union, including competition and state aid rules; and corporate taxation, as well as the Company’s internal regulations or the principles of ethical conduct contained in the *Codes of Conduct*.

Prevention of conflicts of interest

[GRI 2-15]

The issue of prevention of conflicts of interest at ROBYG S.A. is regulated by the *Managing a conflict of interest Policy*. Compliance with this policy is verified at least once a year by the Compliance Officer.

ROBYG employees and associates declare the absence of any conflict of interest, which is understood as a situation in which there is a risk that employees will be guided by their own interests (material or personal). Persons responsible for establishing and maintaining relationships with business partners, whose value exceeds PLN 500,000 annually, are obliged to assess the business partner for operational, legal, tax and reputation risks in accordance with the risk assessment system.

Any deviation from this procedure must be documented and is possible after obtaining a written consent of the Management Board of ROBYG issued after obtaining an opinion of the Compliance Officer, who has an advisory vote in this matter.

At least once a year, as part of the internal training system, mandatory training is provided to all employees and associates on the *Managing a conflict of interest Policy*. It ends with a mandatory exam.

Awareness rate of the above procedures among ROBYG employees

[GRI 2-15, GRI 2-23, GRI 205-2, GRI 205-3]

100%

	Prevention of conflicts of interest	Counteracting corruption	Ethical business conduct
ROBYG S.A. Management Board	100%	100%	100%
Other employees	100%	100%	100%

We did not record any cases of corruption in 2021.

4.1.2.3. Rules of cooperation with business partners

[GRI 3-3 of the material reporting topic: Business ethics, GRI 308-1, GRI 414-1]

We have repeatedly proven that as one of the leaders in housing development in Poland, we care about the highest standards of business and we are committed to applying the best solutions

That is why we want to build a culture of shared responsibility in our business environment. We want to be supportive of our partners in respecting and disseminating business practices consistent with health and safety, human rights, concern for employees and the community, care for the environment, and ethical principles in all aspects of business.

The basic document regulating our relations with business partners, including suppliers and subcontractors is *the ROBYG Group Code of Conduct for Suppliers and Subcontractors*.

Our goal in creating this document was to incorporate the principles of responsible business and sustainability into our day-to-day relationships with our business partners. *The Code* is intended to be an integral part of cooperation with suppliers and subcontractors. We believe that an approach based on dialogue and mutual respect between the parties will develop awareness and build sustainability and responsible business practices, also among our partners.

In *the Code*, we have identified three key areas in which we wish to promote and develop good practices:

- ethics and corporate governance,
- social impact,
- environmental impact.

The principles set forth in *the Code* are not intended to exhaust the standards we wish to be guided by in our day-to-day activities, so we analyse each situation individually. Assessing the situation for risks does not end with legal analysis alone. *The Code* also provides a path for reporting any violations of the document. Our suppliers and subcontractors are also obliged to get familiar with the *ROBYG Group Human Rights Respect Policy* and the *Environmental Policy*.



4.2. Transparent business

[GRI 3-3 of the material reporting topic: Business ethics]

Our strategic goals in the area of transparent business:

1. Launch the ROBYG ESG website (www.esg.robyg.pl) early autumn 2021.
2. Announce the ROBYG ESG Strategy in autumn 2021.
3. Publish the first ROBYG ESG Report in accordance with GRI Standards before end of April 2022.
4. Cyclical reporting of achievement of the 10 Sustainability Goals.

Key metrics of our goals and how well they were met in 2021:

Publication of the ESG Report (non-financial report) as of 2022

this document is the first ROBYG ESG Report

Publication of the Socio-Economic Impact Report of the ROBYG Group in 2021.

disclosure of ESG information

Publication of the ESG Strategy of the ROBYG Group *Creating people and planet friendly spaces in 2021*

disclosure of ESG information

Launching the website www.esg.robyg.pl in 2021.

disclosure of ESG information



4.2.1. Our stakeholders

4.2.1.1. ROBYG stakeholders and how we engage them

[GRI 2-29]

Proper identification of stakeholder groups and their needs is extremely important to us. Stakeholders have a key impact on the functioning of the company, therefore building lasting relations with them based on trust and long-term cooperation is crucial. For this reason, the company focus areas are covered by a regular communication system, using various forms and modes of engagement. The frequency of contact depends on the type of relationship with a particular stakeholder group.

