



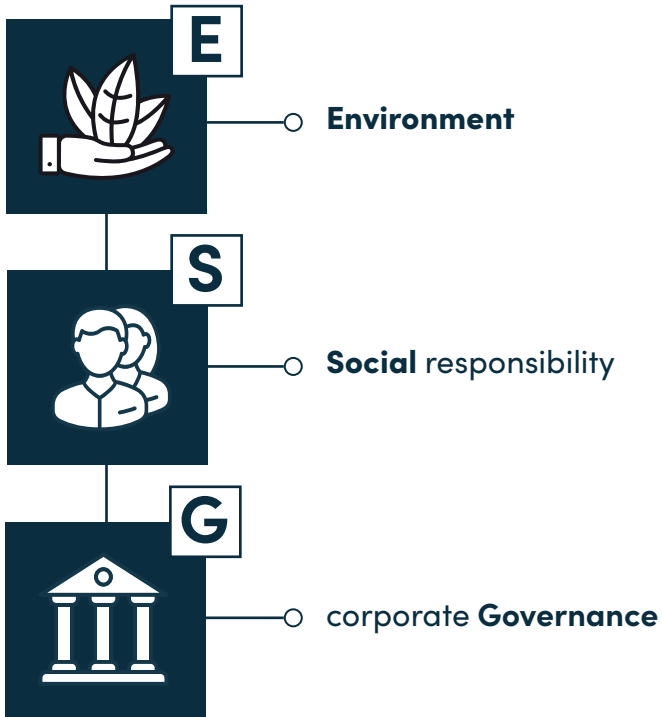
TONSA

ENSURING OUR PATH TO SUSTAINABILITY

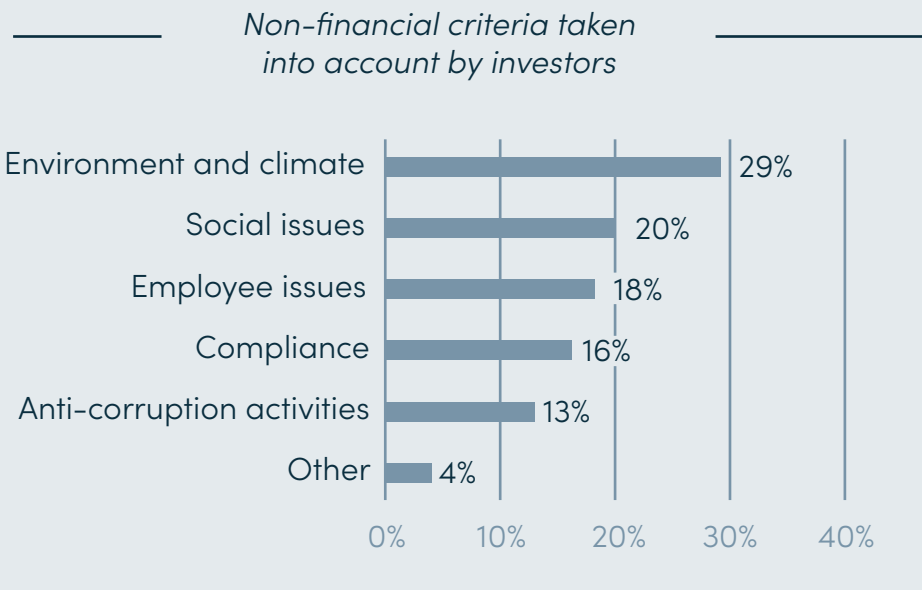
Tonsa Commercial REI N.V.
ESG Report
2021



ESG is an acronym that stands for the non-financial factors that help companies report their activities related to:

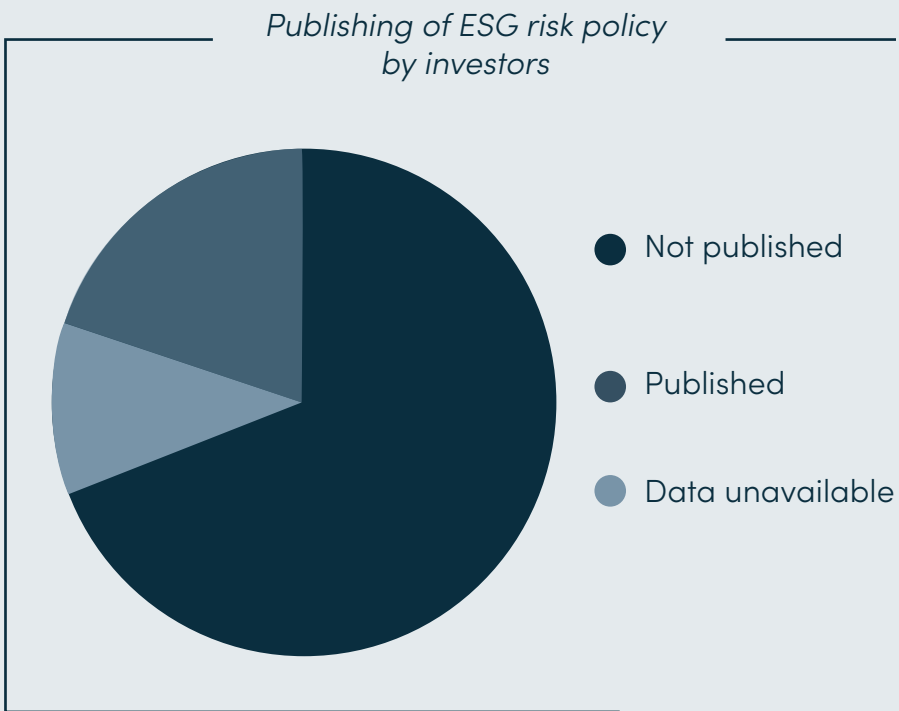


ESG reports include non-financial indicators, i.e. those relating to environmental, social and corporate governance issues. According to investors, human rights issues are the most difficult to translate into non-financial indicators. Among the criteria that investors pay most attention to, the most important are elements related to the environment and climate.¹



The willingness to report ESG stems from our sense of responsibility towards the environment and society

Currently, only 31% of investors develop a policy on their involvement in the area of ESG risk monitoring, and only 11%² publish it. Although not obliged by law, we aim to be among those entrepreneurs who actively follow the requirements of Stakeholders and have a real impact on their environment. The willingness to report ESG stems from our sense of responsibility towards the environment and society. In addition, we treat ESG reporting as one of the tools to improve our business so that our growth is consistent with the concept of sustainable development.



¹ The results of the opinion poll conducted among investors, listed companies and supervisory boards, May 2021, PwC.

² The results of the opinion poll conducted among investors, listed companies and supervisory boards, May 2021, PwC.

3

Introduction

4

Opening letter

5

About the Group

29

Stakeholders

33

Environment

43

Community

54

Corporate governance

58

About the report

The facts and circumstances referred to in this report relate to the year 2021. In the period from the end of 2021 to the date of approval of this report, the Tonsa Commercial REI N.V. group expanded its business scope to a residential construction. The use of the present tense in this report is an assumed conventionality for readability and clarity.

BREEAM certified buildings

9 pcs. – 100%

Size of the total area served

270 000 m²Area covered by new
lease agreements36 000 m²

Introduction

ESG issues have been part of the Group's strategy and the property projects we have been implementing for many years. This document is the sustainable development report, which is a summary of all our activities taken for the Stakeholders in 2021.

The year 2021 was the second best year in the history of the Group. We signed lease agreements for 36,000 m², including 18,000 m² of newly acquired space and 10,000 m² with new companies. As in previous years, the largest number of agreements signed was lease extensions. This is extremely important to us, especially during the pandemic. Thanks to this, we know that we are always attractive to our Residents who develop here and plan their future with us.

Over the past year, we tried to create many opportunities to achieve our key goals, paying special attention to social and environmental issues. Our greatest success was Olivia getting the highest score in the WELL certification program in each of the analysed categories – as the first office centre globally. Our other achievements are presented in this report.

Opening letter

[GRI 102 – 14] [GRI 102 – 1]



The key asset of Tonsa Group is the Olivia Centre which is one of the main business centres in Poland and Central Europe. We are an integral part of the Tri-City and contribute significantly to local business and the economy. Not only does Olivia attract investments in the region and provide jobs, but it also organises numerous cultural, social and sports events and offers other, active forms of spending free time. The purpose of this report is to offer an overview of our impact on the local economy, environment and society. With our actions, we strive to maintain the position as market leader, and our compliance with internationally recognised standards guarantees a proven methodology, thanks to which we can proudly present our results.

We understand how we influence the local community, which is why we have been and will continue to be active in our neighbourhood. We talk and listen to our neighbours – private and public, institutionalised and unorganised – to make sure our impact is positive. We consistently support the most vulnerable and needy members of our community. As one of the ‘residents’ of the Gdańsk district of Oliwa, the Olivia Centre is actively involved, on a daily basis, in its life and the events organised here.

We were and are aware of the need to build and maintain our buildings in a sustainable manner. Our goal is, among others, to ensure environmental protection because the irresponsible use of natural resources and energy is costly in terms of ethics, finances and ecology. In the coming year, we intend to develop this area, focusing on the evolution of our goals and tasks in the field of sustainable development, which are commonly divided into three spheres –

environment, social responsibility and corporate governance, together known as ESG.

We are well aware of the importance of having a solid ESG framework resistant to external factors, which is why this year we continue the implementation of sustainable development plans. This will allow us to better manage our organisation and pursue the further development strategy in a more responsible manner. This year’s priority in the field of ESG is to further structure and systematise our activities in terms of sustainability, and the challenge for the next 5 years is to maintain the status of the Olivia Centre as a safe, healthy and friendly work and leisure environment, regardless of changes affecting people’s professional life all over the world. All our activities are carried out in compliance with the law and in line with current business trends and directions, which are also set by ourselves.

We live in an unprecedented time of transformations. The pandemic, the war in Ukraine, the crisis of fossil fuels and energy resources, and the advancing climate change pose challenges for each of us to find solutions and protect our common future. Tonsa Group is committed to addressing these challenges.

I would like to share this sustainability report with you. May it be some inspirational and enjoyable reading.

Maciej Grabski
CEO

The largest
business centre in
northern Poland

About the Group

As Tonsa Group, we are a recognised developer and manager on the property market. We are experienced in construction and the leasing of high-quality, multifunctional and environmentally friendly commercial property. We consider the Olivia Centre to be our success – the largest business centre in northern Poland and one of the largest in Central and Eastern Europe. Olivia's premises are located in Gdańsk-Oliwa and form a multifunctional centre. For more information about real property, go to the [real property portfolio](#) section.

Our Group and subsidiaries maintain a portfolio of investment properties, and further projects of commercial and residential buildings are being planned. While implementing each investment, we pay special attention to the environment, society, ethical principles and responsible practices that we manage within the organisation.

Location

[GRI 102 – 3]



**Olivia
Centre**

**Gdańsk
Stadium**

**Old
Town**

**Tri-City
Landscape Park**

**University
of Gdansk**

**Olivia
Hall**

**Sopot
Pier**

**Oliwa
Park**

**Orłowski
Cliff**

Form of ownership

[GRI 102 – 1, 3, 5]

The Group's parent company is TONSA SCA SICAV-RAIF (registered in Luxembourg), which owns 100% of the shares of Tonsa Commercial REI N.V. (located in the Netherlands). The ultimate parent company of the Group is Mr. Maciej Grabski. Tonsa Commercial REI N.V. owns 100% of the following companies:

- „Olivia Gate”
Spółka z ograniczoną odpowiedzialnością
- „Olivia Point&Tower”
Spółka z ograniczoną odpowiedzialnością
- Olivia 4
Spółka akcyjna
- Olivia Star
Spółka akcyjna
- „Olivia Seven”
Spółka z ograniczoną odpowiedzialnością
- „Olivia Prime B”
Spółka z ograniczoną odpowiedzialnością
- „Olivia Complex”
Spółka z ograniczoną odpowiedzialnością
- „J-Home”
Spółka akcyjna
- Olivia Fin
Spółka z ograniczoną odpowiedzialnością
- Olivia Fin
Spółka z ograniczoną odpowiedzialnością
Spółka komandytowo-akcyjna



Markets and clients served

[GRI 102 – 4] [GRI 102 – 6]

The Group has locations in Poland and the Netherlands. Inside the Olivia Centre buildings, the Group integrates over 100 companies from around the world that create an international, diverse and inclusive community. The Group's Clients and Olivia Centre Residents are global corporations, Polish SME companies and start-ups.

The Group integrates over 100 companies



Countries with headquarters of the companies served by the Group



Major services

[GRI 102 – 2]

In terms of the Group's services, our main activities include the leasing of space divided – according to the main structures of the real property portfolio – into office and retail-service space. The latter houses not only areas intended strictly for commercial and service purposes, but also catering (at the same time for entertainment) and educational purposes.

We are the owners of office buildings with a total area of 270,000 m². The variety of available space, flexible arrangements and tailor-made projects make both enthusiasts of large open space and of separated offices feel comfortable here. The highest office is located on the 31st floor of Olivia Star. The largest office space rented by one of the Residents is approximately 20,000 m², while the smallest office rented in one of the buildings is 4 m².

The international environment of the Olivia Centre is the basis for building valuable relationships and excellent trade and service exchange. After many years of operation, our properties have gained the reputation as a perfect business destination, creating friendly conditions for work and meetings, not only for business. The atmosphere, attention to detail, and the highest quality and prestige of the location are conducive to establishing business relations and creating new initiatives.

Property portfolio

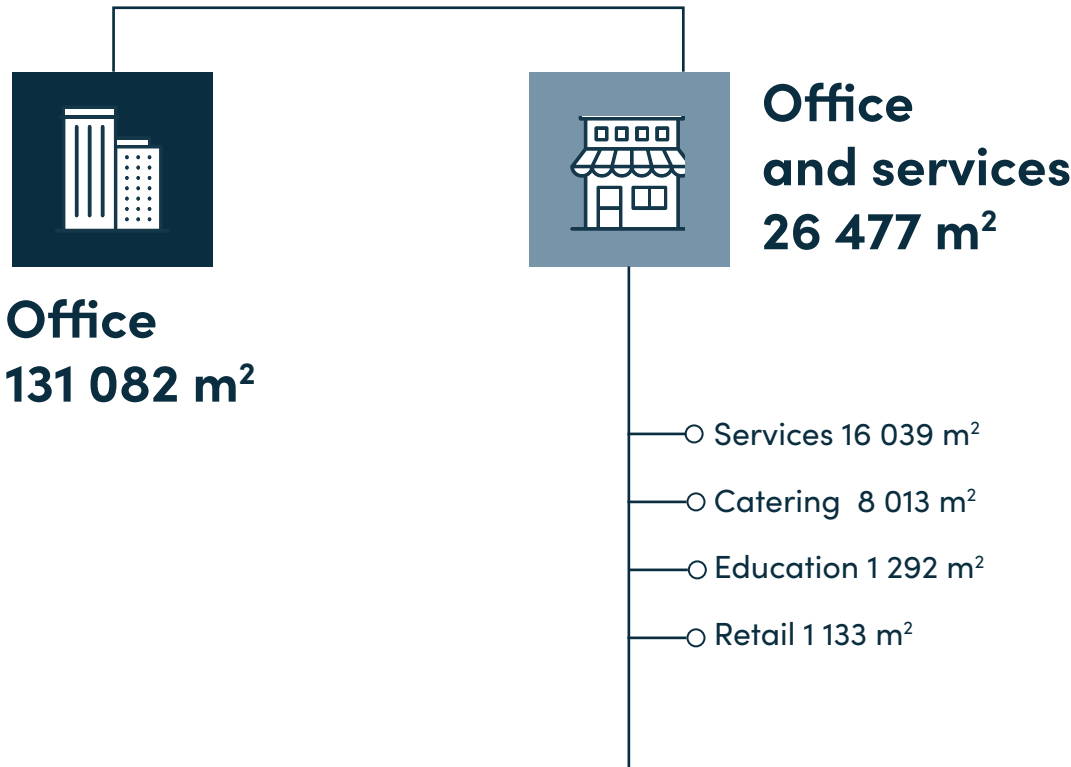
„This investment is of personal importance to me.

