

ESG²⁰²² Report

Creating
people
and planet
friendly
spaces

ROBYG



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CHAPTER 1

INTRODUCTION

INTRODUCTION

1.1 Letter from the CEO

GRI 2-22

Dear Employees, Associates, Clients and Partners,

It is my pleasure to present to you ROBYG's ESG Report outlining our achievements and performance in 2022. They cover activities of the entire ROBYG Group in environmental, social and governance areas (ESG).

This is our second report devoted to sustainable operations of our company. We see it as a demonstration of commitment, responsibility and a transparent approach to our business.

2022 was an important year for us for several reasons. At the end of the first quarter, TAG BETEILIGUNGS-UND IMMOBILIENVERWALTUNGS GMBH, a subsidiary of TAG Immobilien AG, became the sole shareholder of the ROBYG Group. As a consequence, there was a merger within the TAG ownership group of companies from the ROBYG S.A. Capital Group with companies from the Vantage Development S.A. Capital Group. From then on, we faced a new challenge of creating one joint organisation. We combined the competences associated with the development business and became part of the Polish institutional rental market (PRS - Private Rented Sector). The nature of the business of both companies has not changed. Currently, the remit of ROBYG S.A.



includes the construction and sale of residential and commercial premises. Vantage Development SA continues its residential rental business. From then on, it is also ROBYG's responsibility to carry out residential development projects using the land bank of both entities and to carry out general contracting of its own and Vantage's development projects.

The past year was also a watershed year for me personally. I had the pleasure of assuming the post of President of the Management Board on the joint board of two companies, ROBYG S.A. and Vantage Development S.A. The new role within the organisation is a significant recognition of my long-standing commitment to the development and operations of the company. Given the current situation on the Polish market, my priority is for the company to respond flexibly to the chang-

ing market situation and unforeseen situations that arise. This requires well-considered decision-making and both the short- and long-term perspective.

Last year was a challenging time for the development sector as a whole. The pandemic, the war in Ukraine, the collapse of the supply chain, rising prices of raw materials and reduced creditworthiness have significantly affected many companies. Despite the difficulties on the market, our focus was on continuing the construction projects in progress, the steady introduction of new units for sale, ongoing sales, maintaining a stable number of properties contracted by clients and preserving existing jobs. In 2022, we launched the sales of next phases in 8 estates in Warsaw. A new investment project and 8 new project phases emerged in Tricity, and in Wroclaw we launched the sales of 5 more phases. Looking back at that time from today's perspective, I feel great satisfaction that through the steps we took and the day-to-day response to market difficulties, we managed to keep the company going.

While we were not indifferent to the events of last year, as an organisation we also felt a responsibility towards our Ukrainian neighbours and the situation they faced. During this time we supported them financially and organisationally. Many of our employees were also involved in providing extraordinary help to others. I think the time that passed and the actions we took confirmed our awareness of the impact we have on the world and our responsibility for it - both from the level of a large organisation and each of us individually.

In the face of constant changes, both internal and external ones, we focus at all times on the objectives set out in ROBYG's ESG strategy. Increasing the satisfaction of our clients, minimising the negative effects of climate change and improving the comfort and safety of work of our employees and associates - these goals accompany us every day. 2022 was an active year for ROBYG in the area of sustainability, as you will see in this report. Once again, we present our activities and progress in our established directions - ROBYG for Planet, ROBYG for People and ROBYG for Sustainable Business.

I encourage you to read the report, which is the result of the actions of many of our employees, for which I would like to express my sincere gratitude.

Eyal Keltsh
Chief Executive Officer

1.2. Who we are

GRI 2-1, GRI 2-6, GRI 201-1

ROBYG is one of the largest residential developers in Poland. We specialise in the development, design and construction of multifunctional housing estates, thereby influencing the development of cities, neighbourhoods and surrounding areas, as well as the creation of new communities, including communities of residents and neighbours. We have been shaping housing trends for more than two decades. Our undisputed strengths are:

- a recognisable brand,
- a competent and experienced team,
- and a company structure with an effective division of responsibilities.

Putting the client's needs first, we build apartments to a high standard and at the same time at an attractive price. We have a diverse range of locations and prices for different target groups. We offer a full range of premises: from small studios to speciaous apartments, commercial premises such as shops and offices, to semi-detached and terraced houses. In doing so, we guarantee a standard and quality of workmanship confirmed by awards we received over the years.



We are consistently consolidating a strong position by pursuing the strategy of „we give more“:

- We offer clients high development standard at an affordable price
- We are at the forefront of modern technology delivered as standard, at no extra charge to clients
- We equip the estates with additional amenities and attractive green areas, which simultaneously increase the comfort of life for residents and have a positive impact on the environment
- We take care of the aesthetics of our buildings inside and outside without losing the functionality of the apartments
- We offer support at every stage of the purchase of an apartment, including free assistance to foreigners in purchasing a property
- We offer flexible purchasing terms tailored to the needs of individual clients
- We constantly develop loyalty programs and we appreciate our clients who have been with us for many years.

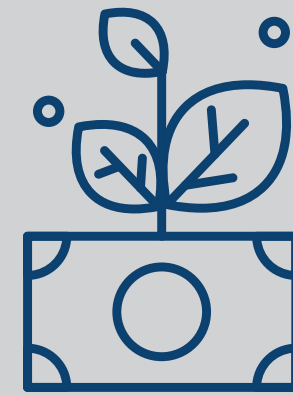
As a responsible company, we want our business success to harmonise with respecting the needs of our stakeholders and reducing the negative impact of our activities on the environment. That is why we use a range of environmentally friendly solutions in the construction process and take care of the development of local communities by actively co-operating with local suppliers, contractors, authorities and NGOs.

Our business activity affects the socio-economic environment and translates into job creation and increasing household income in Poland. ROBYG S.A. and all other 90 companies which form the ROBYG Group have their registered offices and conduct business activities in Poland. In addition to its headquarters in Warsaw, ROBYG also has offices in Gdansk, Wroclaw and Poznan.





2022 IN ROBYG



1,505 billion

Sales revenue



3 897

apartments
built



4 739

apartments
under
construction



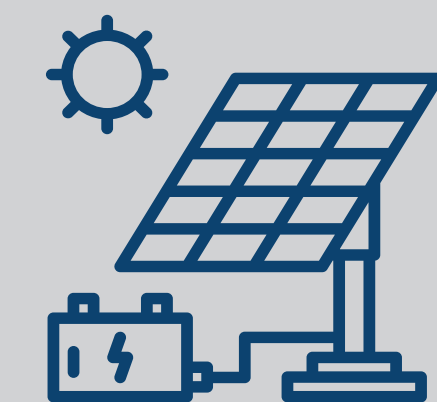
91%

of clients are willing or
very willing to recommend
ROBYG S.A. to family and
friends



0

accidents on our
construction sites



85%

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

Awards and honourable mentions for ROBYG S.A.

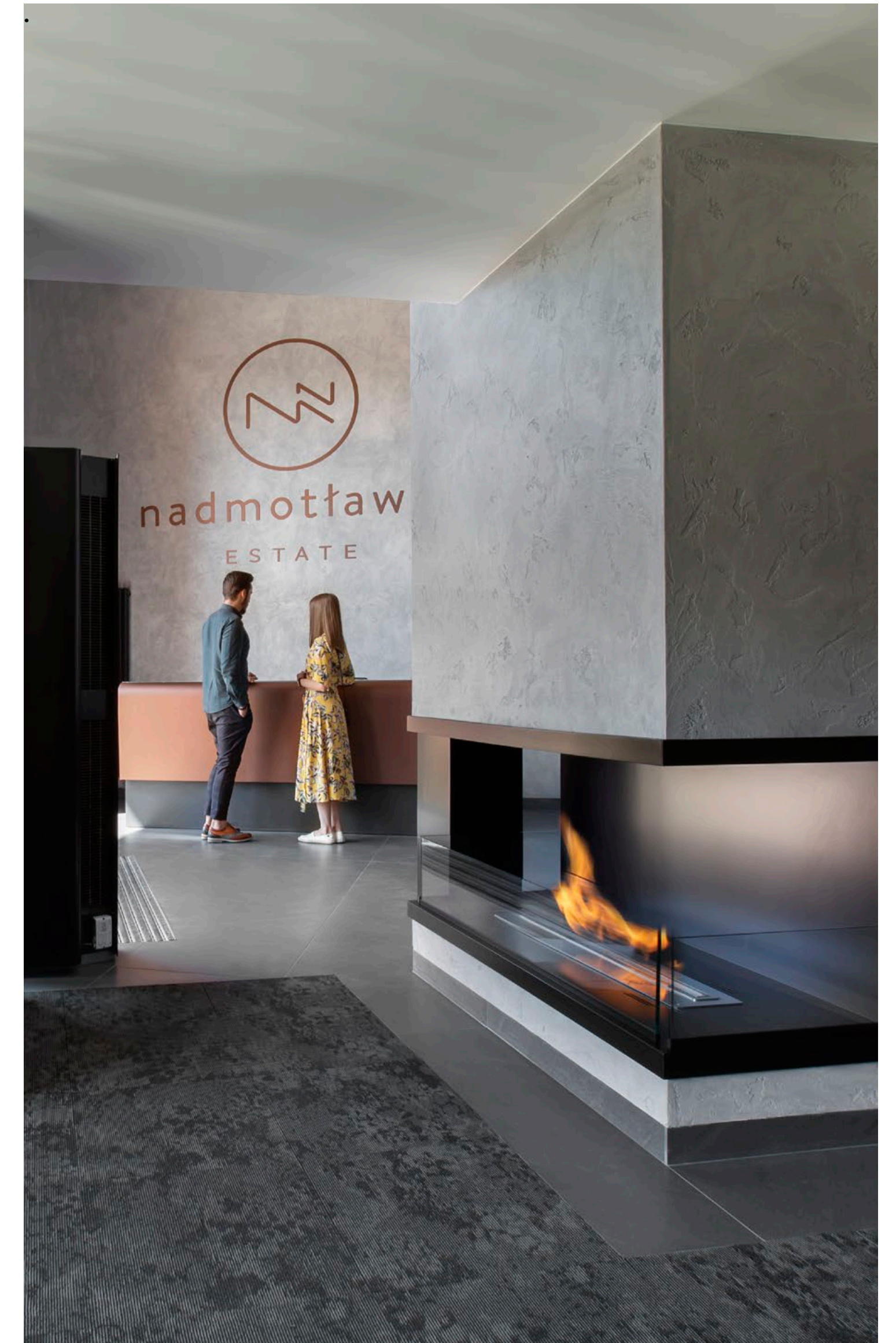
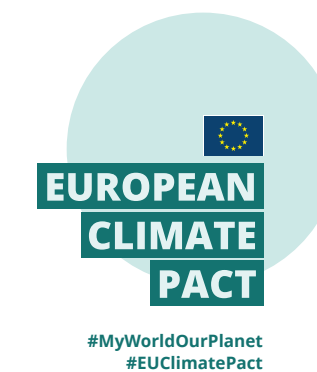
- Honourable mention in the ESG Innovator competition - the Polish ESG Association
- Honourable mention in the Forbes Diamonds competition - Forbes Magazine
- 2nd place in the Construction Leaders Ranking - Builder Magazine and PwC
- Honourable mention in the Employer of the Year 2022 Ranking - „Gazeta Finansowa” Weekly



Complete list of the 2022 awards & honourable mentions can be found [HERE](#).

Membership in sustainable development initiatives

- UN Global Compact
- European Climate Pact
- Diversity Charter
- Polish ESG Association



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

ROBYG S.A. and its subsidiaries are part of the ROBYG Capital Group (the "Group"). ROBYG SA with its registered office in Warsaw at al. Rzeczypospolitej 1 is the holding company of all the Group companies. It is their sole owner or it holds a majority stake in them. ROBYG S.A. actively oversees the companies, inter alia, by combining key management functions and setting the strategic directions and values of the Group's management.

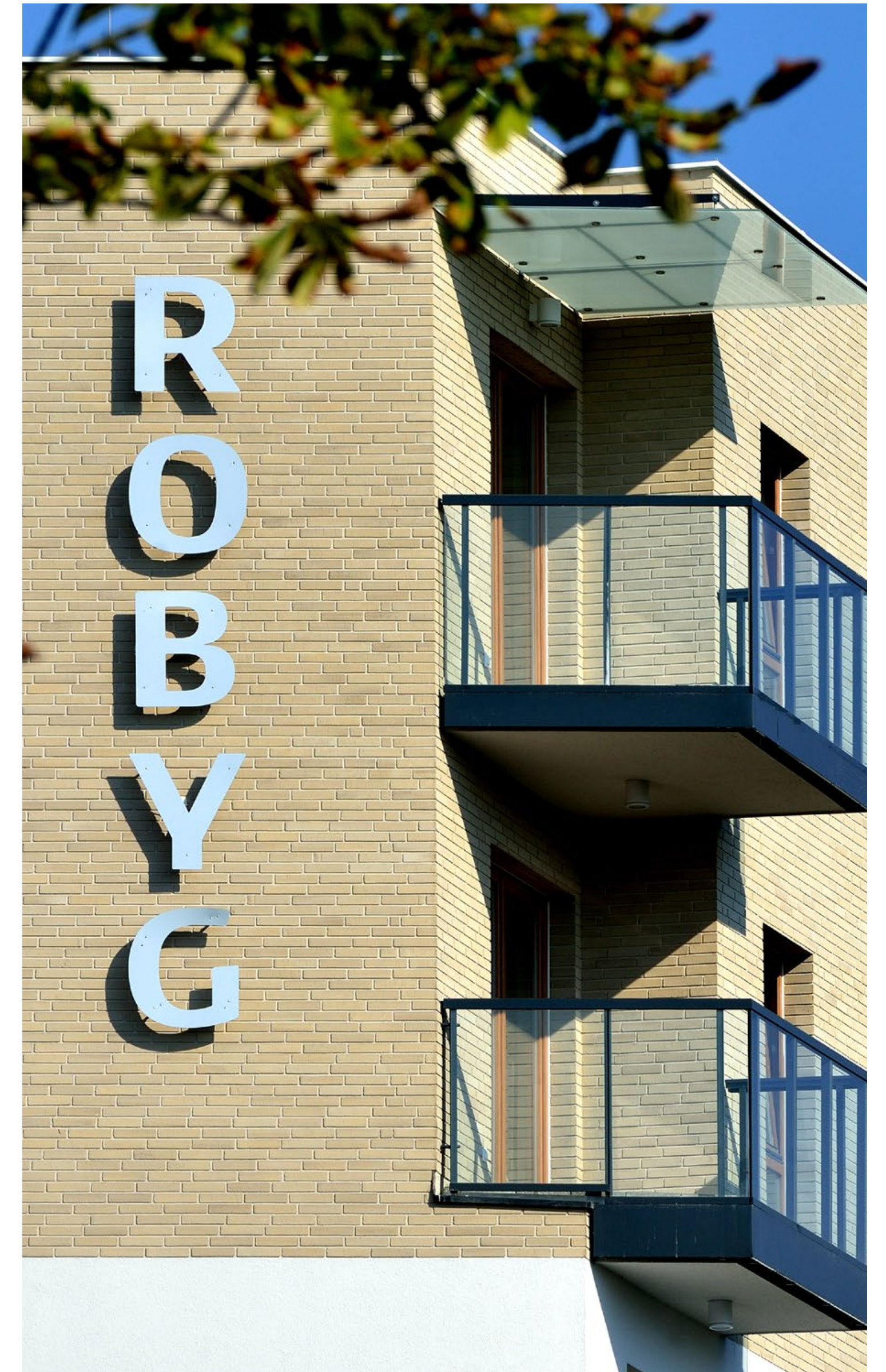
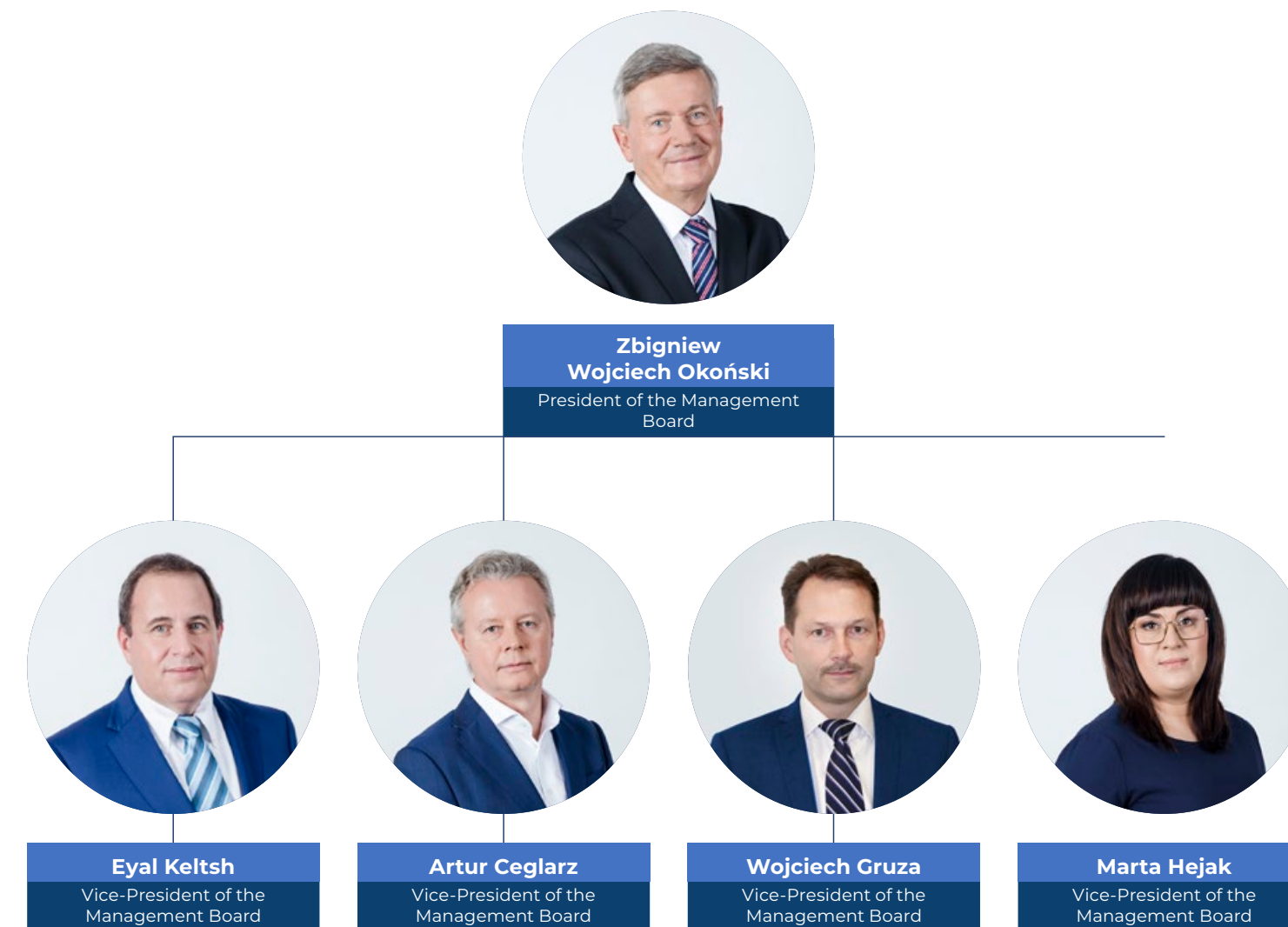
As at 31 December 2021, 100% of the company shares were held by Bricks Acquisitions Limited, an affiliate of Goldman Sachs International. In December 2021, Bricks Acquisitions Limited signed a preliminary conditional agreement to sell 100% of ROBYG shares to TAG Beteiligungs- und Immobilienverwaltungs GmbH with its registered office in Hamburg. On 31 March 2022, TAG was entered into Company's register of shareholders as its sole shareholder and thus the transfer of ownership of the Company's shares to TAG took place.

As part of the TAG Immobilien AG ownership group, ROBYG Capital Group started cooperation with Vantage Development S.A. in 2022. Since October 2022 the management of the two companies is fully integrated. The nature of the activities of both companies has not changed, i.e. ROBYG continues to build and sell residential and commercial units, while Vantage continues its residential rental activities. Jointly, both companies have one of the largest residential land banks in Poland. Combining the potential of ROBYG S.A. and Vantage Development S.A. under the wings of TAG Immobilien AG gives the opportunity for development and makes the group a leader in the segment of apartments for rent, as well as one of the largest housing developers for sale, on the Polish market. Although the companies have a Management Board with a similar composition, they operate separately. Therefore, each of the companies for 2022 reports its ESG goals and results separately. On October 21, 2022, the President of the Management Board of both Vantage Development SA and ROBYG S.A. became Eyal Keltsh. Marta Hejak, Artur Ceglaz and Dariusz Pawlukowicz assumed the positions of Vice-Presidents of the Management Board of ROBYG S.A. Marta Hejak and Dariusz Pawlukowicz also took the positions of Vice Presidents of the Management Board of Vantage Development S.A.

The management bodies of ROBYG SA are: the General Meeting, the Supervisory Board and the Management Board. The General Meeting appoints the members of the Supervisory Board. In turn, the 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. The Supervisory Board has established the Investment Committee as an advisory body. The term of office of the current Supervisory Board and Management Board will last until 11.03.2025.

Management Board of ROBYG S.A.

A consequence of the ownership changes was changes to the composition of the Management Board. Until 20 October, the structure of the Management Board of ROBYG was as follows:



As of 21 October 2022, the following were appointed to the Management Board of ROBYG S.A. by the current shareholder, TAG Immobilien:



Supervisory Board of ROBYG S.A.

Oscar Kazanelson – Chairman of the Supervisory Board

Claudia Hoyer – Member of the Supervisory Board (Chairperson of the Investment Committee)

Martin Thiel – Deputy Chairman of the Supervisory Board

Dr. Harboe Vaagt – Member of the Supervisory Board

Radosław Biedecki – Member of the Supervisory Board (independent)

Przemysław Kurczewski – Member of the Supervisory Board (independent)



WHAT SETS ROBYG APART?

GRI 2-6, GRI 2-7, GRI 2-8, GRI 204-1



22

years of on the real estate market



3 897

apartments built in 2022



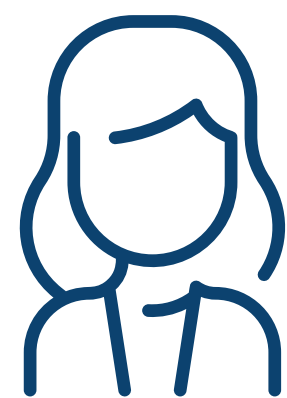
27 875

apartments built since the beginning of operations



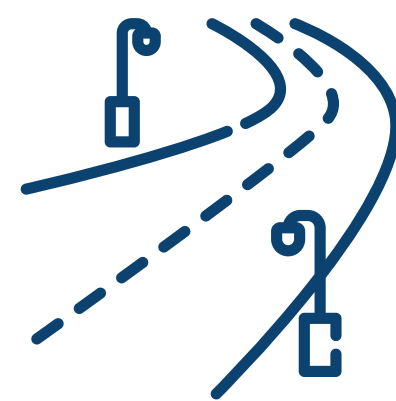
459

employees and associates make up The ROBYG Group



69%

of the ROBYG Group employees are women



129 mln zł

allocated for infrastructure construction



0

accidents on our construction sites



95%

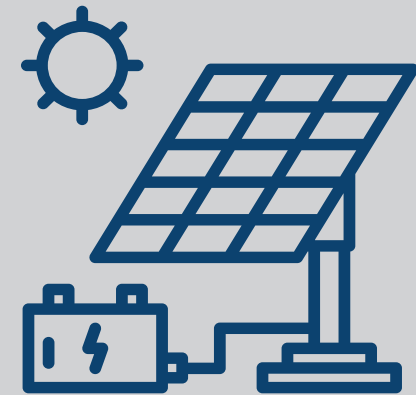
of clients satisfied with the service provided by ROBYG advisors

WHAT SETS ROBYG APART?



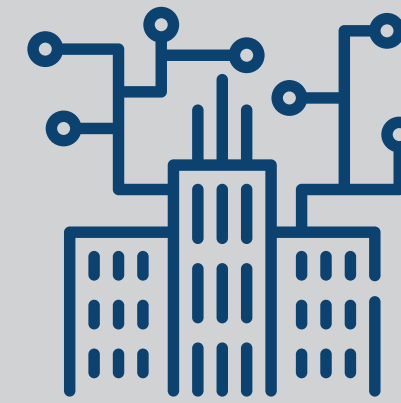
17 155

apartments with the Smart House system



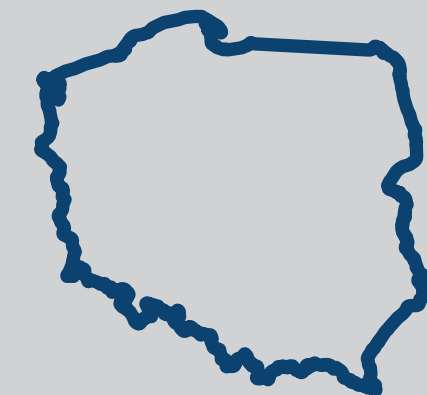
85 %

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



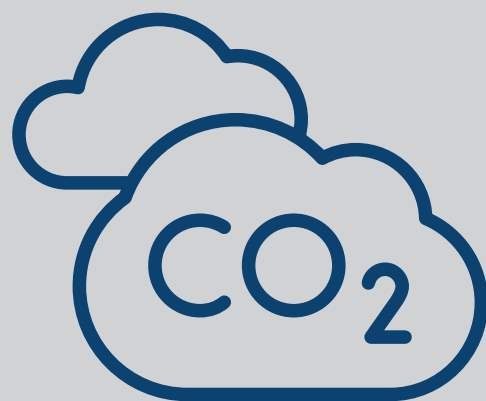
97%

of ROBYG investment projects built according to the 15-minute city concept



98%

of service providers and 100% of subcontractors are from Poland



100%

of housing estates equipped with at least 5 low-emission solutions



100%

of settlements equipped with elements conducive to biodiversity



approx. **9 440** m²

of rain gardens and 18 estates equipped with systems for watering greenery in common areas using rainwater



UNGC

We are a member of UNGC

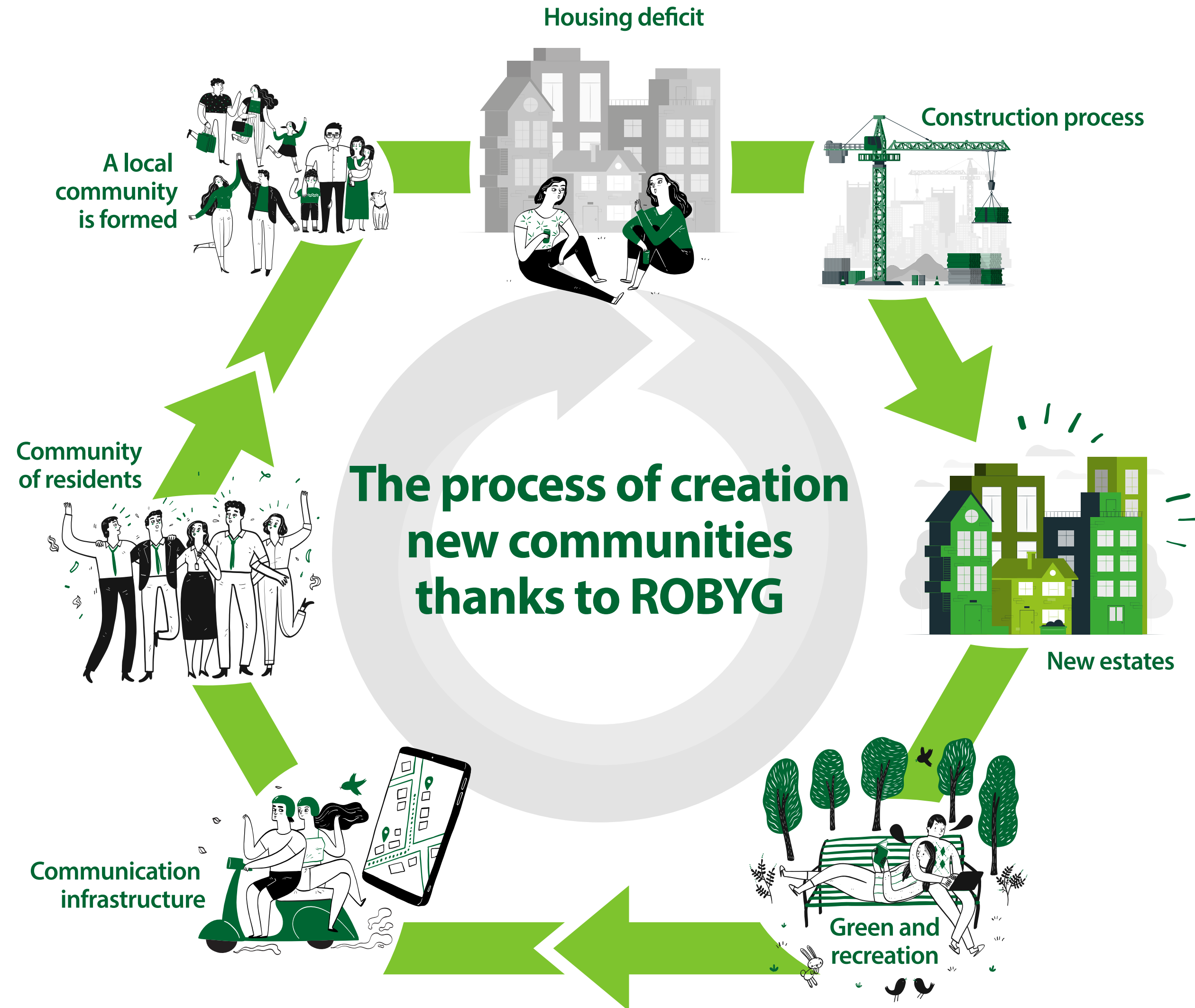
1.3. ROBYG mission and vision

Our mission and values

At ROBYG, we are guided by three core values that define the way and principles of our business: care, support and responsibility. These values are reflected in our organisational culture, daily decisions and actions, as well as in the ESG Strategy.

ROBYG Mission

We develop homes and housing estates for entire communities that are integrated with the surrounding investments. We aim to build for the benefit of our clients, with consideration for the already existing natural resources and communities. We lead a sustainable development process while fully respecting the natural environment. For us, construction is part of a process of shaping the new society, which combines such elements as construction of buildings, 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 creating communities where people will be more to each other than simply neighbours.



ROBYG values

Care:

- **about our employees**, for whom we provide the opportunity to work in a friendly, diverse environment and ensure continuous development through access to professional training, sport and medical support, language studies and education in the field of sustainable living through campaigns such as ‚Plant in Autumn, Enjoy in Spring‘.
- **about our clients**, to whom we provide a wide range of offers, anticipating their expectations and needs so that they can live comfortably in our estates, built according to the concept of 15-minute cities.
- **about the environment**, which we demonstrate through ecological solutions on our estates and regular education and promotion of a pro-environmental attitude among our employees, clients and residents, involved, for example, in such initiatives as joint beach cleaning in Gdansk („My Baltic“) or the „For the love of biodiversity“ program.

Support:

- **for communities** through active engagement in numerous cultural and sporting initiatives, and support for local, recognized NGOs
- **for local communities** through the development of local infrastructure, such as roads and networks, and working exclusively with Polish subcontractors, as well as clear selection criteria set out in the Rules of Conduct and the Selection of Subcontractors procedures
- **for the victims of the war in Ukraine** through financial support and the engagement of our employees (employee volunteering)
- **for those most in need**, with the engagement of clients, thanks to ROBYG donating funds to local foundations for each satisfaction survey completed by the client.

Responsibility:

- to do business responsibly, to choose local companies to work with, to care for the environment, to manage our business responsibly while respecting the needs of our stakeholders
- for the results of our activities and for reducing our carbon footprint by using only certified materials, respecting the environment, using energy from renewable sources and caring for biodiversity.





1.4. ESG Strategy

GRI 2-22, GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3

Creating people and planet friendly spaces

The scale and nature of our business activities oblige us to manage our social and environmental impacts responsibly. In 2021, we were one of the first developers to announce our sustainability strategy. Defining ESG (E - Environmental, S - Social, G - Governance) Strategy, we developed a stakeholder map, analysed the ESG areas within our business strategy, and considered the company's impact on the Polish economy and the environment. The Management Board, with the support of external experts, identified the key directions of ROBYG's ESG Strategy. Our strategy combines responsibility for people's quality of life in the most sustainable cities possible with responsible management of our climate and environmental impacts.

In the ESG Strategy, we have identified three pillars of our business correlating with environmental, social and governance issues - ROBYG for Planet, ROBYG for People and ROBYG for Sustainable Business. Within their framework, we have committed to taking action centred around eight thematic zones, to which specific, fully measurable ESG initiatives and programs have been assigned.

- One of the first ESG strategies in the housing development sector in the Polish market.
- 3 ESG strategic directions and eight zones of interest within them.

In 2022, we delivered on the commitments made in the strategy and put in place a number of measures to ensure their implementation. We describe our progress in the following sections of the Report. Among other things, the Report will present information about our efforts to reduce greenhouse gas emissions, the implementation of the ZERO accident program on our construction sites, educational initiatives on the protection of natural resources and biodiversity, or our responsible approach to clients and the results we achieve in this area.