We share information with our stakeholders through the following websites:

- websites:
robyg.pl, esg.robyg.pl, gdansk.robyg.pl, poznan.robyg.pl,
15minutowemiasta.pl,
- social media profiles:

-  a. [ROBYG \(@robygdeweloper\)](https://www.facebook.com/robygdeweloper)
b. [Группа ROBYG \(@grupparobyg\)](https://www.facebook.com/grupparobyg)
c. [@UrzadzamSieWTrojmiestcie](https://www.facebook.com/UrzadzamSieWTrojmiestcie)

-  a. [ROBYG S.A. \(/robyg-s-a\)](https://www.linkedin.com/company/robyg-s-a)

-  a. [ROBYG \(@robyg_sa\)](https://www.instagram.com/robyg_sa)
b. [Группа ROBYG \(@grupparobyg\)](https://www.instagram.com/grupparobyg)

-  a. [ROBYG Grupa Deweloperska](https://www.youtube.com/channel/UCwv33333333333333333333)
b. [ROBYG](https://www.youtube.com/channel/UCwv33333333333333333333)

- dedicated newsletters
- the customer panel
- application for residents - E-record.

Our social media profiles have been repeatedly recognized by the *Sprawny Marketing* magazine.



ROBYG stakeholder groups and forms of contact with them

Stakeholder group	Method of engagement	Topics raised by the stakeholders
Employees	Intranet Mailing Training Face-to-face meetings	Corporate culture Safe and comfortable working conditions Training courses and opportunities for professional and personal development Remuneration system Benefit program Social engagement
Supervisory Board	Mailing Face-to-face meetings	Results Risk management
Shareholders	Mailing Face-to-face meetings	Results Risk management ESG factors
Customers	Direct contact, Website (including chat and online construction log) Video chat Newsletter Profiles in social media NPS survey Handling claims Face-to-face meetings After-sales hotline	Pro-environmental offer After-sales service Quality and standard of provided services Transparency of external communications Environmental education
Suppliers and subcontractors	Day-to-day contact during the year <i>ROBYG Group Code of Conduct for Suppliers and Subcontractors</i> Enforcement of provisions included in construction works contracts, <i>ROBYG Group Human Rights Respect Policy</i>	Health and safety at work Standards for sustainable project design and execution Environmental and social impacts of suppliers' and subcontractors' activities Minimizing CO ₂ emissions Responsible waste management Respect for human rights Cooperation as part of community engagement Anti-corruption and ethical standards Sustainability education
Residents of housing developments	The company website and social media profiles Newsletter Mail and electronic correspondence Hotline Notice boards in buildings Administration portal Traditional media	After-sales service Regulations for housing estates and use of common facilities Promotion of sustainability and CSR (actions, contests, support of local initiatives as part of participatory budgeting) Integration of housing estate communities

Stakeholder group	Method of engagement	Topics raised by the stakeholders
Local community, NGOs	The company website and social media profiles Participation in dialogue sessions Educational campaigns Employee volunteer programs	Impact on the local community Infrastructure development Support for local NGOs ROBYG social engagement Sustainability education Transparency of external communications
State and local government administration	Cooperation with local governments and public entities Cooperation with the Polish Association of Developers Participation in dialogue sessions	Infrastructure investments Implementing solutions that support the environment and reduce climate change Economic and social impact
Potential investors and the capital market	Website Mailing Face-to-face meetings Questionnaires Reports	Financial results Corporate culture Risk management ESG factors
The media	Website Social media Press releases Meetings Mailing and traditional correspondence	Access to information Transparency of external communications Social engagement Sustainability education
Competition	Website Social media Press releases Reports	Access to information Transparency of external communications
Banks and analysts	Website Mailing Face-to-face meetings Questionnaires Reports	Financial results Corporate culture Risk management Infrastructure investments Economic and social impact
Auditors	Reports Internal studies Documents Dialogue sessions	Access to information Transparency of external communications Corporate culture Risk management

4.2.1.2. Stakeholder survey

[GRI 3-1, GRI 3-2]

We conducted a survey of employees and external stakeholders in October 2021. The online questionnaire was available in Polish and in English.

The aim of the survey was to find out the opinions and expectations regarding ROBYG's current and future actions in the area of sustainability. In November 2021, complementary one-on-one consultations were held with representatives of key external stakeholders selected by ROBYG. The results of this survey were used to develop the *ROBYG ESG Strategy*, as well as the matrix of material reporting topics presented below.