I find it meaningful that I am building a business centre in my hometown. I want to contribute to the best possible management and development of Gdańsk and the region. A modern business centre in the heart of the metropolis is, in my opinion, a great showcase of Gdańsk, the Tri-City and the entire Pomeranian province.”

Maciej Grabski,
CEO



The Olivia Centre is the main asset of our Group. It is the largest business centre in northern Poland and one of the largest in the entire region of Central and Eastern Europe, which is still being developed. Its target size will exceed 300,000 m² and currently has 270,000 m². It consists of 9 buildings located in the centre of the Tri-City agglomeration. The most important division of properties, by purpose, is presented below:



Although the vast majority of Olivia’s space is used as offices, our offer of functional spaces is equally rich, as listed below:

- Restaurants
- Cafe
- Bakery
- Grocery
- Fitness Club
- Hairdresser
- Medical centre
- Dentist
- Pharmacy
- Preschool
- Primary and secondary school
- Educational facility
- Coworking space
- Banks
- Insurance
- Brokerage house
- Furniture producer
- Household goods shop
- Other services



Our most important properties are located as follows:



The WELL certification programme has confirmed that the Olivia Centre is the safest place to work in the world. The obtained WELL HSR certificate is one of our greatest successes in 2021 and, at the same time, proof of the highest quality of our services and implemented technologies. The air ionisation we use is used in the most prestigious facilities in the world, including The White House, Harvard University and the Presidential Palace in Abu Dhabi.

In 2021, our green enclave in the heart of the Olivia Centre – the Olivia Garden was also created. The aim of the project was to create a space that allows one to relax, unwind and rebuild internal harmony, i.e. to take care of one's well-being, which is an extremely pleasant experience among such a large number of delightful plants. The Olivia Garden's space is the final component that has completed our concept of a modern centre where the needs of our stakeholders are constantly met.

Olivia Gate



The building is **BREEAM** certified – rating: **Very Good**

The Olivia Gate is the first building of the Olivia Centre. The cornerstone was laid on 26 October 2010 and construction was completed in 2011. The Olivia Gate consists of two interconnected office buildings: A and B.

The Olivia Gate is the "gate" to Olivia's heart – a patio bordering office buildings clustered around it. At the same time, it opens onto the body of the Hala Olivia, remaining in close proximity to the university campus.

The Olivia Gate standard is equal to the newest buildings in our centre. Like all Olivia's properties, it is modernised every year. Only in 2021 was the modernisation of lighting, BMS system, parking system, cooling devices, as well as revitalisation of greenery in the outdoor area taken care of.

The Olivia Gate is the "gate" to Olivia's heart



Total area | **30 514 m²**



Usable area | **28 660 m²**



Leased area | **17 054 m²**



Entrances | **3**

Olivia Point & Tower



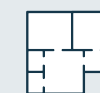
The building is **BREEAM** certified – rating: **Very Good**

In March 2012, the cornerstone laying ceremony took place, and in December, the Point was put into use. At the same time, the construction of the Olivia Tower, a thirteen-storey block dominant in the complex of two buildings, was completed.

The finishing standard of the Olivia Point & Tower is characteristic of top-class property. High-quality materials were used here, including marble. An elegant stone wall has also been designed.

On the ground floor, there is space for services, and the remaining floors are used as office space. The combination of the Olivia Point and Olivia Tower buildings gives the Residents the opportunity to expand without changing the office location. Interestingly, the buildings are equipped with 4 terraces available to their users.

The Olivia Point & Tower serve not only business purposes. It also allows, among others thanks to the conference space, to engage the Olivia community and the Tri-City residents, e.g. by organising conferences, training sessions, workshops or cultural meetings.



Total area | **38 780 m²**



Usable area | **34 035 m²**



Leased area | **23 854 m²**



Entrances | **3**

Olivia Four



The building is **BREEAM** certified – rating: **Excellent**

The Olivia Four was built in 2014 as the fourth building of the Olivia Centre. It has 11 floors and its office space is almost 15,000 m².

The Olivia Four was the first of Olivia's buildings to be awarded the ecological BREEAM certificate with the rating Excellent. The same rating was held at that time by, among others, the tallest and most modern building in London, standing at over 300 metres tall, The Shard. All of Olivia's subsequent investments maintain this high level. In 2014, the Olivia Four was awarded the Pomorskie Sztormy award, and in 2015, the PLGBC Green Building Awards.

Interestingly, thanks to quartzite microcrystals, the white facade of the building sparkles in the sun. In the Olivia Four lobby, attention is drawn to design icons – replicas of furniture designed by Ludwig Mies van der Rohe for the international exhibition in Barcelona in 1929.

The original element of the Olivia Four's architecture is the green roof that absorbs rainwater. This water is collected in retention reservoirs and then used for technical purposes.

The most modern building in London: The Shard, received the same rating



Total area

23 051 m²



Usable area

20 760 m²



Leased area

14 706 m²



Entrances

1

Olivia Six



The building is **BREEAM** certified – rating: **Excellent**

The Olivia Six was built in 2015 as one of the most environmentally friendly buildings in Poland. This was achieved thanks to technological solutions concerning, inter alia, acoustics, ventilation, lighting, and the highest quality materials. The main hall of the Olivia Six is designed in the form of a large chessboard made of black and milk stone, and the lobby resembles an English club library.

The Olivia Six was the first in Poland to have a triple-glazed glass façade which significantly reduces the impact of external conditions on the temperature in offices, minimising the need to cool rooms in summer and heat them in winter.

The glass façade and the classic shape determine the timeless and modern character of the building. The Olivia Six offers attractive office space as well as commercial and service premises. The high standard of finish, the use of pro-ecological solutions, the possibility of flexible arrangement of space and optimal access to daylight ensure comfortable working conditions.

With the building commissioning, Olivia has become the centre of city life, with several conference centres, an inspiring co-working zone, a medical centre, restaurants, cafes, a fitness club and a preschool.



Total area

31 381 m²



Usable area

27 761 m²



Leased area

23 854 m²



Entrances

2

Olivia Star



The building is **BREEAM** certified – rating: **Excellent**

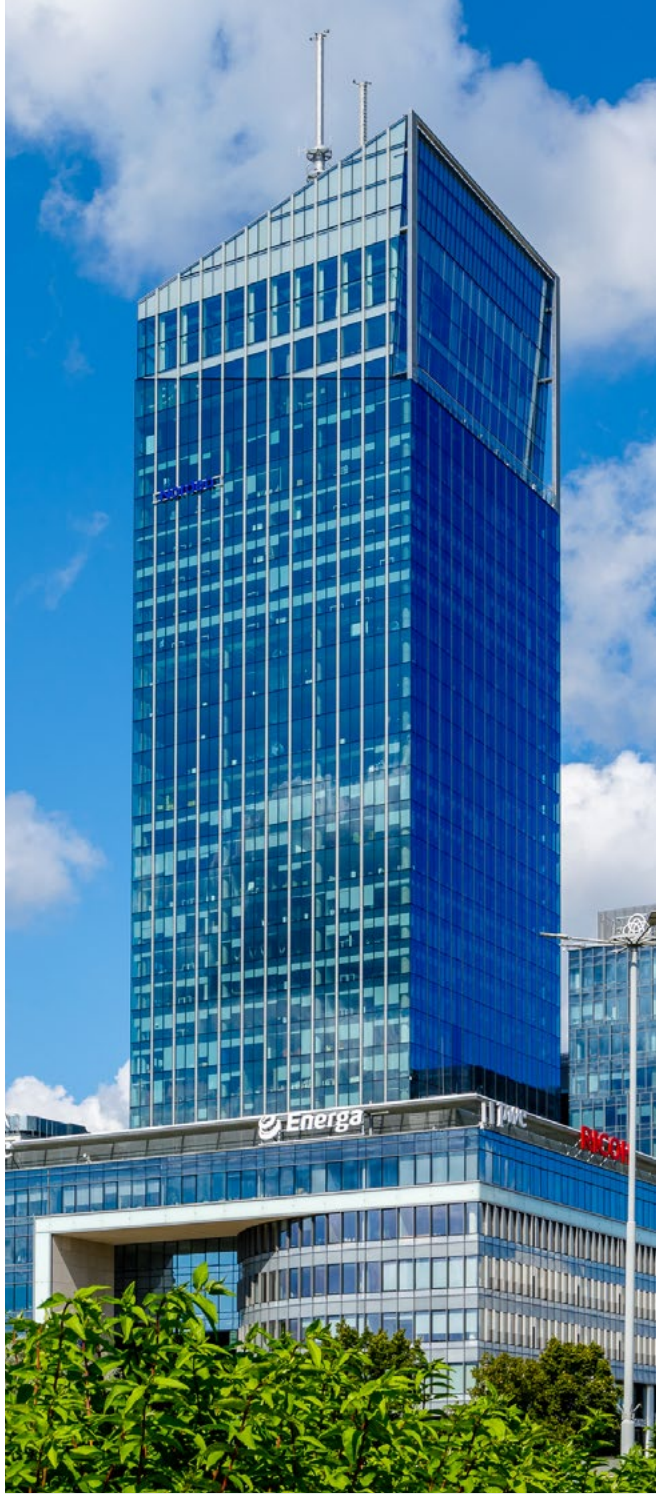
The Olivia Star is 180 metres tall, which makes it the tallest building in the Tri-City and one of the tallest buildings in Poland. The height refers to the August events in Gdańsk in 1980, and the architecture of the top part to the neighbouring Hala Olivia.

The Olivia Star's top storeys are accessible to the public. There are, among others: an external observation deck at a height of over 120 metres above the ground, a gallery, restaurants and a conference centre to accommodate 400 people.

From the highest floor of the Olivia Star, located over 130 metres above the ground, one can see, the Bay of Gdańsk, the Orłowo Cliff, ports in Gdynia and Gdańsk, the pier in Sopot, the Hel Peninsula, the Vistula Spit, the Tri-city Landscape Park, and many other sights.

The Olivia Star is connected to a conservatory. During the day, it serves as a meeting and relaxation point for employees. It's a great place for breakfast, lunch, and dinner. In the afternoons and evenings, the Olivia Garden also serves as a centre of cultural and artistic events.

The Olivia Star is exceptional not only in terms of its shape or the multiple possibilities of using its floorspace. When designing the building, special attention was paid to increasing user comfort, implementing solutions that reduce energy and water consumption and carbon footprint, as well as using high-quality materials, devices, installations



Total area | **67 672 m²**



Usable area | **59 791 m²**



Leased area | **43 700 m²**



Entrances | **9**

and systems. The high level of safety for people was also ensured. Many systems were used here to ensure above-average energy safety standards – a two-point power supply, power generators, UPS batteries and their well planned installation.

The Olivia Star is one of the most modern green skyscrapers in Poland and one of several buildings with a triple-glazed glass façade. This is the first investment in Poland in which a high-rise building offers a natural ventilation system on all office floors. Tilting façade sections allow each room to be individually ventilated with fresh air. The Star has been awarded BREEAM Excellent and WELL HSR certificates, which confirms its eco- and user-friendliness. Interestingly, it is heated by heat under the ground (special rods of the heating system reach 100 metres into the soil below the bottom floor; heat comes from the aquifer in the Palaeogene sediments). Energy-efficient, equipped with the fastest elevators in northern Poland (with the option of energy recovery), multifunctional, the green Olivia Star is a showcase of the Olivia Centre and embodiment of the enormous possibilities of the Group.

From the highest floor of the Olivia Star, located over 130 metres above the ground, one can see, the Bay of Gdańsk

Olivia Star is 180 meters high, which makes it the tallest building in northern Poland



Olivia Star

FLOOR 34.

At over 130 metres above the ground, there is a multifunctional conference centre with a unique view of the Tri-City and an acoustic, stucco-decorated ceiling suspended over 7 metres above the guests. It is a unique event space for up to 400 people.

FLOOR 33.

Restaurants: Arco and Treinta y Tres, run by Paco Pérez, a Michelin-starred chef.

FLOOR 32.

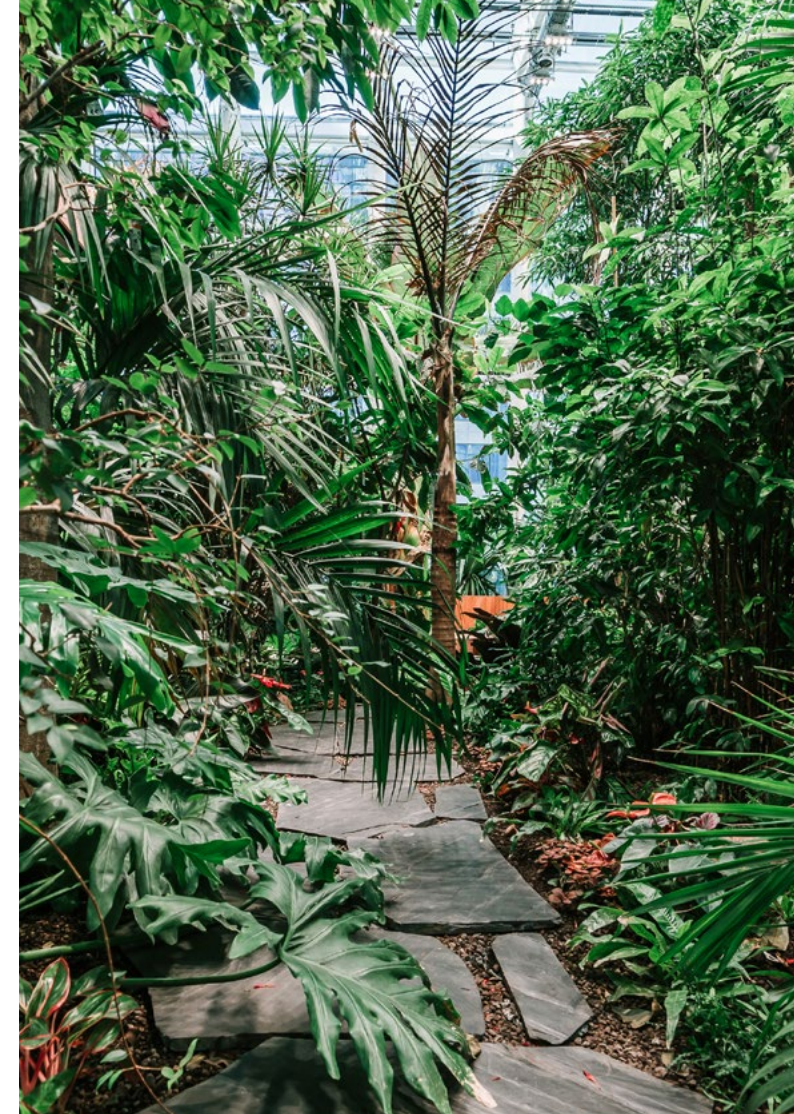
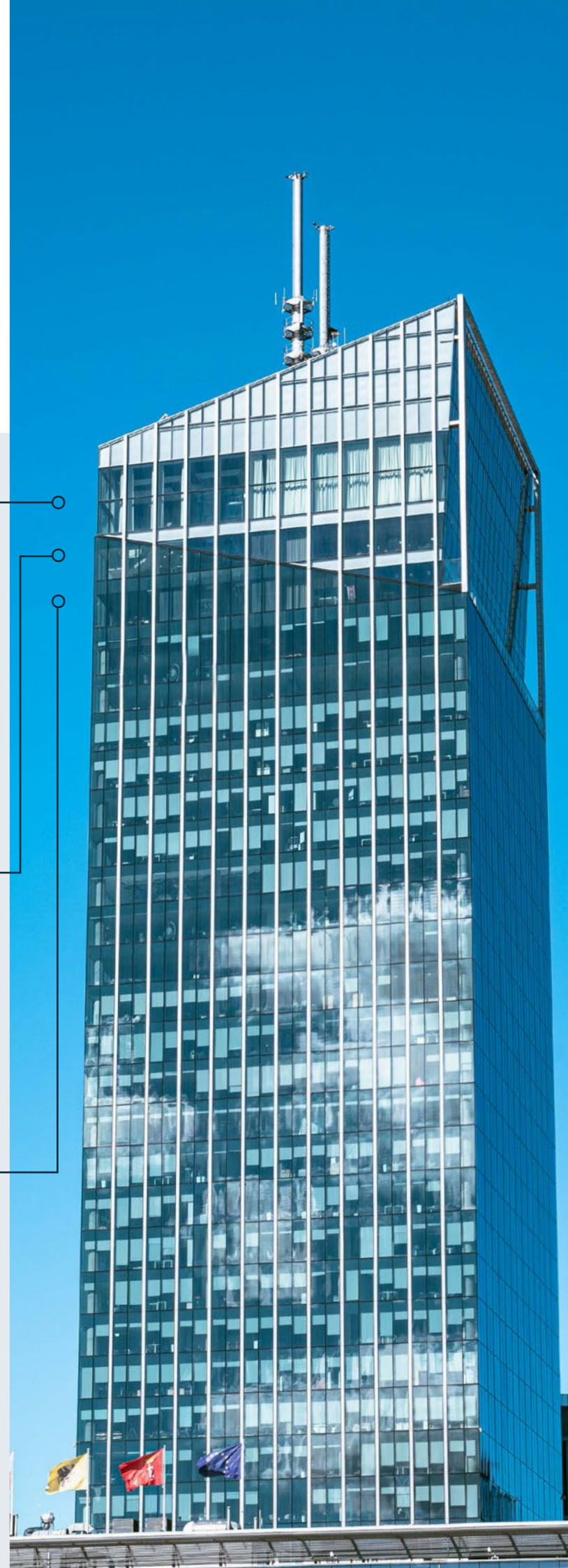
The public viewing platform enables a 360-degree view of the entire Tri-City and its surroundings. Visitors can also count on good food, small concerts and other cultural attractions.