The three pillars of our sustainable conduct:

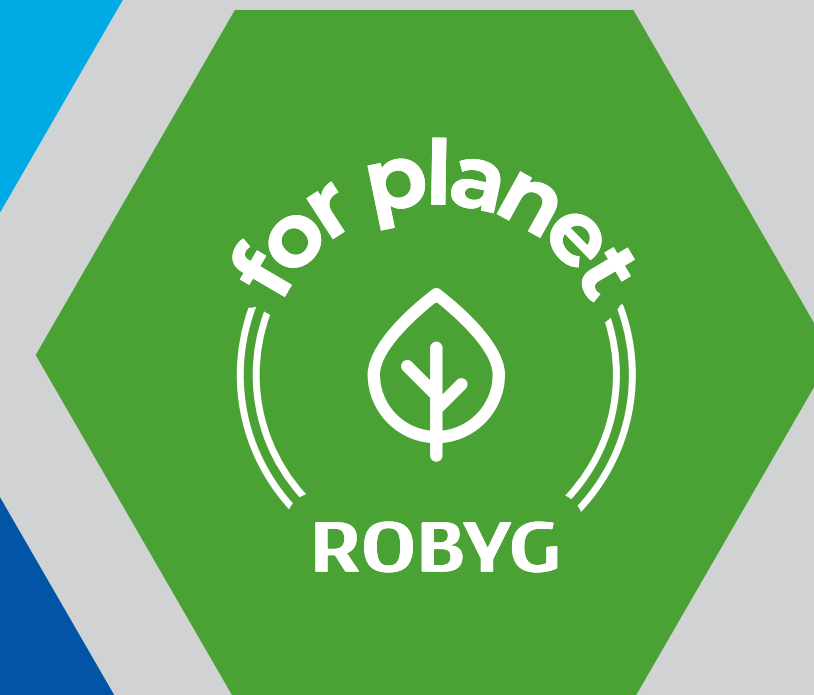
Social pillar

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

Our approach to managing ESG issues:

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>

ESG governance model

The implementation of the ESG Strategy is the responsibility of the Management Board of ROBYG S.A., which reports to the Supervisory Board. The ESG area at ROBYG S.A. was overseen in 2022 by the President of the Management Board - Eyal Keltsh. The Board representative responsible for ESG issues is responsible for external and internal contacts in this area and also ensures that ESG issues are regularly discussed at Supervisory Board meetings.

The person directly dedicated to ESG issues at ROBYG is Anna Wojciechowska, Head of ESG, who works closely with an interdisciplinary team of representatives from various departments to best and most effectively implement and pursue the ESG strategy and report activities and their results, and is responsible for employee education and internal communication in this regard. In addition, she oversees the preparation of the annual ESG Report, which is signed by two members of the Management Board.

How do we contribute to the unsustainable development goals?

In 2021, we became a signatory to the United Nations Global Compact (UNGC) to underline our commitment to the UN Sustainable Development Goals (SDGs), which provide a blueprint for a sustainable world. We have aligned our ambitions and tasks with the Sustainable Development Goals, within which we can have the greatest impact. We focus on the following Sustainable Development Goals:



We focus on the following Sustainable Development Goals:

ROBYG for Planet



Goal 6: Clean water and sanitation

- We use solutions that promote lower water retention like ponds, basins, ditches, rain gardens, retention tanks, retention-filtration tanks, infiltration boxes and green roofs.
- We apply construction standards that take into account the protection of water and biodiversity.
- We use rainwater to water the common areas of our housing estates (18 estates).
- We use deep wells.



Goal 7: Affordable and clean energy

- We use low-emission solutions.
- As part of the EU's Fit for 55 package, we have committed to reducing electricity consumption.
- We use renewable electricity in the construction process - 85% in 2022 vs. 54% in 2021.
- As part of ROBYG's Green Standard, we use solutions that reduce greenhouse gas emissions.
- We promote and use energy from renewable sources - 4,170 m² of photovoltaic panels on the roofs of ROBYG buildings.



Goal 11: Sustainable cities and communities

- We build housing developments with the need to reduce carbon emissions, protect biodiversity and water resources in mind.

ROBYG for People



Goal 3: Good health and quality of life

- As part of ROBYG Human Balance Standard, we focus on implementation of 11 solutions to improve the quality of life for residents of our estates.
- We provide employees with private medical care.
- We are involved in health promotion and charity initiatives.



Goal 5: Gender equality

- ROBYG is a signatory to the Diversity Charter
- Gender equality and respect for human rights are governed by ROBYG's management policies
- 69% of the ROBYG Group employees are women
- 51 % of ROBYG Construction's employees are women
- 56% of senior management are women.
- We strive to achieve 30% representation of women in the Supervisory Board and Management Board of ROBYG S.A.



Goal 10: Reducing inequalities

- ROBYG runs support programs to redress inequalities. They are aimed at people in need and young people from rural areas who, thanks to the scholarship, are able to continue their education.

ROBYG for Sustainable Business



Goal 12: Responsible consumption and production

- We meet our objectives and targets in accordance with the ROBYG Group's Environmental Policy.
- We cooperate with energy suppliers with a high share of renewable energy.
- We cooperate with local suppliers.



Goal 17: Partnerships for the goals.

- In 2022, we joined the Polish ESG Association.
- We are the first Polish company in the European Climate Pact.
- ROBYG S.A. is a member of the UN Global Compact.
- ROBYG S.A. is actively involved in the Polish Association of Developers, promoting sustainable construction. IN 2022 ROBYG S.A. was a partner of an important ESG event - Responsible Business Week.
- We support local governments in the development of local infrastructure.



Goal 16: Peace, justice and strong institutions

- We have procedures preventing child labour and contemporary slavery.
- We support public institutions
- We train our employees on compliance with anti-corruption policies.

ROBYG for Planet



Goal 13: Climate action

- 100% of ROBYG housing estates have a minimum of 5 low-emission solutions.
- Implementing ROBYG Green Standard
- Declaration to use 100% electricity from renewable energy sources in construction processes by the end of 2024
- Promotion and solutions for electro- and micromobility in ROBYG housing estates.



Goal 15: Life on land

- We implement the assumptions of the ROBYG Group Environmental Policy.
- We take care of the protection of animal and plant species, among other things, by using appropriate guidelines for green landscape architects and designers.
- 100% of our estates have biodiversity-friendly solutions, including offsetting the impact of our developments by creating new green areas, such as on garage slabs, roofs or walls.
- We apply land analysis for sustainability in the due diligence process.

ROBYG for People



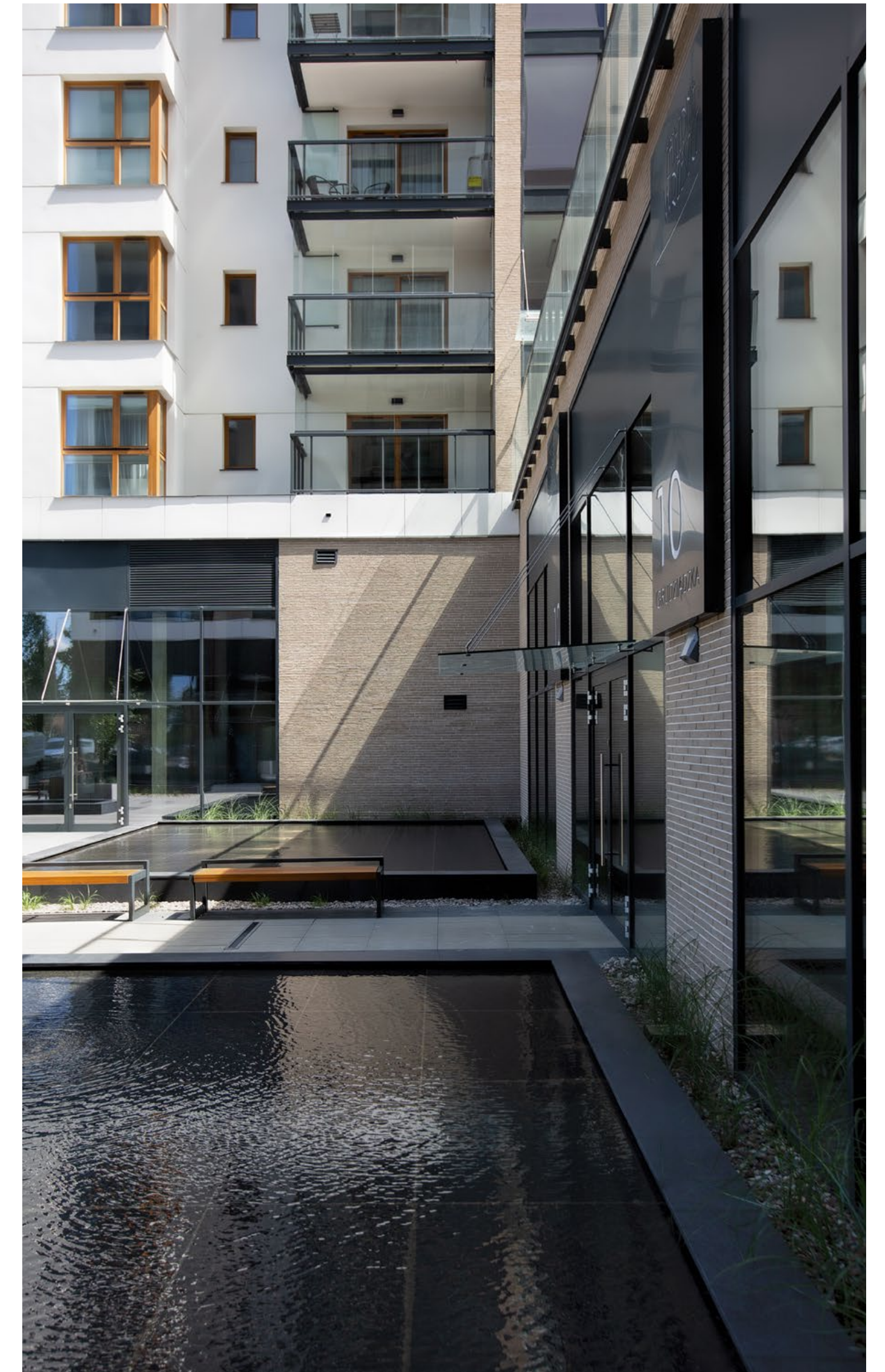
Goal 8: Decent work and economic growth

- We promote a safe working environment throughout the whole supply chain.
- We monitor the accident rate.
- Every zloty earned by ROBYG is another zloty in the Polish economy
- The value generated by ROBYG circulates in the economy stimulating various factors and stimulating their production.



Goal 11: Sustainable cities and communities

- In 2022, 97% of ROBYG S.A.'s investments were made in line with the 15-minute city concept.
- We fight the urban heat island effect by using solutions that reduce gas emissions and temperature.
- We create barrier-free estates.
- We design in line with the idea of active design, creating conditions for physical activity.



1.5. Membership in organizations

Membership in organisations - the ROBYG S.A. approach

GRI 2-28

Our company is an active participant in society and is heavily involved in leading Polish and international initiatives for sustainable development as well as good industry practices. In selecting partners, we are guided by their years of experience and expertise to support us in achieving the UN Sustainable Goals.

United Nations Global Compact



Our company is aware that a successful business is a sustainable business, which is why, since 2021 ROBYG S.A. has been a signatory to the United Nations Global Compact, the world's largest initiative focused on sustainable business. 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 point out opportunities, provide practical guidance to affiliated members, as well as pro-

promote responsible business and sustainable development activities. Within the framework of the UN Global Compact, ROBYG S.A. has declared the implementation and pursuit of ten principles in its business activities, covering human rights, labour standards, environmental protection, as well as anti-corruption.

Polish ESG Association



In 2022, we joined the Polish ESG Association, emphasizing our responsible approach to ESG issues. The Polish ESG Association is Poland's largest organisation of sustainable transformation leaders: companies, organisations, institu-

tions, local government units, that actively implement ESG ideas, act in the spirit of sustainable development and respect for the environment, care about corporate governance and employees, and are socially responsible. ROBYG S.A. representative Anna Wojciechowska is a member of the ESG Innovators Council.

Diversity Charter



Since 2021, we have been a signatory to the Diversity Charter, an international project supported by the European Commission, whose main objective is to promote diversity and implement solutions for equal treatment in the workplace.

The high proportion of women in the workforce compared to the industry is a tangible example of the effectiveness of our practices in this area.

European Climate Pact



We were the first Polish company to join the European Climate Pact in 2021, which is a key element of the European Green Deal. We are the first property development company in Poland to have an Ambassador there. The Pact aims to promote climate science, to inspire action, including the co-design of EU climate policy. The role of the Ambassadors in the first phase of the overall program is to initiate activities focused on the topics of green spaces, energy-efficient buildings and developing green skills.

ROBYG has committed to the following climate targets, which will be reviewed by the European Commission:

- a. Since 2021, ROBYG has published an annual ESG report containing information on the CO2 emissions generated by the company's operations (in Scopes 1 and 2 according to the GHG Protocol),
- b. By the end of 2024, ROBYG will have switched 100% to renewable energy sources in the construction process.

Polish Association of Developers (Polski Związek Firm Deweloperskich – PZFD)



The PZFD is the largest and most influential organisation of the housing development industry, which has represented the interests of property development companies in Poland and the European Union for 20 years. It takes action to create good legislation, improve invest-

ment conditions in the real estate market, professional development of employees of member companies and improve the image of the industry. Wojciech Okoński (long-standing President of ROBYG S.A.) – in 2011-2013 was the President of the PZFD and from 2013 till now he holds the position of the honorary president of PZFD and also a representative of ROBYG S.A.

Polish Association of Construction Employers (Polski Związek Pracodawców Budowlanych - PZPB)



POLSKI ZWIĄZEK
PRACODAWCÓW BUDOWNICTWA

The PZPB is a nationwide organization bringing together companies from the infrastructure and construction sectors, which together represent over 70 percent of the general contracting market in Poland. By being a member of the PZPB,

ROBYG S.A. has the opportunity to directly participate in shaping and creating systemic solutions for the infrastructure and construction sector.

Gdansk Business Club



The Gdansk Business Club is an association of entrepreneurs, managers and intellectuals of the Coast. It was established in 1994 and its mission is an activation of the economy, mutual support in business activities, as well as the development of culture, education, health care, as indispensable factors for creating wealth and development in the region. Zbigniew Wojciech Okoński was one of the founders of the Club and he still represents ROBYG S.A. in this organisation today.

Business Centre Club



In addition, for many years our company has been a member of the Business Centre Club ([link](#)) and it inspires and shares good practices during conferences and webinars targeted at executives. Among other things, in 2022 ROBYG S.A. was a partner of the highly regarded ESG event in Poland named: "Responsible Business Week"

([link](#)), consisting of panel discussions, presentations and workshops on ESG and sustainability.



1.6. Our awards and honourable mentions

MOST IMPORTANT HONOURABLE MENTIONS FOR ROBYG S.A. IN 2022



Diamenty Forbes – honourable mention for ROBYG S.A. as the most dynamically growing company in Poland



ESG Innovator – the Polish ESG Association awarded our company an honourable mention in the Social Innovation category for our design of the 15-minute city concept



Socially responsible company – Gazeta Finansowa Weekly awarded our company an honourable mention for our activities under ROBYG for Planet

Ranking of the Best Employer of the Year 2022 – Gazeta Finansowa Weekly recognised our company for all our activities for employees, including development opportunities, benefit packages and solutions that have a significant impact on employee satisfaction.

Manager of the year 2022 House & Market – Wojciech Okoński - honourable mention for responsible action in support of both communities and individuals operating around the company.

“Responsible Business in Poland. Good practices” – Published annually by the Responsible Business Forum. The report is Poland’s largest overview of CSR and sustainability initiatives. The 20th edition recognised actions taken by 283 companies, including 9 initiatives and actions by ROBYG: Biodiversity and the fight against urban heat islands, ROBYG Green Standard, Electromobility and Micromobility on ROBYG estates, 100% renewable energy by 2024, European Climate Ambassador, Internal Regulations in response to climate change, ROBYG S.A. announced ESG strategy, ROBYG promotes diversity and women’s participation in company management, 15-minute estates. The 21st edition will recognise 6 initiatives by ROBYG S.A.

2nd place in the Construction Leaders Ranking, organised by the “Builder” magazine together with PwC Poland and Dun&Bradstreet Poland. The list included 207 of the largest property developers, general contracting companies and building materials manufacturers with the highest sales revenues in 2018-2020 and which were consistently featured in the three editions of the Builder’s Ranking.

4th place in the Builder ranking of 300 largest development companies in Poland. The ranking was compiled by PwC, the Builder Monthly and Bisnode Poland and is an independent study based on the financial results of companies achieved in 2020.

Baumit Facade of the Year competition – the main prize awarded to ROBYG Jagodno investment in Wrocław.

Ranking of rynekpierwotny.pl portal

- **2nd place in the Ranking** of rynekpierwotny.pl awarded to the Modern City development building F.
- **3rd place in the Ranking**, Q2 2022, Best investment in Gdansk - VISTA.
- **2nd place in the Ranking**, Q3 2022, Primary Market, Best investment in Gdansk - Wiśniowa Aleja.



CHAPTER 2.

ROBYG FOR PLANET

ROBYG FOR PLANET

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

Being aware of the impact of the construction sector on the planet, we have been designing and building our developments with care for the environment for years. We believe that our commitment to tackling climate change is relevant for future generations, but at the same time it responds to the changing needs of our stakeholders. We are convinced that only environmentally and socially responsible business activities produce long-term positive results and strengthen the company's leading position.

As a residential developer, we are actively involved in the stage of erecting structures, i.e. the construction phase. However, the life cycle of a building encompasses all stages of its existence - from the extraction of the natural raw materials necessary for the production of building materials, through the construction and use stage to the end-of-life stage, i.e. the demolition, dismantling and possible recycling or reuse of individual parts.

In carrying out our activities, we have the greatest impact on the emissions generated during the construction stage, and it is our goal to reduce our environmental impact, including CO2 emissions generated during this specific stage of the life of a building.

Three focus areas in the strategic 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

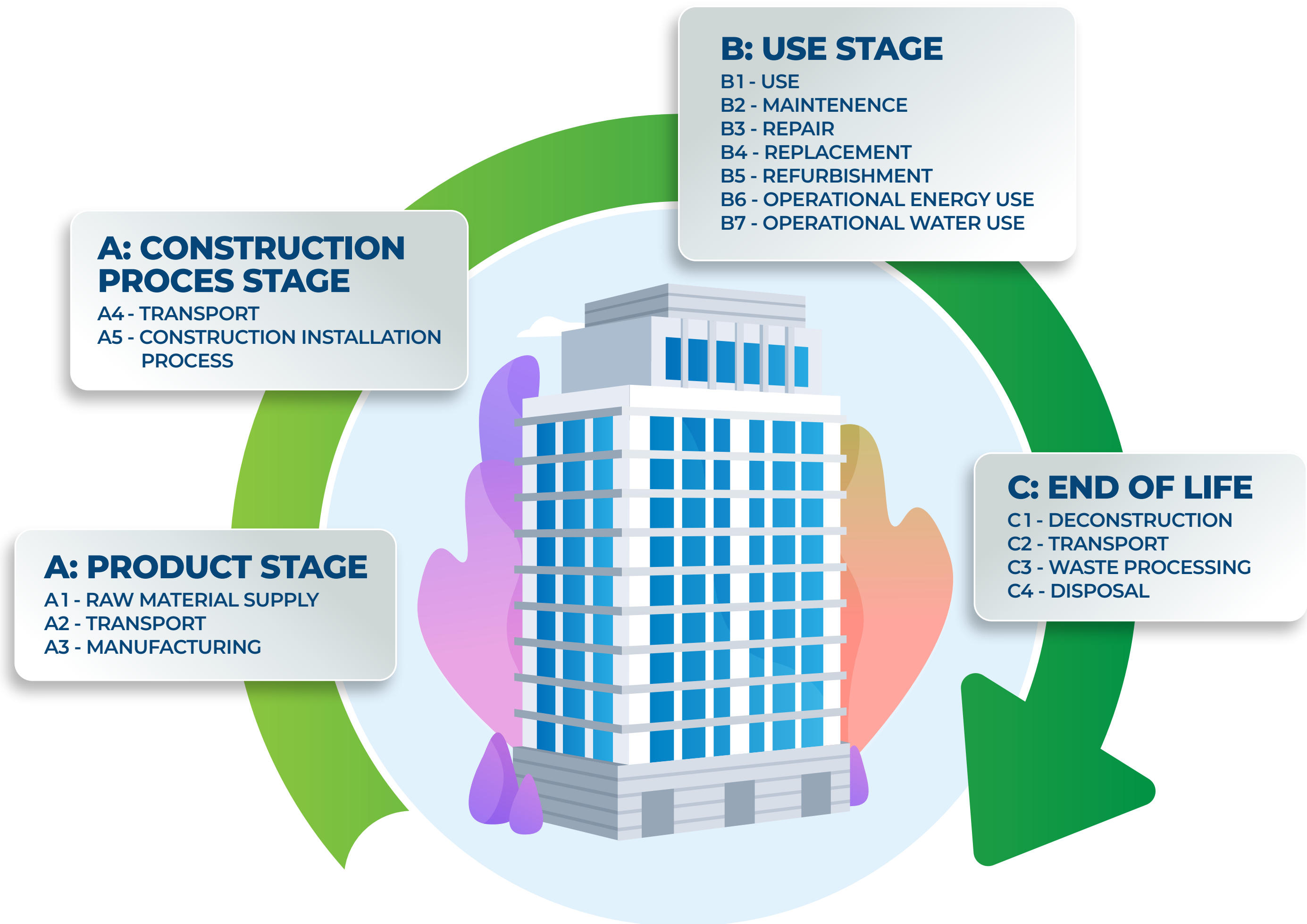


Our approach to environmental management issues during construction is best reflected in ROBYG's philosophy of sustainable operations. For us, this means both proper preparation of the sites for construction: by performing soil surveys, sustainable design, protecting plants and animals during construction, as well as using only proven, compliant materials and modern construction technologies. It also means using energy from renewable sources during construction and aiming to increase the energy efficiency of newly constructed buildings.

The three largest emitters of greenhouse gases are, in order, China, the USA and India¹. In total, Europe is responsible for 10% of global CO2 emissions, with Poland alone responsible for 1% of global emissions. European emission reduction targets require a solidarity-based approach across many industries and sectors to prioritise reducing the carbon footprint of business activities. The goal of reducing the EU's greenhouse gas emissions by 55% by 2030 and zero-carbon by 2050 brings concerted climate efforts to the fore. The decarbonisation of building processes, together with design aimed at reducing the carbon footprint of buildings at the use stage, are important areas in the battle for climate protection.

Low- and zero-carbon technologies and all new solutions related to climate change mitigation mean a revolution in the approach to large-scale construction.

The pillar ROBYG for Planet covers three focus areas, to which specific and fully measurable ESG goals and initiatives are assigned.



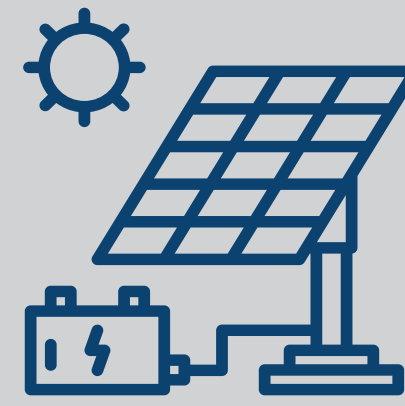
KEY ACCOMPLISHMENTS:



4 066 m²

area of flower meadows in 2022

1399 m² in 2021



85%

of the electricity that powers our construction sites comes from renewable energy sources in 2022

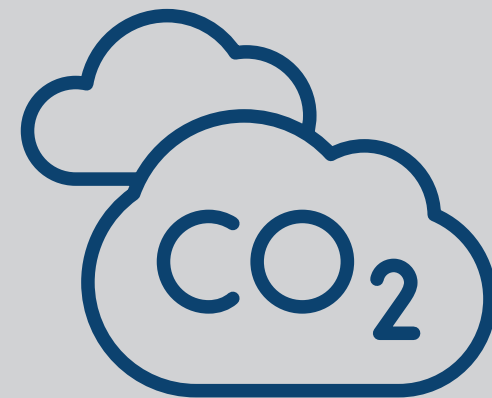
54% in 2021



97%

of ROBYG designs compliant with the 15-minute city concept in 2022

80% in 2021



100%

housing estates put on the sale with a minimum of 5 low-carbon solutions



31 897 m²

area of green roofs in 2022

approx. 23 900 m² by 2021 r.



KEY ACCOMPLISHMENTS:



100%

of ROBYG housing estates
containing elements
protecting biodiversity
in 2022

72% in 2021



17 155

number of apartments
equipped with a Smart
Home System in 2022

14 200 by 2021



ok. **9 500 m²**

area of rain gardens in 2022

approx. 2 500 m² in 2021



80 265 m²

biologically active
area created in
2022



2957 tonnes CO₂e

ROBYG emissions in the scope 1 and
2 covering administrative activities
and the construction process

4 032,2 in 2021

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 Group Code of Conduct;*
- *ROBYG Design Standards.*

As part of the pillar ROBYG for Planet, we focus on contributing to the following UN Sustainable Development Goals:



2.1. Green standard for low-emission performance

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

Our strategic goal in moving towards low emissions:

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 2022:

Percentage of renewable energy powering our construction sites in 2022

85%

Disclosure of Scope 1 and 2 CO2 emissions in accordance with GHG Protocol for 2022.

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 its changes

ROBYG manages the environmental area by adopting appropriate procedures, developing guidelines, implementing them, as well as monitoring the progress of the work and compliance with the recommendations.

The most important documents relating to the area are:

1. **The Environmental Policy**, introduced in 2021 which sets out the intentions, objectives and actions of the ROBYG Group companies with regard to environmental protection and climate change mitigation and adaptation. It recommends:

- Striving 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 electromobility and micromobility.
- Striving to reduce or offset negative impacts on biodiversity as part of our operations.
- Implementing solutions allowing for retention of rainwater and snow-melt in the place of their creation and reusing in the area of executed investment projects.
- Striving to reduce the consumption of natural non-renewable resources in the design, construction and use of our developments.
- Striving to reduce urban heat island effect by eliminating low albedo surfaces and increasing the share of green and blue infrastructure.
- Striving to increase the environmental awareness of our employees, associates and customers by promoting green solutions and an eco-friendly lifestyle².

2. **The Code of Conduct for suppliers and subcontractors** introduced in 2021 and updated to the Code of Conduct for Business Partners in force from January 2023, covers the area of environmental impact and recommends actions for subcontractors and suppliers in terms of minimising greenhouse gas emissions, responsible waste management, use of energy from renewable sources and compliance with legislation.

3. **Guidelines for architects and green space designers on biodiversity conservation and green space management** introduced in 2022 as part of the ROBYG Design Standards with design recommendations such as preserving the most valuable existing habitats and natural elements on the project site, maintaining the most valuable green space and maximising the biologically active area. They refer in detail to, among other things, the dendrological inventory and stand management, the natural inventory of flora and fauna, and include recommendations for the selection of plants and materials.

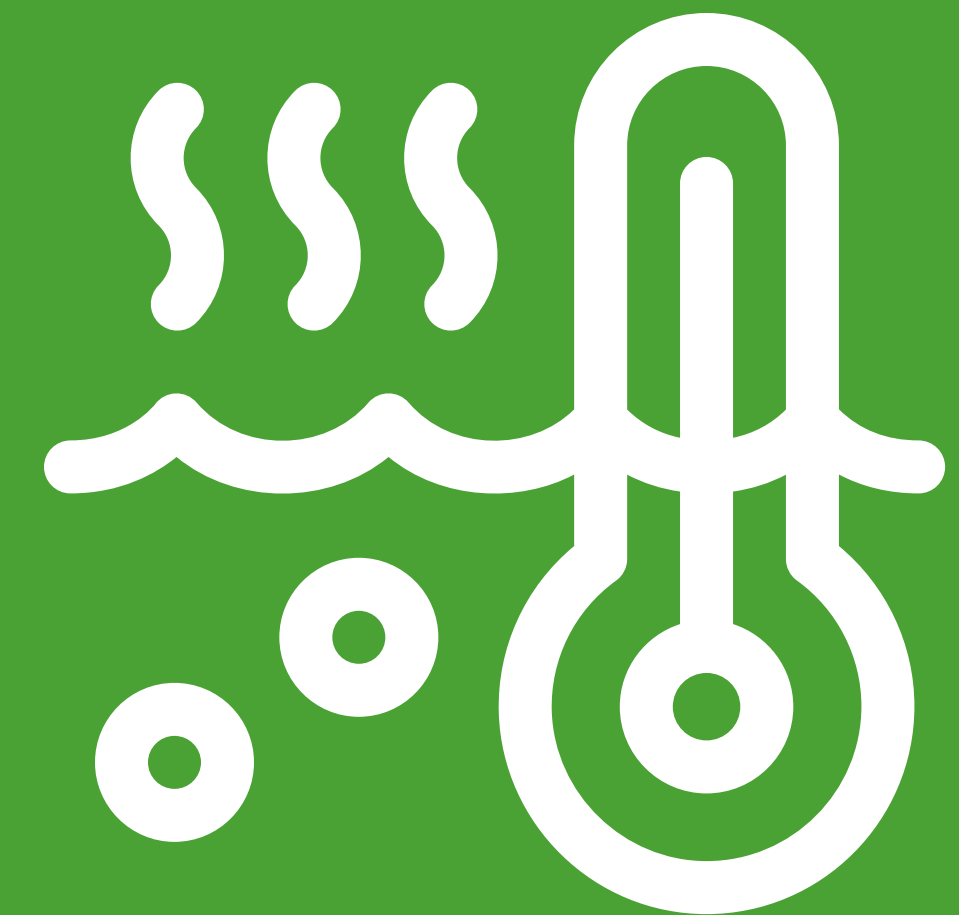
2.1.1.2. Reducing urban heat islands

The consequence of densely situated buildings in agglomerations is the so-called urban heat island effect, i.e. heat accumulation in urban space. Their causes include the accumulation of artificial surfaces in cities, low proportions of green areas and poor ventilation.

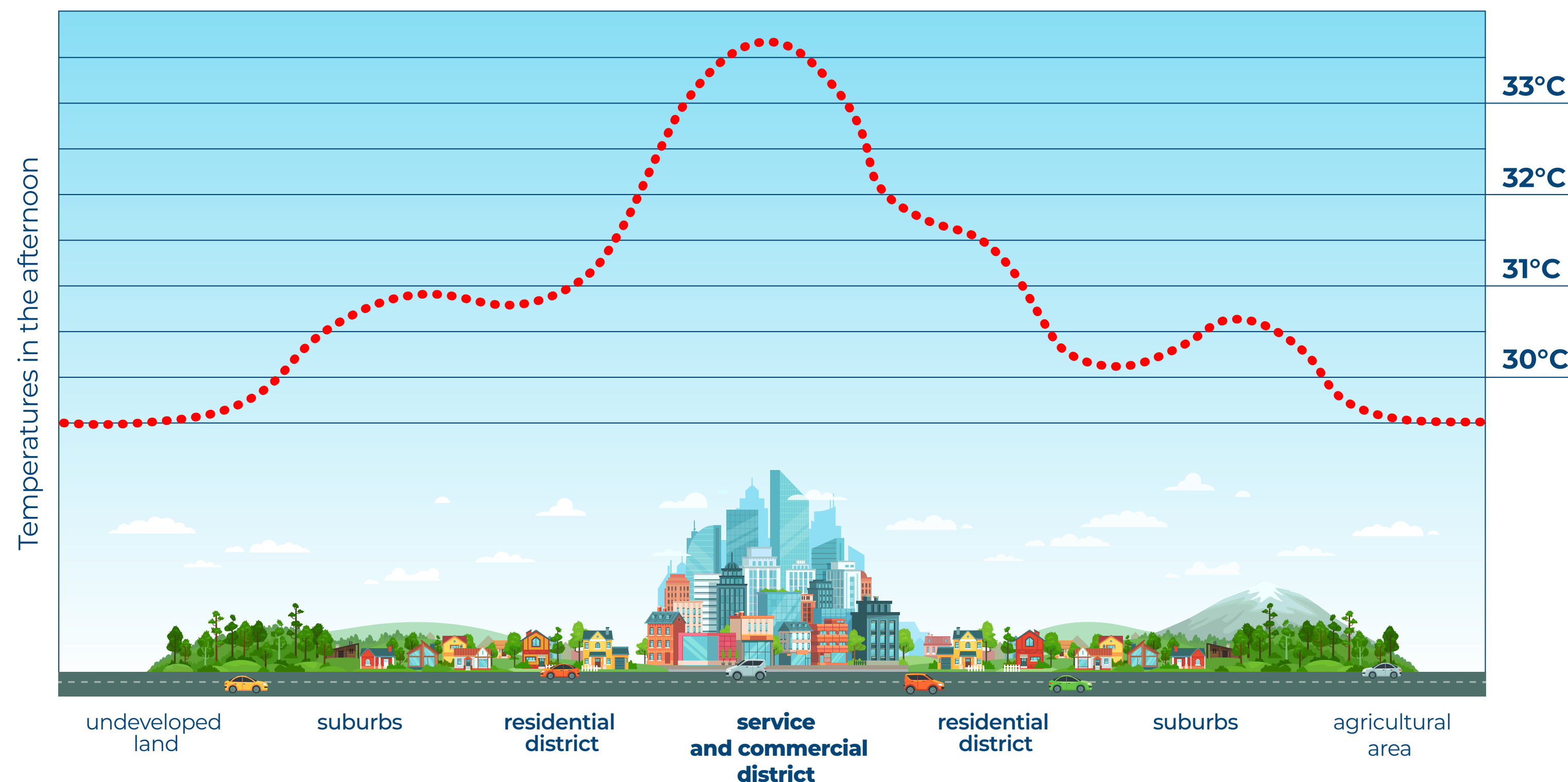
The increase in the intensity of urban heat islands is caused, among other things, by climate change, the growth of cities worldwide and the rapidly increasing number of buildings and their inhabitants. For this reason, biologically active areas are becoming a very important component of urban space. Therefore, at ROBYG, we are developing infrastructure and solutions to prevent further urban heat islands.