Topics relevant to ROBYG stakeholders included:

1. Environmental issues:
 - a. implementing solutions that support the natural environment and reduce climate change,
 - b. implementing solutions to minimize CO₂ emissions,
 - c. using renewable energy on construction sites,
 - d. using solutions that protect water resources and biodiversity in projects.
2. Social issues:
 - a. safe and comfortable working conditions,
 - b. supporting professional and personal development of employees,
 - c. cooperation with suppliers that respect human rights,
 - d. managing diversity.
3. Responsible business issues:
 - a. acting in accordance with ethical principles and educating managerial staff and employees in this regard.

We are grateful to all our stakeholders for their cooperation during the survey and their support during the process of preparing the *ROBYG ESG Strategy*.

4.2.2. Access to information as a foundation of responsible business

We care about transparency in our communication with all ROBYG stakeholder groups. We provide them with access to real and current information in as clear a format as possible. We share knowledge and strive to inspire sustainable lifestyles and responsible consumer decisions and, in the case of businesses, to operate in a sustainable manner. Our stakeholders have access to information about the condition of the company, the investment projects we are developing and ROBYG's achievements, including in the area of ESG.

The basic and most easily accessible source of general information about ROBYG is robyg.pl website where we present information about our Group and the investments projects we are developing. It also includes information for investors. The website is available in Polish and English.

As one of the largest housing developers in Poland, we feel responsible for promoting the idea of sustainability in the construction sector. Therefore, in 2021, we launched a new website esg.robyg.pl, that holistically presents ROBYG's responsible and sustainable approach and delivers on our commitment to information accessibility. *The ROBYG ESG Strategy* has been published on the website as a source of knowledge about our strategic plans and goals. In addition, we present there *the Socio-Economic Impact Report of the ROBYG Group (2020)*, which shows our impact on the surroundings. The esg.robyg.pl website also contains information about our initiatives to achieve the UN Sustainable Development Goals.

As an ambassador of the concept of 15-minute cities in Poland, we have also created a website 15minutowemiasta.pl where we share our knowledge about this concept while promoting a sustainable lifestyle.

Additionally, information about our activities can be found in social media, on ROBYG's official profiles, such as:



- a. [ROBYG \(@robygdeweloper\)](https://www.facebook.com/robygdeweloper)
- b. [Группа ROBYG \(@grupparobyg\)](https://www.facebook.com/grupparobyg)
- c. [@UrzadzamSieWTrojmiescie](https://www.facebook.com/UrzadzamSieWTrojmiescie)



- a. [ROBYG S.A. \(/robyg-s-a\)](https://www.linkedin.com/company/robyg-s-a)



- a. [ROBYG \(@robyg_sa\)](https://www.instagram.com/robyg_sa)
- b. [Группа ROBYG \(@grupparobyg\)](https://www.instagram.com/grupparobyg)



- a. [ROBYG Grupa Deweloperska](https://www.youtube.com/channel/UC...)
- b. [ROBYG](https://www.youtube.com/channel/UC...)



4.2.3. Reporting our operations

4.2.3.1. Approach to reporting

[GRI 2-2, GRI 2-3, own indicator: Annual ESG disclosure, Publication of the ESG Report]

This report is the first *ESG Report* of the ROBYG Group and it includes information concerning all companies which jointly form the Group, except where indicated otherwise in the text of *the Report*.

The Report covers the fiscal year from January 1 to December 31, 2021. We plan to publish non-financial reports on an annual basis.

The Report was prepared in accordance with the GRI Standard in the CORE option and presents the most relevant information from the point of view of ROBYG and our stakeholders. In the Report, we have included important information on the Group's strategy, management and performance. We present our organization's impact on the surroundings broken down into three primary pillars: *ROBYG for Planet*, *ROBYG for People* and *ROBYG for Sustainable Business*, corresponding to the directions set out in the *ROBYG ESG Strategy*.

We have also included the UN Sustainable Development Goals and the 10 principles of the United Nations Global Compact in the presentation of the approach and indicators. The presented data were collected from internal reporting systems.

The GRI Index table indicates the content of the Report for each guideline and goal.

In the process of preparing the report, we were supported by CSRinfo - an independent educational and consulting business. The publication was additionally verified externally by PwC.



4.2.3.2. Matrix of material reporting topics

[GRI 3-1, GRI 3-2]

In identifying material reporting topics, we relied on the results of the 2021 stakeholder survey, as discussed in the Stakeholder survey section. In accordance with the guidelines of GRI Standards, the process of identifying relevant reporting topics was conducted in three steps: identification, prioritization, and validation. The results of the stakeholder survey, as well as the prioritization and validation process conducted under the supervision of ROBYG Head of ESG, provide input to the ESG materiality matrix. This matrix was approved by the Management Board of ROBYG.