GROUND FLOOR: THE OLIVIA GARDEN

A 9-metre high exotic garden with an area of 740 m², and a mezzanine of over 100m². The garden contains 4,000 plants from over 150 species. In 2021, it won the CIJ Awards Poland competition award for the Best Interior Design/Exterior Design category.

THE SPACE AROUND THE BUILDING

The Olivia Centre has over 1,600 parking spaces, charging stations for electric cars, scooter cabinets with a charging system for electric models, several hundred bicycle stands and – in each of the buildings – changing rooms with showers for cyclists.



Olivia Prime



The building is **BREEAM** certified – rating: **Excellent**

The Olivia Prime A and the Olivia Prime B together create the largest high-rise building in Poland. The structure of the Olivia Prime follows the rules of biophilic design, which makes it extremely user-friendly. This is also achieved thanks to the natural materials used, the specific two-part shape as well as terraces and loggias that allow for private meetings, thus guaranteeing its Residents the comfort so far characteristic mainly for smaller facilities of this type.

The main idea that guided the creation of the Olivia Prime was to care for the well-being of its users. To this end, there are 19 green loggias and 6 roof terraces in the building. The latter (including 2 with a sea view) are available to all Prime employees. Vast terraces filled with plants, timber used and the ubiquitous greenery, also suspended from the ceilings, make an amazing impression.

The Prime is filled with art. Elevator halls play the function of galleries where you can see the works of such Tri-City artists as Seikon, Looney, Tuse, Rdest, Patrycja Podkościelny, Mikołaj Satek / Workshop91. Each space is characterised by an abundance of colours and materials.

The Olivia Prime A was awarded the prestigious title of Europa Property CEE Investment Awards in the Office Project category (2018) and the BREEAM International New Construction Interim certificate with an Excellent rating. The Olivia Prime B was awarded the BREEAM certificate, meeting 81.5% of



Total area | **75 970 m²**



Usable area | **71 000 m²**



Leased area | **55 447 m²**



Entrances | **9**

the requirements of the international green building certification system. This is the best result among certified buildings in the Tri-City. The Olivia Prime is also certified by WELL HSR, having achieved a maximum score of 25/25 points.

Thanks to modern solutions, the Prime is energy efficient. It is powered by 3 independent sources and equipped with additional power generators and internal inter-building cable lines. This guarantees a constant supply of energy to the building, also during power outages from the external grid. The Olivia Prime also has emergency tanks of running water. The external area of the building is irrigated with rainwater. The solutions introduced here, including contactless systems of entry to the building and the elevators, ensure safety also from the epidemiological point of view. The air in the building is purified by air ionisers.

The façade of the Olivia Prime B is a kind of ‘negative’ of the Olivia Prime A. It is woven from modules enclosed in frames of anodised aluminium cladding. Each module has two fixed elements and one opening window. The façade's accents are bay windows looking like overscale cladding panels.

On the roof of the Olivia Prime A (floor 16) there is a green terrace available to the employees of the building. Building A is connected with the office building B by a connector on the thirteenth floor, which also has a terrace filled with plants.

Elevator halls play the function of galleries where you can see the works of Tri-City artists



The role of the management body

[GRI 102 – 26]

In view of the enormous challenges in 2021, mainly related to the pandemic and dynamic economic changes, the Group's Management Board has demonstrated the ability to quickly and accurately respond to crisis situations. Thanks to this, we were able to act on many levels, focusing on long-term, sustainable development.

Last year, we focused on activities in four key areas that allowed us to function better and effectively implement our strategy in a demanding economic situation. They included:

- sustainable development and the environment
- communication and activities for the benefit of stakeholders
- local community
- safety

We are aware of the responsibility that rests on our shoulders towards the region, country and ecological planet in the perspective of the industry that has a significant impact on shaping trends and good practices on the market. We are aware that the process of building new property absorbs approximately 30% of global greenhouse gas emissions and consumes approximately 40% of all energy ⁴. Therefore, our most important task, when thinking about property, is to focus on people and the environment. The ecological awareness study report of Polish people shows that the greatest threat related to the development of civilisation, indicated by 75% of respondents, is environmental pollution. ⁵



RESIDENTS

Responding and reacting to the recipients' market needs and offering dedicated services that support them at every stage.



ENVIRONMENT

Striving to reduce the carbon footprint in the daily operations of our Group.



SAFETY

Active response and involvement in the fight against the pandemic and in crisis situations to ensure safety.



COMMUNITY

Supporting the development of not only large companies, but also local communities, startups and the development of innovation.



⁴ ThinkCo, Odpowiedzialne inwestycje. ESG na rynku nieruchomości, 2021.

⁵ Ibidem.

Our most important task, when thinking about real property, is to focus on people and the environment.



ENVIRONMENT

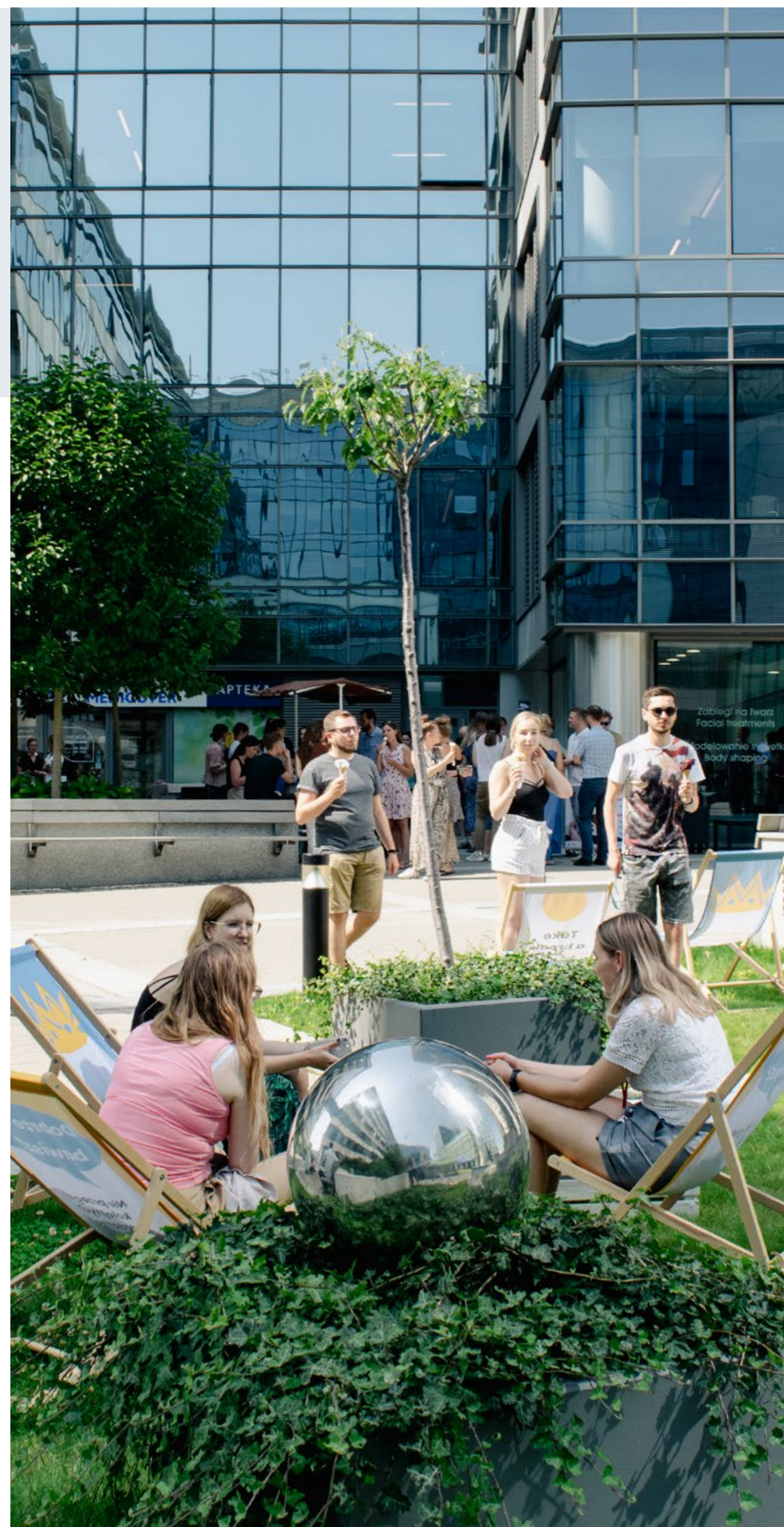
The priorities of our Group, depicted by the Management Board, are activities for the protection of the environment and climate. Our goal is to reduce our carbon footprint, both in the design of new buildings and in the management of existing properties. The group actively implements environmentally friendly programmes, which can be read about later in the report. We are aware that all our activities have a huge impact on future generations, so we make every effort to protect natural resources at every stage of the investment design.



RESIDENTS

The management body has set and is implementing another key goal of the Group: responding to the needs of our Residents. The effect of these activities is the commercialisation factor of office buildings. The vast majority of Residents stay with the Group for longer, and office space is used more efficiently, to the benefit of the natural environment and the resources used.

Our Residents include global brands dealing with consultation, as well as companies from the ICT, energy, medical and financial services and government sectors. The environment that we create is also conducive to smaller companies, including startups that are developing dynamically as part of O4 Coworking, located in as many as four Olivia buildings. We also have a coworking area dedicated to women (O4 Flow) so that ladies can support each other in creating and developing their businesses.



COMMUNITY

The Olivia Centre is a place not only for Residents and their clients. Our spaces and a wide range of services are used by residents of the entire Tri-City, including neighbours from Oliwa, as well as tourists. They spend their free time here, taking advantage of attractions provided by Olivia and participating in various events. As for the Olivia Centre, we go beyond the area of our standard activity – we organise sports and cultural events and hobby meetings, and support Oliwa's social initiatives, e.g. by contributing to the Oliwa Neighbourhood Budget. Cooperation with the neighbouring University of Gdańsk and other higher education facilities in Gdańsk is very important for us, as it helps us to create an innovative hub for business and science.



SAFETY

The management board is actively involved in matters related to health and safety. In 2021, we focused primarily on fighting the pandemic – this has been our greatest challenge so far. We supported the fight against Covid-19 among others by donating meals to medical workers and hygiene products to hospitals.

As a result of focusing on the health and safety of the workers on our premises, we introduced many changes, which resulted in Olivia achieving the award of the WELL Health-Safety certificate with the highest possible rating – 25 out of 25 points.



Taking into account the dynamics of the pandemic period and the related barriers to business (economic uncertainty, rising employment costs, unclear legal regulations, rising prices of building materials and raw materials, shortage of qualified employees) and competition in the market, we consider 2021 to be the second best year in the history of our Group's operations.

Despite numerous economic changes, we managed to achieve our most important goals and complete our most important tasks. And although for many entrepreneurs, including ourselves, the real challenge at that time was project planning, we consider 2021 a successful year. All the more so because we reacted quickly and appropriately to the changing circumstances.

**20,000 m²
of turnkey
office space.**

Our most important tasks in 2021 included:



ENVIRONMENT

Joining the United Nations Global Compact (UNGC) and declaring 2021 the year of ecology. Spreading good ESG practices. Opening the Olivia Garden in May 2021. Being the first office investment in Poland to use the Natura Connect concept.



BUILDING MAINTENANCE

Providing a healthy and safe environment in buildings for all Residents, whose presence has significantly increased compared to the previous year. Award of WELL HSR.



SPACE COMMERCIALISATION

Agreements covering over 18,000 m² of new space, **20,000 m² of turnkey office space.**



COMMUNITY

Numerous events connecting the Olivia community and local residents. The Olivia Garden as a revolutionary project that combines wildlife with urban energy, making the garden an ideal place for business and private meetings, relaxation and well-being.