CHALLENGE: URBAN HEAT ISLANDS

Concrete, asphalt or brick absorb more sunlight than they reflect and then give off energy raising the ambient temperature. In addition, the following contribute to raising the air temperature in the city emissions of gaseous and particulate pollutants from fuel combustion in transport, industry and combined heat and power generation.



Heat island over the city - an example of temperature distribution ³



ROBYG SOLUTION

In response to the urban heat island phenomenon, we are acting to lower temperatures and increase the thermal comfort of the residents of our estates by:

- reduction in hardened surfaces, e.g. pavements and roads
- development of rain gardens and green areas filled with rich vegetation
- development of green roofs on which we plant plants that help to reduce the heating of buildings, purify the air, retain water, dampen noise, and provide shelter for birds and insects

31 897 m²
the area of green roofs in ROBYG estates⁴

d. use of bright, reflective façades on our buildings

e. planting climbing plants on the facades of our buildings

Climbing plants help to reduce the amplitude of air temperature fluctuations near the wall, reduce humidity fluctuations, but also protect the wall from sunlight.

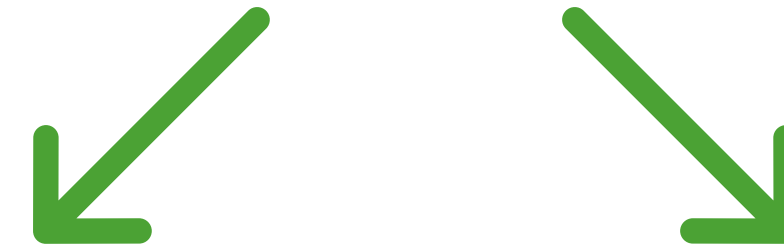
Plants have an impact on lowering urban temperatures through the process of evaporation. Water evaporates and is expelled into the environment protecting the plants from overheating, which also lowers the air temperature and humidifies the air. In addition, the use of such solutions has a beneficial effect on the air, cleaning it of excess dust and gases.

2.1.1.3. Green standard

In order to achieve our ambitions and goals in the fight against climate change and to reduce the inconvenience of urban heat island phenomena, ROBYG has developed the first structured GREEN STANDARD in the property development market.



ROBYG Green Standard



1. ROBYG Green Standard for clients

Modern pro-environmental solutions allowing to care for the environment and reduce the costs of everyday living.

The key elements of ROBYG Green Standard are included in the finishing standard, which is annexed to every contract signed with our client

2. ROBYG Design Standards

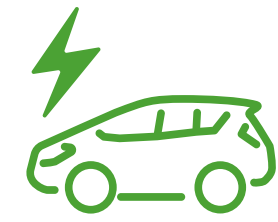
Standards and guidelines for architects, designers and subcontractors. It is a series of specially prepared assumptions covering building construction, use of materials, water and sewerage solutions, green design.

The green standard in the form of internal procedures, prepared for designers, architects, contractors consists of:

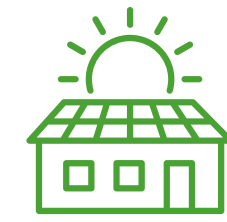
Building standard, sanitation standard, electrical standard, guidelines for architects and green space designers on biodiversity conservation and green space management, pzt guidelines ohs aspects.



The Green Standard for clients includes a total of 15 elements:



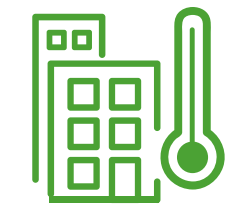
Electric car chargers



Photovoltaic panels



LED lighting



Environmentally friendly external insulation



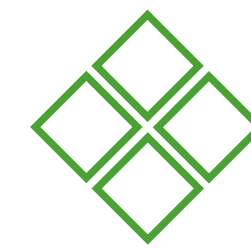
Pro-ecological roofs



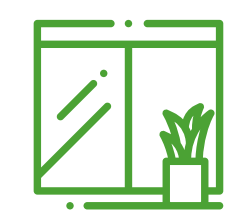
Smart House System by Keemple



Solar benches



Anti-smog pavements



Triple-glazed windows and anti-smog ventilators



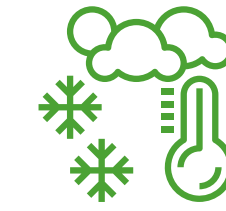
Birdhouses and insect hotels



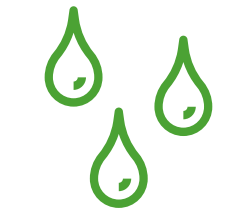
Solutions for micro-mobility



Green and recreation areas in the housing estate



Weather system and motion sensors



Rain gardens and green walls



Flower meadows

2.1.2. ROBYG's achievements in the field of low-emission solutions

2.1.2.1. GHG emissions

GRI 305-1, GRI 305-2, GRI 305-5

The cornerstone of greenhouse gas management is its strictly monitoring and tracking of the impact of implemented solutions on the company's emissions performance. In 2021, we performed an emissions analysis for the first time in the ROBYG Group. The results of this analysis provide us with a benchmark for action to reduce greenhouse gas emissions. Importantly, their implementation is verified by the European Commission since ROBYG, as a member of the European Climate Pact⁵, has declared carbon footprint disclosure targets.

At ROBYG, a significant proportion of electricity and fuel consumption comes from construction activities, so we have chosen to include in Scope 2 emissions arising from the production stage of buildings (see the first section of this chapter for a detailed description), excluding emissions related to ROBYG's activities as an organisation. We calculated our Scope 1 and 2 emissions using the Greenhouse Gas Protocol Corporate Standard.

The increase in total direct emissions between 2021 and 2022 is the consequence of inclusion in the calculation of thermal energy consumption for heating buildings during the construction process, i.e. until the building is handed over to the community for administration. The consumption is part of the construction phase of the building life cycle. Regardless, ROBYG S.A.'s total emissions are almost 5% lower compared to 2021, thanks to the high ratio of electricity from renewable energy sources.

The ROBYG Group's total direct emissions in Scope 1 in 2022 amounted to:

358,8 tonnes of CO₂e
(vs 228,8 tonnes of CO₂e in 2021) ▲

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

The ROBYG Group's total indirect emissions in Scope 2 in 2022 calculated using the market-based⁶ method amounted to:

2 598,6 tonnes of CO₂e
(vs 3 803,3 tonnes of CO₂e in 2021) ▼

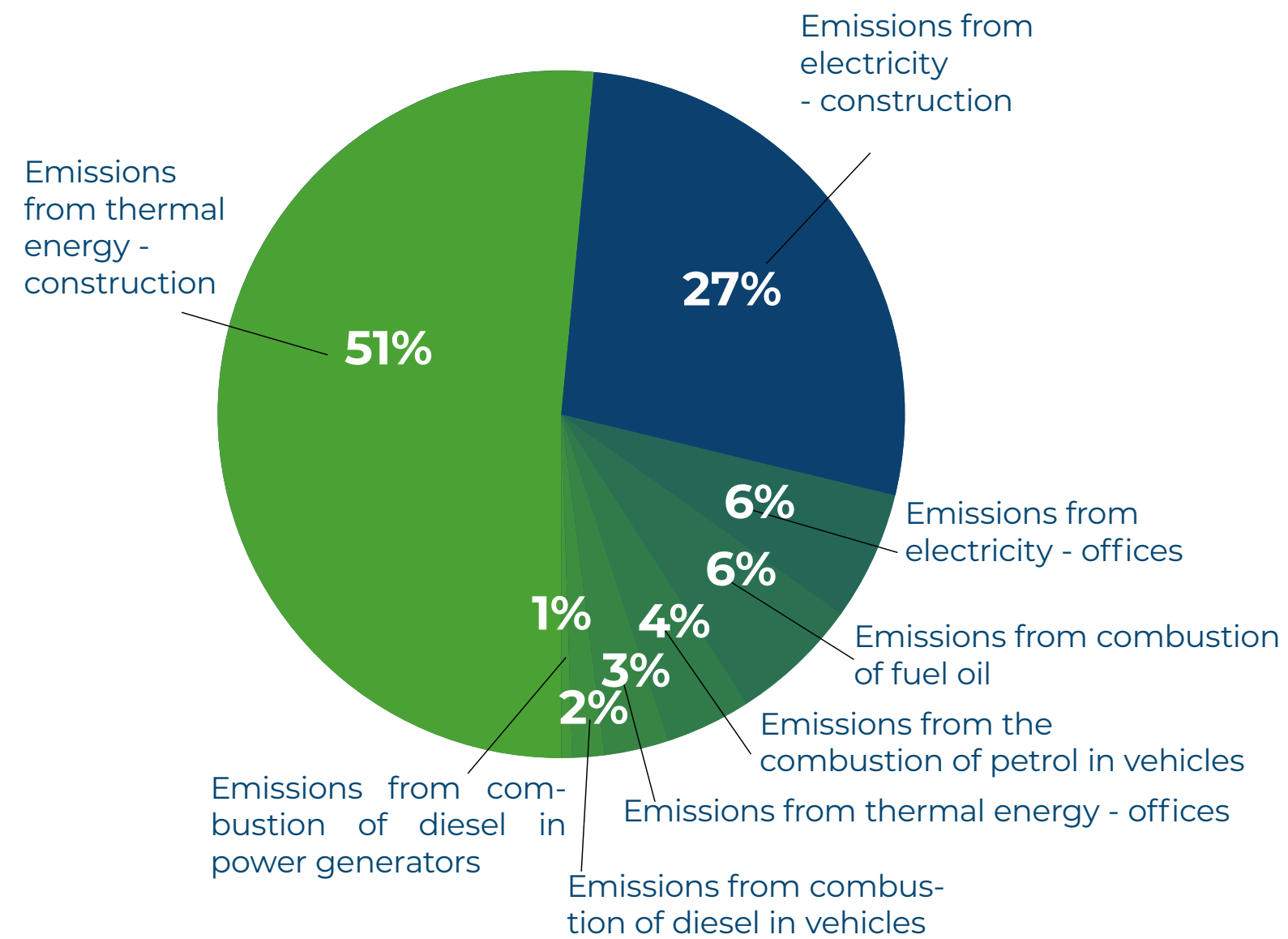
- **Scope 2** - indirect emissions related to the consumption of electricity and heat purchased from suppliers, i.e. emissions from electricity consumed in office operations and in the construction process, and from heating in offices.

The ROBYG Group's total Scope 1 and Scope 2 emissions in 2022 amounted to:

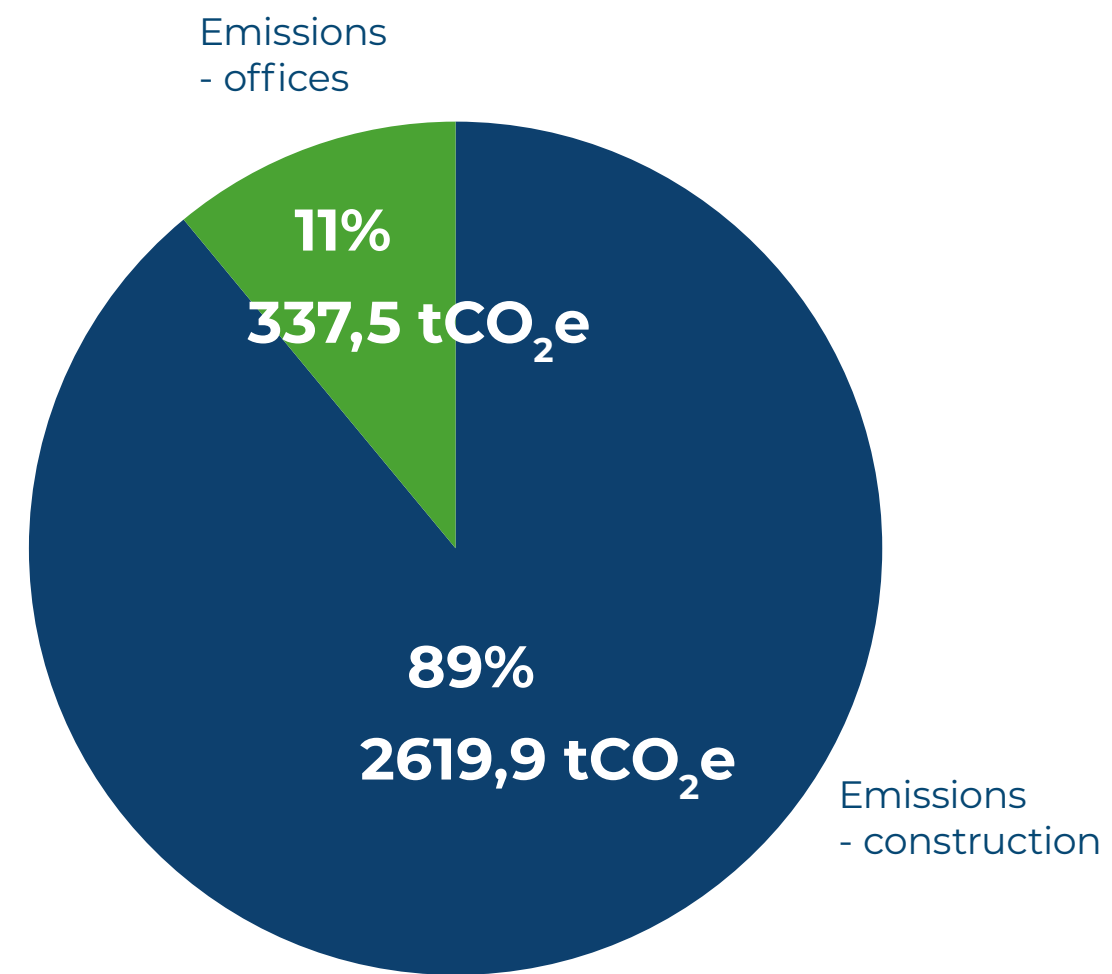
2 957,4 CO₂e
(vs 4 032,2 tonnes of CO₂e in 2021) ▼



The graph below shows a detailed breakdown of emissions in the ROBYG Group:



Scope 1 and 2 (market-based) CO₂e emissions in tonnes - 2022



ROBYG emissions by source

SCOPE 1'	
GROUP DIRECT SCOPE 1 GREENHOUSE GAS EMISSIONS	
Emissions from combustion of petrol in vehicles	118,0 tCO ₂ e
Emissions from combustion of diesel in vehicles	47,3 tCO ₂ e
Emissions from combustion of natural gas for investment project purposes	27,9 tCO ₂ e
Emissions from combustion of fuel oil for heating purposes	165,6 tCO ₂ e
TOTAL	358,8 tCO₂e

Included in Scope 1:

1. Fuel used in company vehicles. Emissions related to the combustion of fuels in vehicles used by the Group.
2. Fuel used in sources controlled by the organisation. Emissions associated with the combustion of fuels for power generation in sources controlled by the Group (i.e. oil boilers,).
3. Process emissions - refrigerants. Omitted due to marginal impact on total emissions.

89% of ROBYG Group's CO₂ emissions are generated in the construction process, i.e. during the building construction phase

SCOPE 2 ⁸		
GROUP INDIRECT SCOPE 2 GREENHOUSE GAS EMISSIONS	Emissions „market-based” [tCO ₂ e]	Emissions „location-based” [tCO ₂ e]
Emissions from electricity - offices	177,5	257,3
Emissions from electricity - construction	805,6	1135,4
Emissions from thermal energy - offices	90,4	103,0
Emissions from thermal energy - construction	1525,0	1747,6
TOTAL	2598,6	3243,4

Included in Scope 2:

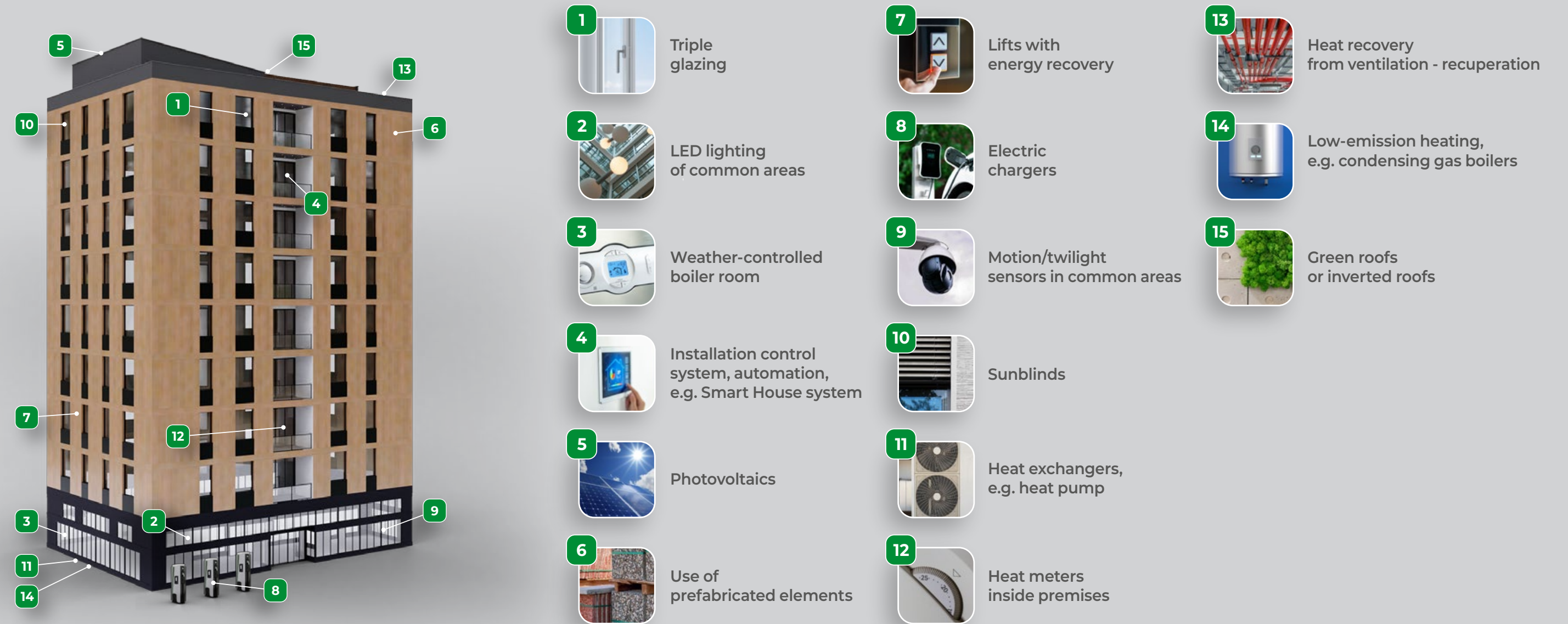
1. Purchased energy: Emissions related to electricity and heat purchased and consumed by the Group for its operations. Calculations based on energy quantities in kWh or GJ and energy consumption rates per area.

2.1.2.2. Low-emission solutions at ROBYG

As part of our commitment to reducing greenhouse gas emissions, we look for modern technological solutions that we implement **as part of the ROBYG Group Green Standard**. It consists of, among other things, ROBYG Design Standards including building, electrical and sanitary standards. Their role is to consistently introduce solutions classified as low carbon in ROBYG's investment projects. **These solutions contribute to reducing CO2 emissions in the operational phase of the building and indirectly contribute to lowering maintenance costs, i.e. rental charges.**

Low-emission solutions

LOW EMISSION SOLUTIONS



100% of estates put on sale in 2022 by ROBYG have a minimum of 5 low-carbon solutions⁹.

81 059

**luminaries with LED light sources
by the end of 2022¹⁰**

66 815 by 2021

100%

**of estates put on sale in 2022 have the option
of installing an electric car charger¹¹**

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

In 2015, we were the first company in the property development sector to introduce the Smart House system by Keemple as standard (at no extra charge to clients). ROBYG Smart House by Keemple is a set of intelligent devices that affect the comfort and functionality of the apartment and the sense of security. The set includes a door and window sensor, multimedia controller, flood sensor, roller shutter controller, heating controllers, among others. The installation of the system is free of charge for ROBYG clients.

With Smart House by Keemple, we are contributing to reducing the carbon footprint of buildings in the operational phase. Its elements allow for controlling the amenities in the apartment, for instance, to regulate the temperature and heating remotely or operate the roller shutters. The system can also turn off all electrical appliances which passively use electricity. The ROBYG Smart House system is not only environmentally friendly, but it is also affordable, as the use of these smart devices offers the possibility to reduce the running costs of the apartment.

17 155

**ROBYG apartments equipped with
the Smart House system to date¹²**

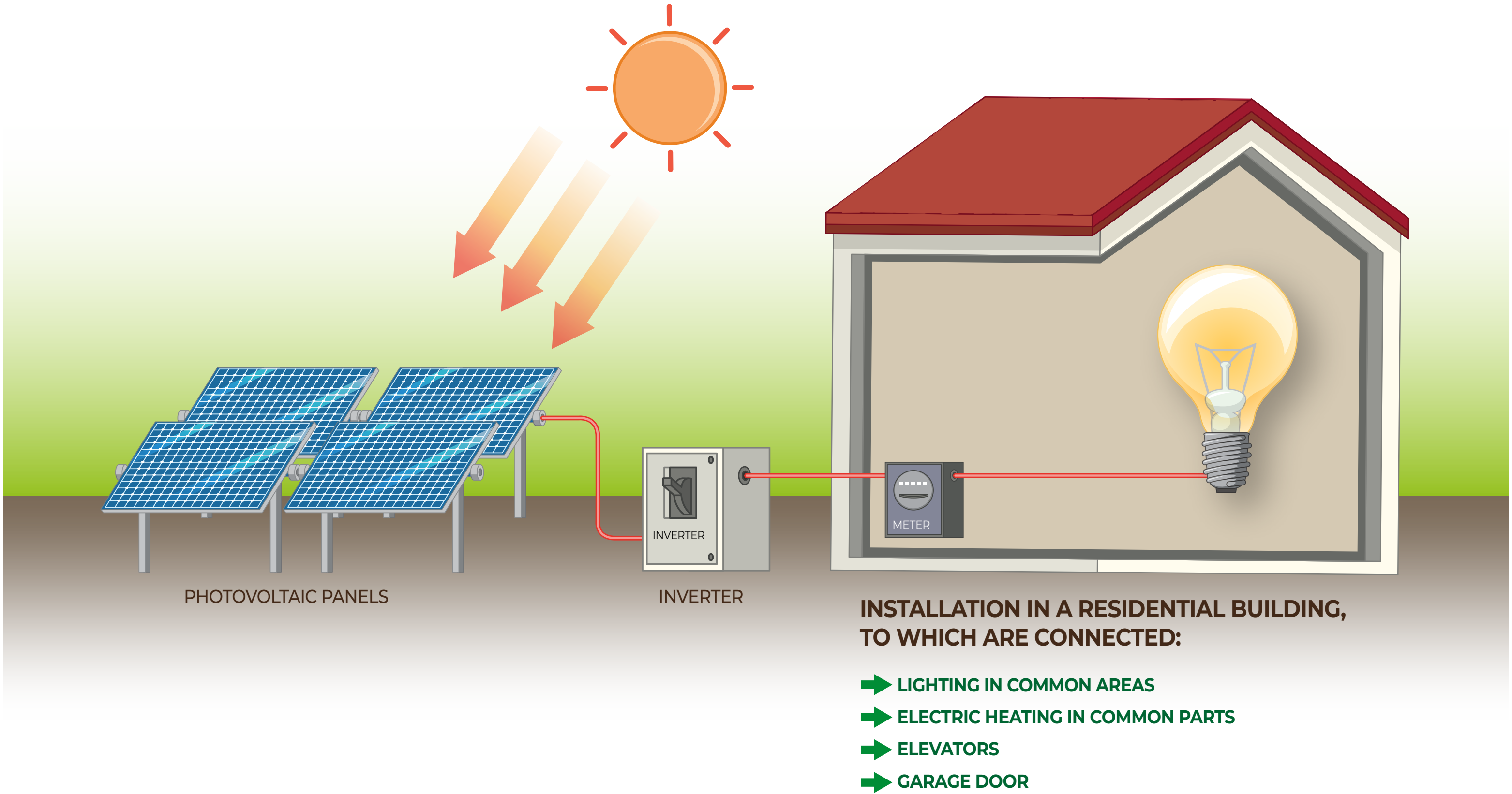


2.1.2.4. Examples of low-emission solutions – energy from the Sun

In the interests of the environment and the comfort of the residents of ROBYG estates, we install photovoltaic panels. We are regularly increasing their quantity and capacity. We installed the first photovoltaic panels in 2016.



A photovoltaic (PV) installation is a system of devices which produce electrical energy from solar radiation



The photovoltaic system installed at ROBYG developments powers the common parts of the buildings and the lifts. This makes it possible to reduce building maintenance costs and thus decreases rental charges. In addition, it does not emit CO2 and produces no harmful substances. It is important to note that the production of electricity from a photovoltaic installation does not require the use of water and does not emit any substances or dust that are harmful to health during production. It also does not generate noise.

In 2022, the total installed capacity of photovoltaic panels was 686.5 kWp, reducing the electricity demand of residential buildings from external power sources.

4 170 m²
area of photovoltaic panels with a total capacity of 686.5 kWp¹³

In addition to photovoltaic panels, ROBYG also uses solar energy from solar panels. In 2022, as part of the Szumilas development in Gdansk, we commissioned buildings that also use solar energy from solar collectors that store energy to heat water.



2.1.2.5. Examples of low-emission solutions - weather automation

Weather automation is a set of devices designed to monitor weather conditions and regulate the heat supply. A special sensor installed outside the building reacts to weather conditions. The heat supply is stopped when the outside temperature is higher than the temperature scheduled in the heating substation and the heat supply is started when the temperature is lower. In other words, when the outside temperature rises, the weather automation reduces the flow of heat to the radiators, and when the outside temperature falls, it increases it accordingly.

This saves heating energy consumption so that buildings are not heated unnecessarily and has a positive impact both on our residents' bills and on the environment.

What does weather automation consist of?

- Outdoor temperature sensor located outside the building,
- Controller that adjusts the value of the water temperature in the radiators according to a specific outside temperature,
- Control valve with actuator responsible for enforcing the changes set by the controller.

2.1.3. Energy and energy efficiency

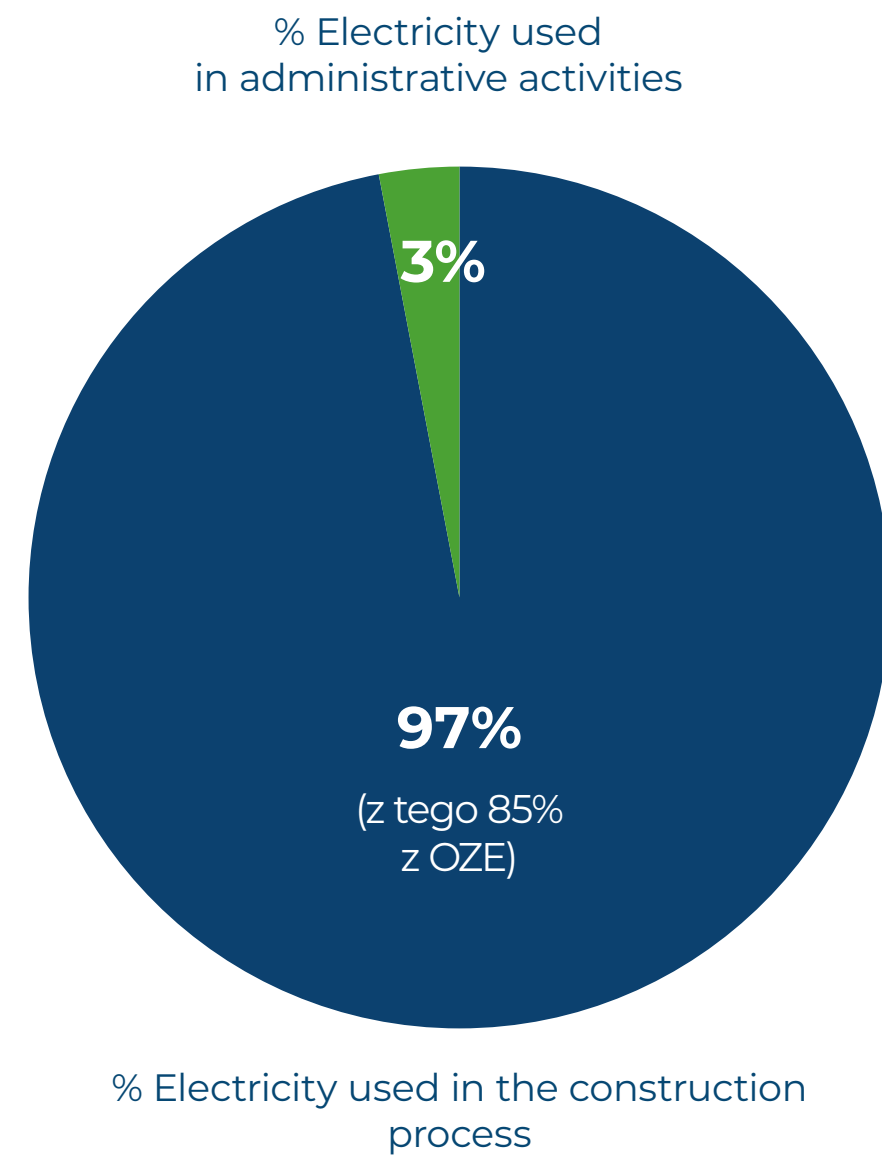
GRI 3-3 of the material reporting topic:
 Energy and energy efficiency

2.1.3.1. ROBYG goals for electricity consumptions

The electricity consumed in the construction process represents 97% of the total electricity consumed by the ROBYG Group in 2022. Energy used for administrative purposes accounts for only 3% of the company's consumption

For this reason, ROBYG's commitment to switch to 100% RES energy in the construction process by the end of 2024 is a milestone on our path to low carbon.

Consumption of electric energy in ROBYG



85% of the total electricity consumption or 7,348 MWh on ROBYG construction sites was from renewable energy sources¹⁴.

In ROBYG's ESG Strategy, we set ourselves the ambitious goal of using 100% electricity from renewable energy sources in the construction process by the end of 2024. We are proud of our achievements to date in this field.

In 2021, we noted the consumption of renewable energy at the level of 54%. And just one year later, in 2022, we report that 85% of the electricity used for our developments comes from renewable sources.

This is a clear signal to us that we have taken a good and effective course of action in this area, and that we are moving boldly towards achieving a **100% renewable electricity rate in 2024**.



2.1.3.2. Energy and fuel consumption

GRI 302-1

Energy consumption in 2022	
Direct energy consumption ¹⁵	
Natural gas	140 MWh
Fuel oil	62567 Litry
Combustion in the fleet	69605,6 Litry
Diesel	17657,16 Litry
Petrol	51948,44 Litry
Indirect energy consumption ¹⁶	
District heating ¹⁷	4796,00 MWh
Electricity ¹⁸	8986,65 MWh
including energy from RES ¹⁹	7348,00 MWh
including energy from RES	81,8%
Total energy consumption (direct and indirect)²⁰	15244,65 MWh
share of renewable energy sources	48,2%

2.1.3.3. Energy efficiency of ROBYG buildings

At ROBYG, we make sure that our buildings are not only environmentally friendly, but also affordable to use. One of the reasons we achieve this effect is the favourable energy efficiency of our properties. The high energy efficiency of buildings makes it possible **to reduce energy bills and save raw materials**. Less energy consumption in turn means **reduced air pollution emissions** and therefore a cleaner planet. This benefits our clients, residents and the environment.

The energy efficiency of a building is referred to as its energy performance, i.e. the degree to which the building is prepared to provide thermal comfort to its residents during use while using the lowest possible amount of energy to heat or cool it²¹.

The energy efficiency of a building depends primarily on:

- thermal insulation solutions applied to walls, roofs and windows and doors
- the cooling and heating systems used
- the ventilation systems used
- the materials used and their characteristics

At ROBYG, we use appropriate quality thermal insulation materials, triple-glazed windows, mechanical ventilation, solar panels for hot water heating, hot water circulation and corridor wall insulation. Energy efficiency is also influenced by the solutions we have defined as low carbon [\(see more HERE\)](#).

Energy efficiency of buildings constructed in 2022

energy efficiency of buildings per m ² / year (percentage) ²²	
< 30 kWh	0,0
31 – 50 kWh	0,0
51 to < 75 kWh	58,0%
76 to < 100 kWh	37,0%
101 to < 130 kWh	0,0
131 to < 160 kWh	0,0
161 to < 200 kWh	5,0%
201 to < 250 kWh	0,0
> 251 kWh	0,0



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

2.1.4.1. Raw materials and waste in the construction process

ROBYG's Environmental Policy pays a lot of attention to the management of raw materials necessary for the construction processes of the estates. From the point of view of care for the environment, managing non-renewable resources and moving towards a circular economy is particularly important.

All construction materials used in our investment projects have certificates and/or declarations allowing them to be used in construction. In accordance with the provisions of Regulation 305/2011 of the European Parliament of 9 March 2011, ROBYG designs and constructs buildings to meet the requirements of the aforementioned regulation, i.e. we use CE-marked construction products with a mandatory Declaration of Performance (DoP) or an optional Environmental Product Declaration (EPD).

One of our ambitions is to progressively aggregate product carbon footprint information 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.