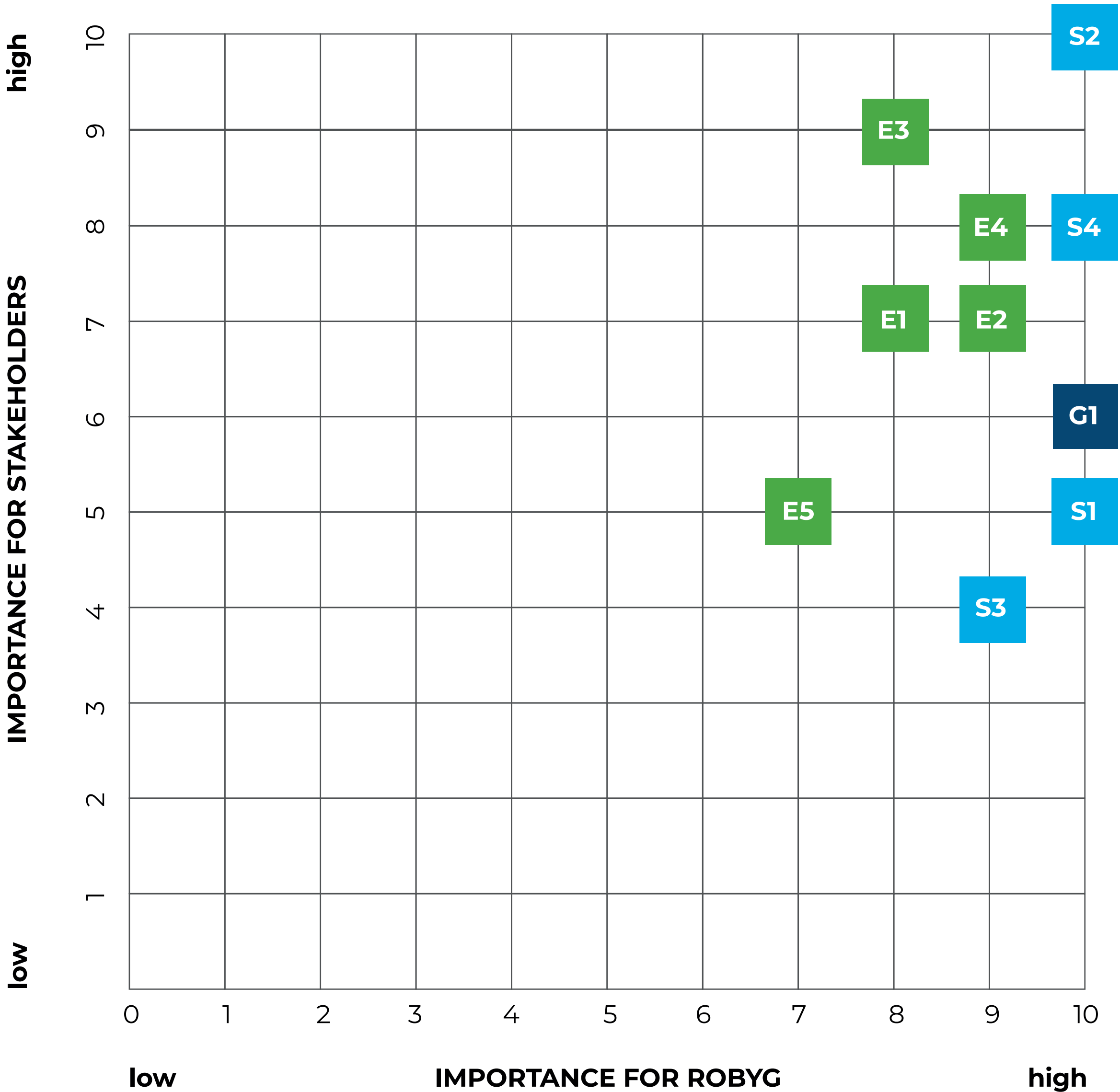
	Material reporting topic	Symbol for the matrix
1	Climate and its changes	E1
2	Energy and energy efficiency	E2
3	Water	E3
4	Biodiversity	E4
5	Reducing the negative impact of operations on the environment	E5
6	Health and safety at work	S1
7	Customer satisfaction	S2
8	Intellectual capital, development and training	S3
9	Sustainable cities and communities	S4
10	Business ethics	G1

Environment

Social

Ethics

The Matrix of material reporting topics



4.2.3.3. Annual ROBYG Report

[own indicator: Annual ESG disclosure]

The source of knowledge of ROBYG's operations, and in particular its financial position, is the ROBYG annual report, the integral components of which are:

- Letter of the President of the Management Board of ROBYG S.A.;
- Financial statements of ROBYG S.A. for the year ended 31 December 2021;
- Report of the Management Board on the operations of ROBYG S.A. and the Capital Group of ROBYG S.A. for the year ended 31 December 2021;
- Statement of the Management Board of ROBYG S.A. to the financial statements of ROBYG S.A. for the year ended 31 December 2021;
- Report of the independent auditor on the financial statements of ROBYG S.A. for the year ended 31 December 2021.