Supply chain

[GRI 102 – 9]

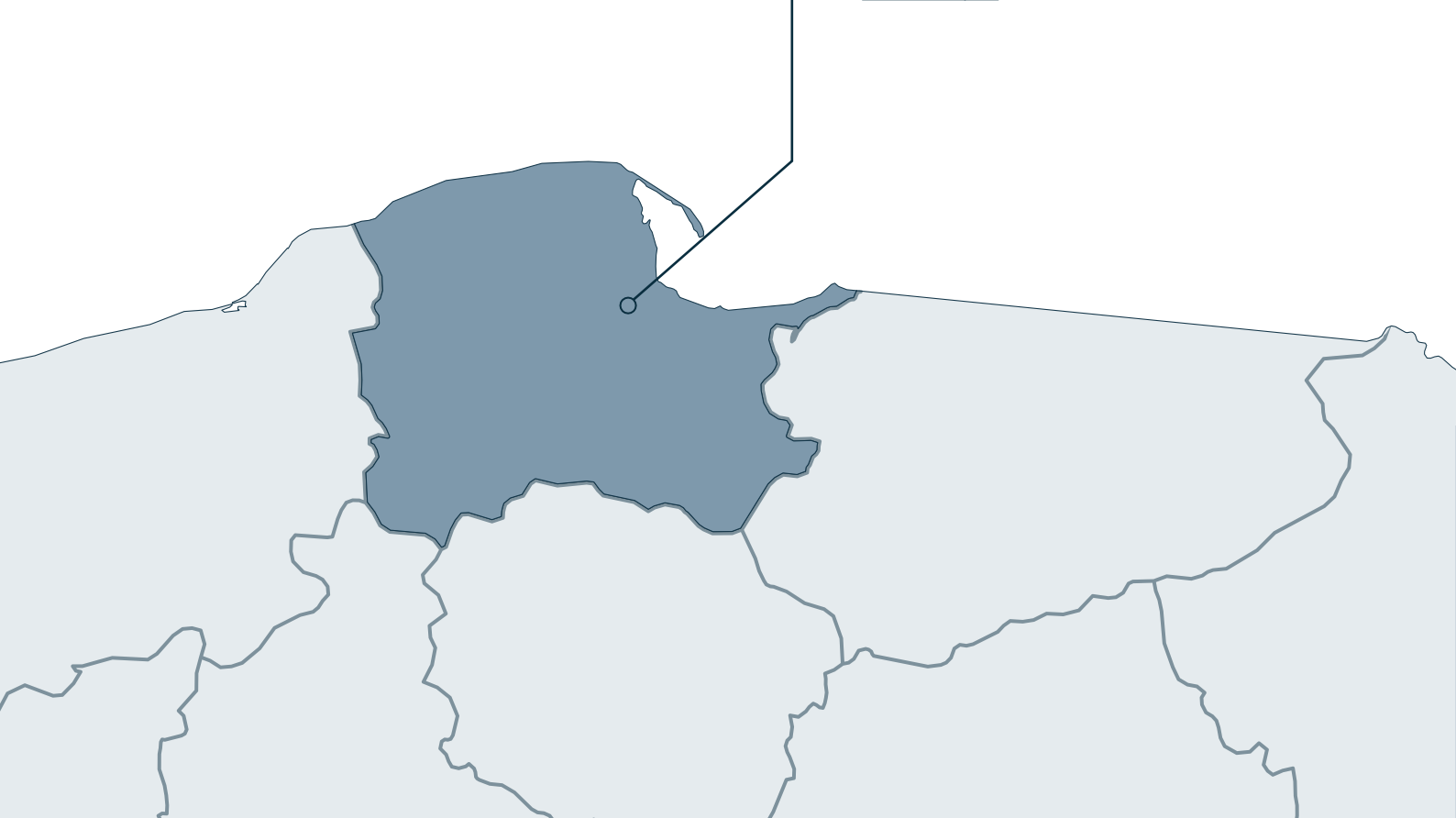
Our Group's supply chain includes contractors from Europe and the United States. Many of them are our regular business partners. For us, it is proof of trust and stability in many projects that we implement. In 2021, we cooperated with over 550 suppliers, 99% of which are located in Poland, and the remaining 1% was service providers, including from Finland, Spain, Germany and the USA.

When developing our Group, we follow the principles of ethics and are directed by a sense of responsibility for the environment and climate.

99% of suppliers
are located
in Poland



Olivia Centre
Gdańsk Oliwa



Precautionary principle

[GRI 102 – 11]

We pay particular attention to maintaining management continuity and comprehensive risk management. This is reflected in the top-down, bottom-up strategy and this allows taking into account both the observations of the Management Board and of the entire team. Ultimately, it is the Department Directors and Managers who are responsible for the ongoing review of the Group's operations in terms of operational risk, and their activity in this area is supported by Investor's Supervision.

By choosing local contractors (99% from Poland), we reduce our carbon footprint. In the coming years, we want to deepen the analysis of our supply chain, which will allow for a more detailed control of the impact of our activities on society and the environment. Greenhouse gas emissions are related to the process of manufacturing, purchasing and transporting materials from our suppliers, their utilisation and waste management. In order to increase control over these factors, we introduce appropriate provisions in agreements with all our business partners.

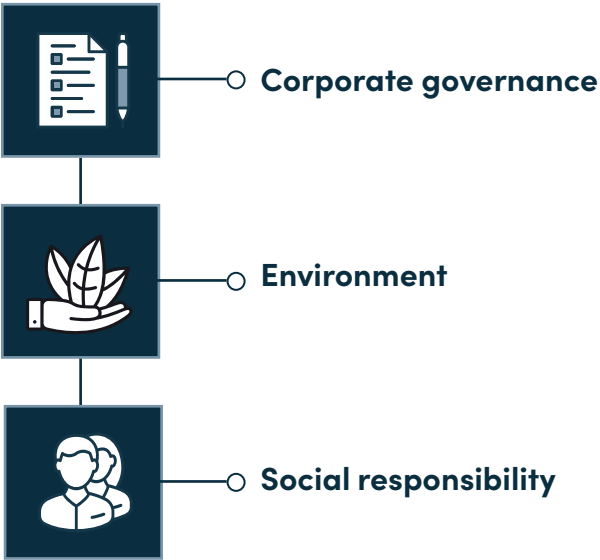
The Group has a long-term investment strategy with regard to its property investments and monitors the risks associated with its policy in this area. Due to the existence of the strategy, control activities have been implemented to monitor its results. To implement these controls, a strategy performance system, guidelines, reporting systems and division of duties have been developed and put into operation. The organisational structure and corporate strategy focus on maximising return while taking a conservative approach to risk.



Risk management

[GRI 102 – 11]

This year, we also attempted to analyse the risks in terms of climate change, social aspects and corporate governance. At the same time, we identified the impact of climate-related risks and opportunities on the organisation's business activities, strategy and finances. It should be emphasised that the period taken into account in determining the risks may change due to economic and regulatory conditions. The Group intends to analyse the possible impact of trends related to climate change by identifying opportunities and threats to its operations and development prospects. Climate change risks affecting the Group's business model, strategy and financial plan may materialise through three main channels:



Corporate governance

Term	Risk identification	Impact	Probability
Long	Risk of corruption	Major	● ○ ○ ○ ○
Long	Risk of martial law	Major	● ○ ○ ○ ○
Medium	Inflation in Poland	Major	● ● ● ● ●
Medium	Increasing investment costs	Major	● ● ● ○ ○
Medium	Increasing operating costs	Major	● ● ● ○ ○
Medium	Economic slowdown	Major	● ● ● ○ ○
Long	Risk of losing reputation due to unsatisfactory environmental indicators	Big	● ● ○ ○ ○
Long	Risk of losing reputation due to unsatisfactory social indicators	Big	● ● ○ ○ ○
Long	Risk of losing reputation due to unsatisfactory indicators related to corporate governance	Big	● ○ ○ ○ ○
Short	Risk related to violating the Code of Ethics	Big	● ○ ○ ○ ○
Short	Risk related to non-compliance with the Security Policy	Big	● ○ ○ ○ ○
Short	Risk related to non-compliance with the Environmental Protection Policy	Big	● ○ ○ ○ ○
Medium	Risk of armed conflicts abroad	Big	● ● ● ○ ○
Medium	Risk of a state of emergency	Big	● ○ ○ ○ ○
Long	The need to adapt to regulatory changes	Minor	● ● ● ○ ○

Environment

Term	Risk identification	Impact	Probability
Medium	Limited availability of raw materials for the production of materials and their increasing price	Major	● ● ● ●
Long	Cooperation with suppliers of products that meet environmental requirements, the aim of which is to achieve climate neutrality	Big	● ● ● ●
Long	Customer requirements in terms of zero-emissions	Big	● ● ● ●
Long	Risk of a natural disaster	Big	● ● ● ●
Long	The need to introduce the measuring of environmental resources consumption	Average	● ● ● ●
Long	Risk of dangerous weather conditions (wind, flood, temperature, air pollution)	Average	● ● ● ●

Social responsibility

Term	Risk identification	Impact	Probability
Long	Risk of violation of human rights	Major	● ● ● ●
Medium	Risk of increased rotation of employees and associates and loss of know-how	Major	● ● ● ●
Short	Restrictions on the supply of utilities to ongoing and completed investments	Big	● ● ● ●
Medium	Epidemic and pandemic risk	Big	● ● ● ●
Medium	Risk related to the availability of qualified employees	Big	● ● ● ●
Medium	Risk related to the availability of qualified contractors	Big	● ● ● ●
Medium	Risk of suppliers' credibility and dependence on individual suppliers	Average	● ● ● ●

The Group’s strategy is based not only on maximising returns, but also social and environmental benefits

Risk management

[GRI 102 – 11]

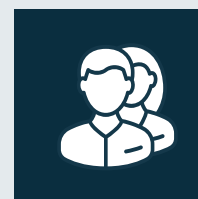
The results of our Group are also related to the situation on the Polish commercial (office) property market. The implementation of the Group's strategic goals is influenced by macroeconomic factors that remain completely independent of the Group, its subsidiaries and their actions and reactions. The main goal of risk management is to ensure the safety of operations and the effectiveness of achieving strategic goals by making optimal decisions. The Group's strategy is based not only on maximising returns, but also social and environmental benefits, while maintaining a conservative risk appetite.

The most important opportunities and aspects demonstrating the Group's readiness for risks are divided below into categories:



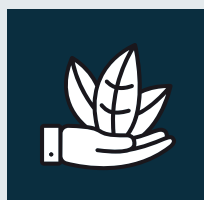
- Basing organisational decisions on the idea of sustainable development.
- Ongoing positive evaluation of the activity against the environmental impact solutions.
- Investments in buildings that meet the strict requirements necessary for the BREEAM and WELL buildings certification.
- Focus on minimising our carbon footprint.
- Using appropriate solutions in buildings that minimise the risk resulting from potential flooding, high temperatures, strong winds or air pollution, as well as other factors.

SOCIAL RESPONSIBILITY



- Planning activities based on social participation, taking into account various Stakeholders.
- Constant, very good contact with Stakeholders, thanks to numerous social projects and the ability to quickly respond to emerging needs.
- Maintaining and designing buildings in line with the concept of creating sustainable, healthy, inspiring and flexible environments for people that improve the quality of life.
- Creating functional spaces that provide Residents with on-site access to basic services or products while reducing exhaust emissions and noise pollution.
- Ongoing assessment of the ability to satisfy potential Residents, and quick and effective reactions to market changes.
- Designing very flexible spaces to meet the future needs of Residents.
- Regular employees and associates training aimed at an effective and quick response to changes in legal and market regulations.

ENVIRONMENT



FINANCES



- Particular attention paid to ensuring continuity, availability and functioning of security in terms of physical, energy and internal IT structure.
- Credit risk control while maintaining full liquidity.
- Operational risk control, which is possible thanks to, among others, advanced management systems applied in the buildings.
- Use of professional cybersecurity consulting provided by qualified third parties.
- Regular audits of processes and procedures by internal and external experts to ensure continuous improvement and reduce the likelihood of threats.

Risk management

[GRI 102 – 11]

With all these values, risks and opportunities facing our Group taken into account, we care about quality and we are a committed and reliable partner. We make sound decisions and achieve our goals efficiently and effectively. We require standards and values of all of our long-term partners, in all of our assets, not just of the Tonsa team.



Trust and responsibility



Rational environmental decisions



High quality of our projects

Group's values

Transparency and ethical standards are paramount throughout the organisation. Any potential or actual conflicts of interest are disclosed as soon as they arise. Contractual obligations ensure compliance with best ethical practices, and all transactions and negotiations are conducted in accordance with the arm's length principle. The organisation's principles and values are developed and implemented through a top-down approach.

Our goals are discussed at monthly meetings with the entire organisation to ensure they are widely adopted. While core values remain the same, different ways of implementing and focusing on them mean they remain relevant despite changes in long-term strategy or unexpected situations such as the Covid pandemic.

Strategy

[GRI 102 – 7] [GRI 102 – 26]

We have divided the strategic activities of the Group into areas related to environmental, social and economic aspects. **Our overriding goal is that by the end of 2025, 50% of the electricity consumed at the Olivia Centre should come from renewable sources.** We are aware that this goal is ambitious, but our activities so far show that we are on the right track in achieving this goal.

Joining the United Nations Global Compact (UNGC) obligated us to act in accordance with the concept of sustainable development. Thus, we underlined our commitment to care for society and the natural environment and its resources. The Olivia Centre supports the 10 principles of the UN Global Compact regarding human rights, labour, the environment and anti-corruption, and our goals are in line with the Sustainable Development Goals. Some of them will be pointed out here.

Our overriding goal is that by the end of 2025, 50% of the electricity consumed at the Olivia Centre should come from renewable sources





ECONOMIC AREAS

The strategic activities of the Group are based on the leasing of office space. The most important brand of the Group is the business centre called the Olivia Centre (formerly the Olivia Business Centre), located in the Oliwa district of Gdańsk. Its current total area is approximately 270,000 m², which makes the Olivia Centre one of the largest office centres in Poland. We have also decided to expand our business to the residential market. In the coming years, new residential projects will also be added to the office projects.

Realisation of goal No 8

We are aware that the greatest impact on a city is exerted by major urban transformations, which include changes in the urban fabric and infrastructure, but at the same time have an impact on the economic and social development of given areas. Therefore, when designing our investments, we follow a holistic approach, taking into account environmental and social aspects. The investments described in the [property portfolio](#) section help promote development policies supporting business activity, creating decent jobs, entrepreneurship, creativity and innovation, as well as encourage the formalisation and development of micro, small and medium-sized enterprises, including through access to financial services that are located in our buildings.

The scale of our business and market position has a positive impact on economic growth not only directly, but also indirectly through the development of many related entities. Thanks to cooperation with other entities on such large projects, we have a significant impact on creating new job positions, and other areas. In the Group's buildings, we integrate over 100 companies not only from Europe, but all over the world, building an international Olivia community of over 15,000 people.

We are now designing new investments, and the spatial development plan for the new areas offers many opportunities. When preparing our next projects, we focus on social and environmental responsibility, also considering our supply chain. In the longer term, our plan is to commercialise more space.



COMMUNITY-RELATED AREAS

Our property related strategic activities contribute to sustainable urbanisation and participation in integrated planning and management of urban areas. Each of our projects ensures an easy and unrestricted access to safe green areas and public spaces.

Realisation of goal No 11

The main project in achieving this goal is the Olivia Garden, which was created with the needs of our Residents and guests in mind. Built in accordance with the concept of biophilic design and filled with exotic plants, the garden located in the heart of the business centre allows visitors to relax, recharge their batteries, or spend time in other ways to contribute to achieving a healthy work-life balance.

We focus our attention on multifunctional buildings, which provide access to rich infrastructure, communication-enhancing facilities, as well as services related to health, education, administration, finance, beauty and everyday functioning, all of that within a 5-minute walk.

Activities for the benefit of the community are an important area of the Group's strategy. Every year we engage in and celebrate the most important events together, announcing them to and inviting all our employees, associates and Residents to participate, including World Baltic Sea Conservation Day (identified by the United Nations as World Water Day), Earth Day, World Bicycle Day, World Car Free Day.

One of the most important activities which proves that we care for the people at the Olivia Centre is obtaining the WELL Health and Safety Certificate, which additionally confirmed our activities comply with such Sustainable Development Goals as: ⁶



⁶ The Olivia Business Centre was awarded the highest WELL Health and Safety Rating – [Sweco Polska](#)

13

CLIMATE
ACTION**ENVIRONMENT AND SUSTAINABLE DEVELOPMENT GOALS**

We are aware of the environmental challenges facing us as a Group. One of our main strategic goals is to combat climate change and its consequences. We implement it when designing green, multifunctional real property, as we all other ways.

Realisation of goal No 13

Our numerous environmental initiatives raise the awareness of both our employees and stakeholders about climate change mitigation, its effects and adaptation to them. This is evidenced by our environmental protection activities during the implementation of investments and the operation of existing buildings. We are sensitive to the issue of climate risk, which we express not only through the above-mentioned initiatives, but also by increasing the resistance of the Group and our Buildings to climate risks.