We oblige suppliers and subcontractors to manage waste responsibly on the construction site. We also oblige them to recycle the waste generated on site, if possible.

ROBYG Construction, as the general contractor, includes waste management provisions in its 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.*

ROBYG applies the following guidelines in its relations with subcontractors:

1. The Partner shall comply with waste management regulations,
2. The Partner shall strive to minimize the generation of waste associated with 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.

At ROBYG technical offices located on construction sites, municipal waste is collected selectively and in accordance with the rules of the respective city.

2.1.4.2. Waste management in offices

We make every effort to manage waste responsibly in our offices. To this end, we initiated the **ROBYG Less Waste Office** program. It involves:

- sorting of all waste,
- reducing the amount of paper used;
- reducing plastic in daily office activities;
- using FSC-certified paper on which marketing materials are printed;
- recycling of office and marketing materials.

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

In line with the guidelines included in the **ROBYG Group Environmental Policy**, „we aim to raise the environmental awareness of employees,

associates and clients by promoting green solutions and an eco-friendly lifestyle". To this end, we inform employees how to properly sort and recycle office waste.

All ROBYG offices are equipped with water dispensers and employees have been provided with glass bottles to reduce plastic waste. In the sales offices, on the other hand, clients use glassware and eco-friendly disposable cups.

12,64 tonnes
of waste was recycled in 2022²³

9,35 tonnes
of paper, cardboard and marketing material
recycled was certified²⁴



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 15-minute cities

1. Systematically increase the number of designs in line with the 15-minute city concept to reach 80% of such designs in 2025.

Key metrics of our goal and how well they were met in 2022:

Share of designs in line with the
concept of a 15-minute city
in 2022²⁵

97%

80% in 2021

Number of
playgrounds to 2022²⁶

89

67 by 2021

Number of kids play
zones by 2022²⁷

11

8 by 2021

Number of gyms
by 2022²⁸

35

26 by 2021

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

2.2.1.1. Definition

Developing housing estates in line with the concept of 15-minute cities and promoting the lifestyle it entails is one of the pillars of ROBYG's activities and it is reflected in ROBYG's ESG Strategy.



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:



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 coworking spaces in the area.

The concept of the 15-minute city also relates to the 2030 Agenda adopted by the United Nations. This is because its implementation contributes to the Sustainable Development Goals and in particular corresponds to Goal 11 on making cities and human settlements inclusive, safe, resilient and sustainable.

2.2.1.2. 15-minute cities and health and wellbeing

At ROBYG, we are aware of the social responsibility of architecture. It affects our health, both physical and mental. One of the concepts of 15-minute cities assumes that urban planning and architecture, especially their accessibility, have an impact on the wellbeing and health of residents. It points to walkability or pedestrian accessibility as a fundamental parameter in the concept of 15-minute cities.

Min Weng - the author of the theory backed by research - emphasises that the walkability provided by infrastructure in the form of pavements and paths not only reduces pollution and lowers the cost of living, but also has an impact on physical fitness and the incidence of non-communicable (chronic) diseases. The 15-minute cities program therefore has the effect of reducing the rate of adverse urban environmental impacts. At the same time, according to this premise, architecture is indeed important for our health, as it can influence a healthy lifestyle.

This concept corresponds perfectly with what we call 'health and wellbeing in architecture'. It is the belief that by correctly designing buildings, their surroundings and the apartments themselves, we can help residents to live healthily: physically (understood as living without disease) and mentally (wellbeing and happiness).

According to research, wellbeing is achieved through 5 ways (Five Ways to Well-Being):

- Connect,
- Keep Active,
- Keep Learning,
- Take Notice,
- Give.

These five ways of wellbeing are applied in the approach to the design of estates and their surroundings that we also follow at ROBYG.

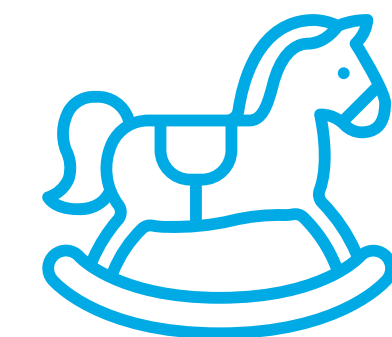
1. Connect – is created by: location - the proximity of important places like school, pre-school, shops, which make us feel that all daily needs can be met efficiently (in 15 minutes); thanks to spaces conducive to casual encounters - wherever people can spend time together, like benches, squares, parks and other places for relaxation both outdoors and indoors; thanks to spaces without strictly defined functions, but clean and bustling, like lifts, where you can chat for a while with your neighbour. When a space is oriented towards pedestrians rather than cars, this is correlated with a sense of community, as perceptions of the pedestrian environment are particularly strongly linked to opportunities for social interaction. This design approach is reflected in ROBYG estates full of playgrounds, chess tables or barbecue zones.



89

number of playgrounds by 2022

67 by 2021



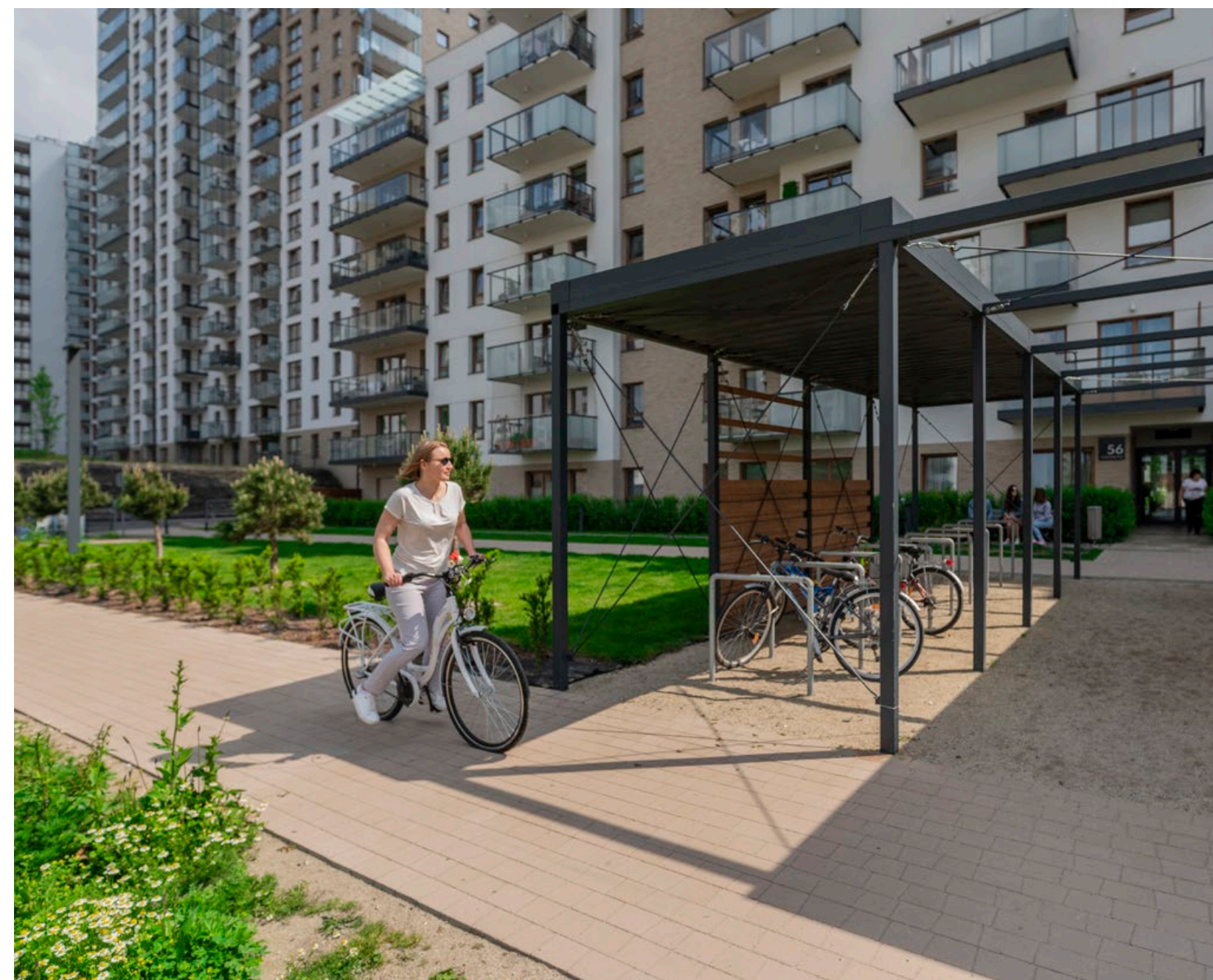
11

number of kids play zones by 2022

8 by 2021

2. Keep Active – occupies a special role at ROBYG, which develops estates following the **active design trend**. It reflects the physical activity mentioned in the cited concept of 15-minute cities as a way to fight disease through architecture. The solutions conducive to physical activity we apply, such as outdoor gyms, indoor fitness, playing fields or jogging paths, are just some of the extensive accompanying infrastructure.

What is important from the point of view of physical activity is a suitable location, such as proximity to parks, forests, ponds and even valuable natural areas and landscape parks, which is conducive to movement and recreation. The walkability aspect, i.e. pedestrian access to destinations such as shops, workplaces or bus stops, extremely important in the concept of 15-minute cities, and the promotion of physical activity through the distribution (separation) of functions on different levels of the building and the creation of attractive experiences along the transport routes (views, art, daylight, greenery), cannot be underestimated here either.



35

number of gyms by 2022

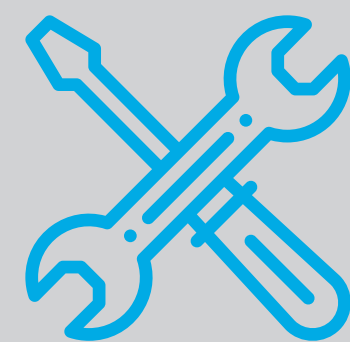
26 by 2021



4 683

number of bicycle racks by 2022²⁹

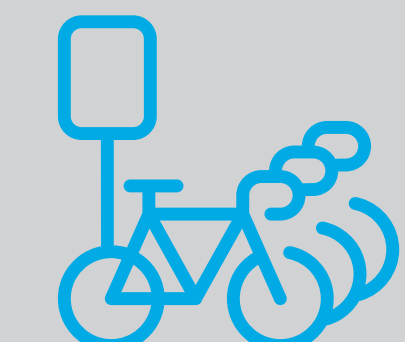
4 008 by 2021



12

Number of bicycle repair stations by 2022³⁰

11 by 2021



4409 m²

area of the bicycle storage rooms by 2022³¹

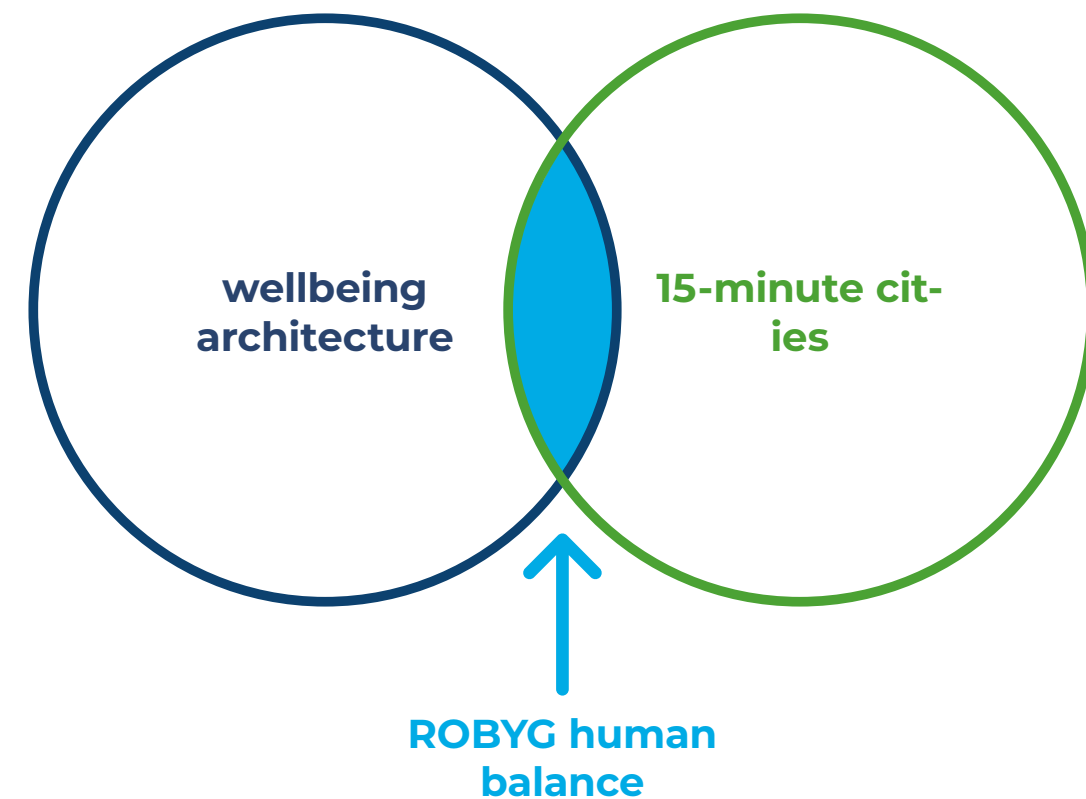
3 835 m² by 2021

Keep Learning – appropriate design and planning of functions in the apartment which provides the user with the opportunity to relax, learn or pursue hobbies is one of the important parameters from the point of view of wellbeing in architecture. At ROBYG, each apartment is analysed from the point of view of its functionality and designed in accordance with internal guidelines to ensure appropriate room sizes. The walls are masonry to provide better acoustics even in small flats.

Take Notice – according to research, an environment full of greenery or interesting artwork, parks, places conducive to relaxation like sun loungers, is an environment conducive to taking notice. Greenery, which is an important part of every investment project at ROBYG, also has a positive impact; an example of this is the private forest for residents (Szumilas development), where one can meet animals, as well as greenery providing various sensations including smells (e.g. the sensory park in the Park Południe development).

Give – as scientists say in the face of stressful lifestyles and exhausting work, communing with greenery reduces stress and helps one feel better. Correlations are pointed out between generosity and the sense of satisfaction it brings to the giver and the environment in which one lives. People from smaller towns and those who spend a lot of time surrounded by nature are more open and generous and therefore happier.

With these tenets of health and wellbeing architecture in mind, which enriches and complements the 15-minute cities concept promoted by ROBYG, we developed the ROBYG HUMAN BALANCE STANDARD.



ROBYG HUMAN BALANCE STANDARD:



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.

Connect



Schools and pre-schools

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

Connect



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.

Connect



Playgrounds

Safe playgrounds are built in our housing estates which will please the youngest and allow parents a moment of rest.

Keep Active



Coworking 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.

Keep learning



Micromobility

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 repair of bicycles.

Keep active



Outdoor gyms

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

Keep active



Smart House by Keemle

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

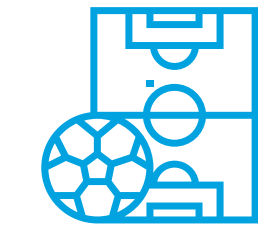
Take notice



Barrier-free estates

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

Connect



Multi-purpose sports fields

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

Keep active



Proximity to transportation

We pay great attention to the location of the investment. In the interest of residents' comfort, our estates are really well linked - there are bus stops, trams stops, commuter train stops, or even underground stops in the vicinity, or their construction is planned.

Connect

2.3. Water and biodiversity

GRI 3-3 of the material reporting topic: Water, Biodiversity

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

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

Key metrics of our strategic goal and how well they were met in 2022

Percentage of ROBYG housing estates with an element protecting biodiversity in 2022

100%

72% in 2021

Area of rain gardens by 2022

approx. 9 440 m²

approx. 2 400 m² by 2021

Number of trees planted in the ground by 2022

approx. 4 020

approx. 3 150 sztuk by 2021

Biologically active area created in 2022

approx. 80 265 m²



12
GRUDZIĄDZKA

2.3.1. For the love of biodiversity

2.3.1.1. Protection of biodiversity in ROBYG operations

GRI 304-2, GRI 3-3 of the material reporting topic: Biodiversity

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.

As a responsible company aware of its impact and the transformation of the natural environment during construction processes, ROBYG places the protection of biodiversity high among its tasks and plans.

Our efforts are reflected in the fact that we have made at least one element protecting biodiversity in each of the ROBYG estates built in 2022. What is more, we ran extensive educational campaigns for the people of Warsaw, Gdansk and Poznan under the slogan 'for the love of biodiversity'.

[Read more about these featured campaigns HERE.](#)

100% of completed ROBYG housing estates have at minimum one element protecting biodiversity.³²



4 066 m²

Area of planted flower meadows by 2022³³

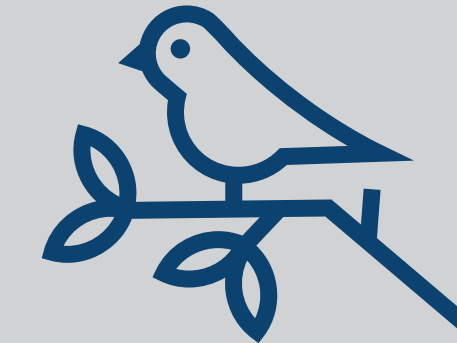
1 399 m² by 2021



4 020

Number of trees planted in the ground by 2022³⁵

3 153 by 2021



112 378 m²

Area of planted shrubs favoured by birds and insects by 2022³⁴

90 744 m² by 2021



31 897 m²

Area of green roofs by 2022³⁶

23 862 m² by 2021

One of the key objectives included in the ROBYG Group Environmental Policy is **to seek to reduce or compensate for negative impacts on biodiversity within our operations. We are pursuing this objective in accordance with the recommendations of the ROBYG Group Environmental Policy.**

We take actions supporting biodiversity during the 3 phases of building construction, that is, at the planning stage (including design and due diligence), at the construction stage - e.g. by protecting existing greenery through relocating species - and at the use stage (by providing appropriate facilities for housing estates and arranging green areas). Our activities include:

a. Planning stage

- We carry out due diligence with particular attention to environmental issues, such as the flora and fauna present on the site and the possibility of encountering protected species. We check the historical development of the site and the possibility of historical land and ground contamination.
- We carry out nature inventories including inventories of endangered species. If the existence of protected species is demonstrated, we obtain the relevant decisions in accordance with applicable regulations under the Nature Conservation Act

WHAT IS NEW IN 2022:

- We introduced the Guidelines for architects and green space designers on biodiversity protection and green space management as well as changes to the existing design standards - sanitary and construction – as well as new regulations to address biodiversity issues in a precise way.

Among other things, they recommend:

1. solutions to prevent birds from colliding (solutions especially for windows and balustrades, especially in high-rise buildings);
2. greenery including planting of high and low vegetation in layers (flower meadows, native species) designed with reference to the existing habitat;
3. design of the area and its functions with reference to the theory of ecosystem services and nature-friendly solutions;
4. installation of light points only where necessary and justified;
5. installation of motion sensors with timer switches, streetlamps with directed light beam.

- The 2022 Environmental Reviews performed by an external body analysed: ground and groundwater contamination, the risk of unexploded ordnance, monument protection/archaeological research, waste management, water supply, wastewater management, chemicals, products containing asbestos, polychlorinated biphenyls, radioactive materials, vegetation, acoustic climate. In addition, the environmental coordinator analysed the study area in terms of: proximity to nature conservation forms, aeration corridors, restricted use areas, flood risk, water bodies.

b. Construction phase

- protection of trees and animals on the construction site;
- compensating for the impact of our developments by developing new green areas, e.g. on garage slabs and roofs, in the form of flowerbeds, tenant gardens; flower meadows, etc.;
- preservation and protection of existing greenery in the site area, outside the development zones;
- consultations with naturalists, biodiversity experts.

WHAT IS NEW IN 2022:

- We introduced new internal regulations aimed at, among other things,
 1. the organisation and use of the construction site in such a way as to ensure that it is used sparingly and that its surface is transformed as little as possible;
 2. designation of Tree Protection Zones (TPZs) indicated for adaptation located on the project site and neighbouring areas; we introduced Tree Protection Zone (TPZs) markings;
 3. locating construction sites first on previously developed and transformed land, as far as possible away from residential housing and areas of natural value;
 4. noise reduction - limiting the speed of vehicles travelling through the site, carrying out the most acoustically disruptive work during daylight hours;
 5. reducing emissions of gaseous and particulate substances into the air - minimising the running time of internal combustion engines of construction machinery, equipment and vehicles, sprinkling bulk materials with water or covering them on windy days, wet cutting of concrete materials, cleaning roads, washing wheels of vehicles leaving the site, transporting bulk materials in semi-trailers under cover, systematic maintenance of equipment;
 6. planning and carrying out works in a way that eliminates the risk of contamination of the ground surface as well as surface and groundwater. In the event of an emergency involving the release of hazard-

ous substances into the ground, immediate emergency action must be taken using the sorbents on site;

7. monitoring the construction site for animals and carrying out regular inspections of the excavations, as well as securing the excavations so that animals do not fall into them. If animals appear during the construction process, they should be allowed to escape from the area of the works (e.g. by temporarily opening the fence) or be relocated outside the project site borders to a replacement site);
8. site visits by the environmental coordinator to check the „environmental first-aid kits” at the building site;
9. we use information pictograms in Polish and Ukrainian - examples: „Report the appearance of animals on the construction site to the site manager”, „No spilling of hazardous substances”.

c. Use stage

- creating more flower meadows, planting tall and low trees, continued planting of melliferous shrubs and flowers, installation of insect hotels and nesting boxes for birds, drinkers, feeders;
- carrying out projects involving a reduction of the proportion of plants of foreign origin in favour of native plants that are resistant to changing conditions and climate;
- ensuring the proper maintenance of the environmental protection solutions used in our estates, e.g. by including appropriate recommendations in our customer guidelines;
- green areas with elements protecting biodiversity should be included in a comprehensive care and protection program taking into account;
- systematic inspection of the greenery, particularly in the first months after planting, followed by annual inspections to check the vitality of the plants;
- systematic inspection of the condition of associated greenery structures, e.g. structures supporting climbing plants, etc., and possible repair or replacement of damaged elements;
- rationalising maintenance - reducing mowing, raking of leaves; applying growth promoting treatments in the first months after planting;
- limiting the use of plant protection products, in particular non-selective bioactive substances and products belonging to the highly toxic class;
- carrying out all plant protection and care procedures only by suitably prepared and trained persons (weeding, fertilising, mulching, pruning);
- carrying out regular inspections and maintenance of bird houses, bat boxes, feeders or insect hotels;
- provision of food and water for drinkers and feeders during their period of use;
- maintenance of vegetation, removal of dead plants, replenishing where necessary;
- once a year (early spring just before the start of vegetation), mowing/

- cutting of above-ground, withered plant parts (at a height of 2-10 cm, depending on plant species, water depth, etc.);
- ongoing inspection of the technical condition of inlets, flow elements, drains and other technical components (such as pipes, drains);
- elimination of structural damage caused by, among other things, erosion, replenishment, relocation of displaced stones and the gravel mulch layer and their replenishment;
- during the spring period, ensuring water run-off from streets and pavements by carrying out snow clearing on roadsides and removing snow from roadsides in areas causing flooding;
- permeable surfaces;
- regular removal of dirt (once a month);
- thorough cleaning (once or twice a year - in January and July);
- regular winter snow clearing with a rubber-edged shovel or snow plough.

WHAT IS NEW IN 2022:

- We retrofitted phases and developments completed before 2022 with elements protecting biodiversity such as bird boxes (type and location of boxes agreed with ornithologist) and insect hotels;
- We organised consultations with expert naturalists on our 10 investments projects, at various stages of implementation.

ROBYG Group's ambition to protect biodiversity is to carry out a full natural inventory of flora and fauna for each development, including recommendations and measures for species protection, reduction of adverse impacts of the development or compensation.

Case study - consultation with a biodiversity expert at the Szumilas development site in Kowale near Gdansk and our cooperation in protecting the animal species present at the site.

A preliminary wildlife inventory on the plot revealed the presence of numerous animal species, including protected bird and amphibian species. Due to the execution of the investment project, during which the habitats of these animals will be destroyed, the survival of the mammals, birds and amphibians present there had to be ensured responsibly and in accordance with the law. In order to protect all animals, an independent third-party company carried out a full wildlife inventory for ROBYG to understand the species and numbers of creatures present on the site. On the basis of this analysis, a derogation decision was obtained and a nature watch was established at the project site. Representatives of the Nature Conservancy secured the construction site and inspected it regularly. Animals present on the project site were relocated from the site to other safe locations with similar habitat conditions. ROBYG submitted a report to the competent authority outlining the actions carried out and the fulfilment of the conditions of the derogation decision.



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 consumed, both by ROBYG offices and in the construction process, broken down by source (in m³)³⁷

Total volume of water consumed		
	2021	2022
Water supply from the municipal network (m ³)	27 138	27 136
Deep wells	841	1411
Total (m ³)	27 979	28 547

2.3.2.2. ROBYG catches the rain - water and water conservation in ROBYG's operations

Nature based solutions – cost-effective (economically efficient) solutions that provide environmental, economic and social benefits at the same time, as well as support climate change adaptation. These solutions introduce elements and processes found in nature and in the untransformed landscape into cities and other land and water areas developed by humans, through systemic measures, adapted to local conditions and efficient in terms of resource use.³⁸



NATURE BASED SOLUTIONS³⁹

NBS

Nature-inspired solutions,
that simultaneously meet

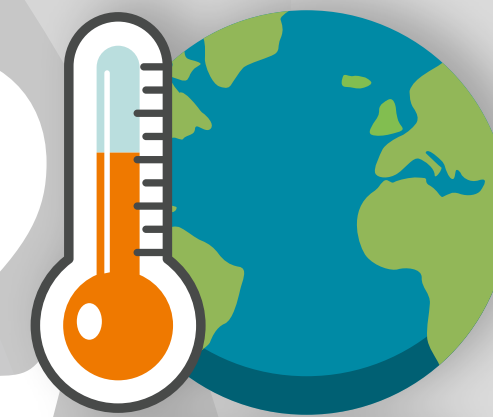
five conditions

1



are **cost-effective**
(economically efficient)

2



support
adaptation
to climate change

3



are **efficient**
in terms
of resource use

4



provide **economic,**
environmental and social
benefits at the same time

5



are **adapted**
to **local**
conditions

We taking to many actions so that ROBYG housing estates are a model example of implementing blue infrastructure solutions in the urban environment, of principles of sustainable management and conservation of water resources.

Blue infrastructure is an example of nature-based solutions. It is a system of solutions integrated into the urban landscape that allows rainwater to be retained on site and thus improve the city's water management at the level of its local ecosystems. These include retention ponds, basins, reservoirs, bioretention ditches, infiltration ditches, rain gardens, green stops, roofs, façades and walls, permeable paving, structural substrates, green areas and wetlands. These solutions retain rainwater on site in the area where the rain occurred and support the traditional rainwater drainage system by increasing the surface area of water absorption and evaporation, as well as allow rainwater to be re-used, for example for irrigation.

ROBYG uses them in its developments while caring for the environment as well as protecting residents from local flooding and reducing the water bills needed to water the common areas.



18

phases of ROBYG housing estates equipped with a system for watering greenery in common areas using rainwater in 2022⁴⁰

5 by 2021



9 440 m²

Area of rain gardens by 2022⁴¹

approx. 2400 m² by 2021



CHAPTER 3.

ROBYG FOR PEOPLE



ROBYG FOR PEOPLE

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

ROBYG for People is the pillar of ROBYG's activities encompassing our social environment: our clients, employees and associates, as well as local communities.

Our mission is to create a diverse and friendly working environment. We believe that managing the competencies of our employees wisely and providing them with opportunities for development results in greater work engagement, loyalty to the company and, ultimately, better results for ROBYG.

Our company would not exist without our clients. We are constantly monitoring and improving the standard of service, striving to ensure that from the first contact with ROBYG, the client is fully informed and looked after by our representative. This is proving to be an effective strategy. Our clients come back to us willingly for more apartments both for personal reasons and for investment purposes.

ROBYG for People is also about supporting the members of the community in need, both through charitable activities and partnerships with local foundations. Our commitment to the issues is also expressed through the construction of publicly accessible infrastructure that improves the quality of life for residents in whole areas of the city and extends beyond our estates. During 2022, we supported the victims of the war in Ukraine - helping financially but also in kind (including through volunteering).

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.

Three focus areas in the pillar ROBYG for People:

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

S2. Building new, integrated communities.

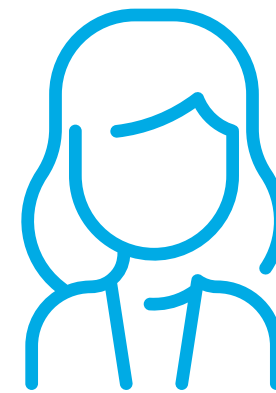
S3. Client satisfaction.



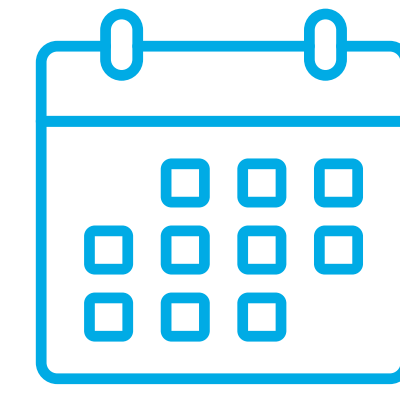
WHAT MAKES US STAND OUT



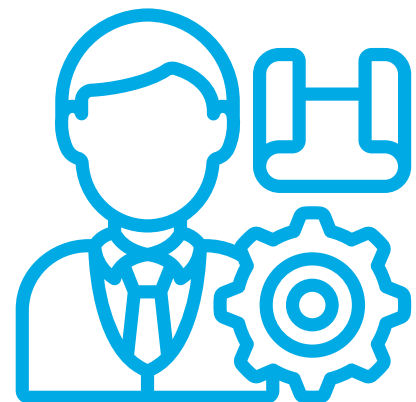
Close to
500
people form
the ROBYG Group



69%
share of women
in employment
in 2021 and in 2022



8,5
average tenure of senior
management in 2022.
8,7 in 2021



63%
Managerial staff
from internal promotions
in 2021 r. i 2022 r.



0
accidents among employees
on construction sites
and in offices
in 2021 i 2022



15,3 h
average number of training
hours per employee
and associate in 2022
6 h – in 2021.



WHAT MAKES US STAND OUT



15%

Employees and associates employed by ROBYG for more than 10 years in 2022

12% in 2021



23%

Clients who bought additional apartment in ROBYG in 2022

13% in 2021



91%

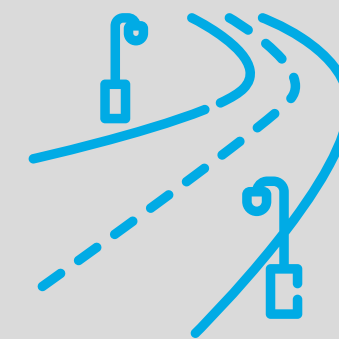
Clients who say they would recommend ROBYG to their family and friends 2022

89% in 2021



38

Partner companies within the ROBYG Club customer loyalty program in 2021 and in 2022



129 million ^{PLN}

expenditure on building new infrastructure in 2022

104 million ^{PLN} in 2021



42

NGOs and institutions supported by ROBYG in 2022

30 in 2021

We regularly engage with our stakeholders and listen to their feedback regarding possible improvements.

We respond to the needs of our stakeholders by managing responsibly at ROBYG

Needs of employees and associates: work for a stable, trusted employer in a friendly and motivating atmosphere.

Needs of customers: having quality housing at an affordable price.

Needs of subcontractor and suppliers: work with an experienced, predictable, stable developer who honours their commitments.

Needs of local communities: supporting those most in need.

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 Public Administration Authorities,
- 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,
- The Policy of equal treatment of employees and associates of the ROBYG Group,
- Personal Data Protection Policy (updated on 31.08.2022)
- Policy regarding sponsorship and charity activities of the ROBYG Group.

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 topic: 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: the ultimate goal is to have no accidents at work.

Key metrics of the above strategic goals and how well they were met in 2022:

Continuous monitoring of the gender pay gap in 2022

9%

3% in 2021

Representation of women in senior management in 2022

56%

59% in 2021

Accident rate in ROBYG in 2021 and in 2022

0



3.1.1. ROBYG as a first choice employer

3.1.1.1. Our community

GRI 3-3 of the material reporting topic: Intellectual capital, development and training

Our employees and associates are of the highest value to the company. Thanks to them, our company operates in a stable manner and it is constantly growing. We believe in a symbiosis between the company and its employees and associates - by creating a responsible, friendly and diverse working environment, providing job security and remuneration, and providing development opportunities and benefits, we receive engagement and loyalty in return. For us, the investment in our team is also an investment in the future of our organisation and it lays the foundation for us to continually grow our market share.

By taking care of our employees and associates, we are also nurturing ROBYG's reputation as an attractive employer, which allows us to attract more experts and specialists to our team and bring in young talent.

Key definitions:

Employee: a person employed under a contract of employment by ROBYG S.A. or another company of the ROBYG Group.

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, including as a sole trader, under a contract for specific work or a contract of mandate.