The financial statements are prepared in accordance with the accounting principles set forth by accounting IFRS rules and by the law. They present the financial position of the ROBYG Group and its results as at the end of the financial year. They include the balance sheet, profit and loss account, description of significant accounting principles and notes.

Both annual and interim reports are available on the website devoted to investor relations of the ROBYG Capital Group - ri.robysg.pl.

4.2.3.4. Reporting for the United Nations Global Compact and the European Climate Pact

[own indicator: Annual ESG disclosure]

UN Global Compact

In order to implement the ESG Strategy, ROBYG joined the UN Global Compact in 2022. This means operating in accordance with the 10 principles set out by the Global Compact and reporting on our progress in this regard. We declare that we will continue to support the implementation of the Global Compact principles in business practices and other areas of our operations.

10 principles UNGC

Issue	Page no.
Declaration of continued support	103
Human rights	
Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights	17, 57, 62
Principle 2. Business should make sure that they are not complicit in human right abuses.	92
Labour	
Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	ROBYG respects the right to freedom of association and the right to collective bargaining. As at 31.12.2021, there were no functioning trade unions in ROBYG and no cases of collective bargaining.
Principle 4. Businesses should support the elimination of all forms of forced and compulsory labour.	92
Principle 5. Businesses should support the effective abolition of child labour.	92
Principle 6. Businesses should support the elimination of discrimination in respect of employment and occupation.	62
Environment	
Principle 7. Businesses should support a precautionary approach to environmental challenges.	22
Principle 8. Businesses should undertake initiatives to promote greater environmental responsibility	25-28
Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies	28, 30-34, 47-50
Anti-Corruption	
Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery	94

European Climate Pact

In connection with ROBYG joining the European Climate Pact in 2021, we have committed ourselves to reporting annually on the extent to which we are meeting our commitments. The progress we report regarding ROBYG's commitments is available on the official website of the [European Climate Pact](#).

4.2.3.5. GRI Index

Statement of use	ROBYG has reported in accordance with the GRI Standards for the period 1 January – 31 December 2021.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not currently available.

Disclosures included in the report					
Disclosure Number	GRI Standard	Disclosure Title	Location	External Assurance	Notes and omissions
I. General Disclosures 2021					
1. The organization and its reporting practices					
GRI 2-1	GRI 2. General Disclosures 2021	Organizational details	1.2. Who we are	6-10	
GRI 2-2	GRI 2. General Disclosures 2021	Entities included in the organization's sustainability reporting	1.2. Who we are 4.2.3.1. Approach to reporting	101	
GRI 2-3	GRI 2. General Disclosures 2021	Reporting period, frequency and contact point	4.2.3.1. Approach to reporting	101	
GRI 2-4	GRI 2. General Disclosures 2021	Restatements of information	-		Not applicable - this is the first report by the ROBYG Group.
GRI 2-5	GRI 2. General Disclosures 2021	External assurance	4.2.3.1. Approach to reporting	111	Report externally verified for selected indicators.
Own indicator		Annual ESG disclosure	4.2.3.1. Approach to reporting 4.2.3.3. Annual ROBYG Report 4.2.3.4. Reporting for the United Nations Global Compact and the European Climate Pact	101 103 103	
Own indicator		Publication of the ESG Report			Ujawnienie zrealizowano poprzez niniejszy Raport ESG.
2. Activities and workers					
GRI 2-6	GRI 2. General Disclosures 2021	Activities, value chain and other business relationships	1.2. Who we are 1.3. ROBYG mission and vision	6-10 11	
GRI 2-7	GRI 2. General Disclosures 2021	Employees	1.2. Who we are 3.1.1.1. Our community	56-58	
GRI 2-8	GRI 2. General Disclosures 2021	Workers who are not employees	1.2. Who we are 3.1.1.1. Our community	56-58	