The activities that we implement to reduce greenhouse gas emissions take place already at the design stage of buildings by selecting appropriate materials, installations and components that favour, among other things, energy efficiency. We use BMS and PMS systems that help us optimise energy consumption, depending on the type and area of the building. These include intelligent devices that switch to ECO mode when left unattended, motion sensors, limited intensity of outdoor lighting at night, as well as individual media consumption meters. At the same time, all our buildings are BREEAM certified, which confirms they are environmentally friendly.

Activities for the benefit of the community are an important area of the Group's strategy



Membership in organisations

[GRI 102 – 13]

The community plays a key role in the life of our Group. We engage with the local community through a variety of platforms and formats. Associations, organisations and long-term projects in which the Group is involved include:

- **Pomeranian Employers** (formerly the Gdańsk Employers' Association) – an organisation associating companies mainly from the Pomeranian province. The mission of the Association is the dynamic development of employers and business entities operating here. It is the largest and oldest organisation of employers operating in Pomerania.
- **Pro Progressio** – an organisation dealing with the development of the modern business services sector (BSS), running a club associating companies that are market leaders in this sector and its environment.
- **The Economic Convention operating by the Rector of Gdańsk University of Technology** – a platform for cooperation between the scientific and economic circles.
- **The CRUNCH project**– Its main goal is to test the closing of the flows of energy, water, heat, food and information in a closed circuit to use the combined potentials and adapt innovative solutions to Polish conditions. The Olivia Centre is implementing a project (under the auspices of the Gdańsk University of Technology) in an international consortium. The presentation of the project took place at the Venice Biennale of Architecture.

Additionally, we established the **HR Club**. Today it is the largest group of HR practitioners in Pomerania. The club, to which our Residents also belong, organises meetings and workshops to share knowledge and experience. The topics discussed in 2021 by the HR Club included: the untapped potential of a pandemic, communication and cooperation in the age of a pandemic, rebuilding the organisational culture after returning to offices or modern solutions for HR and business.



The Olivia Centre is definitely more than just a business. It is a local community of about 15,000 people (from different neighbourhoods, cities and countries) who share common passions. Olivia's clubs activities can be attended not only by the Olivia Centre Residents (employees of various companies in the business centre), but also by their friends and acquaintances. They include:

- | | | |
|---|--------------------------------------|--------------------|
|  | Olivia
Yacht Club | |
|  | Olivia
Choir | |
|  | Olivia's
Photography Club | |
|  | Olivia's
Community Workers | |
|  | Olivia's
Adventure League | Local
community |
|  | Olivia's
Volleyball Club | |
|  | Olivia's
Runners Club | |
|  | Olivia's
Expeditions | |
|  | Flora
Olivia | |

Olivia Yacht Club

The club, which was launched in 2017, brings together lovers of sea recreation. As part of it, we organise, for example, cruises around the Gulf of Gdańsk.



Olivia's Runners Club

The club unites beginners as well as intermediate and advanced runners. Together they train and take part in local runs and marathons.



Olivia's Expeditions

For lovers of active leisure. We organise hiking and biking tours. Together we get to know Gdańsk and the region.



Olivia's Adventure League

A group of adventurers passionate about RPGs. It brings together creative people who are characterised by out-of-the-box thinking. RPG games are a perfect tool for team building in organisations.

Olivia Choir

It is a group of people of different ages, working in various positions, representing many organisations. What they have in common is their love of music. The choir is actively involved in concerts, not only on the occasion of events organised by the Olivia Centre. It also takes part in local cultural events in the Oliwa district in Gdańsk, such as Viva Oliwa or the Christmas Fair.



Olivia's Photography Club

The club brings together people interested in the art of photography. Photo sessions, webinars, courses, workshops, artistic tasks and challenges are the Club's offer intended primarily for less experienced photographers.



Olivia's Volleyball Club

For volleyball lovers. Those at the master level and those who are just learning. We play indoor volleyball all year round and beach volleyball on our own court right next to the centre in summer time. We also organise volleyball tournaments.



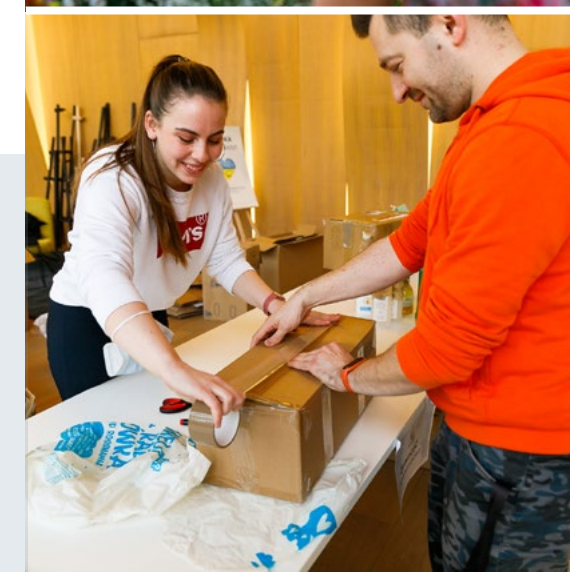
Flora Olivia

The heart of the group is the Olivia Garden. The Flora Olivia club gathers plant lovers. We save orchids, plant tulips, flower the Olivia, and care for greenery in our offices and homes.



Olivia's Community Workers

We initiate aid projects and support existing social initiatives. We help war refugees from Ukraine, we donate blood together, support seniors, operate in animal shelters and organise charity collections.



External initiatives

[GRI 102 – 12]

We work actively for the benefit of the local community. We are involved in initiatives supporting Gdańsk and our region, focusing on such important issues as health, social responsibility, sustainable development and the environment. Our activities can be divided into three main categories:



COMMUNITY

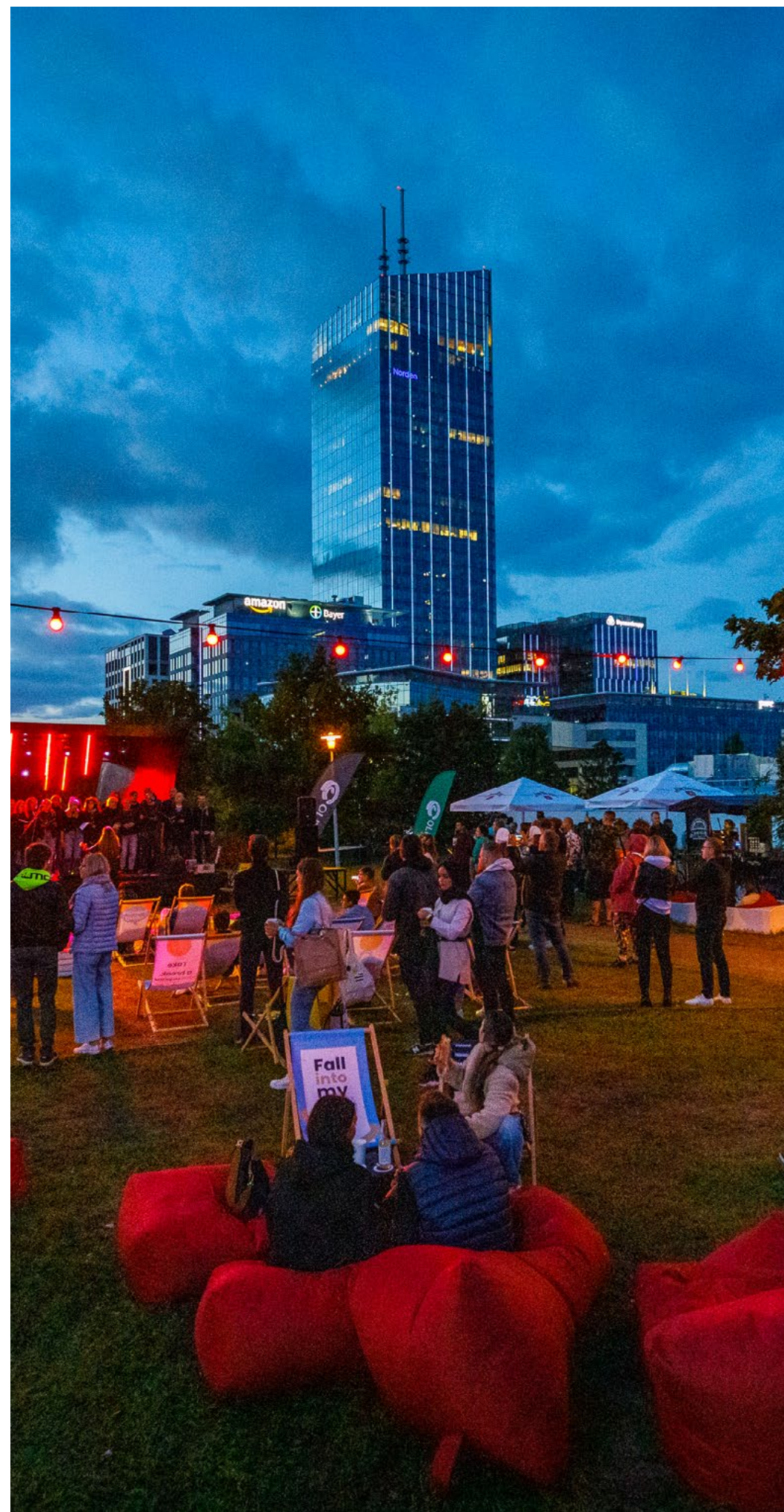
We care about creating a sustainable future and a friendly community. Each year, Olivia hosts several hundred business, educational, cultural and sports events. Importantly, the centre allows Residents and guests to meet their current needs, making everyday life easier for them. Our services and amenities include: 8 restaurants, 4 cafes, a two-storey fitness centre, nursery and preschool, primary school, secondary school, IT academy, medical centre, car wash, pharmacy, 5 banks, 5 conference centres, O4 Coworking – one of the largest coworking spaces in Poland with a total area of over 6,000 m², the exotic Olivia Garden and a patio filled with plants, with a fountain and places to rest and relax.



ECONOMY

Together with Residents and Partners, we have implemented many initiatives that have been used by a wide audience. In 2020, we organised a collection of computers and laptops for children from Pomeranian schools, to provide the neediest with the possibility of distance learning during the pandemic. Together with Caritas of the Archdiocese of Gdańsk, we took care of the elderly by providing food and Easter packages. We also supplied protective clothing and lunches to employees of Gdańsk hospitals.

Our activities addressed to working people engaged experts and entrepreneurs in order to provide the latter with access to inspiring and valuable knowledge supporting their professional development. We organised, among others, webinars on various topics – from English lessons, through business and e-commerce education, to 'Coffee with a Recruiter'.



ENVIRONMENT

At the end of 2021, the Olivia Centre joined the United Nations Global Compact (UNGC) initiative. Since its establishment in 2000, the UNGC has been working to protect the environment, human rights, decent and legal work as well as counteract corruption.

WELL Health and Safety certificate. The Group subjected its buildings to the most restrictive analysis conducted by 600 experts from the International Well Building Institute (IWBI), including virologists, scientists, architects, designers, business leaders, specialists in construction, property and the WELL construction standard, the world's leading platform for the development of healthy buildings and space. The safety of users of our office buildings and solutions improving the quality of life in the Olivia Centre area were checked, also in the context of the pandemic. We have achieved the highest possible result of IWBI certification. 25 out of 25 points in 22 basic categories and 3 new ones related to innovation. This is the best result globally.

ACTIVITIES FOR THE LOCAL COMMUNITY

We feel that we are an integral part of the district of Oliwa, so we support the renovation and revival of the Oliwa Market Square. We also try to talk about the district in an interesting, non-standard way. In a series of original films entitled 'Oliwa Jakiej Nie Znać' (*Oliwa You Don't Know*) we showed both extraordinary places in Oliwa and extraordinary people who create the atmosphere and history of the district. With a view to the dynamic development of the district, in cooperation with the city council, we co-financed local initiatives within the Oliwa Neighbourhood Budget. We financed the Christmas Fair in Oliwa, the Oliwa Recreation Station and physical activities structured specifically for people suffering from Parkinson's disease and for their carers.

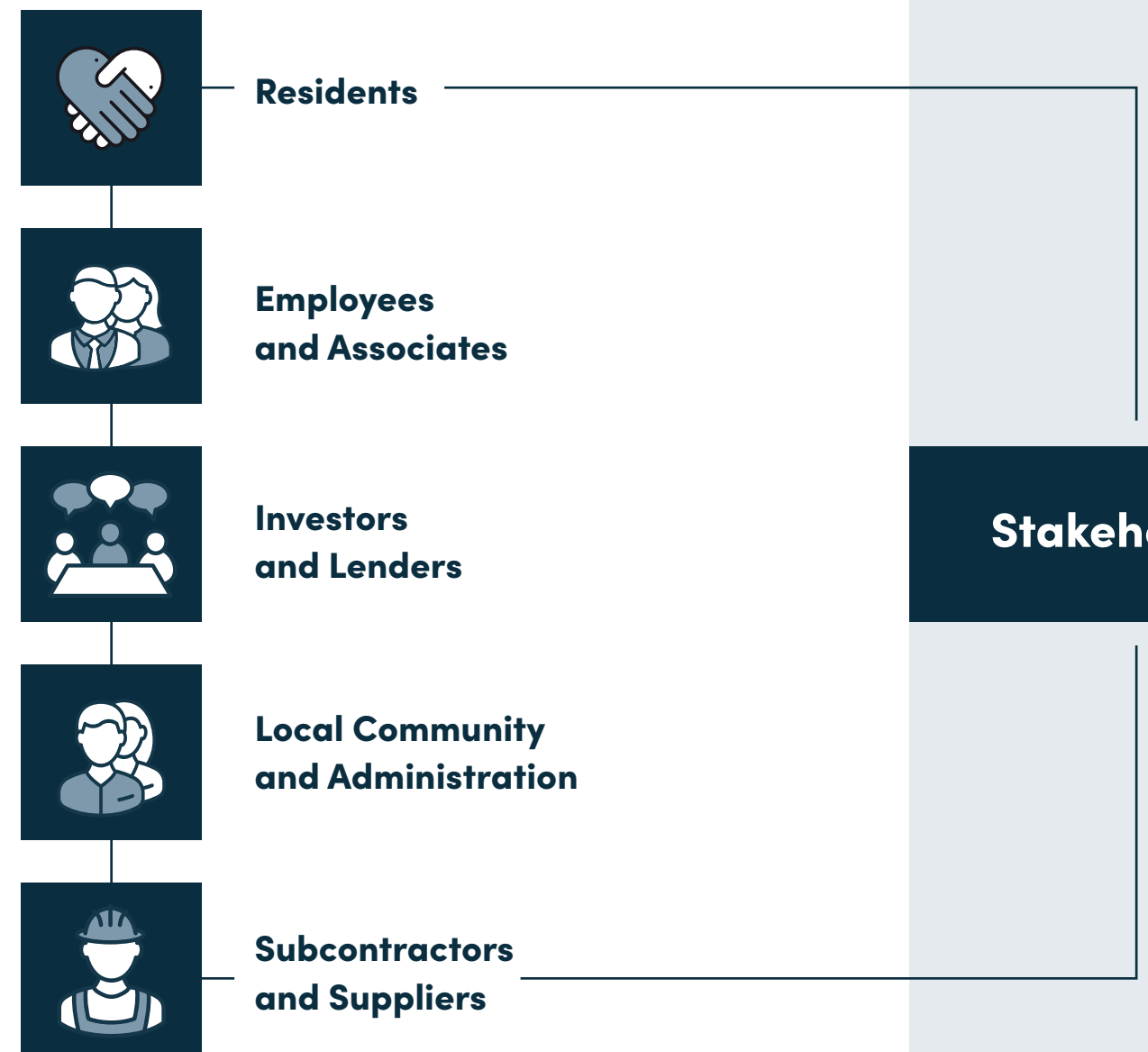


Stakeholders

[GRI 102 – 40, 41, 42, 43, 44]

When preparing this report, we identified five groups of Stakeholders that have an impact on our organisation and are interested in it. We have distinguished internal and external Stakeholders. We strive for regular communication with them and we care for transparency and positive, long-term relationships.