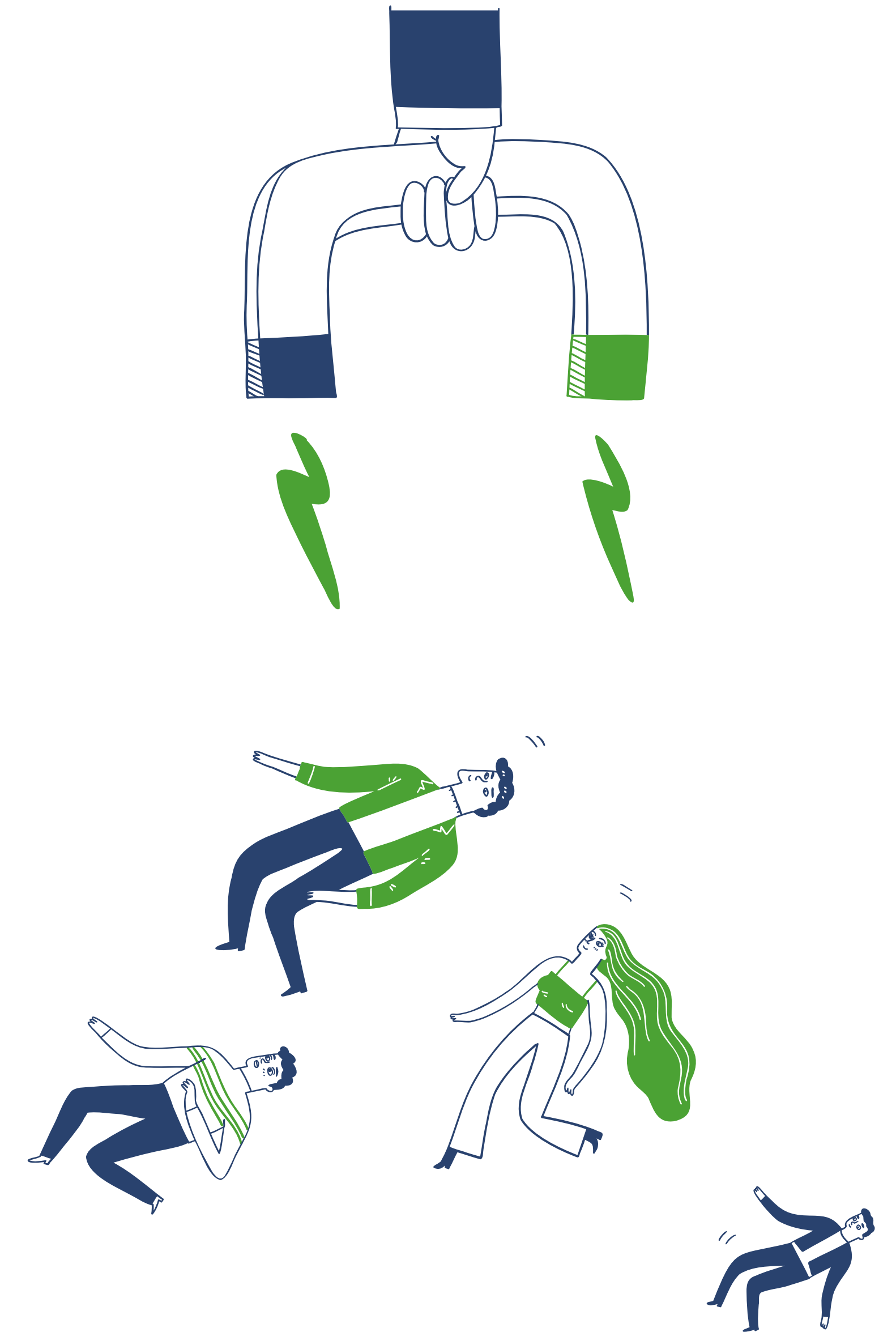
The culture of our organisation and employee relations are based on our three key values - care, responsibility and trust. They lie at the heart of the **ROBYG Group Code of Conduct**. The document is based on high ethical standards, the *UN Universal Declaration of Human Rights* and the *Declaration of the International Labour Organisation*. The *ROBYG Group Code of Conduct*, together with the adopted policies and procedures, defines a set of standards addressed to all employees and associates of ROBYG.

Our values and international human and employee rights are referenced in the documents and procedures governing ROBYG's employment policy during 2022. They include:

- *ROBYG Group Code of Conduct,*
- *Policy of equal treatment of employees and associates of the ROBYG Group S.A.,*
- *ROBYG Group Human Rights Policy,*
- *Whistleblowing Policy,*
- *Procedure for managing conflicts of interest,*
- *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 for accepting and giving presents, invitations and hospitality,*
- *Personal Data Protection Policy.*

These documents clearly define our responsibilities as an employer, but also our expectations of our employees and associates. In 2022, we worked on revising the regulations indicated above. However, the revised codes and policies came into force in 2023 so we will describe them in more detail in the next report.

The ROBYG Group consists of almost 500 people who form a professional and competent team. Our employees and associates work with us on average for 5 years, and 15% of them have worked or collaborated with us for more than 10 years.



ROBYG team in numbers

GRI 2-7

No. of employees with contracts of employment ⁴²						
	2021			2022		
	Women	Men	Total	Women	Men	Total
	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount
Total no. of employees with contracts of employment	214	96	310	199	91	290
No. of employees with contracts for an indefinite period	122	46	168	114	44	158
No. of employees with fixed-term contracts	92	50	142	85	47	132
No. of full-time employees	208	96	304	196	91	287
No. of part-time employees	6	0	6	3	0	3

No. of employees with contracts of employment by region ⁴³					
	Warsaw	Gdansk	Wroclaw	Poznan	TOTAL
Headcount	177	66	38	9	290

No. of associates ⁴⁴		
	2021	2022
B2B contracts	131	134
Civil law contracts (contracts of mandate and managerial contracts)	33	35
TOTAL	164	169

Our team - years of employment ⁴⁵		
	2021	2022
Average length of service of employees and associates	4 years	5 years
Average length of service of employees	3,9 years	4,7 years
% of employees and associates with years of service in ROBYG exceeding 5 years	38%	41%
% of employees associates with years of service in ROBYG exceeding 10 years	12%	15%



An important part of our team is the management team. It is one of our most important assets which enables us to achieve financial success combined with a responsible approach to doing business. They are experienced people, specialists in their fields, well versed in the organisation and the market, able to make decisions and accurately estimate risks.

We divide our managerial staff into 3 levels of management			
	management level	composition/headcount	described in the report as
Management Board of ROBYG S.A.	senior management	4	Higher management
Management Boards of ROBYG Group companies, excluding the Management Board of ROBYG S.A., and directors	1st management level	23	Higher management
Managers and Project Managers	2nd management level	29	Middle management



3.1.1.2. Supporting professional and personal development of employees

GRI 3-3 of the material reporting topic: Intellectual capital, development and training

We focus on supporting the professional and personal development of ROBYG Group employees and associates. This is because the satisfaction and wellbeing of our employees translates into their engagement. By means of the internal promotion policy, we motivate learning and solid work on the one hand and, on the other, we show that our existing, experienced employees are of the greatest value to us. In this way, we ensure that we have experienced staff with knowledge of how our organisation operates.

- **28% of ROBYG employees held a higher position than the one for which they were originally hired,⁴⁶**
- **63% of the managerial positions were held by people previously employed by ROBYG at lower positions.⁴⁷**
- Additionally, to ensure that our team can develop and be satisfied with their work, we take action in the form of training and feedback from supervisors. In this way, each member of the team is treated as an individual and feels that they are an important part of the team. 100% of our employees and associates are internally evaluated by their superiors, which helps them to develop at work and better fulfil their responsibilities.⁴⁸

Training

GRI 404-1, GRI 404-2

To ensure the development of our employees and associates, we offer them the opportunity to participate in trainings to improve their professional qualifications. The ROBYG team uses:

- in-house training system for new hires,
- in-house trainings carried out by our staff,
- mandatory cyclical training courses, including compliance or OHS training⁴⁹,
- external specialised trainings in the areas of construction, controlling, accounting, ESG, marketing, HR and payroll.

Our entire team is encouraged to participate in conferences and open trainings during working hours organised by industry bodies, such as the Polish Association of Developers and the Polish ESG Association. An important part of the training in 2022 was legal and procedural training on changes to the Developers Act. It covered the legal, sales and after-sales teams. Training in this area enabled us to efficiently implement and practically apply the new regulations in our industry. **In turn, additional health and safety training was extended to the entire ROBYG Construction team in 2022.**

15,3 h

average number of training hours per employee and associate⁵⁰

6 h in 2021

We constantly monitor the level of training at ROBYG to ensure that our team members have up-to-date knowledge in the area they are responsible for. In 2022, after a period when trainings were only carried out remotely, the Covid restrictions were loosened, and we increased the number of training sessions while following the guidelines of the Ministry of Health and ROBYG's internal procedures. We were careful to ensure that the training courses covered all levels of employment.

We check not only the number of employees and associates trained, but also the types of training received, as well as its duration. The most popular trainings in 2022 were:

- legal training
- tax training
- GDPR
- procedures in the technical department
- ESG
- human resources

Training rate in 2022	
managerial staff training rate	100%
training rate without managerial staff (employees and associates)	100%

Average number of training hours by employment level in 2022	
higher management	40,09
middle management	16,8
managerial staff	15,5
employee and associate	15,3

Total number of training hours by employment level in 2022	
higher management	379,5
middle management	486,5
employees and associates	6167,5

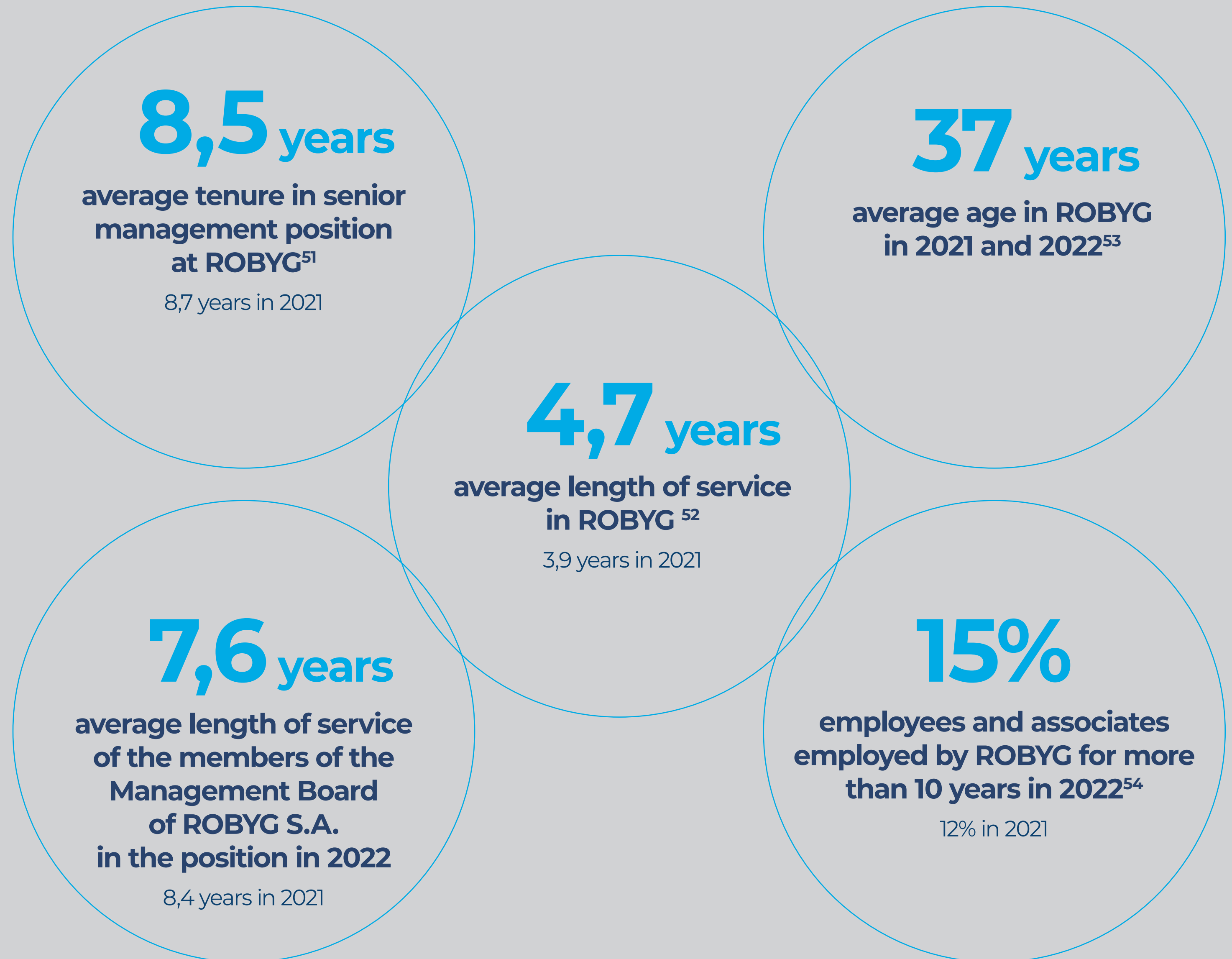
3.1.1.3. How we attract employees

Our aim is to be the first choice employer in the development sector. We try to achieve this goal by investing in the development of our employees, but also by providing arguments in the form of stable employment, attractive salary conditions and numerous benefits. We care about a good team atmosphere, but also the health of our employees by promoting a healthy lifestyle. Thanks to such an approach, we systematically reduce the number of employees leaving ROBYG and extend the average employment time.

New hires and turnover

[GRI 401-1]

To ensure that our organisation operates correctly, we make sure to complement our team with experienced specialists. At the same time, we are investing in young, talented people with no experience by giving them the chance to learn about the industry. Such employees and associates require a great deal of commitment from their superiors in the initial stages of their work but, through mutual effort, they often become valuable members of our teams over time.



Recruitment

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. The preference at ROBYG is for internal recruitment, as evidenced by the fact that 63% of managerial positions were held by people previously working at ROBYG in lower positions.

Employment rate ⁵⁵		
	2021	2022
newly recruited employees and associates throughout the reporting period (between 1 January and 31 December)	117 people	87 people
of which only employees	b/d	65 people
employment rate for employees and associates	24,68 %	18,95 %
employment rate for employees	b/d	22,41 %

Fluctuation at ROBYG ⁵⁶		
	2021	2022
persons who ceased to be employees and associates during the entire reporting period (between 1 January and 31 December)	85 people	81 people
of which only employees	b/d	64 people

Fluctuation rate in 2022	
staff and associate turnover rate	17,6 %
including termination at the request of the employee and associate	10,9 %
turnover rate for employees	22,1 %
including termination at the request of the employee	15 %

ROBYG's good reputation among employees and colleagues is evidenced by the percentage of people who return to us from maternity and paternity leaves:

82,35 %

Percentage ratio of those who should return from maternity leave to those who returned to work at the end of maternity/paternity leave in 2022



Benefits

GRI 401-2

Regardless of the type of contract, we offer an extensive benefits program to all our employees and associates:⁵⁷

- private medical care, covering the entire family and incorporating a wide range of services, including psychological and psychiatric care,
- offer of additional life insurance for employees and their families,
- supplementary pension fund (PPK),
- MultiSport 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 a friendly atmosphere, among others, by organizing meetings and team building events for teams and all employees and associates. In December 2022, ROBYG organised a Christmas meeting for the ROBYG and Vantage Development teams to allow them to get to know each other and integrate within one group. In turn, local staff meetings were organised during 2022 to strengthen internal communication, interaction and engagement.

In ROBYG we encourage employees and associates to lead an active lifestyle, we promote MultiSport cards, and we also periodically invite them to sporting events.

Example: ROBYG was the patron of the FRRuuu# Company Bike Rally - the first urban game for company employees in the world to promote healthy lifestyles while reducing environmental impact factors. Thanks to the autumn edition of FRRuuu#, which took place in Warsaw and Wroclaw, more than 3,000 trees will be planted.

In positions where the nature of the work allows this, we enable our employees to work remotely. This allows them to carry out their duties in a way that is most convenient for them. This is one of important arguments for choosing ROBYG as a good employer.



96,68%

Proportion of employees who have the option to work remotely

Other examples of staff support:

We believe that a happy person is also the best employee. We support professional development. It is also particularly important for us to show support for people who value family life. We are reaching out to employees who are starting or continuing their family-building adventure by providing them with a workplace after parental leave or a more flexible approach to the form of their work.

Maternity and paternity leaves in 2022 r.

maternity and paternity leaves ⁵⁸	21
women	16
men	5
Returns after maternity and paternity leaves ⁵⁹	13
women	8
men	5
Those who returned to work after maternity/paternity leave and 12 months after their return were still employed	10

3.1.2. Diversity at ROBYG

GRI 3-3 of the material reporting topic: Business ethics, GRI 405-1

3.1.2.1. Diversity Charter and other regulations

We are a multicultural, multinational and multifaith organisation. 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 accept or tolerate any cases of discrimination. We want every employee and associate to have equal rights and equal opportunities for development and all decisions relating to the employment or cooperation be based solely on objective criteria. **To underline the importance of this aspect, in 2021 we joined the ranks of signatories to the Diversity Charter.**

Acting in line with our beliefs and stated policies, we rely on experienced professionals, experts in the field, while we offer young people the opportunity to develop within our organisation. We do not discriminate on the basis of age, and we strive to make the most of the employees and associates' experience and their potential.

Employment by age category in ROBYG in 2022 ⁶⁰			
age range	<30	30–50	>50
% of people	30%	62%	8%

percentage share of people of different ages in the managerial staff in 2022			
age range	<30	30–50	>50
Supervisory Board of ROBYG S.A.	0	20	80
Management Board of ROBYG S.A.	0	50	50
Senior management ⁶¹	0	54	46



3.1.2.2. ROBYG supports women

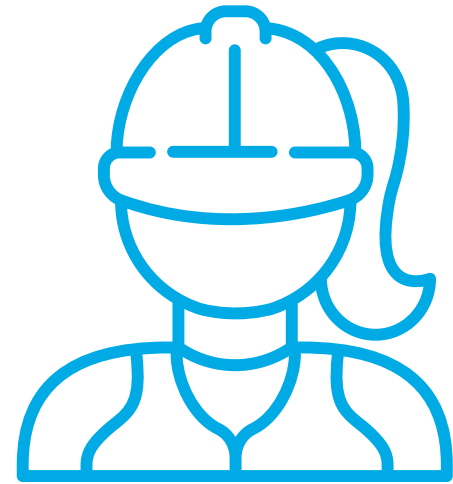
GRI 405-2

The position of women in our company is of particular importance to us in terms of respecting diversity. Construction is a male-dominated sector as evidenced by data from the Chamber of Civil Engineers survey⁶² and ROBYG is proud of a strong representation of women across the whole Group. What's more, year on year we are making progress in this area.



69%

Share of women in employment in 2021 and 2022⁶³



51,1%

Share of women in the workforce at ROBYG Construction,⁶⁴ the company directly responsible for construction projects in 2022
48,5% in 2021



56%

Representation of women in senior management 2022⁶⁵
59% in 2021



Share of women and men on the Management Board of ROBYG S.A. as at December 31, 2022	
Management Board of ROBYG S.A. - headcount	4
women	1
men	3
share of women	25%
1 st management level - headcount ⁶⁶	23
women	14
men	9
share of women	61%
2 nd management level - headcount ⁶⁷	29
women	9
men	20
share of women	31%

Women are satisfied with working at ROBYG because we are a stable employer which creates conditions for development but also supports them in maintaining work-life balance. The average length of service for this group of employees is longer than the average length of service for men.

Average length of employment in 2022 r. ⁶⁸	
average length of employment	4,7 lat
women	5,0 lat
men	3,8 lat

We monitor and publish the gender pay gap index.

- The gender pay gap ratio taking into account the basic salaries, bonuses and awards of employees and associates of ROBYG S.A. and other companies of the ROBYG Group, excluding contracts for services rendered under B2B contracts amounted to:⁶⁹
- 3% in 2021
- 9% in 2022



3.1.3. Safety on construction sites and in offices

GRI 3-3 of the material reporting topic: Health and Safety in the Workplace, 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

In 2022 we achieved the strategic goal of 0 accidents at work (ROBYG Zero Accidents), and consequently, the most important measure of our goal achievement in the safety area, i.e. the accident rate in the entire ROBYG Group was 0. Similarly, we closed 2021 with a score of 0 accidents. We are proud of these results, but we are not resting on our laurels by ensuring that health and safety regulations are followed on a daily basis.

Being aware of the specific nature of our industry, we make health and safety a priority. As a responsible employer, in ROBYG we make every effort to ensure safe and comfortable working conditions. We constantly monitor regulations and guidelines related to health and safety at work and we streamline preventive measures.

3.1.3.2. Zero fatalities on construction sites

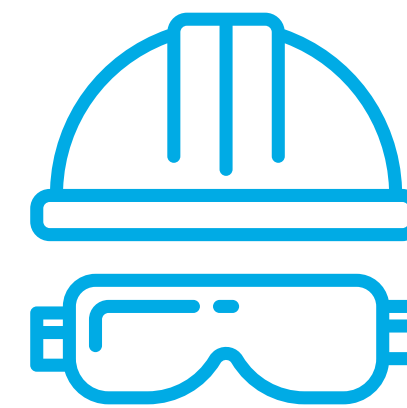
Operating in the construction industry carries a high risk of accidents. This is why we have implemented a comprehensive health and safety regulation system at ROBYG and we place a very strong emphasis on compliance with safety rules among our employees and associates. At the same time, we carry out regular educational activities, as the behaviour and attitudes of each employee have an impact on the level of safety. In 2022, we trained all employees in health and safety in accordance with current legislation. In addition, we introduced an internal procedure to reduce the legally prescribed period between periodic health and safety trainings for site supervision from five to three years. Blue-collar positions have a 3-year training cycle.

We are a safe Employer



0

accidents on construction sites⁷⁰



100%

of employees trained in OHS⁷¹

Additional OHS trainings for ROBYG Construction employees.



We achieved this result thanks to:

- providing training and sufficient knowledge of safety,
- reducing the risk of near misses,
- implementation of appropriate procedures,
- monitoring of implemented procedures,
- control and monitoring of ongoing investment projects with regard to occupational health and safety
- skilful knowledge management and learning lessons.

At locations where we carry out construction activities, i.e. in Warsaw, Tricity, Wrocław and Poznań, safety supervision and control is carried out by OHS coordinators/specialists. They conduct weekly safety checks on the work of contractors and subcontractors and seek information on good practices and technical solutions to improve safety. The OHS coordinators in particular regions monitor the level of occupational health and safety on ongoing investment projects and take preventive measures in conjunction with top management. After the check, an inspection report is prepared and forwarded to the supervision of the subcontracting companies. In the event of an imminent threat to the life or health of employees, work is immediately stopped until the threat is removed.

In addition, in all locations where ROBYG construction sites are located, we have entered into a framework agreement with an external company to carry out OHS supervision. The main task of the OHS supervision is to carry out site inspections. A report is produced from each OHS inspection with accompanying photographic documentation. If irregularities are identified, the external OHS supervisor indicates where the irregularity occurred and who is responsible for removing it. A weekly aggregated OHS report is produced from each region based on the reports from all inspections in that region, and it is sent to selected persons from the Management Board.

ROBYG Construction conducts regular internal analyses of the OHS area and ultimately an annual analysis is conducted which takes the form of a report. As a result of the conducted analyses, corrective actions are implemented to eliminate the hazards and reduce the risk of an incident. We also analyse incidents that occurred in Poland outside our company (on other construction sites, at other companies). On this basis we draw conclusions and launch corrective actions to reduce the risk of such an incident occurring in ROBYG Construction. We also use the data for employee training.

In the ROBYG Group, the company responsible for the development of the investment project is ROBYG Construction sp. z o.o. The basic document defining the OHS activities and guidelines in this company is the ***Internal OHS Regulations of ROBYG Construction.***

Additional applicable documents are:

- ROBYG Construction occupational risk assessments
- Procedure for introducing a new contractor/subcontractor
- Guidelines to the Safety and Health Protection Plan
- Project Site Standard
- Scaffolding Standard
- Temporary Electrical Installation Guidelines
- Zoning Plan Guidelines OHS Aspects
- Excavation and Earthworks Standard
- Work at Height Standard
- Emergency Response Instruction Standard.



All positions have a prepared and documented occupational risk assessment. A review of all positions was carried out in 2022 and occupational risk assessments were updated. One of the measures for ensuring health and safety on construction sites is to provide each employee and associate with the required personal protective equipment and work clothing in accordance with the occupational risk assessment for the position.

Regardless of the preventive measures we have taken to protect the health of employees, associates 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 post-accident documentation.

More, each ROBYG employee 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. Each ROBYG employee also has the opportunity to submit innovative solutions to improve health and safety to the OHS Coordinator.

We care about occupational health and safety not only of our team but also of our subcontractors. In order to safely introduce a company that is starting to work with us on a construction site, we have developed a procedure for the *Introduction of the contractor/subcontractor to the site*. It sets out the requirements each subcontractor must meet to perform its scope of work safely. Prior to commencing work on site, each subcontractor must prepare a Construction Safety Manual and submit a statement regarding the legal employment of workers and their health and safety training. In the event that the subcontractor performs additional works, it is obliged to submit to ROBYG additional authorisations of its employees for operating machinery and equipment under technical inspection and other equipment where it is required by law.

Due to the fact that multiple contractors and subcontractors are present at each construction site, a Construction OHS Coordinator is appointed on a case-by-case basis. The appointed OHS Coordinator or external OHS supervision by ROBYG arranges mandatory trainings for all employees of contractors and subcontractors prior to commencement of work on site. These include a Health and Safety Plan for the construction site in question.

Generally available safety standards have also been developed with subcontractors' employees in mind to improve safety:

- Scaffolding Standard
- Excavation and Earthworks Standard
- Work at Height Standard
- Emergency Response Instruction Standard.

Weekly safety inspections of contractors and subcontractors are carried out on construction sites by OHS Supervisors and OHS Coordinators. After each inspection, a report is prepared and presented to the site su-

perision. Conclusions and recommendations are entered in OHS Logs. The site supervisor is required to verify the implementation of corrective actions by subcontracted companies. In addition, to improve safety on our construction sites, we have introduced health and safety signs in foreign languages for workers from outside our country.



GRI 403-5

Number of OHS trainings for employees - ROBYG Construction⁷²

OHS training		
	2021	2022
total number of OHS training hours	680	1424
share of employees trained in OSH	100%	100%

In 2022, the following trainings were provided:

- 69 periodic OHS training courses for managers
- 24 initial OHS training courses
- 7 periodic OHS training courses for blue-collar workers.

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 training carried out by an OHS specialist or OHS coordinator, and an on-site instruction carried out by the employee's line manager. In addition, ROBYG Construction organises OHS trainings and demonstrations for employees, associates as well as subcontractors on construction sites. Trainings take the form of lectures and demonstrations. OHS training topics include:

- work at heights,
- work on scaffolding,
- work in excavations,
- vertical and manual transport,
- proper selection of personal protective equipment when working at height,
- work with power tools,
- hazardous incidents and accidents that have occurred on ROBYG construction sites.

3.1.3.3. Zero accidents at ROBYG

In other ROBYG Group Companies, health and safety tasks are performed with the help of external providers of health and safety services and trainings. Training for the non-construction staff is overseen 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

100%

of employees trained in OSH in 2021 and 2022⁷³



3.2. Our Clients

GRI 3-3 of the material reporting topic: Customer satisfaction, Sustainable Cities and Communities

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

1. Maintain a customer satisfaction rate of over 80% after handover of the apartment and increase it to 90% by the end of 2025.

Key metrics of our strategic goal and how well they were met in 2022:

Repeat customer rate in 2022

23%

13% in 2021

Clients satisfied with the standard of service and level of knowledge of the real estate advisor during the sale in 2022

95%

94% in 2021

Clients who say they would recommend ROBYG to their family and friends in 2022

NPS (Net Promoter Score)

91 %

89% in 2021

Clients who have purchased an apartment as a result of a recommendation from another client in 2022

15%

14% in 2021

Customer satisfaction rate after acceptance of the apartment in 2022:

80,5%

82% in 2021

3.2.1. Community of satisfied clients

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

3.2.1.1. Building client communities

The satisfaction of ROBYG clients is a priority in the daily operations of our company. We are constantly improving our service standards, anticipating clients' expectations. We believe that with the quality of our products, transparent communication, the support of our experts and a personalised approach, we are seen by our clients as a reliable partner. In this way, we are building a community of satisfied clients who both recommend our company to friends and family and return to us themselves.

This is evidenced by the results of our satisfaction surveys:



Clients satisfied with cooperation with ROBYG in 2022⁷⁴

85%

90% in 2021

Clients satisfied with the employee service during acceptance of the apartment in 2021 and 2022⁷⁵

93%

Repeat customer rate in 2022⁷⁶

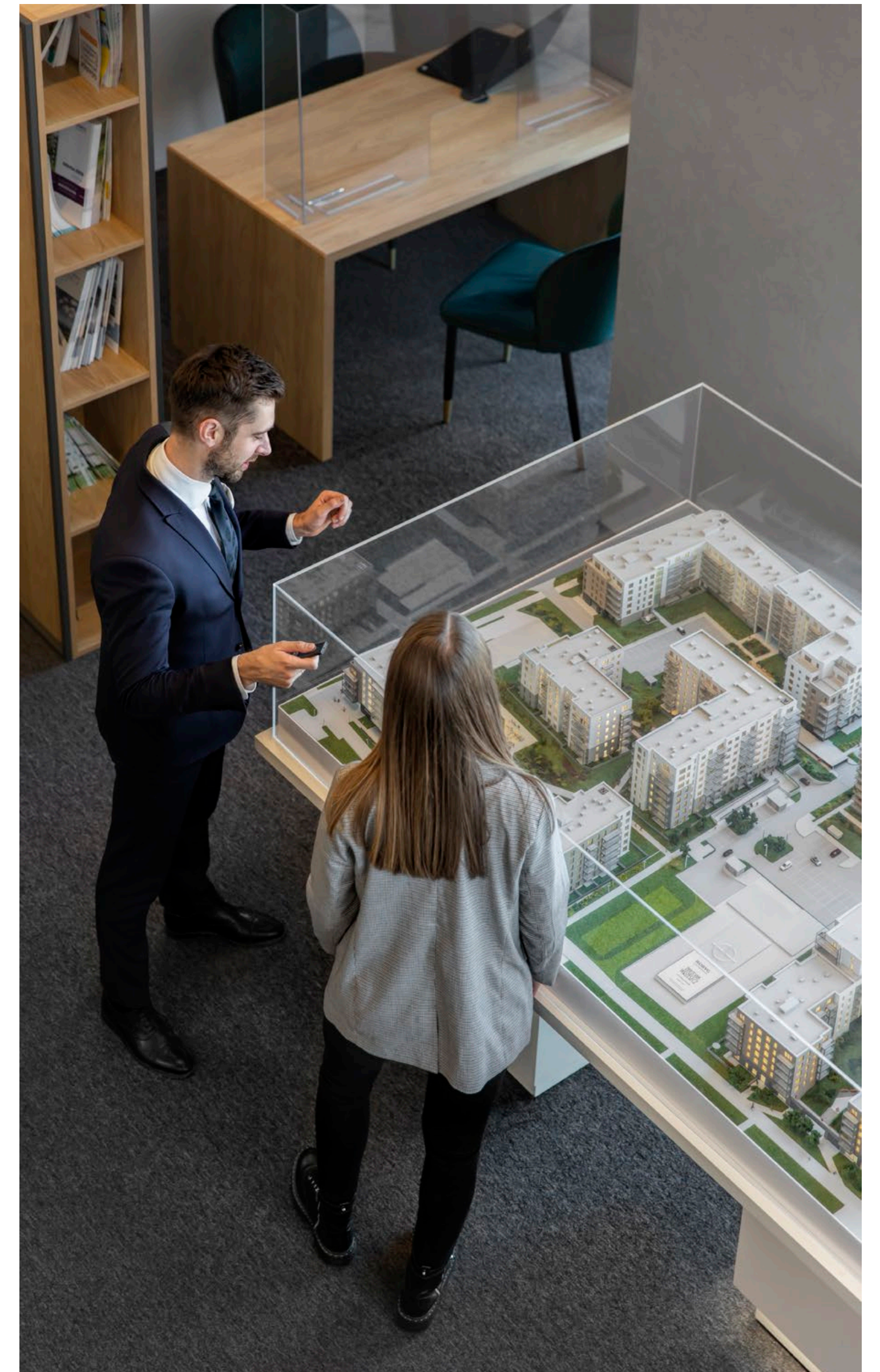
23%

13% in 2021

Clients who have purchased an apartment as a result of a recommendation from another client in 2022⁷⁷

15%

14% in 2021



3.2.1.2. ROBYG Club Program



At our company, we have created a dedicated program called the ROBYG Club addressed to people who have signed a purchase contract for an apartment. Under the program, our clients gain two Type of benefits:

- discounts and rebates (of even 50%) on for finishing and furnishing the apartment,
- rewards for recommending our company to friends and family.

Terms and conditions and information on possible discounts are available on the [ROBYG Club program website](#) and on the website of the ROBYG Group. As part of the ROBYG Club program, we cooperate with 38 partners.

ROBYG Club loyalty program

As part of the ROBYG Club Program, we have introduced a Referral Program. Each client who recommends to their friends or family the purchase of an apartment in one of the investments projects executed by a company of the ROBYG Group and submits the referral in accordance with the campaign's terms and conditions can count on in-kind prizes or vouchers.

In 2022, we presented 120 rewards for the total amount of PLN 138 786,98 as part of the Referral Program.

3.2.1.3. Building trust during customer service

Our team supports clients at every stage of the property purchase and during the warranty period. The customer service process is divided into 3 stages - sales and customer support after the sale (after-sales service) and after the acceptance of the property. To continuously improve the quality of our services, we monitor and carry out checks of customer satisfaction throughout the service process.