3. Governance					
GRI 2-9	GRI 2. General Disclosures 2021	Governance structure and composition	1.2. Who we are 4.1.1.1. ESG management structure	7-8 89	
GRI 2-10	GRI 2. General Disclosures 2021	Nomination and selection of the highest governance body	1.2. Who we are	7-8	
GRI 2-11	GRI 2. General Disclosures 2021	Chair of the highest governance body	1.2. Who we are	7-8	
GRI 2-12	GRI 2. General Disclosures 2021	Role of the highest governance body in over-seeing the management of impacts	1.2. Who we are 4.1.1.1. ESG management structure	7-8 89	
GRI 2-13	GRI 2. General Disclosures 2021	Delegation of responsibility for managing impacts	1.2. Who we are 4.1.1.1. ESG management structure	7-8 89	
GRI 2-14	GRI 2. General Disclosures 2021	Role of the highest governance body in sustainability reporting	4.1.1.1. ESG management structure	89	
GRI 2-15	GRI 2. General Disclosures 2021	Conflicts of interest	4.1.2. Policies and procedures for sustainable business 4.1.2.1. Regulations and training regarding compliance	90-94	
GRI 2-16	GRI 2. General Disclosures 2021	Communication of critical concerns	4.1.2. Policies and procedures f or sustainable business	90-95	
GRI 2-17	GRI 2. General Disclosures 2021	Collective knowledge of the highest governance body	4.1.1.1. ESG management structure	89	
GRI 2-18	GRI 2. General Disclosures 2021	Evaluation of the performance of the highest governance body	4.1.1.1. ESG management structure 1.2. Who we are	89 7-8	
GRI 2-19	GRI 2. General Disclosures 2021	Remuneration policies	-		Remuneration of the Management Board takes ESG issues into account. Detailed remuneration policy of the ROBYG's Management Board is a company secret of the Group.
GRI 2-20	GRI 2. General Disclosures 2021	Process to determine remuneration	-		Remuneration issues are regulated by the Remuneration Regulations for the various ROBYG Group Companies.
GRI 2-21	GRI 2. General Disclosures 2021	Annual total compensation ratio	-		Remuneration issues in the ROBYG Group are a company secret of the Group.
4. Strategy, policies and practices					
GRI 2-22	GRI 2. General Disclosures 2021	Statement on sustainable development strategy	1.1. Letter 1.4. ESG Strategy	5 12-14	
GRI 2-23	GRI 2. General Disclosures 2021	Policy commitments	4.1.2. Policies and procedures for sustainable business 4.1.2.1. Regulations and training regarding compliance	90-91 90, 94	
GRI 2-24	GRI 2. General Disclosures 2021	Embedding policy commitments	4.1.2. Policies and procedures for sustainable business 4.1.2.1. Regulations and training regarding compliance	90-94	

GRI 2-25	GRI 2. General Disclosures 2021	Processes to re-mediate negative impacts	1.4. ESG Strategy 4.1.2. Policies and procedures for sustainable business 4.1.2.1. Regulations and training regarding compliance	12-14 90-94	
GRI 2-26	GRI 2. General Disclosures 2021	Mechanisms for seeking advice and raising concerns	4.1.2. Policies and procedures for sustainable business 4.1.2.1. Regulations and training regarding compliance	90-94	
GRI 2-27	GRI 2. General Disclosures 2021	Compliance with laws and regulations	4.1.1.1. ESG management structure 4.1.2. Policies and procedures for sustainable business	89 90	
GRI 2-28	GRI 2. General Disclosures 2021	Membership associations	1.5 Membership in organizations	15-18	
5. Stakeholder engagement					
GRI 2-29	GRI 2. General Disclosures 2021	Approach to stakeholder engagement	4.2.1.1. ROBYG stakeholders and how we engage them 3.2.1.4. We measure customer satisfaction	97-100 72	
GRI 2-30	GRI 2. General Disclosures 2021	Collective bargaining agreements			There were no labour unions as at 31.12.2021.
II. MATERIAL TOPICS					
GRI 3-1	GRI 3. Material topics 2021	Process to determine material topics	4.2.1.2. Stakeholder survey 4.2.3.2. Matrix of material reporting topics	100 102	
GRI 3-2	GRI 3. Material topics 2021	List of material topics	4.2.1.2. Stakeholder survey 4.2.3.2. Matrix of material reporting topics	100 102	
Climate and its changes					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 2.1. Green standard for low-emission performance 2.1.1.1 Environmental Policy of the ROBYG Group 4.1. Management practices	12-41 25 26 88	
GRI 305-1	GRI 305. Emisje 2016	Direct (Scope 1) GHG emissions	2.1.2.1. GHG emissions	29-30	Externally verified.
GRI 305-2	GRI 305. Emisje 2016	Energy indirect (Scope 2) GHG emissions	2.1.2.1. GHG emissions	29-30	Externally verified.
GRI 305-5	GRI 305. Emisje 2016	Reduction of GHG emissions	2.1.2.1. GHG emissions 2.1.2.2. Low-emission solutions at ROBYG	29-30 30	
GRI 308-1	GRI 308. Supplier Environmental Assessment 2016	New suppliers that were screened using environmental criteria	4.1.2.3. Rules of cooperation with business partners 2.1.4. Raw materials and waste	95 36	
Own indicator	-	Area of green roofs	2.1.1.2. Combating urban heat islands	26	