The Resident Relations Department, the Communication Department and dedicated people who respond to their needs and expectations help in building positive relationships with stakeholders. The most important for us is direct contact and talks with our Residents, recipients, clients and contractors. As part of the report, we identified the following Group Stakeholders:



Stakeholders

Here are the main groups of our Stakeholders and the forms of our dialogue with each group:



RESIDENTS

Our Residents and their employees at the Olivia Centre are our most important Stakeholders. We have developed and maintain long-term mutually beneficial relationships. The most important forms of dialogue with Residents are:

- daily relationships,
- dedicated assistants appointed by the Group,
- ambassador clubs,
- occasional and special events, including concerts of the Olivia Centre Choir,
- screens in Olivia's corridors and lifts,
- My Olivia app.



LOCAL COMMUNITY AND ADMINISTRATION

An important voice, taken into account by us when designing investments, belongs to local communities and local administration. Dialogue with the environment and understanding its needs are crucial for us. We care about the development of not only a specific area related to our investment, but also of the city of Gdańsk and the entire region. The most important forms of dialogue with the local community are:

- local events, conferences and face-to-face meetings,
- social media,
- contact by phone and e-mail,
- screens in the Olivia Centre's corridors and lifts,
- activities carried out with the support of local authorities.



INVESTORS AND LENDERS

Investors and Lenders help us finance investments that build the Group's value. Our projects are also implemented with partners by way of investment agreements.

The most important forms of dialogue with Investors and Lenders are:

- face-to-face meetings and conferences,
- current and periodic reports,
- financial statements,
- the website,
- contact with competitors,
- contact with experts, agents, auditors, law firms,
- contact by phone and e-mail.



EMPLOYEES AND ASSOCIATES

Teams consisting of employees and associates of the Tonsa Commercial REI N.V. Group are responsible for the ongoing, efficient operation of the centre and external companies. Keeping in mind close cooperation, long-term relationships between the teams and the objectives of this report, the information in this chapter applies to these employees and associates. The most important forms of dialogue with this group of Stakeholders are:

- integration meetings,
- operational meetings,
- online meetings, mainly during the pandemic,
- daily relationships,
- surveys: employee and associate satisfaction surveys.



SUBCONTRACTORS AND SUPPLIERS

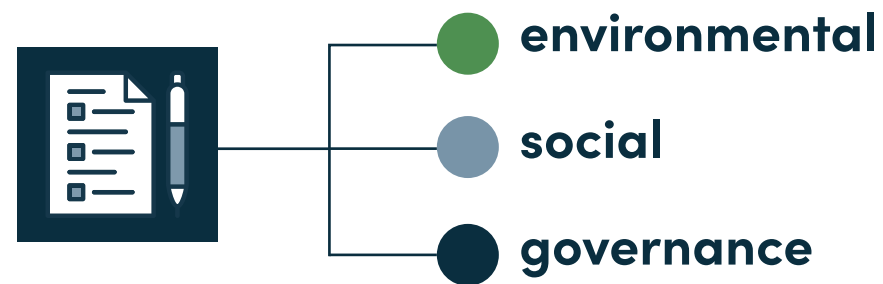
Our Subcontractors and Suppliers provide us with services and goods needed to build and expand property at every stage of the process. The most important forms of dialogue with Subcontractors and Suppliers are:

- contact by phone and e-mail,
- face-to-face meetings and conferences,
- the website.

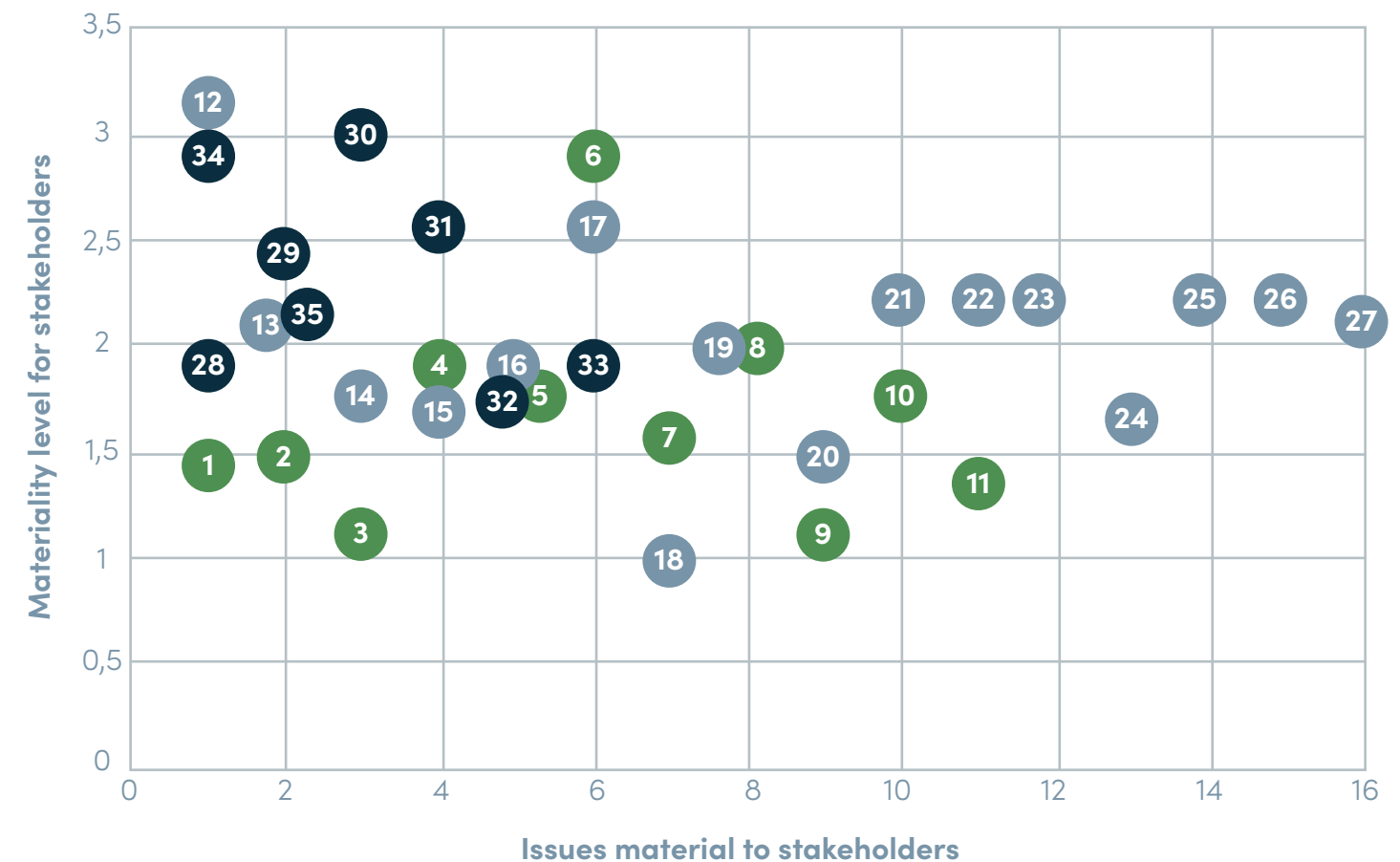
Materiality assessment

[GRI 102 – 44]

We conducted an assessment among our Stakeholders, the purpose of which was to identify the most material, in their opinion, issues that should be addressed in this ESG report, and which affect the creation of a long-term strategy in the area of responsible and sustainable development. First, we prepared a list of ESG-related topics, then appointed representatives of key stakeholder groups to finally conduct the materiality assessment among them. We divided it into three areas that take into account the following issues:



A dozen or so recipients replied. The results are shown on the materiality map below.



Environment (E):

1. Energy performance
2. Use of RES
3. Carbon footprint
4. BREEAM certificates
5. Well certificates
6. Olivia's green areas
7. The use of materials, natural resources and products in accordance with sustainable development
8. Waste management
9. Impact on biodiversity
10. Environmental degradation
11. Integrating environmental and social issues into the requirements for suppliers

Social (S):

12. Creating Olivia's multifunctional infrastructure
13. Social and charity activities
14. Social involvement and relations with local communities
15. Organisation of events
16. Aesthetics
17. Impact on the labour market
18. Development and training of employees and associates
19. Health and safety of employees, associates and subcontractors
20. The well-being of employees and associates

Governance (G):

21. Diversity and equal treatment
22. Counteracting discrimination
23. Human rights
24. Freedom of association
25. Forced labour
26. Children's work
27. Employee rights

28. Innovation
29. Data security
30. Compliance
31. Olivia's transparency
32. Corporate governance
33. Cooperation for sustainable development
34. Ethics and anti-corruption
35. Anti-competitive behaviour

The assessment showed that the most material issues from the Stakeholders' point of view are:



in the area of environment:

- Olivia's green areas
- BREEAM certificates
- waste management



in the area of social factors:

- Olivia's multifunctional infrastructure
- impact on the labour market
- diversity, discrimination, human rights
- forced labour and children's work



in the area of ethics and governance:

- compliance,
- ethics and anti-corruption,
- Olivia's transparency.



**We are a conscious investor
and we know how important it is
to take care of the building
infrastructure, integrated
with the environment**

Environment

One of our main activities resulting from the Group's strategy is to counteract climate change and prevent its negative effects.

We are a conscious investor and we know how important it is to take care of the building infrastructure, integrated with the environment in which it is located. By implementing our investments, we try to protect local resources and care for the natural environment. We develop our offer and services with the utmost care, using high-quality materials and bearing in mind the issues related to generating waste and its impact on greenhouse gas emissions.



All our investments are certified according to world classifications. Our portfolio includes 9 buildings, each assessed based on the BREEAM certification standards.

Our greatest success is obtaining the WELL Certification. The Group subjected its buildings to the most restrictive analysis conducted by 600 experts from the International Well Building Institute (IWBI), including virologists, scientists, architects, designers, business leaders, construction specialists, property and the WELL construction standard, the world's leading platform for the development of healthy buildings and space.

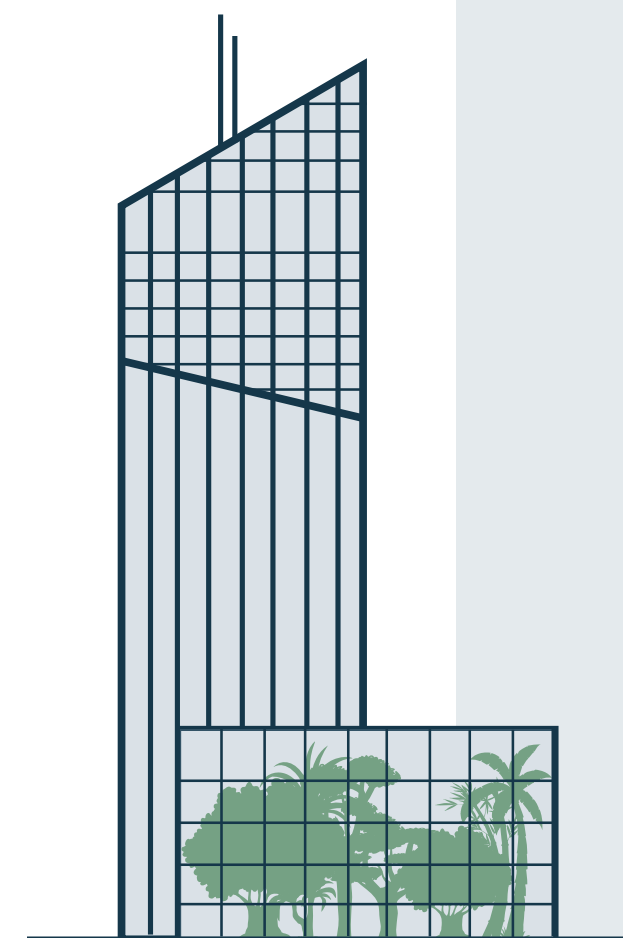
Our greatest success is obtaining the WELL Certification

Multifunctionality property design

We are a responsible investor who builds and leases office space, therefore, it is essential for us to integrate the property into urban space. In the design process, we concentrate on the synergy of three areas: the environment, community, and rational financing. This approach is in line with our strategy and mission. Only this combination allows the Group to create multifunctional property certified according to prestigious international classifications. Today, 100% of our buildings are BREEAM certified.

These are the most important elements that distinguish our properties:

- **Multifunctionality**
- **The most modern building technology available**
- **Safety and comfort**
- **Quality and equipment of reputable manufacturers**
- **Close to nature**



The care for the optimal selection and the use of the highest quality materials allowed us to be awarded BREEAM certificates – initially with the ranking Very Good, and then Excellent. Selected investments are described in the [property portfolio](#) section.



Multifunctionality, which sets trends on the property market, and also affects the local and regional infrastructure and economy.



The most modern building technology available as well as facilities and systems ensuring the highest level of security, including central management and access control systems.



Safety and comfort of use of buildings by our Residents, which makes us constantly monitor the market in search of solutions to improve their functional quality and energy management.



Quality and equipment of reputable manufacturers. We care about the comfort and safety of our Residents, paying great attention to the quality and type of devices used by us, especially those responsible for air purification. Residents, employees, and associates (mainly office workers) spend most of their time in our spaces, which is why air quality is one of the priorities of the Group. To this end we use one of the best classes of air filters – F7 and air ionisers.



Close to nature. The Olivia Garden – a unique place that we have created with our Residents in mind – is 8,720 m³ of green space filled with 4,000 plants of 150 species from 4 continents. The garden is the heart of Olivia, and many of its plants intensely ionise and purify the air.

Materials and raw materials

[GRI 103 – 1, 2, 3] [GRI 301 – 1, 2, 3]

When purchasing materials needed to conduct activities related to the operation of buildings, the implementation of new projects and the arrangement of the lease area, we make sure that the materials chosen are durable, non-toxic, anti-allergenic, with zero or minimum VOC and formaldehyde content, that they come from legal and verified sources, and are maximally environmentally friendly and certified for compliance with the concept of sustainable development (EDP, FSC, PEFC).

The most frequently used materials in our operations are: paper, water, food products, cleaning agents.

The raw materials and building materials we use most frequently in our investment activities are: concrete, steel, aluminium, silicate blocks, gypsum, stone, wood and wool. In 2021, no construction projects were implemented within the Group, therefore, no consumption of this type of materials was recorded in the reporting period.

In the activities related to the leased space arrangement, the most common materials we use are: concrete, steel, aluminium, ceramics, gypsum, stone, wood, glass and wool.

Recyclable materials are mainly: paper, glass, residual waste, metal and plastic.



Waste

[GRI 306 – 3]

Considering the specifics of the property market, the amount of waste generated, water used and greenhouse gases emitted, it is crucial for us to adhere to strict waste management.

The main waste types in the Group in 2021 were: paper, metals, plastics, glass, bio waste and other residual waste. Waste is monitored on an ongoing basis and transported to companies that have the appropriate permits required by law for recycling and recovery of recyclable materials. At the same time, we cooperate with subcontractors, educate and show the implementation departments how to properly segregate waste. We also participate in workshops that allow employees and associates to gain knowledge about reducing (and preventing) air, soil and water pollution, as well as proper waste management. The most important information on waste related to office work is presented in the table below. As a result of our actions, we reduced the amount of metal and plastic waste by 26%, and residual waste by 24%.