Sales process

We are at the clients' disposal from the very first inquiry. In order to make the buying process easier and more efficient and to make clients feel comfortable with the service, we use all available channels of communication: phones, emails and chat.

Throughout the entire sales process, the client works with a dedicated consultant who is at their disposal from the initial contact to conclusion of the developer agreement. The advisor is also available to the client at all other stages of service as needed.

Before concluding the agreement, the client receives the templates of reservation and developer agreements or preliminary agreements for review. We offer a flexible schedule for clients based on the progress of construction to ensure that the client only pays for the work that has been completed. In addition, in order to ensure the security of the transaction, the client is provided with a full package of documents relating to the apartment, including the layout of the apartment and the entire project, information on the surroundings of the estate, as well as clear information on payments, financing options for the purchase and the *My Apartment* client guide.

The guidebook "My Apartment" is a comprehensive compendium of knowledge that helps the client through all stages of buying the apartment. It contains practical information not only about the purchase itself but also about registration obligations, claims and guarantees, re-arrangements, among others.

After-sales service

From the moment of concluding the reservation agreement, the client may use a dedicated hotline and e-mail addresses, and after signing the developer agreement, also the customer panel, which was updated in 2022 to increase its functionality. With this online tool, the client can monitor the progress of both construction and payment. Construction progress can also be seen on the website in the construction log.

ROBYG works with a group of external financial experts who are available on a daily basis at the sales offices, without the need for an early appointment. They offer financial advisory to clients regarding loans for property purchases. To provide a sense of security, we offer the possibility of refunding the reservation fee in the event that external financing for the purchase is not obtained. ROBYG also allows buyers to make design changes to the apartment during the construction stage. Support in this regard is provided by engineers employed by the development in which the purchased apartment is located. Instructions for introducing changes can be found on the ROBYG website and are also available from staff. They are also described in the "My Apartment" guide. All of this is done to ensure that the client receives the apartment that is tailored to all of their needs and that the guarantee for the apartment is not invalidated.

Acceptance of an apartment

The date of property acceptance is arranged at a convenient time for the client. Third parties, such as external engineers or architects, may be involved in the acceptance to assist clients professionally. During the acceptance of the apartment, clients have the right to notify us of any defects in the property, receive warranty documents and the Smart House system by Keemple package. In order to improve the quality of our services, we encourage clients to express their opinions by participating in a survey.

After acceptance of the apartment

We inform customers about the difference between guarantee and statutory warranty and how long they last. Any defects can also be reported after the handover of the apartment, even up to five years after acceptance. There are dedicated channels for this and defects are dealt with a cell set up just for this purpose.

3.2.1.4. We measure customer satisfaction

GRI 2-29


In order to continually improve the standard of service and to provide clients with apartments which meet their expectations, we regularly measure our clients' satisfaction levels. We receive between 1,500 and 3,000 completed questionnaires annually.

An additional motivating factor in completing the survey is the opportunity to support the sick and people in need by doing so.

COMPLETE THE SURVEY AND HELP

ROBYG donates PLN 30 for each completed survey to one of 4 NGOs caring for children in hospice or with cancer.

In 2022, a total of PLN 56,340 was donated through customer satisfaction surveys.

Survey results after signing a developer agreement in 2022 ⁷⁸	Survey results after acceptance of the apartment in 2022 ⁷⁹
91% of clients would recommend ROBYG to their friends and family ⁸⁰	80,5% of clients are satisfied and very satisfied with the apartment on the day of acceptance ⁸¹
95% of clients are satisfied with the service and knowledge level of the Sales Advisor ⁸²	85% of clients are satisfied with cooperation with ROBYG
92% of clients have a good opinion of the notary office where the development agreement was signed	90% of clients satisfied with the sales department service
91% of clients are satisfied with cooperation with our proxy regarding the conclusion of an agreement at the law firm.	93% of clients are satisfied with the service of a ROBYG employee during acceptance
	86% of clients are satisfied with cooperation with the technical department.
	89% of clients are satisfied with the service related to payment, mortgage and document processing

3.2.2. Responsible communication

3.2.2.1. Digitising of processes in response to the rapidly changing world

Moving with the times and responding to clients' needs, we are constantly improving the service process. One manifestation of this is the drive to digitise the service process to make it easier to discover our offer and even conclude an agreement.

1. We use all channels of communication: telephone, chat, e-mail.
2. In the service process, we use a CRM system that monitors client's inquiries and improves the matching of offers, as well as verifies the consent given to the processing of personal data.
3. Among other things, we use an electronic system for signing agreements and annexes with clients.
4. We provide clients with innovative 3D mock-up technology - this tool allows the viewer to virtually move around the entire investment project that the client is interested in.
5. We have 3D projections and virtual walk-throughs of most of the apartments on offer.
6. Our full range of services is available on our website.
7. We use a customer service panel for after-sales support. The panel provides access to information about: payment schedule and deposits, ROBYG Smart House system, ROBYG Club Program, and important contacts (including the administration).

3.2.2.2. Responsible marketing communication

ROBYG's basic principles in communicating with clients are: responsible marketing, providing factual and unbiased information, and following fair contractual practices. We provide verified and truthful information protecting our clients' data. We strive to meet the UN guidelines ONZ regarding issues set out in the ISO 26000 standard.

We act in accordance with the Advertising Code of Ethics, i.e. we do not discriminate on the basis of gender, religion or nationality in our advertising, we do not encourage violence and we do not abuse the viewer's trust, inexperience or knowledge.

We strive to facilitate informed purchasing decisions that meet clients' needs. The application of the above standards and operating principles also translates into the content of our agreements. They are written in clear and understandable language and provide clear and sufficient information on price or the term of the agreement. However, in order to make sure that our communication with the client is transparent and clear we have subjected ROBYG's template reservation/preliminary/developer agreement to a review by the Office of Competition and Consumer Protection.

3.2.2.3. Environmental education of our customers

Based on the assumption that each of us has an impact on the quality of life on our planet, we attach great importance to the search for and implementation of new ecological solutions in our daily business activities. At the same time, we are building and strengthening environmental awareness among both employees and clients. We actively participate in various environmental events, but also organise educational campaigns which allow clients to understand the impact of both their product and service choices on their wellbeing and on the environment.

Out of concern for the environment and the consistency of the message with its form, we print our materials exclusively on FSC certified eco friendly paper.

100%

of our folders were made from uncoated paper, produced using environmentally friendly technology in 2022.



As part of our ESG Strategy we have conducted number of activities to help promote sustainability among our clients, including:

- environmental education of residents,
- education and awareness campaigns for housing communities,
- engagement of clients in ROBYG's charity campaigns is presented in more details [HERE](#)

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

Educational boards in housing estates

In addition to flower meadows, rain gardens and nesting boxes (in consultation with an ornithologist), ROBYG places specially prepared, original information boards in its housing estates in order to make residents aware of what they are, why they were created and what function they have as individual solutions or elements of architecture.

The International Earth Day

On the International Earth Day, clients visiting ROBYG's sales offices received gifts of an herb-growing kit as part of the *Sown for the Love of Biodiversity* campaign. Organizing the campaign, ROBYG promoted biodiversity by educating residents of its estates and clients about balcony crops and their role in the lives of pollinators. During the campaign, we handed out a total of 250 herb kits for self-growing in four cities, each containing three pots of basil, mint and parsley herb seeds.

The International Biodiversity Day

The International Biodiversity Day at ROBYG - on the International Biodiversity Day, ROBYG distributed 2,000 seed kits with educational leaflets to clients through its sales offices.

“Gifted for the love of biodiversity” campaign

During an open day at the sales offices in Warsaw, clients received potted plants to take with them and plant in the garden or enjoy in their homes.

Environmental education as part of the 15-minute cities concept

In ROBYG, we carry out a range of educational and environmental activities, spreading the concept of 15-minute cities, of which we are an ambassador. We share our knowledge in this area, among others, via the website www.15minutowemiasta.pl.

In 2022, the ESG Association awarded us a distinction in the Social Innovation category, recognising our efforts and commitment to implementing this concept at the housing estate level.

More about the concept of 15-minute cities can be found in the Chapter *ROBYG for Planet* and on the website 15minutowemiasta.pl



3.2.3. Security of our clients

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 to preventing breaches of customer privacy. The primary document in this regard is the Personal Data Protection Policy. Employees receive regular trainings in data protection and all activities in this area are supervised by our lawyers. In addition, we cooperate with a company that monitors all processes related to the processing and acquisition of personal data at ROBYG for compliance with national and EU regulations.

We compulsorily comply with all guidelines relating to compliance with the GDPR. Every new employee receives training in this area before taking up their duties. Data protection regulations are also regularly reminded throughout the organisation via online training and email communications. The ROBYG Personal Data Protection Policy has changed in 2022. See Chapter ROBYG for Business for more information on this topic.

3.2.3.2. Cybersecurity

As part of our concern for cybersecurity, we maintain an incident list to monitor and improve procedures at ROBYG. 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. In 2022, the *Personal Data Protection Policy* was updated in this regard.

Caring for the development of our employees, we also held a training course entitled *ROBYG - Your cybersecurity online (Security Awareness)*. Participants had a chance to learn, among other things, how to take care of their passwords, how to recognize dangerous emails and phishing attacks, what to watch out for when opening files from the mail, how to pay safely online or how to take care of their social media accounts.

In addition, the following audits were carried out in 2022:

1. Internal audit - included a review of data backup procedures, verification of risks that may occur in the IT area and their impact on business continuity, review of server and network hardware. The audit concluded with the presentation of conclusions to the Management Board and recommendations for necessary actions to maintain the IT system at the highest level.
2. Application audit carried out by DevTec, an external company specialising in both backup and administration of the AX application - the inspection mainly covered the ERP system (Dynamics AX), but also the other applications used in the company. The audit was designed to verify how the data are processed in company's systems. During the audit, a test was performed to restore the entire AX environment from scratch as well as to restore the database itself. Both tests were successful. In the final conclusions, recommendations were made which were incorporated into the configuration of the backup tool.



3.3. Community around ROBYG

GRI 3-3 of the material reporting topic: Customer satisfaction, Sustainable Cities and Communities

Our strategic goals in the social area:

1. 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 2022:

Support of local communities in 2022

– disclosure of amounts allocated to charities and sponsorships

approx. 607 000 PLN

approx. 333 000 PLN in 2021

Engaging our clients in charitable activities in 2022

– funds donated for completed satisfaction surveys in 2022

approx. 56 000

approx. 47 000 PLN in 2021

Contribution to infrastructure development in 2022

approx. 129 million

approx. 104 million in 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.



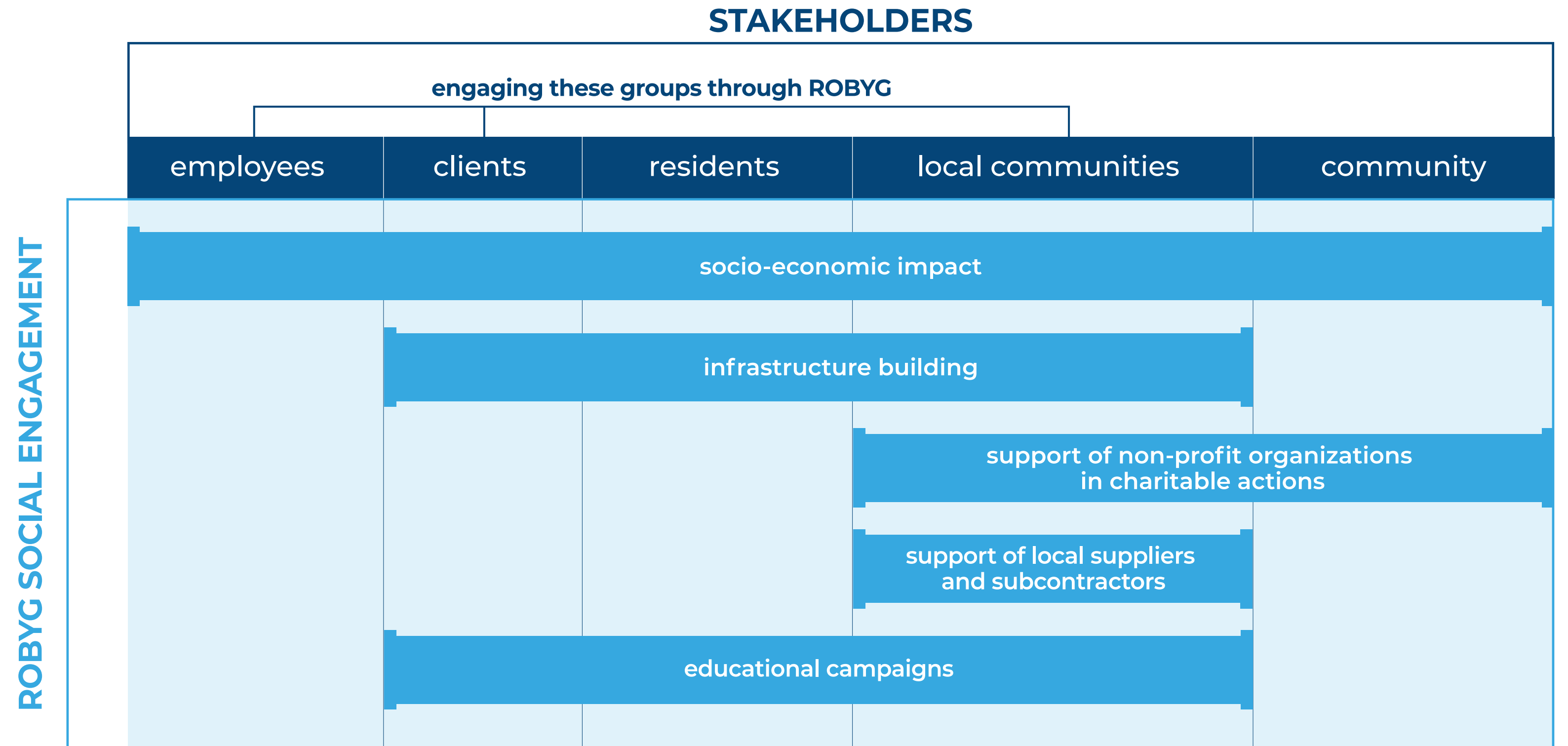
3.3.1. Building new integrated communities

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

3.3.1.1. ROBYG shapes communities

We believe 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. Part of our mission is to participate in the creation of new communities through construction that takes into account the needs of different social groups.

We want our investment projects to create the conditions for building neighbourhood ties and integrating local communities. We build multifunctional spaces based on the concept of 15-minute cities that we promote⁸³. Residents of our estates have the opportunity to meet their most important needs in the estate or within the walking distance.



3.3.1.2. Socio-economic impact of ROBYG

GRI 203-2

The importance of the development and construction industry in the economy is not only due to its unique competences, but above all due to its broad impact on many industries.

The construction industry creates jobs for 6% of all people employed in Poland.⁸⁴

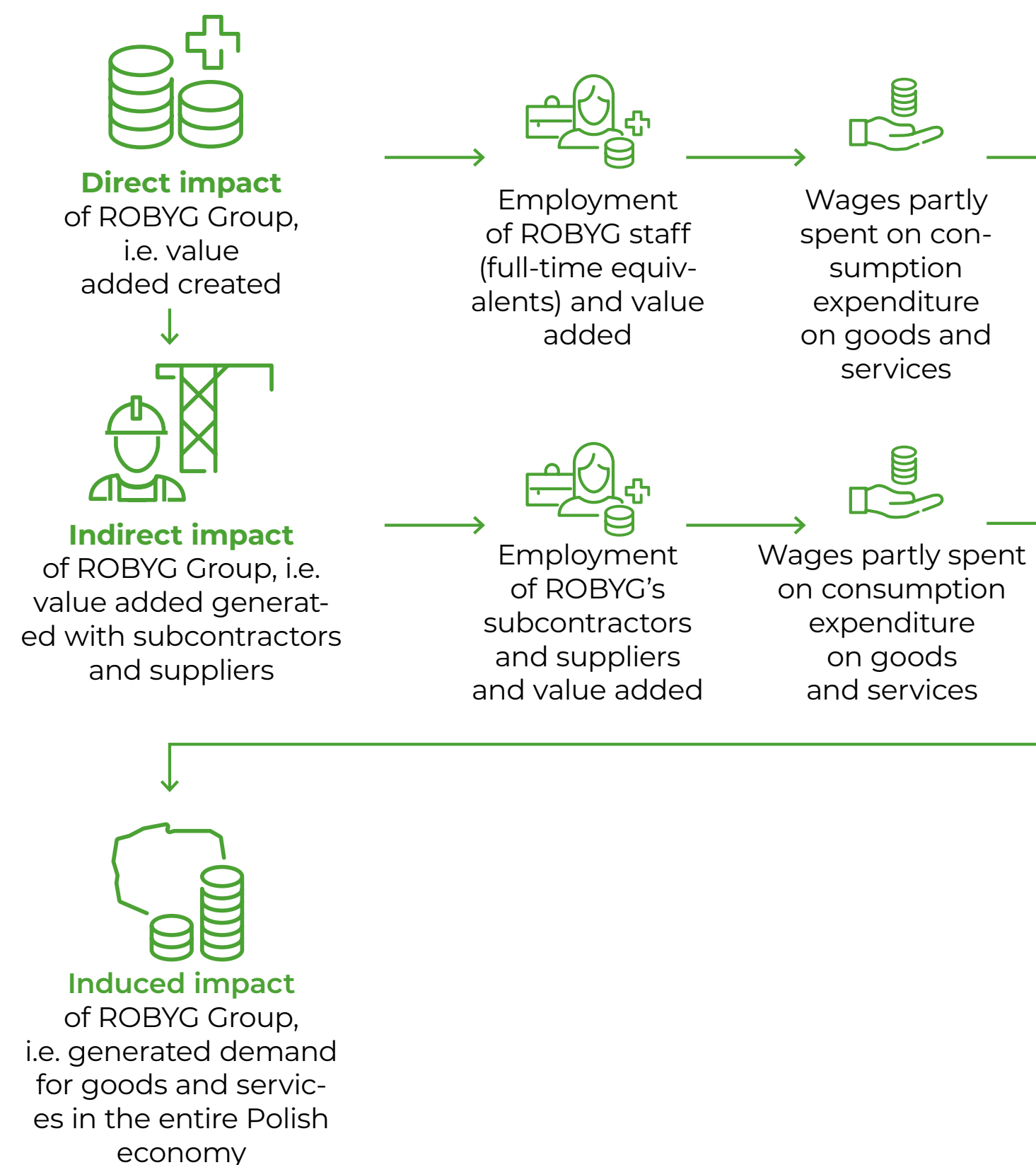
The good condition of property development and construction companies translates into a good situation in other sectors of the Polish economy, among others:

- production of construction materials,
- production of machinery and equipment used in the construction industry,
- market for home furnishings and fittings,
- market for service providers and craftsmen,
- financial institutions market.

The growth of the development and construction industry is increasing the demand for labour in industry, services and commerce and creating income in companies directly and indirectly related to the activities of our industry. We perform an important social function through the implementation of housing and infrastructure investments - we improve the housing conditions of Poles and with them their quality of life.

ROBYG's impact on the economy and its surroundings is described in detail in the *ROBYG Group's Socio-Economic Impact Report*, a pioneer publication in the Polish property development market. It was recognised by the Responsible Business Forum as one of the good practices on the Polish market.

When counting the socio-economic impact of ROBYG we analysed the following scopes:



An analysis by an independent company found that:

Each pln of added value generated by the ROBYG Group generates nearly another pln of added value in the entire polish economy.⁸⁵

Our direct and indirect activities create new jobs in the Polish economy. Thanks to the works commissioned by the ROBYG Group, thousands of new jobs are created. Approximately 2,000 people work on ROBYG construction sites alone every day. In addition, our purchasing decisions also influence the scale of employment at our service and product suppliers.

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

GRI 203-1

Part of our business is designing, building and commissioning infrastructure for public use. In ROBYG estates, we build roads, networks, elements of infrastructure, as well as finance or co-finance the construction of infrastructure outside our estates in the cities where we execute investments projects. This means that indirectly every square foot of apartments we build results in funds allocated to neighbourhood development. In this way, access roads, traffic lights, cycle paths, pavements, parks and greenery and small architecture is made available to residents.

- PLN 129 million allocated for infrastructure construction in 2022.
- PLN 311 million are ROBYG's commitments to be incurred for infrastructure purposes as at 31.12.2022.

The most important investments in publicly accessible infrastructure in 2022 are:

A. Gdansk

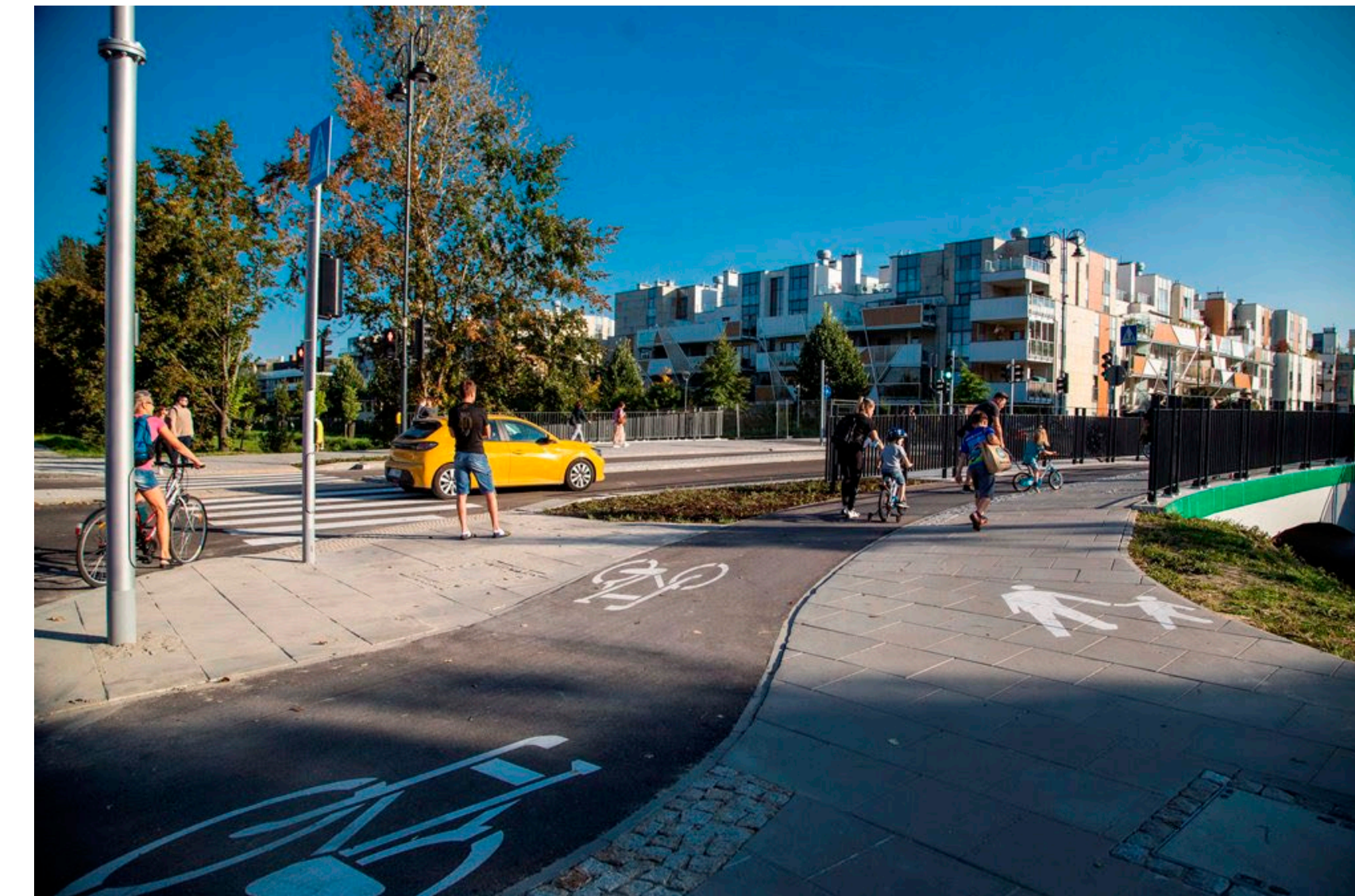
1. Construction of an asphalt section of ul. Skiby with roundabout, drainage network, rain gardens, lighting and process duct as well as landscaping in the form of planting (flowerbeds, lawns).
2. Construction of the Sensory Park in the Park Południe development. The park is equipped with rich vegetation, deckchairs, pergolas, raised flowerbeds and street workout allowing for passive and active recreation in nature. Nearby rain gardens and footbridges over them were made to facilitate access to the sensory park.
3. Reconstruction of ul. Grudziądzka together with the intersection with ul. Hallera - the full opening of ul. Grudziądzka with the launch of traffic lights took place on 29 April 2022.

B. Warsaw

4. Construction of a section of ul. Żupnicza including a tram terminus, equipping two tram shelters, completion of markings and installation of additional bicycle racks.
5. Construction of municipal roads in the Wilanów District with the KR2 traffic category with bituminous surface, together with pavements, entrances and a cycle path (ul. Zdrowa is a municipal road, L class (local) in the section from the unnamed street (and extension of ul. Mango) including the junction to ul. Dyniowa, ul. Dyniowa in the section from ul. Winogronowa to the eastern boundary of precincts 1-10-14 and 1-10-25, a section of the unnamed street (at the extension of ul. Mango) from ul. Zdrowa to ul. Winogronowa, a section of ul. Zdrowa from Al. Wilanowska to the unnamed street (at the extension of ul. Mango) without intersection). As part of the investment in question, drainage and lighting in the aforementioned streets were also built.
6. A public square located next to the Apartamenty Królewskie development with lighting and small architectural forms in the form of flowerpots and benches.
7. Construction of the culvert connecting Al. Wilanowska with ul. Sarmacka, together with greenery, lighting, cycle path, pavements, vertical and horizontal markings. Construction of the culvert has significantly improved communication between al. Wilanowska and ul. Sarmacka.

C. Wroclaw

8. Reconstruction of the junction of ul. Przejazdowa and ul. Sołtysowicka in Wroclaw, improving road capacity and efficient transport in the area of these streets for the residents of our estate and neighbouring residents, as well as those using allotment gardens. Improvements to the road system enable further development and expansion of this part of the city.
9. Carrying out tree planting of 80 trees in the streets: Tyniecka, Wendy, Kwiatkowskiego in Wroclaw. The aim was to ensure plant diversity, as well as to improve the natural and aesthetic qualities in the designated areas of the young urban fabric, which will have a direct impact on the living comfort of the local community.



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. Supporting initiatives and organisations by ROBYG

ROBYG's values are care, responsibility and responsibility. Each of these relates directly to ROBYG's social responsibility. This is why it plays such an important role in our strategy. We care about our stakeholders, and we try to anticipate their needs. We responsibly choose the type of support and the groups that need it most, making sure that our engagement extends to our employees as well as to large, international organisations.

For years, in ROBYG we have been supporting local non-governmental organizations, getting involved in charity initiatives, supporting education as well as cultural and sporting events. The areas of our activities are determined by *the Sponsorship Policy of the ROBYG Group*, which focuses on the development of local communities and communities of residents, environmental protection, cultural and charity activities as well as promotion of knowledge. We want to be part of the local communities, to be close to people and their needs, which is why we have consistently been involved for years in the life of the neighbourhoods and cities where our developments are built.

Over
607 000 PLN
in grants and sponsorships in 2022

The activities that ROBYG carries out and initiates as an organisation focus on supporting the youngest, co-financing education and helping lonely persons. Among the numerous social campaigns, a special place is occupied by health-oriented initiatives, helping sick children and young people, their families and foundations working in this area.

In 2022, the ROBYG Group provided financial support to the following institutions:

- Baudouin House Foundation,
- Pomeranian Hospice for Children,
- Teatr za Jeden Uśmiech (campaigns for children from hospitals and orphanages),
- Z Pompą Foundation,
- Inspiring Examples Foundation,
- Children's Fantasy Foundation,
- Się pomaga Foundation,
- Raft Foundation
- Avalon Foundation
- Nikt nie zostaje Foundation
- Chabad Foundation
- Padre Pio Foundation
- Foundation for Children with Cancer
- Gdansk Music Festival Foundation
- Polish Chamber Choir Schola Cantorum Gedanensis
- Gdansk Granica Sports Club
- MKS Piaseczno

Example of support:

As part of the "Alkantara Academy" Program, ROBYG supports the "Alkantara" Scholarship Fund which was established for students whose personal circumstances prevent them from applying for and attending Pomeranian universities on their own. ROBYG is mentoring one of the students for a period of 3 years helping to level the playing field for people from rural areas to have a successful start in adulthood.

ROBYG is also involved in environmental campaigns such as the Great Clean-up on Jasień. In April 2022, together with representatives of the City of Gdansk's Department of Public Utilities and the Jasień District Council, ROBYG took part in a cleaning campaign in the district where it is building one of its largest housing estates.



3.3.2.2. Customers and employees together with ROBYG support those in need

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

We have successfully combined customer satisfaction surveys with support for community members who are most in need. Each satisfaction survey filled in by ROBYG clients, which enables us to improve the quality of our service, translates into tangible support for local NGOs. **For each survey completed by a client, ROBYG donates PLN 30 to NGOs whose beneficiaries are children.**

56 340 PLN
we donated a total to charity only
through customer surveys filled
in by our clients in 2022

By completing the questionnaire, our clients support the charges of non-governmental organisations, i.e. the Pomeranian Hospice for Children in Gdansk, the Baudouin House Foundation in Warsaw, the Wrocław Hospice for Children Foundation and the Aid to Children with Cancer Foundation in Poznan.

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, e.g. the virtual charity regatta "Good Miles CUP". ROBYG participates in employee volunteer actions through financial support, e.g. through the purchase of materials.





Examples of the engagement of our employees-volunteers

Assistance to victims of the war in Ukraine

Support from our staff in the form of providing accommodation for those in need, transport and the collection of money and donations. An example of this action was a financial collection for the Gdansk Foundation - Gdansk Helps Ukraine.

My Baltic

Our employees took part in a beach clean-up in Gdansk. The *My Baltic* campaign was organised under the auspices of Dziennik Bałtycki.

“Plant in autumn, enjoy in spring” campaign conducted together with residents

Joint activities with residents in the *Nowa Letnica* housing estate that are both ecological and integrative. In total, our residents and staff planted dozens of tulip bulbs.

Beach cleaning in Wilanow

Our employees took an active part in cleaning up the beach in Wilanow as part of the Clean Up the World finale. The campaign was organised by the Wilanow District Office.

Fruuu City Bike Rally

Integration of employees during the FRRuuu City Bike Rally. It is a city game whose organisers promote a healthy lifestyle and a pro-environmental attitude. The autumn rally was a great opportunity to integrate company employees, and its tangible effect will be the planting of more than 3,000 trees in Warsaw and Wroclaw, the cities where the rally took place.



3.3.2.3. The war in Ukraine and community support from ROBYG

Since the beginning of the war in Ukraine, we have been committed to helping its victims. We took a number of measures as a company, but the employees themselves also came out in support, organising grassroots help.

- In all of our branches, employees - as a grassroots initiative - organised collections of money and in-kind donations for people from Ukraine.
- ROBYG's activities consisted of supporting organisations that reached out with various types of aid to victims of the war in Ukraine.

In 2022, our company provided financial assistance to people from Ukraine in a total amount of close to PLN 196 000.

Organisations whose aid activities we have supported:

- Lions Club of Gdansk
- SOS Children's Villages
- St. Clause Foundation
- Red Cross
- Polish Humanitarian Action
- Wilanow district / School trips for Ukrainian children
- PMM/Ukraine
- Raft Foundation
- Chabad Foundation

ROBYG also inspired its shareholder TAG Immobilien to join the campaign to support the victims of the war in Ukraine. TAG donated an additional PLN 106,000 for this purpose.