Own indicator	-	Percentage of ROBYG housing estates have a minimum of 5 low-emission solutions	2.1.2.2. Low-emission solutions at ROBYG	30	
Own indicator	-	Number of ROBYG apartments equipped with the Smart House system	2.1.2.3 Examples of low-emission solutions - SMART HOUSE BY KEEPMLE as a ROBYG standard	31	
Own indicator	-	Number of ROBYG investment projects started in reporting period equipped with charging stations for electric vehicles	2.1.2.4 Examples of low-emission solutions - micro- and electro-mobility in ROBYG	32	
Energy and energy efficiency					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 2.1 Green standard for low-emission performance 2.1.3. Energy and energy efficiency 4.1. Management practices	12-14 25 33-35 88	
GRI 302-1	GRI 302. Energy 2016	Energy consumption within the organization	2.1.3.2. Energy and fuel consumption	33	Externally verified.
Own indicator	-	Percentage of renewable energy during the construction process in ROBYG	2.1.3.2. Energy and fuel consumption	33	
Own indicator	-	Surface of photovoltaic panels	2.1.3.3. How do we ensure energy efficiency?	34	
Own indicator	-	Number of fixtures with a LED light source	2.1.3.3. How do we ensure energy efficiency?	35	
Reducing the negative impact of operations on the environment					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 2.1.4. Raw materials and waste 4.1. Management practices	12-14 36 88	
GRI 301-1	GRI 301. Materials 2016	Materials used by weight or volume	2.1.4. Raw materials and waste	36-37	
Own indicator	-	Percentage of marketing materials printed on FSC-certified paper	3.2.2.3. Environmental education of our customers	74	
Water					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 2.3.2. Water and blue infrastructure 4.1. Management practices	12-14 49-50 88	
GRI 303-3	GRI 303. Water and Effluents 2018	Water withdrawal	2.3.2.1. Water consumption by ROBYG	49	Externally verified.

Own indicator	-	Area of rain gardens	2.3.2.2. Water and its conservation in ROBYG operations	50	
Biodiversity					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 2.3.1. Biodiversity 4.1. Management practices	12-14 47-48 88	
GRI 304-2	GRI 304. Biodiversity 2016	Significant impacts of activities, products and services on biodiversity	2.3.1.1. Protection of biodiversity in ROBYG operations	47-48	Externally verified.
Own indicator	-	Percentage of completed ROBYG housing estates have at least one element protecting biodiversity	2.3.1.1. Protection of biodiversity in ROBYG operations	47	
Own indicator	-	Area of flower meadows	2.3.1.1. Protection of biodiversity in ROBYG operations	47	
Workplace health and safety					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 3.1.3. Safety on construction sites and in offices 4.1. Management practices	12-14 64-67 88	
GRI 403-1	GRI 403. Occupational Health and Safety 2018	Occupational health and safety management system	3.1.3. Safety on construction sites and in offices	64-67	Externally verified.
GRI 403-2	GRI 403. Occupational Health and Safety 2018	Hazard identification, risk assessment, and incident investigation	3.1.3. Safety on construction sites and in offices	64-67	Externally verified.
GRI 403-3	GRI 403. Occupational Health and Safety 2018	Occupational health services	3.1.3. Safety on construction sites and in offices	64-67	
GRI 403-4	GRI 403. Occupational Health and Safety 2018	Worker participation, consultation, and communication on occupational health and safety	3.1.3. Safety on construction sites and in offices	64-67	
GRI 403-5	GRI 403. Occupational Health and Safety 2018	Worker training on occupational health and safety	3.1.3. Safety on construction sites and in offices	66	Externally verified.
GRI 403-6	GRI 403. Occupational Health and Safety 2018	Promotion of worker health	3.1.3. Safety on construction sites and in offices	64-67	
GRI 403-7	GRI 403. Occupational Health and Safety 2018	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.1.3. Safety on construction sites and in offices	64-67	Externally verified.
GRI 403-9	GRI 403. Occupational Health and Safety 2018	Work-related injuries	3.1.3. Safety on construction sites and in offices	64-67	Externally verified.
Customer satisfaction					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 3.2. Our customers 3.3. Community around ROBYG 4.1. Management practices	12-14 69-73 78-80 88	
GRI 418-1	GRI 418. Customer Privacy 2016	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2.3.1. Consumer data protection and privacy	75	