Our Residents are segregating waste more and more effectively. A positive effect of the progressive awareness of selective waste collection among Olivia Centre users is a significant increase in the share of glass in the total amount of waste generated, while reducing the amount of residual waste. Glass waste is a valuable raw material due to its recyclability. The use of cullet saves natural resources and energy, which in turn reduces the environmental footprint. Thanks to the correct segregation of glass, we contribute to the implementation of a Closed-Circuit Economy.

Our policy and constant monitoring allow us to effectively manage waste, materials and raw materials. As the first office centre in Poland, we have implemented, for example, Tork PaperCircle – an innovative recycling service for used paper towels. This element of waste management is quite significant. Thanks to its implementation, the CO₂ consumption connected with paper production is reduced by 40%. Now 100% of the towels are recycled and can be reused.⁷



Waste type	Unit of measurement	2020	2021	Year to year change %
Paper	ton	188	182	- 4 %
Metal and plastic	ton	435	323	- 26 %
Glass	ton	57	66	+ 16 %
Residual waste	ton	1078	818	- 24 %

Table: Waste generated*.
* The data for the entire Group and Residents – tenants of our buildings – as it is impossible to give the data on office waste generated only by the Group.
BIO waste will be presented in the following reporting years due to incomplete data for 2020.

⁷ Property Design, Tork i Olivia Centre dają eko-przykład. www.propertydesign.pl

Energy

[GRI 103 – 1, 2, 3] [GRI 302 -1] [GRI 302 – 3]

Our priority is to ensure an adequate supply of electricity and heat. We care not only about the safety and comfort of Residents, but also about the rational use of energy, which has a positive impact on the economy, especially in the post-pandemic period. We pay great attention to the independence and continuity of supplies, which is why our investments have additional power sources: power generators, UPS batteries and appropriate internal installations. Thanks to this, we maintain control of emergency situations related to energy supplies.

When designing all investments, we focus especially on the energy efficiency of buildings and the surrounding space. This influences the local energy economy, contributes to the implementation of regional assumptions in the field of energy management, translates into long-term benefits related to the improvement of the quality of life, health and immunity of Residents and the reduction of CO₂ emissions, all of that being the implementation of the climate policy. Energy consumption is essential for our Group from the environmental aspects and maintaining high property standards point of view. It is also important for our Stakeholders for whom energy efficiency and rational use of energy are the key issues we have identified.

In 2021, by improving the operation of some building devices and installing reactive energy compensation devices, we also optimised the consumption of utilities.

We constantly monitor and maintain high air quality inside the Group's buildings (from its intake from the outside to its distribution inside). We use CO₂ sensors that smoothly control the inflow of fresh air, increasing the comfort of office use. We use the Building Management System (BMS), which helps to optimise energy consumption, depending on the type and area of the building. We also use intelligent devices that switch to ECO mode when not in use, motion sensors, individual media consumption meters and intensity limitations of outdoor lighting at night. In the new post-Covid reality, we have decided to purchase additional sensors measuring the content of dust and volatile organic compounds suspended in the air. In addition, we have modernised the already mentioned BMS system,

which allows us to react in real time to changes in external and internal conditions. All this to ensure that our facilities function optimally in terms of economy, comfort, safety and the environment.

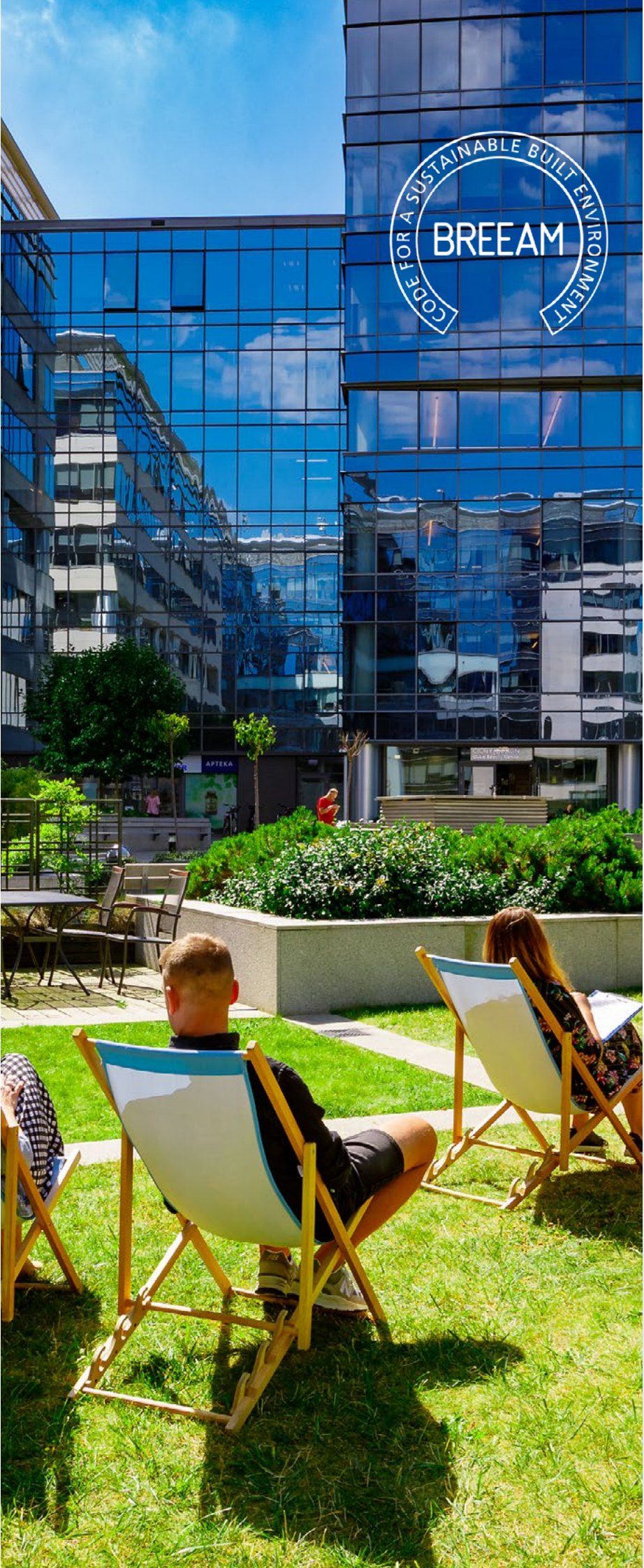
Bearing in mind the commitment of our Residents to activities related to sustainable development, reduction of CO₂ emissions and diversification of energy sources, we are constantly working on developing modern solutions in this area.



All our buildings are BREEAM certified, which is a proof of the buildings' environmental friendliness and comfort of use. BREEAM is one of the world's most important systems that set standards in sustainable design and ecological construction, to which the Group pays special attention. When applying for the BREEAM certificate, our buildings are assessed in ten categories:

- 1 management of the investment project and the construction process,
- 2 energy efficiency and properties of materials used in the construction and finishing of the building,
- 3 comfort of using the building,
- 4 energy consumption level of the building,
- 5 location of the building, distance to public transport,
- 6 method of water and wastewater management,
- 7 method of waste management,
- 8 development of the surrounding area,
- 9 solutions used to reduce pollutant emissions,
- 10 investment innovation.

The management of electricity, heat and cold is one of the key factors influencing the energy efficiency of our buildings, which is why we undertake a number of actions that favour energy reduction and its rational use. Considering the above, all our investments and activities are aimed at solutions that guarantee a balance between greenhouse gas emission and absorption.



The energy sources used by the Group are: electricity, heat and diesel oil. The comparison of the reporting year 2021 with the base year 2020 showed a slight increase in the use of electricity – by 0.6%. This increase is primarily the result of the increased number of the Olivia Centre Residents and users (electricity consumption by the Olivia Centre Residents alone increased by 7%). At the same time, we managed to significantly reduce **the use of electricity in common areas – by as much as 5%.**

The greater number of Residents – almost 40% – contributed to an increase in the use of heat in the entire Olivia Centre by less than 20%. In the areas rented by Residents, heat consumption increased by 30%. In the common parts of Olivia, it increased by 15%.

The results related to electricity and heat consumption presented above are the consequence of a specific pandemic situation. It is worth noting that despite the Covid Law⁸ of 2020, **the number of our centre users increased relatively in 2021 – by almost 40%.** In addition, in 2021, we opened for everyone the service areas which due to the pandemic and, consequently, restrictions on the spread of the coronavirus, were excluded from use in 2020.

We managed to significantly reduce the use of electricity in common areas

⁸ The Act of 2 March 2020 on special solutions related to the prevention, counteraction and combating COVID 19, other infectious diseases and the crisis situations caused by them (Polish Journal of Laws of 2020, item 374).

Water

[GRI 103 – 1, 2, 3] [GRI 303 – 3]

The Group provides 270,000 m² of modern office space. When implementing multifunctional investments, an important aspect for us is the rational use of water and constant monitoring of its consumption. This directly affects the environmental and financial aspects of our investments and their use by Residents. **We constantly strive to reduce water consumption. In 2021, we managed to reduce its demand by 17% compared to the base year 2020.**








We constantly strive to ensure that our internal building solutions contribute to the reduction of water use. The group uses rainwater, among others for irrigation of the pocket garden, which is located next to the Olivia Prime. The closed-circuit fountain on Olivia's patio is also supplied by rainwater.

The care of water quality is crucial for us, therefore we have it tested at least once a year in accordance with the Regulation of the Minister of Health of 7 December 2017 on the quality of water intended for human consumption (Polish Journal of Laws 2017, item 2294) and guidelines of the WELL Performance Verification Guidebook. We analyse parameters such as: turbidity, pH levels, free chlorine, coliform bacteria, Legionella bacteria. The HVAC Engineer, who is obliged to use the services of accredited testing laboratories, is responsible for carrying out water tests in our buildings in accordance with the schedule of inspections of installations and devices.



We constantly strive to reduce water consumption

We have equipped all our buildings with water meters and sub-meters which are connected to the building management system. Our water management policy is now being improved. Already at the building design stage, we take measures to reduce the demand for water, e.g. through its internal circulation, which is supplied with rainwater, as well as by:

-  **applying strict requirements of a given BREEAM assessment,**
-  **using water-saving fittings and aerators to reduce water consumption,**
-  **modernising the building comfort control system – BMS,**
-  **using water leakage detection and prevention systems,**
-  **monitoring water and air quality,**
-  **preventing the formation of mould and moisture,**
-  **preventing the development of Legionella.**

When designing each investment, we take into account local water resources. We are aware that changing climatic conditions may contribute to local water shortages, which affect its quantity and cost. Therefore, together with our contractors and specialists in many fields of the construction, we try to implement solutions to minimise the risk of excessive use of water already at the design stage. Thanks to modernisations and the methods we use to reduce water consumption in the Olivia Centre, it decreased in 2021 by over 8% compared to the previous year.

Biodiversity

[GRI 103 – 1, 2, 3] [GRI 304 – 1, 2, 3]

The Group carries out its construction processes with respect for the natural environment and the land on which they are implemented. When preparing construction projects, we always consult the local community and an ecologist.

We proclaimed 2021 the year of ecology. We implemented initiatives to raise the environmental awareness of the Group's employees and associates and of our Residents. Together, we took part in numerous actions to popularise good practices. They included the Clean Baltic Sea, the Green Transformation, the Earth Hour or the World Wildlife Day.

We work hard for biodiversity. For example, we designed a pocket garden located at the Olivia Prime which enriched Olivia's area with nearly 50 species of plants. This is yet another friendly and green space which actively influences all users of the centre.

Both during our investments are implemented and after they are completed, **we make sure that protected habitats are respected.** While the Olivia Star was being built, a peregrine falcon began to appear on top of it. As it appeared to be our regular 'guest', we decided to build a nesting house. To this end, we had a series of consultations with falconers, ornithologists, and constructors of this type of habitat.

Our buildings are located less than half a kilometre from the eastern borders of the Tri-city Landscape Park. The Olivia Star offers an amazing view of the southern part of the park: from Gdańsk, through Sopot to Gdynia. Olivia organises regular trips, hiking and biking, to the Tri-city Landscape Park. Tours are offered by a variety of enthusiasts, such as local guides who introduce participants to the beauty of the area and share knowledge about the park, its wild inhabitants and the applicable rules of active protection.



While the Olivia Star was being built, a peregrine falcon began to appear on top of it. As it appeared to be our regular 'guest', we decided to build a nesting house.

Emissions

[GRI 103 – 1, 2, 3] [GRI 305 – 1, 2, 4]

For the first time, we have reported our carbon footprint results in line with the *Greenhouse Gas Protocol A Corporate Reporting Standard*. The guidelines helped us to set the organisational and operational boundaries (dividing the emissions into scopes 1 and 2). In this report, we present estimated values in scope 1, which refer to direct GHG emissions, and scope 2, which refer to indirect GHG emissions. We included all Group companies in the calculations.

Within scope 2 of GHG emissions, the emissions resulting from the Group's consumption of electricity and heat were taken into account. They were calculated in accordance with the so-called location method, using the emission indicators publicly available on the website of KOBIZE (The National Centre for Emissions Management). From the Group's point of view, these are key indicators that we would like to use to monitor environmental risks and possibilities in the future.

Comparing the reporting year 2021 with the base year 2020 in terms of scopes 1 and 2 of total greenhouse gas emissions and their intensity, we recorded a slight increase by 2.5%, which is the result of the aforementioned increase in the number of users and Residents of the Olivia Centre. In the common areas, the total CO₂ equivalent emissions increased slightly by 0.11%.

Obtaining BREEAM sustainable construction certificates for each building and categorising them as green buildings at the same time was also associated with minimising air pollution. All buildings have been designed with particular attention paid to not only greenhouse gas emissions, but also the reduction of night light pollution and noise suppression.

For the first time, we have reported our carbon footprint results in line with the Greenhouse Gas Protocol



Emissions

[GRI 103 – 1, 2, 3] [GRI 305 – 1, 2, 4]

As part of preventive and risk mitigation measures that allow us to monitor air quality in buildings, we constantly monitor it in accordance with WELL certification for individual air parameters: CO₂, PM2.5 and PM10, ozone, volatile organic compounds (VOCs). Their levels in our buildings, including the Olivia Star and the Olivia Prime B, are measured at the fresh air intake and exhaust stations of air handling units, and the data is collected in the building's BMS system continuously, 24/7, all year round. All anomalies are automatically alerted in the system and via SMS to the building service. Since 2021, tests to determine the level of PM2.5 and PM10 in the Olivia Four, Olivia Six, Olivia Star, Olivia Prime A, and Olivia Prime B buildings have been commissioned and carried out in accordance with the requirements of the WELL *Performance Verification Guidebook*.

It is worth adding that we are one of the first office centres in the world to have implemented the technology of air purification with ions. Additionally, we used active titanium coatings that create surfaces free from pathogenic microorganisms.

We are one of the first office centres in the world to have implemented the technology of air purification with ions

Supplier environmental assessment

[GRI 103 – 1, 2, 3] [GRI – 307 – 1] [GRI 308 – 1, 2]

Cooperation with employees, associates, suppliers and contractors in the area of climate risk mitigation is important for our Group. We are working on the implementation of the so-called Code of Conduct, which will allow us to better verify our suppliers, with particular attention paid to environmental issues. These and all other activities allow us to identify both the risks and opportunities related to climate change that affect the Group's operations.



The community we
create is our great
distinguishing feature
and asset

Community

The community we create is our great distinguishing feature and asset. Last year, we attempted to create many opportunities for not only our Residents, but also all interested parties to develop at Olivia personally and professionally, share common passions and interests, take care of mutual relations, health and well-being. Each year, all our employees, associates and Residents are invited to participate in celebrating the most important events together with us.

The year 2021 was a big challenge, especially in terms of the need to respond to the crisis caused by the coronavirus pandemic of 2020. Not only did it make all companies of the Group face a completely new reality, but it also made us confront new challenges. We tried to monitor the situation on an ongoing basis and maintain constant communication with our employees, associates, contractors and Residents in the field of safety and compliance with the rules that minimise the risk of illness.