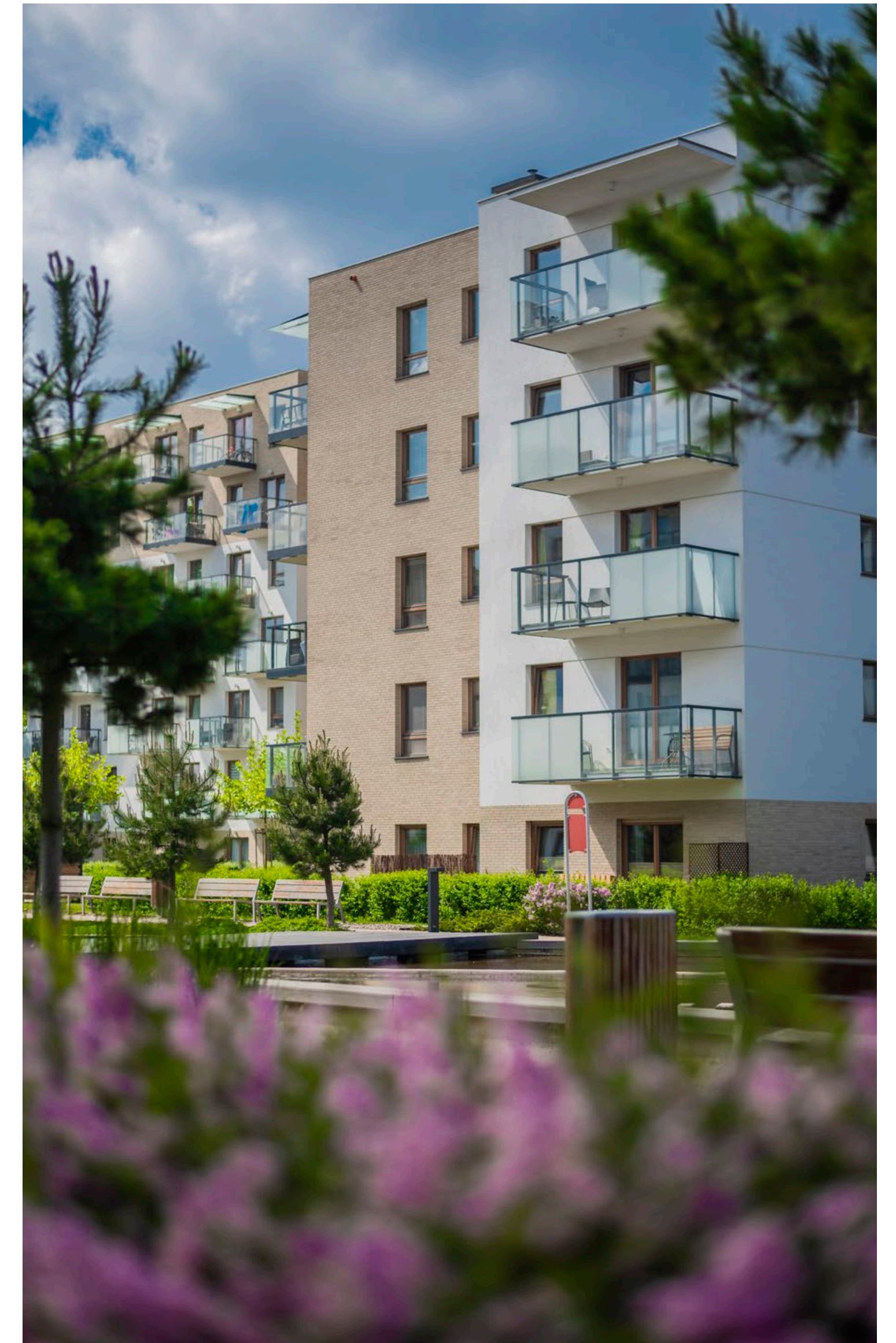
3.3.2.4. Building environmental awareness in our environment

Environmental protection is part of the DNA of our company. We consistently strive to minimise the adverse impact of our business activities on the environment by seeking new solutions and improving processes, often with the support of external experts. We also promote environmentally friendly attitudes among our employees as well as residents of ROBYG estates, clients and business partners.

One of the tools we use to raise the environmental awareness of our stakeholders are the various campaigns we actively participate in or organise ourselves. Through these types of initiatives we have the opportunity to educate and promote a responsible attitude towards the environment internally and externally. We particularly welcome events that bring together a wider range of our stakeholders around a worthy cause, connecting employees with estate communities or clients.

Such events include a campaign supporting biodiversity in cities and estates, which ROBYG has been implementing for the past two years, including one organized in 2022 under the name "For the love of biodiversity".

It was recognised as an example of a good practice in the Responsible Business Forum's report "Responsible Business in Poland. Good practices".



Examples of our educational environmental activities in 2022:

Plant in autumn, enjoy in spring

A cyclical action within the framework of the educational campaign "Sown for the love of biodiversity", which involved the donation of 700 sets of tulip bulbs to the residents of Poznan and Gdansk. On this occasion, residents were able to learn how and when to carry out plantings, in this case of bulb flowers. Significantly, as part of this environmental initiative, a team of our company's employee-volunteers together with the residents of ROBYG housing estates in Gdansk jointly planted 200 tulips, which will bloom in spring in the Nowa Letnica housing estate.

Sown for the love of biodiversity

On the occasion of International Biodiversity Day, ROBYG donated 5,000 flower meadow seed kits containing up to 41 plant species to primary 50 school students in Poznan, Gdansk, Wroclaw and Warsaw.



The seeds were accompanied by 5,000 sets of educational materials.

To broaden the areas of education provided at the event, an additional 2,000 seed kits were given to residents of the above cities and clients at ROBYG sales offices.

Educational workshop "Sown for the love of biodiversity"

In July and August 2022, educational workshops were held as part of the series 'Sown for the love of biodiversity'.

Our company organised a workshop for children in Ognisko w Fyrtlu. The main topic was planting own flower meadows in pots. At the end of the workshop, the children were given crayons, colouring books and meadow seeds.

Neighbourhood festival

The neighbourhood festival in Wroclaw took place in June 2022. During the festival, residents received our seed packets so that they could sow them on their terrace, balcony or in the garden.

10th Royal Festival of Light in Wilanow

The Royal Festival of Light in Wilanow is an annual event accompanied by many attractions, shows and workshops. The installations on display at the time were prepared using energy-saving technologies. The campaign is aimed at residents of the Wilanow housing estates. The event was visited by 41,900 people. Our involvement in this event is no coincidence since an average of one in every 3 apartments in Wilanow was built by ROBYG. The event was very successful, as evidenced by the turnout. The Festival of Light was visited by almost 42,000 people. Thanks to extensive communication on social media, the event was followed by 17,500 internet users.



Educational workshop on waste sorting

The workshops, which were conceived and sponsored by ROBYG, took place in July and August at Ognisko na Fyrtlu, the venue of the neighbourhood centre for local initiatives Piątkowo Zachód in Poznan.

Christmas cards supporting biodiversity with an ecological message

On the occasion of Christmas, we gave our counterparties a total of 180 Christmas cards made from ecological paper with flower meadow seeds pressed into them. The paper will germinate when soaked or put in the ground.



CHAPTER 4.

ROBYG FOR SUSTAINABLE BUSINESS

GREEN MOKOTON

ROBYG FOR SUSTAINABLE BUSINESS

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

At the ROBYG Group, we believe that sustainability and profitability can coexist in harmony. We aim to create sustainable value growth for all stakeholders, striking a balance between financial performance and progress in implementing sustainability. We manage our company according to the highest Polish and international standards. We are guided by relevant guidelines and developed codes and procedures, which integrate ethical, social, environmental and risk management issues. All our stakeholders have access to clear and transparent information about our activities.

ROBYG for Sustainable Business is the third pillar embedded in our company's ESG Strategy. It takes into account ROBYG's two focus areas, to which measurable goals and specific ESG initiatives are assigned.

Two focus areas in the pillar ROBYG for Sustainable Business:

G1. ESG in management practices.

G2. Annual ESG disclosure & transparent business.

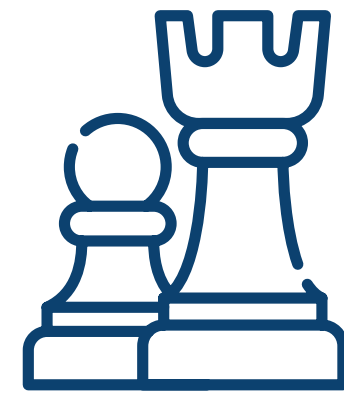


WHAT MAKES US STAND OUT



1

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



ESG Strategy
of ROBYG S.A.
- implemented since 2021.



100%

Internal regulation training
rate 100% employees
and associates



17

corporate
governance
policies and
procedures



2021 r.

ROBYG has been
a signatory to the United Nations
Global Compact since 2021



80%

of ROBYG Construction's suppliers and
subcontractors are familiar with the
Code of Conduct for Suppliers
and Subcontractors



2022 r.

ROBYG has been a member
of the ESG Association
since 2022

ROBYG's main policies, procedures, documents which govern due diligence in the area of governance in 2022:

- *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,*
- *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,*
- *Personal Data Protection Policy (updated on 31.08.2022),*
- *Policy regarding sponsorship and charity activities of the ROBYG Group.*

On 28 December 2022, the Management Board of ROBYG SA also adopted a resolution regarding the adoption and updating of procedures at the Company and at the companies of the ROBYG Capital Group, which resolved to amend, approve and implement extended procedures. The changes came into effect on 26.01.2023 and will therefore be described in the next Report.

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 topic

Our strategic goals in the area of responsible management practices:

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

Key metrics of our strategic goals and how well they were met in 2022:

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

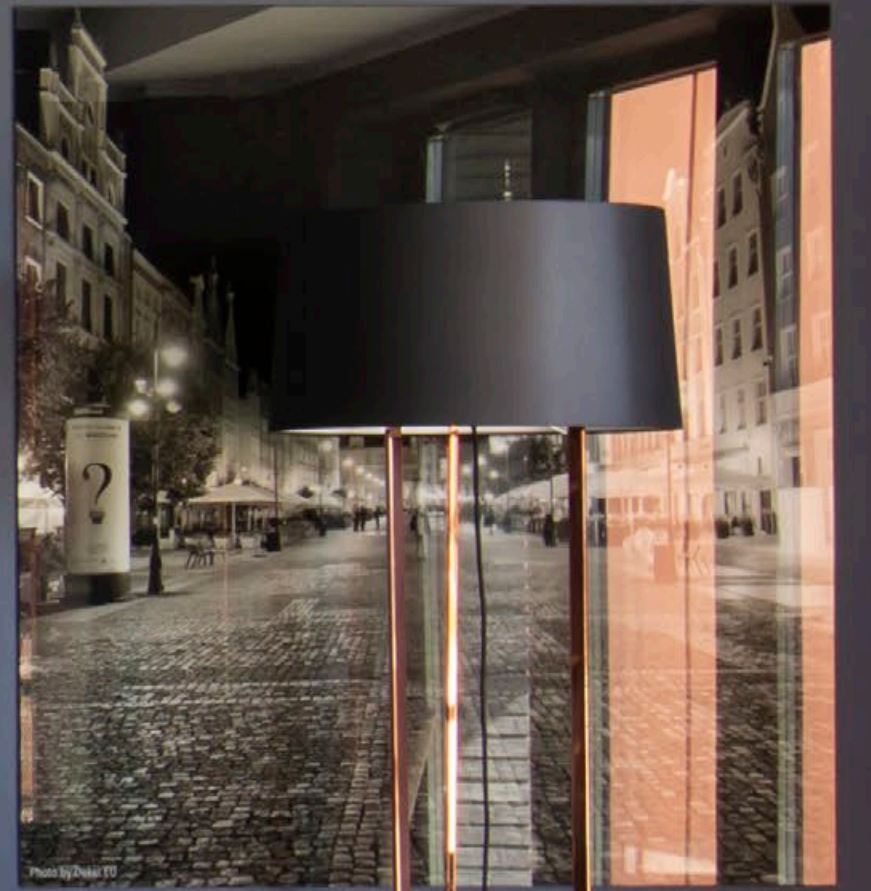
— updated in 2022, valid from 2023

Membership of UNGC

since 2021, we have been systematically reporting on the application of the 10 principles of the UN Global Compact

80%

of ROBYG Construction's Suppliers and Subcontractors
are familiar with the Code of Conduct for Suppliers and Subcontractors



4.1.1. ESG management at ROBYG

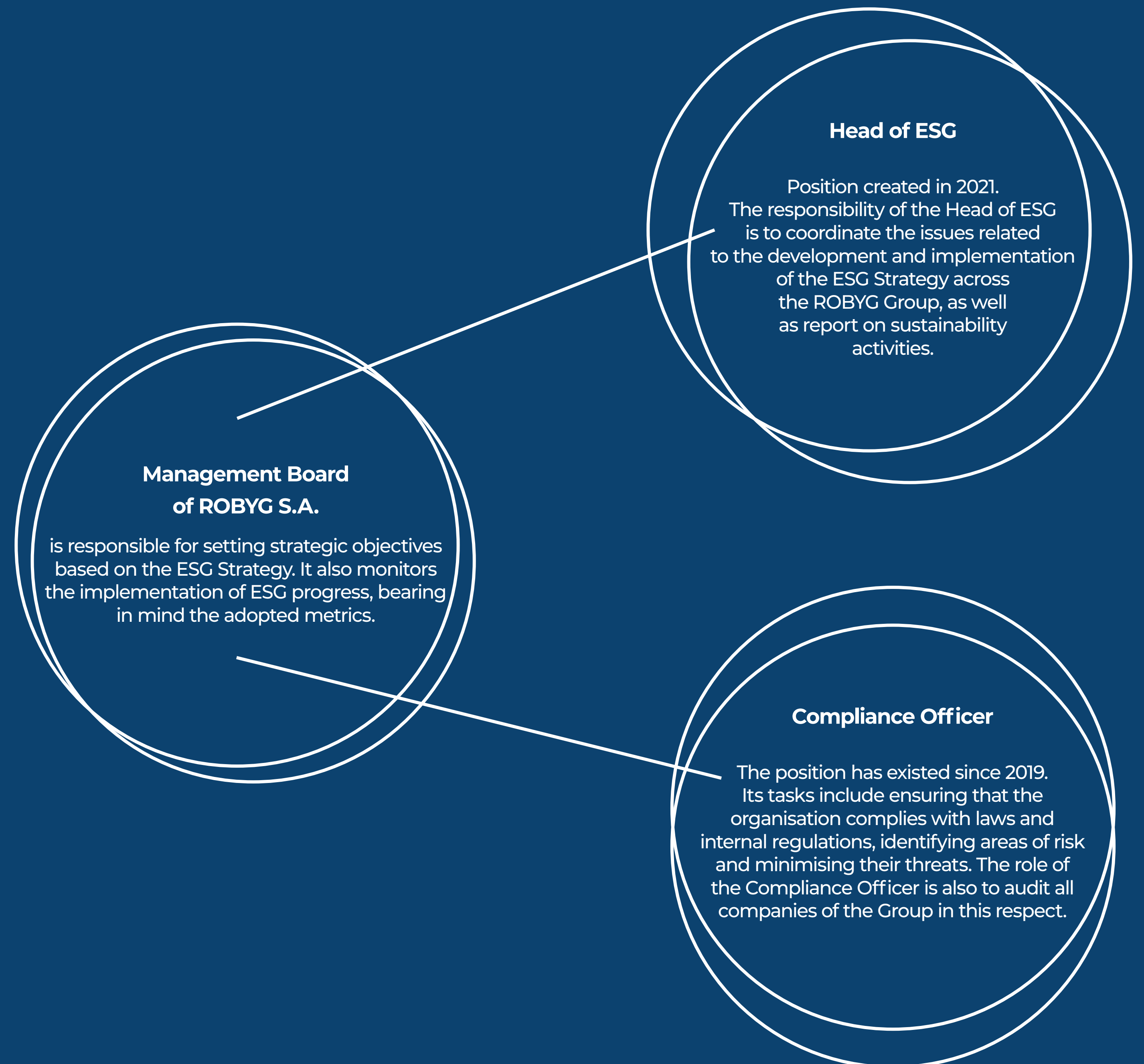
4.1.1.1. ESG governance structure

GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17, GRI 2-18, GRI 2-24

The implementation of the objectives of the ESG Strategy and sustainability reporting involves all key organisational units of ROBYG. The Management Board of ROBYG SA plays a central role in the management structure of ESG and sustainability topics. The person responsible for the ESG area in the Management Board is the President of the Management Board of ROBYG S.A. – Eyal Keltsh. Anna Wojciechowska, who has been Head of ESG since 2021, and Compliance Officer Krzysztof Jarmoc report directly to the Board.

GRI 2-27

No penalties for non-compliance were imposed on ROBYG in 2022.



4.1.1.2. Risk management

The ROBYG Group operates a consistent risk management system. The departments in which risks have been identified are responsible for identification and mitigation of those risks.

At ROBYG, we systematically analyse the following categories of risks:

- financial,
- non-compliance with the law,
- climate and environmental,
- concerning health and safety issues (OHS),
- concerning personal data protection (GDPR).

In terms of monitoring the compliance of our activities with legal requirements, we have established an organisational unit to manage this area (Compliance Officer) and have implemented appropriate procedures in this regard. In addition, we monitor compliance with legal requirements through the collaboration of the Management Board, the Audit Committee, a well-developed legal department, controlling department and dedicated external experts responsible for specific areas of our business. Compliance with the law is verified in particular before the intended action is taken, and this verification includes an assessment by dedicated staff from the internal legal department and external experts, and it is also monitored in the course of the Company's day-to-day operations.

The Compliance Unit is organisationally independent. All persons responsible for the internal control system and risk management report directly to the President or another member of the Management Board and are provided with the opportunity to report directly to the Supervisory Board or the Audit Committee.

AUDIT

ROBYG has an audit procedure in place, which is carried out by independent external experts.

The Company and the Group have an extensive internal control system including a number of procedures and internal regulations, among others: risk management procedures, internal regulations for specific areas of the Group's operations, such as regulations for the circulation of confidential information, work regulations and job descriptions for individual employees.

The control procedures within the internal control system are performed by dedicated persons for the Group (in particular the Group Compliance Officer). In addition, dedicated staff are responsible for risk management and compliance.

The control procedures, including those for risk management, are subject to periodic updating by the Management Board, with the active participation of management and external advisers.

4.1.1.3. Climate risks identified by ROBYG

At ROBYG we identify the following climate risks:

- a. Energy transformation risks, i.e. the need to adapt operations to changing social, technological, economic, environmental and political conditions. These include, for instance, regulatory, legal, financial, technological and reputation risks, etc.
- b. Risks arising directly from climate change, i.e. the physical effects of climate change and their impact on our business. These include weather risks, such as high winds and hurricanes, droughts and high temperatures, flooding, floods and heavy rains, etc.
- c. Risks arising from climate change and environmental degradation that may directly or indirectly affect our operations, e.g. new diseases, reduction of access to or shortage of raw materials, significant loss of biodiversity, land contamination, waste management issues, etc.



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 2-27, GRI 205-2, own indicator: Internal actions and policies in line with sustainability assumptions

In order to comprehensively manage ESG issues and thus run a sustainable business, ROBYG's operations are based on policies and procedures in the areas of ethics and corporate governance as well as environmental and social impact management.



All of the policies and procedures that have governed our activities relate to the 3 pillars of ROBYG's activities:

ROBYG for Planet	ROBYG for People	ROBYG for Sustainable Business
<ul style="list-style-type: none"> • ESG Strategy of ROBYG S.A. • Environmental Policy • Design guidelines including guidelines for architects and designers • Code of Conduct for Suppliers and Subcontractors 	<ul style="list-style-type: none"> • ESG Strategy of ROBYG S.A. • Know Your Customer Policy • Personal Data Protection Policy • Respect for Human Rights Policy • Whistleblowing Policy • Internal reporting rules • 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 	<ul style="list-style-type: none"> • ESG Strategy of ROBYG S.A. • ROBYG Group Code of Conduct • Procedure for dealing with business partners and public administration authorities • Policy for accepting and giving presents, invitations and hospitality • Managing a conflict of interest Policy • ROBYG Group Code of Conduct for Suppliers and Subcontractors • Policy regarding sponsorship and charity activities • Capital Group policy related to mandatory reporting of tax schemes • Procedure for managing major incidents and other events affecting the Company's reputation



Good practices:

Internal regulations in response to climate change at ROBYG were identified as an example of good governance in a report by the largest independent organisation in Poland: the Responsible Business Forum.



In the 20th edition of its report, the Responsible Business Forum singled out three newly introduced ROBYG corporate documents: “Environmental Policy”, “Respect for Human Rights Policy”, “Code of Conduct for Suppliers and Subcontractors”. In addition, it was recognised that all ROBYG Employees receive training on codes and internal policies.

As continuation of its governance policy, ROBYG revises its existing codes, policies and regulations annually.

On 28 December 2022, in connection with the integration with Vantage Development, we passed a resolution to adopt and update the following policies and procedures in the ROBYG Group. Work on implementing the new regulations began in September. The adopted solutions cover both companies and they came into force on 26.01.2023.

Regulations in force until the end of 2022.	Regulations replacing them as a result of revising and updating policies and procedures
ROBYG Group Code of Conduct for Suppliers and Subcontractors, 1st edition;	Code of Conduct for Business Partners
a) Procedure for dealing with business partners and public administration authorities, 1st edition; b) Policy for accepting and giving presents, invitations and hospitality, 1st edition; c) Managing a conflict of interest Policy, 1st edition; d) Policy regarding sponsorship and charity activities, 2nd edition; e) Procedure for dealing with business partners and public administration authorities, 2nd edition; f) Policy for accepting and giving presents, invitations and hospitality, 1st edition; g) Managing a conflict of interest Policy, 1st edition; h) Policy regarding sponsorship and charity activities, 2nd edition;	Anti-corruption Policy
Environmental Policy of the ROBYG Group, 1st edition;	Environmental Protection Policy;
ROBYG Group Human Rights Policy, 1st edition;	Human Rights and Anti-Discrimination Policy
Whistleblowing Policy and ROBYG Group Internal Reporting Regulations, 2nd edition;	Whistleblowing Procedure of the ROBYG Capital Group

These procedures came into force on 23.01.2023, as did two new policies: Social Policy (1st edition) and Procurement Policy (1st edition).

All documents are available to employees and associates. Every new employee and associate takes an exam on knowledge of policies and procedures, preceded by appropriate training. All employees receive training on key policies once a year.

In addition, it is worth noting that a new Data Protection Policy was introduced with effect from 31 August 2022.

It included the following documents:

- *Status and tasks of the Data Protection Officer*
- *Diagram of data protection system officers*
- *Procedure for reporting personal data breaches*
- *Design procedure for new processes*
- *Personal data protection procedure in relations with suppliers*
- *Procedure for granting authorisations and permissions*
- *Rules on the use of assigned business equipment and electronic data carriers*
- *Rules for working with e-mail*
- *Principles of data security at the workplace*
- *Procedure for reviewing user access rights*
- *Rules for use of information systems*
- *Procedure for managing data used for authentication*
- *Procedure for handling requests from data subjects*
- *List of physical security features of processing areas*
- *Model registers of data processing agreements and persons authorised to process personal data*
- *Balance test*



4.1.2.2. Regulations and training regarding Compliance

CODE OF PRACTICE

GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, own indicator: Internal actions and policies in line with sustainability assumptions

ROBYG Group Code of Conduct is a key document that defines the values relevant to the entire organisation, while regulating the area of ethics. ROBYG's values are reflected in their attitudes, behaviours and performance of duties. The Code contains a set of standards addressed to all ROBYG employees and associates. It is based on high ethical standards and respect for human rights and freedoms, building on the *UN Universal Declaration of Human Rights* and the *Declaration of the International Labour Organisation*. The Code defines relations with employees, clients, business partners and public authorities, as well as addresses the topic of occupational safety and audit activities.

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

- **Status as at 2022: 100% of employees trained at the ROBYG Group Code of Conduct.**

RESPECT FOR HUMAN RIGHTS

GRI 2-23, own indicator: Internal actions and policies in line with sustainability assumptions

Respect for human rights is one of the pillars of the ROBYG Group's operations. The document defining standards in this area in 2022 was the *ROBYG Group Respect for Human Rights Policy*, replaced by the *Human Rights and Anti-Discrimination Policy*.

The intention of this document is to prevent discrimination and work towards respecting diversity. We oblige all companies of the Group and all entities cooperating with us to protect human rights in their value chains, including but not limited to ensuring that such unacceptable ROBYG practices as child labour or the use of forced labour are non-existent. This document clearly expresses our opposition to any act of exploitation, abuse or humiliation of workers.

We expect a similar attitude and action from our suppliers and subcontractors, which is why we adopted the *Code of Conduct for ROBYG suppliers and subcontractors* in 2021. At the end of 2022, we amended its provisions and replaced it with the *Code of Conduct for Suppliers and Subcontractors*. Both the first edition of this regulation and its amended version address, among other issues, the protection of human rights.

MECHANISMS FOR REPORTING CONCERNS AND VIOLATIONS

GRI 2-26, own indicator: Internal actions and policies in line with sustainability assumptions

In 2019, we implemented the *Whistleblowing Policy* at ROBYG which sets out the rules for employees and associates, as well as describes the course of the investigation. The provisions relating to this area are now included in the new *Whistleblowing Procedure of the ROBYG Capital Group*.

At ROBYG, we provide the opportunity to report violations with the possibility to remain anonymous. Both the report and the persons concerned are treated confidentially. The company provides protection against retaliatory action, discrimination or other unfair treatment against employees who report a violation. All actions to investigate the validity of a report are the responsibility of the Compliance Officer, who also maintains a Register of such cases.

Whistleblowing channels provided by ROBYG

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

Our employees undergo annual training on the principles of whistleblowing and reporting breaches.

GRI 406-1

In 2022 at ROBYG:

- **one case of irregularity was reported, which was cleared up in accordance with procedures, thus preventing a breach;**
- **no cases of discrimination were reported.**

Prevention of conflicts of interest

GRI 2-15, own indicator: Internal actions and policies in line with sustainability assumptions

In accordance with ROBYG's policy, employees and associates of our company submit a declaration of no conflict of interest. By doing so, they confirm that they are not affected by a situation in which there is a risk that they could be guided by their own financial or personal interests in their dealings with business partners.

To complete the principles of the risk assessment system, assessments are made of business partners in terms of operational, legal, tax and reputational risks. This applies to partners whose value of cooperation with ROBYG exceeds PLN 500,000 per year. Monitoring compliance with this procedure is the responsibility of the Compliance Officer and it takes place at least once a year. Similarly, mandatory training on the Managing a conflict of interest Policy (now replaced by the Anti-Corruption Policy) is held once a year for all employees and associates and it culminates in an examination in the form of a test.

- In 2022, one example of behaviour was reported to the Compliance Officer which may have met the criteria of attempting to give a material benefit to an employee. The case was explained and the benefit was not accepted.

Awareness rate of procedures among ROBYG employees in 2022:

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

	Prevention of conflicts of interest	Anti-Corruption	Ethical business conduct
Management Board	100%	100%	100%
Other employees	100%	100%	100%

4.1.2.3. Rules of cooperation with business partners

GRI 308-1, GRI 414-1

As a leading company in the residential construction market in Poland, ROBYG strives for the highest standards of business conduct, constantly improving its solutions. Therefore, in our business environment, we want to build a culture of co-responsibility and develop awareness of sustainability among our partners.

The document that governed our relationships with business partners, including suppliers and subcontractors in 2022 was the *Code of Conduct for ROBYG Suppliers and Subcontractors*, updated to the *Code of Conduct for Business Partners* in force from the end of January 2023. In 2022 our suppliers and subcontractors were obliged to become familiar with the *ROBYG Group Respect for Human Rights Policy and the Environmental Policy*.



The Code defines three key areas in which we want to promote and develop good practices:

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

In 2022, around 80% of suppliers and sub-contractors of ROBYG Construction sp. z o.o. declared knowledge of the Code of Conduct for Suppliers and Subcontractors.

Good ESG practices are reflected in the transparency we apply when engaging with business partners. This applies to our expectations of the companies we work with as well as our own obligations to conduct ourselves to the highest standards in every collaboration. Therefore, **the system for managing the selection and acceptance of subcontractors and setting rules and guidelines for the drafting and conclusion of contracts** is so important from the point of view of responsible management of the ROBYG business model. It has been in effect since April 2022 and it sets out the rules for the selection of subcontractors participating in the tender process, as well as the rules for the selection and acceptance of tenders. The document contains the necessary guidelines for the negotiation of contracts and work orders. It also sets out rules for the drafting of contracts and orders, including a description of the process for obtaining the required permissions and signatures. Clear rules allow for an objective assessment of the potential of each prospective subcontractor and ensure that ROBYG's approach to cooperation standards is clearly communicated to prospective subcontractors.

In addition, cooperation with business partners in 2022 was also regulated by:

- Policy regarding the rules of conduct with business partners and administration,
- Managing a conflict of interest Policy,
- Policy for accepting and giving presents invitations and hospitality.



4.2. Transparent business

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

Our strategic goals in the area of transparent business:

1. Annual publication of ROBYG's ESG Report in accordance with GRI standards.
2. Launch the ROBYG ESG website (www.esg.robyg.pl)
3. Announce the ROBYG ESG Strategy and be regarded as the leader in ESG on the Polish housing development market.
4. Become a signatory to the UN Global Compact and systematic reporting on the implementation of the 10 Sustainable Development Goals.

Key metrics of the achievement of our objectives in 2022.

Implementation of ROBYG's ESG Strategy

the strategy has been implemented since 2021.

The ESG report is published annually

This document is the second edition of ROBYG's ESG report.

Cyclical reporting on the achievement of the 10 UN Global Compact Goals.

implemented since 2022 onwards as part of the ESG reports.

Expand cooperation to promote good ESG and sustainable development practices

ROBYG has been a member of the Polish ESG Association since 2022.

4.2.1. Our stakeholders

4.2.1.1. ROBYG stakeholders and their engagement

GRI 2-29

Stakeholders and their expectations have a key impact on ROBYG's business, which is why we attach such importance to building lasting relationships with them. Clear, transparent and regular communication using a variety of outreach channels builds trust and increases the level of engagement among stakeholders. In it, we focus on listening to the needs of our clients, business and social partners. We aim for dialogue based on proven standards and best practices. We combine the principle of transparency in communicating our principles and the effects of our actions with the objective of providing an opportunity for two-way communication in which we are able to better understand the perspective of the people and institutions present on the ROBYG stakeholder map.

We share information about our company and its activities through:

application for residents (E-card file)

traditional correspondence - letters sent by post

dedicated newsletters and e-mails

websites: robyg.pl, esg.robyg.pl, gdansk.robyg.pl, poznan.robyg.pl, 15minutowemiasta.pl

social media profiles: Facebook, LinkedIn, Instagram, YouTube and *Urządź się w Trójmieście*



traditional media (press releases, articles)

direct contacts - sales and after-sales offices, call centres

others, such as information for residents in the lobby of buildings or the lift

customer panel

Main forms of contact and topics raised by stakeholders

Stakeholder group	Internal/external stakeholders	Methods of engagement and communication	Topics raised by the stakeholders
Employees	Internal	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 scheme Social engagement
Supervisory board	Internal	Direct meetings Mailing	Results Risk management
Shareholder	Internal	Direct meetings Mailing	Results Risk management ESG factors
Clients	External/internal	Direct contact Website (including chat and online construction log) Video chat Bulletin Profiles in social media NPS survey Handling claims Face-to-face meetings After-sales hotline	Post-warranty service Quality and standard of provided services Transparency of external communications Ecological offer Environmental education
Suppliers and subcontractors	External	Ongoing daily contact E-mail and telephone contact ROBYG Code of Conduct and policies Enforcement of provisions in construction contracts	Occupational Health and Safety Standards for sustainable design and project execution Environmental and social impacts of suppliers and subcontractors Minimising CO2 emissions Responsible waste management Respect for human rights Cooperation as part of community engagement Anti-corruption and ethical standards Sustainability education

Residents of housing estates	External	Company website and social media profiles Bulletin Traditional and electronic correspondence Hotline Notice boards in buildings Administration portal Traditional media	Post-warranty service Regulations for housing estates and the use of common facilities Promotion of sustainability and CSR (actions, contests, support of local initiatives as part of participatory budget) Integration of housing communities
Local community, NGOs	External	Participation in dialogue sessions Educational campaigns Employee volunteer programs	Infrastructure development Support for local NGOs ROBYG social engagement Sustainability education Transparency of external communications
State and local administration	External	Cooperation with local authorities and public entities Cooperation with the Polish Association Developers Participation in dialogue sessions	Infrastructure investments Implementing solutions that support the environment and reducing climate change Economic and social impact
Potential investors and the capital market	External	Website Post office Face-to-face meetings Questionnaires Reports	Financial results Corporate culture Risk management ESG factors
The media	External	Website Social media Press releases Meetings Traditional and electronic correspondence	Public access Transparency of external communications Social engagement Sustainability education
Competition	External	Website Social media Press releases Reports	Public access Transparency of external communications
Banks and analysts	External	Website Face-to-face meetings Questionnaires Reports	Financial results Corporate culture Risk management Infrastructure investments Economic and social impact
Risk management auditors	External	Reports Internal studies Documents Dialogue sessions	Public access Transparency of external communications Corporate culture Risk management



PORTO

4.2.2. Access to information as a foundation of responsible business

[GRI 2-2, GRI 2-3, GRI 2-4, GRI 3-1]

We care about access and transparency in our communications with all ROBYG stakeholder groups. We share knowledge, encourage responsible consumer decisions and inspire action for sustainability. Our stakeholders have access to clear, factual and reliable information on the company's situation, current investments and ROBYG's achievements, including on ESG.

The primary source of information about ROBYG for all stakeholders is the www.robyg.pl website.

As one of the leading residential developers in Poland, we feel responsible for promoting sustainability in the construction sector. The www.esg.robyg.pl website supports the provision of information on responsible and sustainable development at ROBYG. The website contains a compendium of knowledge on the above issues. We published documents such as *ROBYG's ESG Strategy and ROBYG Group's Socio-Economic Impact Report* there, as well as our initiatives to achieve the UN Sustainable Development Goals.

In addition, as an ambassador for the concept of 15-minute cities in Poland, we created the 15minutowemiasta.pl website. It is where we share our knowledge and completed investment projects in the spirit of the 15-minute city, which we have successfully transformed into the design of 15-minute estates.

For our employees and colleagues, we have implemented an improved version of the Intranet to make accessing information quicker and easier.

Additional official sources of information about our company are:

- websites: www.gdansk.robyg.pl, www.gdansk.robyg.pl,
- social media channels: [LinkedIn ROBYG S.A.](#), [Facebook](#), [Instagram](#) oraz [YouTube](#).