Own indicator	-	A customer satisfaction rate after acceptance of the real estate	3.2. Our customers	68-69, 72	
Own indicator	-	Percentage of customers on recommendation or buying another apartment from ROBYG	3.2. Our customers	68-69, 72	
Own indicator	-	Number of partners in the ROBYG Club program	3.2.1.2. ROBYG Club program	51	
Intellectual capital, development and training					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 3.1. Our employees 4.1. Management practices	12-14 56-62 88	
GRI 401-1	GRI 401. Employment 2016	New employee hires and employee turnover	3.1.1.3. How we attract employees	61	Externally verified.
GRI 401-2	GRI 401. Employment 2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.1.3. How we attract employees	62	Externally verified.
GRI 404-1	GRI 404. Training and Education 2016	Average hours of training per year per employee	3.1.1.2. Supporting professional and personal development of employees	60	
GRI 404-2	GRI 404. Training and Education 2016	Programs for upgrading employee skills and transition assistance programs	3.1.1.2. Supporting professional and personal development of employees	59-60	
GRI 405-1	GRI 405. Diversity and Equal Opportunity 2016	Diversity of governance bodies and employees	3.1.2. Diversity in ROBYG	62-63	
GRI 405-2	GRI 405. Diversity and Equal Opportunity 2016	Ratio of basic salary and remuneration of women to men	3.1.2. Diversity in ROBYG	63	
Own indicator	-	Percentage of managers from internal promotions	3.1.1.2. Supporting professional and personal development of employees	59	
Sustainable cities and communities					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 3.3. Community around ROBYG 4.1. Management practices	12-14 77-84 88	
GRI 201-1	GRI 201. Economic Performance 2016	Direct economic value generated and distributed	1.2. Who we are 3.3. Community around ROBYG	6 77-83	
GRI 203-1	GRI 203. Indirect Economic Impacts 2016	Infrastructure investments and services supported	3.3.1.3. ROBYG's contribution to the development of local infrastructure	79-80	
GRI 203-2	GRI 203. Indirect Economic Impacts 2016	Significant indirect economic impacts	3.3.1.2. Socio-economic impact of ROBYG	78-79	
GRI 204-1	GRI 204. Procurement Practices 2016	Proportion of spending on local suppliers	3.3. Community around ROBYG	77	
GRI 413-1	GRI 413. Local Communities 2016	Operations with local community engagement, impact assessments, and development programs	3.3.2. ROBYG social engagement	80-82	
GRI 414-1	GRI 414. Supplier Social Assessment 2016	New suppliers that were screened using social criteria	4.1.2.3. Rules of cooperation with business partners	95	

Own indicator	-	Percentage of ROBYG designs compliant with the concept of a 15-minute city	2.2. ROBYG 15-minute housing estates	41	
Own indicator	-	Number of common areas by type.	2.2.3. Human balance in ROBYG housing estates	45	
Business ethics					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 4.1. Management practices 4.1.2.2. Regulations and training regarding compliance 4.1.2.3. Rules of cooperation with business partners 4.2. Transparent business	12-14 88 92-94 95 96	
GRI 205-2	GRI 205. Anti-corruption 2016	Communication and training about anti-corruption policies and procedures	4.1.2.1. Documents which regulate sustainability management at ROBYG 4.1.2.2. Regulations and training regarding compliance	90-91 92-94	
GRI 205-3	GRI 205. Anti-corruption 2016	Confirmed incidents of corruption and actions taken	4.1.2.2. Regulations and training regarding compliance	94	
GRI 406-1	GRI 406. Non-discrimination 2016	Incidents of discrimination and corrective actions taken	4.1.2.2. Regulations and training regarding compliance	92	
Own indicator	-	Internal actions and policies in line with sustainability assumptions	4.1.2. Policies and procedures for sustainable business	90-91	