4.2.3. Reporting our business

4.2.3.1. Approach to reporting

GRI 2-2, GRI 2-3, GRI 3-1, GRI 3-2, own indicator: Annual ESG disclosure, Publication of the ESG Report]

This report is the ROBYG Group's second ESG report prepared in accordance with the latest version of the international sustainability reporting standard: GRI Standards. The report presents information for the financial year starting from 1 January and ending on 31 December 2022. It covers the objectives, policies and results of ESG issues, which are the most important in managing a sustainable business from the perspective of ROBYG and our stakeholders. For the purpose of identifying relevant ESG reporting topics, we conducted a survey of external stakeholders and ROBYG employees during the preparation stage of the first ROBYG report. To do this, we used a survey complemented by a series of area workshops with ROBYG staff. The matrix of material reporting topics was confirmed as fully up to date for 2022 and at the stage of deciding its scope, we took into account, among other things, the expectations of ROBYG's new owner: TAG BETEILIGUNGS-UND IMMOBILIENVERWALTUNGS GMBH of the TAG Immobilien AG Group.

In the report, we present the impact of our organisation on the environment in the context of the three key pillars of ROBYG's ESG Strategy: ROBYG for Planet, ROBYG for People and ROBYG for Sustainable Business. We publicise our data and the extent to which we are achieving our objectives in a transparent manner.

The report contains information on all companies comprising the ROBYG Group, except where otherwise indicated in the body of the *Report*. Vantage Development also owned by TAG BETEILIGUNGS-UND IMMOBILIENVERWALTUNGS GMBH, reports ESG issues for 2022 in a separate report. Although ROBYG and Vantage Development form

one capital group, the specifics of their operations remain separate. For this reason, companies publish separate reports.

The presented data were developed based in internal reporting systems. The report has not been subjected to additional external audit verification.

List of amendments to the 2022 report - adjustments to the previous year

In 2021, the figures included all buildings that received an occupancy permit between 2015 and the end of 2021. The data presented in this report include buildings completed between 2015 to the end of 2022 (as per the financial statements). For comparative purposes, the 2022 report includes data for 2021 adjusted in accordance with the new methodology adopted, which refer to buildings completed by the end of 2021.

In all cases, the data are presented cumulatively, i.e. from 1.01.2015 to the last day of the reporting period.



	In the 2021 report	According to the new methodology (adjustment of the indicator for 2021)
No. of luminaries with LED source	66 815	66 986
Area of installed photovoltaic panels	2 625	2445
Capacity of installed photovoltaic panels	428,9	403,9
No. of playgrounds	68	67
No. of kids play zones	9	8
No. of gyms	27	26
No. of bicycle racks	4 059	4 008
Area of the bicycle storage rooms	3 936	3 835
No. of trees planted in the ground	3 171	3 153
Area of planted shrubs favoured by birds and insects	91 400	90 743,67
No. of trees planted in the ground	3 171	3 153

Other changes in reported data for 2021 due to modification of the adopted methodology of the indicator

	In the 2021 report	According to the new methodology (adjustment of the indicator for 2021)
Average length of service as members of the Management Board of ROBYG S.A.	15,6 (length of service with ROBYG included)	8,4 (time of work in a particular position was taken into account)

In addition, the definition of an employee given in the 2021 report needs to be corrected. The figures for 2021 were counted analogously to the method adopted in 2022.

Definition given in the 2021 report	Correct definition - according to the methodology applied to the report for 2021 and 2022.
Employee - a person employed under a contract of employment or a civil law contract with ROBYG S.A. or another company of the ROBYG Group.	Employee - a person employed under a contract of employment with ROBYG S.A. or another company of the ROBYG Group.
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 as a sole trader	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, including as a sole trader, under a contract for specific work or a contract of mandate

4.2.3.2. Matrix of relevant reporting topics

GRI 3-1, GRI 3-2

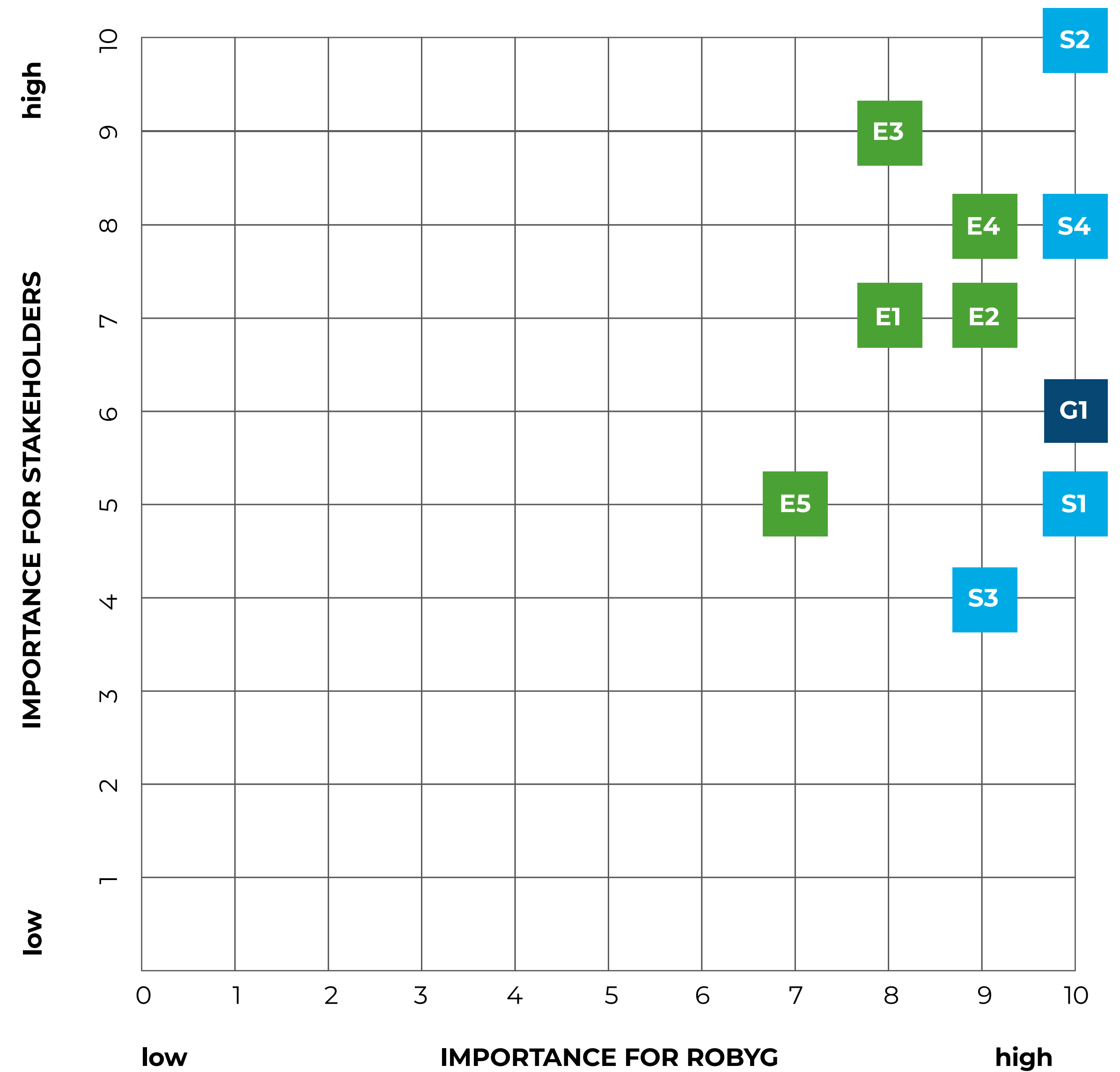
The process of identifying material reporting topics followed the GRI Standards guidelines under the supervision of the Head of ESG. As a result of the work carried out at the initial reporting stage (for 2021) and then in the review process with the ROBYG Management Board of the importance of ESG topics in 2022, a materiality matrix of ESG issues was identified. These issues are detailed in this report.



	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



The Matrix of material reporting topics



4.2.3.3 Annual ROBYG Report

A source of knowledge for stakeholders about ROBYG's operations and in particular the company's financial performance is the ROBYG Annual Report, which includes:

- Letter of the President of the Management Board of ROBYG S.A.,
- Financial statements of ROBYG S.A. for the year ended on 31 December 2022;
- Report of the Management Board on the operations of ROBYG S.A. and the ROBYG S.A. Capital Group of for the year ended on 31 December 2022;
- Statement of the Management Board of ROBYG S.A. to the financial statements of ROBYG S.A. for the year ended on 31 December 2022;
- Report of the independent auditor on the financial statements of ROBYG S.A. for the year ended on 31 December 2022.
- The financial statements prepared in accordance with accounting principles present the financial position of the ROBYG Group and contains above all the balance sheet, profit and loss account as well as notes.
- Annual and interim reports can be found on ROBYG's dedicated investor relations website - <https://ri.robyg.pl/raporty-okresowe>.



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 2021, ROBYG joined the UN Global Compact, thereby declaring the implementation of its business activities in line with the UNGC's 10 principles on human rights, labour standards, environmental protection and anti-corruption. In doing so, we have committed to regular reporting on our progress in these areas.

European Climate Pact

In connection with ROBYG's accession to the European Climate Pact in 2021, we undertook to report annually on the extent to which we are meeting our commitments.

Our reported progress on ROBYG's commitments is available on the esg.robyg.pl website.



Principles of the UN Global Compact	Page number in the report
Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights.	63-64, 66, 74, 110
Principle 2. Business should make sure that they are not complicit in human right abuses.	63-64, 66, 74, 110
Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	ROBYG labour standards respect the right to freedom of association and the right to collective bargaining. In 2022, there were no functioning trade unions in ROBYG and no collective bargaining situations.
Principle 4. Businesses should uphold the elimination of all forms of forced and compulsory labour.	110-112
Principle 5. Businesses should uphold the effective abolition of child labour.	111-112
Principle 6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	74-76
Principle 7. Businesses should support a precautionary approach to environmental challenges.	25-57
Principle 8. Businesses should undertake initiatives to promote greater environmental responsibility	25-57
Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies	25-57
Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery	110-112

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 2022
GRI 1 used	GRI 1: Foundation 2022
Applicable GRI Sector Standard(s)	Not currently available.

Disclosures included in the report					
Disclosure Number	GRI Standard	Disclosure Title	Location	Numbers of pages	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 – 12	
GRI 2-2	GRI 2. General Disclosures 2021	Entities included in the organization's sustainability reporting	4.2.3.1. Approach to reporting	118	
GRI 2-3	GRI 2. General Disclosures 2021	Reporting period, frequency and contact point	4.2.3.1. Approach to reporting	118	
GRI 2-4	GRI 2. General Disclosures 2021	Restatements of information	4.2.3.1. Approach to reporting	118-119	
GRI 2-5	GRI 2. General Disclosures 2021	External assurance	4.2.3.1. Approach to reporting	-	The report has not undergone additional external verification.
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	118-121	
Own indicator	-	Publication of the ESG Report		118	We publish the second ESG report.

2. Activities and workers					
GRI 2-6	GRI 2. General Disclosures 2021	Activities, value chain and other business relationships	1.2. Who we are	6-12	
GRI 2-7	GRI 2. General Disclosures 2021	Employees	1.2. Who we are 3.1.1.1. Our community	11, 67-68	
GRI 2-8	GRI 2. General Disclosures 2021	Workers who are not employees	3.1.1.1. Our community	11, 67-68	
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	9-10, 105	
GRI 2-10	GRI 2. General Disclosures 2021	Nomination and selection of the highest governance body	1.2. Who we are	9-10	
GRI 2-11	GRI 2. General Disclosures 2021	Chair of the highest governance body	1.2. Who we are	9	
GRI 2-12	GRI 2. General Disclosures 2021	Role of the highest governance body in overseeing the management of impacts	1.4. ESG strategy 4.1.1.1. ESG management structure	105, 18	
GRI 2-13	GRI 2. General Disclosures 2021	Delegation of responsibility for managing impacts	1.4. ESG strategy 4.1.1.1. ESG management structure	105, 18	
GRI 2-14	GRI 2. General Disclosures 2021	Role of the highest governance body in sustainability reporting	4.1.1.1. ESG management structure	105, 18	
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	107-109, 111	
GRI 2-16	GRI 2. General Disclosures 2021	Communication of critical concerns	4.1.2. Policies and procedures for sustainable business	107-110	
GRI 2-17	GRI 2. General Disclosures 2021	Collective knowledge of the highest governance body	4.1.1.1. ESG management structure	105	
GRI 2-18	GRI 2. General Disclosures 2021	Evaluation of the performance of the highest governance body	4.1.1.1. ESG management structure	105	
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, 16-20	
GRI 2-23	GRI 2. General Disclosures 2021	Policy commitments	1.4. ESG Strategy 4.1.2. Policies and procedures for sustainable business 4.1.2.1. Regulations and training regarding compliance	16-20, 107-109, 110-111	
GRI 2-24	GRI 2. General Disclosures 2021	Embedding policy commitments	1.4. ESG Strategy 4.1.2. Policies and procedures for sustainable business 4.1.2.1. Regulations and training regarding compliance	16-20, 107-111	
GRI 2-25	GRI 2. General Disclosures 2021	Processes to remediate negative impacts	1.4. ESG Strategy 4.1.1.2. Risk management 4.1.2.1. Regulations and training regarding compliance	16-20, 107-108, 110	
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	110-111	
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	105, 107-111	
GRI 2-28	GRI 2. General Disclosures 2021	Membership associations	1.5 Membership in organizations	21	
5. Stakeholder engagement					
GRI 2-29	GRI 2. General Disclosures 2021	Approach to stakeholder engagement	3.2.1.4. We measure customer satisfaction 4.2.1.1. ROBYG stakeholders and how we engage them	84, 114-116	
GRI 2-30	GRI 2. General Disclosures 2021	Collective bargaining agreements		-	There were no labour unions as at 31.12.2022.
II. MATERIAL TOPICS					
GRI 3-1	GRI 3. Material topics 2021	Process to determine material topics	4.2.3.1. The approach to reporting	118-119	
GRI 3-2	GRI 3. Material topics 2021	List of material topics	4.2.3.2. Matrix of material reporting topics	119- 120	
Climate and its changes					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	11.4. ESG Strategy 2.1. Green standard for low-emission performance 4.1. Management practices	16-20, 31-41, 103	

GRI 305-1	GRI 305. Emissions 2016	Direct (Scope 1) GHG emissions	2.1.2.1. GHG emissions	36-37	
GRI 305-2	GRI 305. Emissions 2016	Energy indirect (Scope 2) GHG emissions	2.1.2.1. GHG emissions	36-37	
GRI 305-5	GRI 305. Emissions 2016	Reduction of GHG emissions	2.1.2.1. GHG emissions	36-37	
GRI 308-1	GRI 308. Supplier Environmental Assessment 2016	New suppliers that were screened using environmental criteria	4.1.2.32. Rules of cooperation with business partners	111-112	
Own indicator	-	Area of green roofs	2. ROBYG FOR PLANET	27	
Own indicator	-	Percentage of ROBYG housing estates have a minimum of 5 low-emission solutions	2. ROBYG FOR PLANET	27	
Own indicator	-	Number of ROBYG apartments equipped with the Smart House system	2. ROBYG FOR PLANET	29	
Energy and energy efficiency					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 2.1.2.2. Low-emission solutions at ROBYG 2.1.3. Energy and energy efficiency 4.1. Management practices	16-20, 41, 103	
GRI 302-1	GRI 302. Energy 2016	Energy consumption within the organization	2.1.3.2. Energy and fuel consumption	42-43	
Own indicator	-	Percentage of renewable energy during the construction process in ROBYG	2.1.3.2. Energy and fuel consumption	42	
Own indicator	-	Surface of photovoltaic panels	2.1.2.4. Examples of low-emission solutions - energy from the Sun	41	
Own indicator	-	Number of fixtures with a LED light source	2.1.2.2. Low-emission solutions at ROBYG	39	
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	16-20, 44, 103	
GRI 301-1	GRI 301. Materials 2016	Materials used by weight or volume	2.1.4. Raw materials and waste	44	
Own indicator	-	Percentage of marketing materials printed on FSC-certified paper	3.2.2.3. Environmental education of our customers	85	

Water					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	11.4. ESG Strategy 2.3.2. Water and blue infrastructure 4.1. Management practices	16-20, 55-57, 103	
GRI 303-3	GRI 303. Water and Effluents 2018	Water withdrawal	2.3.2.1. Water consumption by ROBYG	55	
Own indicator	-	Area of rain gardens	2.3.2.2. Water and its conservation in ROBYG operations	57	
Biodiversity					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 2.3.1. For the love of biodiversity 4.1. Management practices	16-20, 52-54, 103	
GRI 304-2	GRI 304. Biodiversity 2016	Significant impacts of activities, products and services on biodiversity	2.3.1. For the love of biodiversity	52-54	
Own indicator	-	Percentage of completed ROBYG housing estates have at least one element protecting biodiversity	2.3.1. For the love of biodiversity	52	
Own indicator	-	Area of flower meadows	2.3.1. For the love of biodiversity	52	
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	16-20, 77-80, 103	
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	77-80	
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	77-80	
GRI 403-3	GRI 403. Occupational Health and Safety 2018	Occupational health services	3.1.3. Safety on construction sites and in offices	77-80	
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	77-80	
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	80	
GRI 403-6	GRI 403. Occupational Health and Safety 2018	Promotion of worker health	3.1.3. Safety on construction sites and in offices	77-80	
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	77-810	
GRI 403-9	GRI 403. Occupational Health and Safety 2018	Work-related injuries	3.1.3. Safety on construction sites and in offices	77-80	

Customer satisfaction					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	1.4. ESG Strategy 3.2. Our customers	16-20, 81-87	
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	87	
Own indicator	-	A customer satisfaction rate after acceptance of the real estate	3.2.1. Building client communities	82	
Own indicator	-	Percentage of customers on recommendation or buying another apartment from ROBYG	3.2.1. Building client communities	82	
Own indicator	-	Number of partners in the ROBYG Club program	3.2.1.2. ROBYG Club program	83	
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	16-20, 64-66, 103	
GRI 401-1	GRI 401. Employment 2016	New employee hires and employee turnover	3.1.1.3. How we attract employees	71-72	
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	73	
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	70	
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	70	
GRI 405-1	GRI 405. Diversity and Equal Opportunity 2016	Diversity of governance bodies and employees	3.1.1.1. Our community	74	
GRI 405-2	GRI 405. Diversity and Equal Opportunity 2016	Ratio of basic salary and remuneration of women to men	3.1. Our employees	75	
Own indicator	-	Percentage of managers from internal promotions	3. Robyg for people	60	

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	16-20, 45, 88-90	
GRI 201-1	GRI 201. Economic Performance 2016	Direct economic value generated and distributed	1.2. Who we are	6- 7	
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	92	
GRI 203-2	GRI 203. Indirect Economic Impacts 2016	Significant indirect economic impacts	3.3.1.2. Socio-economic impact of ROBYG	91	
GRI 204-1	GRI 204. Procurement Practices 2016	Proportion of spending on local suppliers	1.2. Who we are	12	
GRI 413-1	GRI 413. Local Communities 2016	Operations with local community engagement, impact assessments, and development programs	3.3.2. ROBYG social engagement	93- 98	
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	111-112	
Own indicator	-	Percentage of ROBYG designs compliant with the concept of a 15-minute city	2.2. ROBYG 15-minute housing estates	45	
Own indicator	-	Number of common areas by type	2.2.3. Human balance in ROBYG housing estates	47- 48	
Business ethics					
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics	3.1.2.1. Diversity Charter and other regulations 4. ROBYG FOR SUSTAINABLE BUSINESS 1.4. ESG Strategy 4.1. Management practices 4.2. Transparent business	16-20, 74, 100, 113	
GRI 205-2	GRI 205. Anti-corruption 2016	Communication and training about anti-corruption policies and procedures	4.1.2.2. Regulations and training regarding compliance	107-111	
GRI 205-3	GRI 205. Anti-corruption 2016	Confirmed incidents of corruption and actions taken	4.1.2.2. Regulations and training regarding compliance	111	
GRI 406-1	GRI 406. Non-discrimination 2016	Incidents of discrimination and corrective actions taken	4.1.2.2. Regulations and training regarding compliance	111	
Own indicator	-	Internal actions and policies in line with sustainability assumptions	4.1.2. Policies and procedures for sustainable business	107-110	

Footnotes

1. <https://naukaoklimacie.pl/aktualnosci/najwieksi-emitenci-co2-przeglad-431/>
2. Read more in Chapter ROBYG for People.
3. Source: <https://meteo Klimat.wordpress.com/2009/02/10/miejskie-wyspy-ciepla/>
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. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 119.
5. Read more in Chapter ROBYG for Sustainable Business.
6. Market-based emission indicator - an indicator assigned to the generator and/or supplier of an energy carrier used to calculate market-based emissions. In the case of the present calculations, these indicators apply to entities such as Energa-Obrót, Tauron and PGNiG Termika.
7. In order to convert the fuel consumption originally stated in litres (i.e. petrol, diesel, heating oil) into MWh, the following conversion factors were used: for petrol - 31 MJ/litre; for diesel - 37 MJ/litre; for heating oil - 39 MJ/litre, for natural gas - 1 m³ = 10.55 kWh.
8. In view of the Group's business profile, the boundaries of the organisation were established on the basis of the operational control criterion. Therefore, 100% of the emissions of the Group companies are included in this calculation.
9. The data show the ratio of phases with a minimum of 5 low carbon solutions that were built in the reporting year according to the financial statements to all phases built in the reporting period. An estate is counted as a whole if at least one phase was completed in the reporting year. Low-carbon solutions: recuperation, condensing gas boilers, heat pumps, installation control system (Smart House), photovoltaic panels, use of prefabricated elements, lifts with energy recovery, electric chargers, motion/dusk sensors in common areas, LED lighting in common areas, weather control, heat meters in units, triple-glazed windows, sun blinds, green roofs or inverted roofs.
10. The data include the number of LED light fixtures installed in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 120.
11. The data show the ratio of the phases of housing estates put on sale where at least one electric car charging station is planned (external or internal) to all newly launched housing estate phases in a given year. An estate is counted as a whole if at least one phase was put on sale in the reporting year.
12. The data include SMART HOUSE sets ordered up to the last day of the reporting year.
13. The data include the area and capacity of installed photovoltaic panels on ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 119.
14. The data include electricity from renewable energy sources consumed in the reporting year for the needs of investment projects by ROBYG Construction's construction site offices, as well as the following sales offices: City Sfera, Royal Residence and Początek Piątkowo.
15. Direct emissions from emission sources controlled by the organisation, such as e.g. vehicles, heat sources (e.g. gas boilers), process emissions generated at the administrative offices of ROBYG S.A. and other companies of the ROBYG Group, as well as in the development process, including the offices of ROBYG Construction. Status on the last day of the reporting year. For the purposes of the calculations, the figures provided in litres have been converted into MWh. The data covering fleet combustion includes all vehicles owned, leased or rented by companies of the ROBYG Group (data based on fuel cards, invoices, meter readings and billing from administrators).
16. Indirect emissions related to the consumption of electricity and heat purchased from suppliers generated in the administrative offices of ROBYG S.A. and other companies of the ROBYG Group, as well as in the development process, including the offices of ROBYG Construction. Status on the last day of the reporting year. Data based on invoices, meter readings and billings from administrators.
17. The data include the consumption of district heating at the administrative offices of ROBYG S.A. and other companies of the ROBYG Group, as well as in the development process, including the offices of ROBYG Construction. Status on the last day of the reporting year. The data is based on invoices, meter readings and billings from administrators, except for the sales offices URSUS (Warsaw), Mokotów (Warsaw), where an estimate of thermal energy was provided based on consumption in the same period of the previous year.
18. The data include electricity consumed by the administrative offices of ROBYG S.A. and other companies of the ROBYG Group, as well as in the development process, including the offices of ROBYG Construction. Data on the last day of the reporting year. Data based on invoices, meter readings and billings from administrators.
19. The data include electricity from renewable energy sources consumed by the construction site offices of ROBYG Construction and the administrative offices of ROBYG S.A. and other companies of the ROBYG Group, as well as in the development process, including the offices of ROBYG Construction. Status on the last day of the reporting year. The data is based on contracts with renewable electricity suppliers and invoices.
20. The data include total electricity consumed by the administrative offices of ROBYG S.A. and other companies of the ROBYG Group, as well as in the development process, including the offices of ROBYG Construction. Status on the last day of the reporting year.
21. Source: Building energy efficiency - what is it and how to improve it? - Environmental Education - Gov.pl Portal (www.gov.pl)
22. The data include phases built in the reporting year according to the financial statements of the ROBYG Group S.A. The data is based on energy efficiency certificates. Percentage ratio is calculated as the ratio of all phases to phases in a given range, indicating primary energy consumption per 1 m² per year. Methodology: numerator - phases with annual average primary energy consumption per m² in a given range, denominator - all buildings completed in a given year. The result multiplied times 100.
23. The data is based on selective waste collection contracts concluded by ROBYG Construction. It was assumed that 25% of sorted waste is recycled on the basis of <https://stat.gov.pl/obszary-tematyczne/srodowisko-energia/srodowisko/ochrona-srodowiska-2020,1,21.html>
24. The data is based on certificates provided by waste recipients certifying that the waste was transferred for recycling.
25. The data covers phases on sale in the reporting year which meet 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 coworking, access to public transportation. If the feature does not occur in the estate, the distance in minutes was calculated using Google Maps.
26. The data include the playgrounds in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 119.
27. The data include the kids play zones in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 119.
28. The data include outdoor and indoor fitness gyms in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 119.
29. The data include the number of bicycle racks in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 119.
30. The data include the number of bicycle repair stations in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included.
31. The data include the area of bicycle storage rooms in buildings. Phases built after 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 119.
32. The data indicate the percentage ratio of phases which, according to the financial statements of the ROBYG S.A. Group, were built in the reporting year and on which there is at least 1 element protecting biodiversity, to all phases built in the reporting year. An estate is counted as a whole if at least one phase was completed in the reporting year. Elements that protect biodiversity include: bird houses or insect hotels, green walls (climbing plants), bird feeders, flower meadows, cutting trees outside the breeding season or under the supervision of an ornithologist, a variety of planted species, openwork fencing without foundations, preparation of a wintering area for animals such as logs, relocation of animals, rain gardens.
33. The data include the area of planted flower meadows in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included.
34. The data include the area of planted shrubs in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Shrubs favoured by birds and insects are shrubs with dense branches to hide nests, as well as flowering and fruiting species. Adjusted figures for 2021 - see page 119.
35. The data include trees planted in the native ground in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included. Adjusted figures for 2021 - see page 119.
36. The data include the area of green roofs on the top floors of buildings, excluding garage roofs, on ROBYG estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included.
37. The data include water consumed by the administrative offices of ROBYG S.A. and other companies of the ROBYG Group, as well as in the development process, including the offices of ROBYG Construction. Data on the last day of the reporting year. The data is based on invoices, meter readings and information from administrators.
38. Source: https://research-and-innovation.ec.europa.eu/research-area/environment/nature-based-solutions_en
39. Source: <https://www.wroclaw.pl/growgreen/nature-based-solution-co-to-takiego>
40. The data include estates with water use for watering common areas in ROBYG estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included.
41. The data include the area of rain gardens in ROBYG housing estates. Phases which were built between 1.01.2015 and the last day of the reporting year according to the financial statements of ROBYG S.A. are included.
42. Status on the last day of the reporting year.
43. Status on the last day of the reporting year.
44. Status on the last day of the reporting year.
45. Status on the last day of the reporting year. Average calculated in years.
46. The data show the ratio of employees of ROBYG S.A. and other companies of the ROBYG Group, who on the last day of the reporting year held a position higher than the one for which they were originally hired, to all employees of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
47. The data show the ratio of persons belonging to the management of ROBYG S.A. and other companies of the ROBYG Group who, prior to assuming their current position, worked or cooperated with ROBYG on a position lower than their current position to the entire management of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
48. The data show the ratio of employees and associates of ROBYG S.A. and other companies of the ROBYG Group who were subjected to the internal assessment system, to all employees and associates of ROBYG S.A. and other companies of the ROBYG Group in 2022. Employees who were assessed through a bonus system were included. Status on the last day of the reporting year.
49. More details are available in subsection Safety on construction sites and in offices and in Chapter ROBYG for Sustainable Business.
50. The data include an average number of training hours calculated for all employees and associates of ROBYG S.A. and other companies of the ROBYG Group. They do not include

- open, free training.
51. The data include the Management Board of ROBYG S.A.; Management Boards of other companies of the ROBYG Group and Directors of ROBYG S.A. and other companies of the ROBYG Group. Length of service in position calculated in calendar years. Status on the last day of the reporting year.
 52. The data include the average length of service of employees and the duration of contracts concluded with associates of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 53. The data include employees and associates - in addition to services rendered as part of business activities - of ROBYG S.A. and other companies of the ROBYG Group. Average calculated on the basis of calendar years. Status on the last day of the reporting year.
 54. The data include employees and associates of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 55. The data show the ratio of employees and associates of ROBYG S.A. and other companies of the ROBYG Group who started working or cooperating throughout the reporting year to all employees and associates of ROBYG S.A. or other companies of the ROBYG Group at the end of the reporting year.
 56. The data show the ratio of employees and associates of ROBYG S.A. and other companies of the ROBYG Group who stopped working or cooperating throughout the reporting year to all employees and associates of ROBYG S.A. or other companies of the ROBYG Group at the end of the reporting year. Employees and associates who leave the organisation voluntarily or due to redundancy, retirement or death in service were included.
 57. The type of contract does not affect the benefits offered to our employees and associates.
 58. The data include employees of ROBYG S.A. or other companies of the ROBYG Group who were on maternity/paternity leave during the reporting year.
 59. The data include employees who returned to work after maternity/paternity leave in the reporting year.
 60. The data include employees of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 61. The data include the Management Board of ROBYG S.A.; Management Boards of companies of the ROBYG Group and Directors of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 62. Source: <https://www.piiib.org.pl/aktualnosci/informacje-biezace/4248-2020-05-26-13-55-51>
 63. The data include employees of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 64. The data include persons employed under contracts of employment in ROBYG Construction sp. z o.o. Status on the last day of the reporting year.
 65. The data include the Management Board of ROBYG S.A.; Management Boards of companies of the ROBYG Group and Directors of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 66. The data include Management Boards of companies of the ROBYG Group (excluding the Management Board of ROBYG S.A.) and directors. Status on the last day of the reporting year.
 67. The data include Managers and Project Managers of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 68. The data include employees of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 69. The data include employees and associates - in addition to services rendered as part of business activities - of ROBYG S.A. and other companies of the ROBYG Group. The data include the ratio of women's annual salary to men's annual salary as defined by the WSE, i.e. it includes basic salary and any allowances and bonuses. The calculation excludes the Management Board of ROBYG S.A., the Supervisory Boards of ROBYG S.A. and ROBYG Construction.
 70. The data include employees of ROBYG S.A. and other companies of the ROBYG Group. Status on the last day of the reporting year.
 71. The data include employees of ROBYG Construction sp. z o.o. Status on the last day of the reporting year.
 72. The data include employees and associates of ROBYG Construction sp. z o.o. Status on the last day of the reporting year.
 73. The data include employees of ROBYG S.A. and other companies of the ROBYG Group, excluding employees of ROBYG Construction. Status on the last day of the reporting year.
 74. The data show the percentage ratio of clients who declared that they were satisfied or very satisfied with the level of cooperation with ROBYG to all clients who took part in the survey. The data is based on post-acceptance surveys carried out among clients who accepted apartments in the reporting year in Warsaw and Gdansk.
 75. The data include the percentage ratio of clients who declared that they were satisfied or very satisfied with the service of a ROBYG employee or associate during the acceptance of the apartment to all clients who took part in the survey. The data is based on post-acceptance surveys carried out among clients who accepted apartments in the reporting year in Warsaw and Gdansk.
 76. The data include the percentage share of clients who entered into more than one preliminary or developer agreement with a ROBYG Group company in the reporting year.
 77. The data include the percentage share of clients who entered into more than one preliminary or developer agreement with a ROBYG Group company as a result of a recommendation from another client. The data is based on clients' statements, based on ROBYG's internal reporting system.
 78. The data is based on post-sale surveys conducted in the reporting year with clients who signed developer agreements in Warsaw, Gdansk, Wroclaw and Poznan.
 79. The data is based on post-acceptance surveys carried out among clients who accepted apartments in the reporting year in Warsaw and Gdansk.
 80. The data include the percentage ratio of clients who declared that they would recommend the purchase of a ROBYG apartment to all clients who took part in the survey. The data is based on post-sale surveys conducted in the reporting year with clients who signed developer agreements in Warsaw, Gdansk, Wroclaw and Poznan.
 81. The data include the percentage ratio of clients who declared that they were satisfied or very satisfied with the apartment on the day of acceptance to all clients who took part in the survey. The data is based on post-acceptance surveys carried out among clients who accepted apartments in the reporting year in Warsaw and Gdansk.
 82. The data include the percentage ratio of clients who declared that they were satisfied or very satisfied with the level of service and knowledge of the ROBYG Sales Advisor to all clients who took part in the survey. The data is based on post-sale surveys conducted in the reporting year with clients who signed developer agreements in Warsaw, Gdansk, Wroclaw and Poznan.
 83. More details are available in Chapter ROBYG for Planet and on 15minutowemiasta.pl
 84. Source: GUS, 2020, Mały Rocznik Statystyczny Polski.
 85. The analysis covers the companies of the ROBYG Capital Group and relates to their operating activities in the calendar year 2020. The following sources were used in the calculations: Report of the Management Board on the operations of ROBYG S.A. and the ROBYG S.A. Capital Group for the year ended 31 December 2020, ROBYG S.A. financial statements for the year ended 31 December 2020, Information (including employment, tax and financial data) from ROBYG Capital Group companies for 2020.