Employment

[GRI 103 – 1, 2, 3] [GRI 102 – 8]

For several years, we have been focusing on the development of our community, while caring for the well-being of employees, associates and Residents. We focus on getting to know their expectations in order to create an even better place to work and relax. We are continually expanding the list of amenities within the office space, in line with the needs of Residents, and we organise numerous initiatives to strengthen relations between employees and associates. We want to support our employees, associates and Residents in everyday life and help them develop in areas other than professional.

To promote the highest employment standards, we established the HR Club. The club's mission is to support its members in shaping work patterns and developing soft skills based on modern solutions and trends. Thus, we create a space for conversations and the exchange of professional experience and knowledge.

In order to provide the highest quality services, we work closely with a group of external specialists - associates who regularly act for the Group as experts in many fields, including those related to environmental, social and economic issues. In 2021, the Group recruited 10 employees. The SPVs which hold ownership of office buildings have employment limitations that result from the specificity of the companies (property portfolio) and external requirements, e.g. by financing banks.

The Group offers all employees and associates extensive medical packages and the possibility of using numerous benefits, such as life insurance, medical insurance or the Multisport card. They can also take an active part in cultural projects, webinars, workshops and sports activities.

We want to support our employees, associates and Residents in everyday life and help them develop in areas other than professional

Health during the pandemic

We were fast in responding to the challenges of the pandemic, and so we took a number of actions to support our Residents, employees and associates as well as the local community. In 2020, for example, we financed the first mobile walk-thru COVID-19 test centre in Poland. The swab collection point for Covid-19 testing was donated by us to the University Clinical Centre.

Additionally, during the pandemic, we paid special attention to the mental health of our employees, associates and Residents by conducting webinars with psychologists that helped to take care of mental well-being.

Blood donation

To continue the tradition started in 2016, we organised mobile blood donations. In 2021, the Olivia Centre witnessed 5 editions of the 'A Drop of Energy' campaign. Over the years, thousands of people have donated this most valuable gift in the blood buses of the Regional Centre for Blood Donation and Blood Treatment.



Local communities

[GRI 103 – 1, 2, 3] [GRI 413 – 1, 2]

We attach great importance to cooperation with local communities. We want our activities and projects to meet the needs of recipients, both our Residents and residents of the Tri-City. We feel that we are an integral part of the environment in which we operate, therefore, we try to positively influence our surroundings, in particular taking care of our closest neighbours. The Olivia Centre community actively participates in local initiatives. The local community also willingly takes part in our Group's projects.

The most important thing for us in terms of our relations with the local community, is for the Residents and entrepreneurs to perceive Olivia through the prism of the benefits they can obtain thanks to it, both in the context of new jobs or tourist attractiveness of the region, as well as financial support for projects aimed at the development of the Oliwa district. We provide it, among others, as part of the Oliwa Neighbourhood Budget, for which we transferred PLN 12,000 in 2021. We also support the Civic Budget, an initiative of the City of Gdańsk.

We have identified that local communities may be adversely affected by the increased number of cars parked around the Olivia Centre, which means increased traffic and potential communication difficulties during rush hour. We effectively respond to this challenge by developing the parking infrastructure and implementing new payment methods – not only at ticket offices, but also using the My Olivia mobile application. We also promote bicycles and electric two-wheelers as a means of transport.

We have set up special lockers for scooters in Olivia, with the option of charging the electric ones. We have monitored bicycle parking lots: surface and underground. Residents cycle to underground car parks using employee cards assigned to a given building. Every day, dozens of city-owned electric scooters park in front of the Olivia Centre, next year we wish to open Mevo 2.0 bicycle stations, which again will begin cooperation with Gdańsk.

We also actively participate in consulting processes regarding transport solutions implemented by the city.

We want our activities and projects to meet the needs of recipients, both our Residents and residents of the Tri-City



Occupational Health and Safety

[GRI 103 – 1, 2, 3]

Security is a key value for us. The security policy defines the framework for setting strategic goals for all Group companies and the principles of their implementation. The priority is to maintain the highest quality of our services.

The Group strictly adheres to the standards used in occupational health and safety management systems and the guidelines included in the Labour Code. Considering the key areas of our activity and the nature of the related work, we have distinguished the following groups:



OFFICE WORK

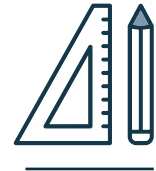
By showing concern for employees and associates, as well as for people staying within our grounds, we undertake to prevent accidents at work and occupational diseases, minimise hazards at the workplace, implement safe working techniques, promote new technologies, improve the organisation and working conditions, and comply with the laws and the principles of occupational health and safety.



SERVICE WORK

We are aware of the significance of safety of works related to the maintenance of the existing infrastructure. That is why, in our opinion, it is crucial that OHS specialists constantly cooperate with the following departments: legal, HR, safety, property maintenance, investor and arrangement supervision. This gives us the certainty that we act in accordance with the established rules.

Control and reduction of OHS risks is carried out in accordance with the internal rules of the supervisory hierarchy and thanks to monitoring compliance with OHS obligations and legal provisions.



CONSTRUCTION AND ARRANGEMENT WORK

The safety of employees and associates during construction, finishing and arrangement works is vital for our Group. We make every effort to implement the Safety Policy here through such activities as identification of potential threats and risk assessment at workplaces, systematic monitoring of working environment conditions, reduction of hazards at workplaces, appropriate selection of clothing, footwear and personal protective equipment, implementation of safety audit plans, improvement of working conditions, systematic reviews of work stations, ongoing dialogue with interested parties (suppliers, contractors, security services).

The OHS team conducts activities that promote safe habits and strengthen everyday routine behaviours. On the construction site, OHS experts hold training sessions for new employees, co-workers and contractors and carry out regular inspections, which each time end with a report discussed with the site manager and contractors. The Group has implemented and applies procedures and instructions for:

- entry to the construction site and the minimum requirements for contractors,
- working at height and proper checks of scaffolding,
- fire hazardous works,
- transport and hoisting works,
- fencing when working at height,
- fire protection,
- first aid,
- workplace health and safety (administration and office workers, carpenters, steel fixers),
- administrative and office work in a standing and sitting position,
- the use of chemical agents.

OHS management system

[GRI 403 – 1, 2, 3, 4, 5] [GRI 416 – 1, 2]

The OHS management system and the activities of our companies based on it meet the highest standards. We feel responsible for employees and associates, regardless of the form of employment or cooperation, as well as for all persons staying within our grounds. We are committed to minimising all risks and threats. Every day we try to identify new threats and respond to them appropriately. So far, there has been only one minor work accident among our employees.

In the last quarter of 2021, certified first aid workers accounted for as much as 75% of employees and associates of the Safety Department with whom the Group cooperates. Some of them had the opportunity to help in real life situations, using their skills in the Olivia Centre and outside.

SAFETY AND TRAINING OF EMPLOYEES AND ASSOCIATES

In 2021, all employees and associates were trained before starting work and cooperation with the Group, which means 100% of the trained participants. Each newly hired employee and associate undergoes training in OHS, tailored to cover the scope of duties and risks at the workplace. Before starting work, the qualifications required for a given position are confirmed. Employees and associates regularly undergo periodic health and safety training with a frequency depending on the nature of the work performed and occupational hazards.

Top management is regularly informed about current changes in OHS and trained in this area. In accordance with the law, periodic OHS training for the managerial staff is provided every 5 years, however, we make every effort to ensure that the employer's representatives have access to changes in the law on an ongoing basis so that good safety practices may be constantly applied.

Our Safety Department experts completed an additional specialist course and were recertified in first aid. Thanks to this, they can take effective rescue actions until the arrival of medical services. Some of them had the opportunity to help in real life situations, using their skills in the Olivia Centre and outside. In addition, we were constantly improving the procedures and activities that we develop

ped at the beginning of the pandemic. We also changed the operator of the physical protection service - we replaced the regional market leader with the global market leader.

SAFETY OF THE DISABLED

When designing investments, we make sure that each of our spaces is adapted to the needs of people with disabilities. We constantly monitor it and consult our employees and associates about our activities related to the occupational health and safety of the disabled. We plan to implement further modernisations in our buildings to improve the accessibility of our properties not only to people with various disabilities, but also to pregnant women, parents with children and the elderly.



Employee health promotion programmes

[GRI 403 - 6]

At the Olivia Centre, we integrate the office and service area with health-promoting infrastructure. We also implement numerous projects to promote a healthy lifestyle. For us ergonomics in the workplace is extremely important as it translates into effectiveness of work. We train employees and associates in this field and we try to ensure that the equipment of our offices meets the highest standards.



HEALTH PROMOTION ACTIVITIES

In 2021, all Stakeholders were invited to participate in the 'Spine Priority' programme, dedicated to the prevention of chronic back pain. It included: a medical interview resulting in qualification for the programme, meetings with a physiotherapist, individual and group exercises tailored to the problem identified by specialists. The programme will be continued in the coming years.

We say Olivia is definitely more than just a business. We promote health and physical activity by **organising numerous sports activities open to all**. One can take part in volleyball tournaments (we have built a beach volleyball court), hiking, cycling and fitness classes - yoga or learning how to breathe properly. The passion clubs we have launched are:



Yacht Club

where we organise cruises on Gdańsk Bay



Runners Club

whose members took part in 2021, e.g. in the Gdańsk Half Marathon, Ultras Oliwa, the Garmin Ultra Race, the Independence Run in Kosakowo and the mountain run in the Tri-City Landscape Park.



Expeditions Club

whose members have taken more than 30 hiking and biking tours, both after work and at weekends.



Volleyball Club

as part of which we play indoor volleyball all year round and beach volleyball in the summer time on our own pitch right next to the centre.

All our employees and associates can participate in the events we organise.



Prevention – medical examinations dedicated to women

We dedicated the entire October 2021 to health and oncological prevention, promoting the initiative *'let your breast be the best'* (as part of #PINKtober).

We supported the Pink Ribbon Run, we also encouraged women to participate in a meeting with an authority in Polish oncology, which was combined not only with professional medical advice, but also with bra fitting training and sewing therapeutic pillows that help women after mastectomy to regain full fitness. On 15th of October, the European Breast Cancer Day, a pink ribbon flashed on the facade of the Olivia Star – a symbol of support for activities aimed at spreading knowledge about this disease and the importance of preventive examinations.

In addition, over thirty women aged 50-69 took part in free mammography tests, which were made in the mammo-bus parked in Olivia. It was the last stage of the action *'let your breast be the best'*, initiated by our Resident's volunteers.

We dedicated the entire October 2021 to health and oncological prevention




Prevention and mitigation of health effects

[GRI 403 - 7]


When designing our buildings, we focus primarily on safety and their functionality for end users. We built the world's first office centre that received the highest marks in the WELL Health-Safety certification programme in every possible category.


In addition, we have introduced work station inspections, inspection walks, so-called *Safety walk & Safety talk*. *Safety walks* are friendly safety rounds during which we pay special attention to the proper performance of work by employees and contractors. A *safety walk* results in a conversation – a *safety talk* – about the essence of safety and the importance of paying attention to the issues of safe work performance, hazard identification and joint responsibility for safe development. Employees are provided with information on the proper seating position, movement and safe work habits.

Our subcontractors and contractors, before entering the construction site, undergo internal training with a representative of OHS services. The rules of the construction site, potential hazards, accident reporting and evacuation methods are then discussed. General information about health and safety reviews and inspections is also provided. In order to take care of the health and safety of people using our building infrastructure, we use the following systems and solutions.

 **Early detection systems in lift shafts** that minimise the potential negative effects of random accidents. The devices of the early smoke detection system continuously collect air samples from the monitored rooms using suction fans and transport them through the pipe system to the detection module. Aspiration systems are especially useful when the highest detection sensitivity is required.



 **Security systems management** in all Group buildings. At the Olivia Centre, we used a security integration system of the PSIM (*Physical Security Information Management*) class. The selected technology is the most modern standard that integrates a variety of security systems and applications, allowing them to be controlled through a consistent, transparent and homogeneous user interface. This interface enables the collection and correlation of events from multiple devices of distributed information and security systems.

 **Firefighting systems** using gas are a combination of a highly sensitive smoke detection system and a modular design of devices. It is worth mentioning here that the gas used in the systems has a very low GWP (*Global Warming Potential*). This indicator determines the potential for creating the greenhouse effect, which means that it is environmentally friendly. Our decisions regarding the selection of the gases used are deeply thought over and governed by our concern for the climate.

We built the world's first office centre that received the highest marks in the WELL Health-Safety certification programme in every possible category.

Our activities supporting the prevention and mitigation of health effects are related to the safety system that guarantees:

- early identification of hazards by means of the reporting system,
- quick alert to the staff of an alarm activation,
- a proposal of actions to be taken, taking into account possible countermeasures appropriate to a given type of hazard,
- staff being relieved from routine activities (background work),
- automatic documentation of events,
- simplification of the operation of often very numerous technical systems and alarm control panels,
- presentation of a graphic situational plan containing, among others, location of sensors, access roads and escape routes,
- automatic control by a given subsystem of safety devices, such as alarm sirens, cameras, extinguishing devices,
- staff being requested to acknowledge alarms and take specific actions,
- documentation of all activities along with reports being made.



Employees covered by the OHS management system

People responsible for OHS training in the Group ensure that 100% of our employees, associates, contractors and subcontractors are trained in health and safety. One minor accident at work was reported in 2021. We react to all reported accidents and near misses that may lead to an accident, catastrophe, or other hazard. So far, no suspicion of an occupational disease has been identified. We are aware that our employees are most often exposed to back, neck, wrist and eye pain. To date, no occupational diseases have been reported. Nevertheless, we undertake preventive measures on an ongoing basis and introduce a programme for interested employees to take care of the spine – ‘Priority: the spine’.

The Group ensure that 100% of our employees, associates, contractors and subcontractors are trained in health and safety.

Training sessions and education

[GRI 103 – 1, 2, 3] [GRI 404 – 1, 2]

Training activities for people working for the Olivia Centre are conducted by internal trainers and external experts. As a result, the educational offer is tailored to the specifics of the company's operations and responds to the development needs of employees. Additionally, it builds and promotes a culture of knowledge sharing in the Tonsa Group. We pay a lot of attention to the development programmes of employees and associates. Last year alone, our specialists spent a total of 27 hours on training (including 8 hours – women, and 14 hours – men). We are engaged in the following initiatives:



HR Club

The largest group of HR practitioners in Pomerania met 7 times in 2021 to share knowledge and experience. It is important because the meetings consisted in discussing the unused potential of the pandemic, communication and cooperation, rebuilding the organisational culture after returning to offices or modern solutions for HR and business. There were also efforts to debunk HR myths in the era of fighting for employees.



ABSL Summit

During the ABSL Summit conference, the greatest attention was paid to people and such issues as remote work, balancing between work and social life, and well-being. The talks were about equality, a sense of belonging, reskilling and upskilling, and the significance of the quality of life in cities for regional development. For years, we have been focusing on the well-being of employees and associates, implementing projects dedicated to their professional and personal development, involvement in social activities, ecology and good neighbourly relations. The conference was an opportunity to take up the topic in a wider group of practitioners and to discuss it together.



Our portfolio of development programmes available to employees includes also:



Olivia Academy

Development programme dedicated to people who have undergone the recruitment process, have been selected for the programme based on the competency profile and achieved above-average results in the assessment of competencies and an attitude that promotes company values.



Language lessons

These are divided into thematic groups: basic knowledge, business, technical, sales, legal and accounting. The English language learning programme is an open programme, dedicated to all associates who use English in their daily work. We also provide individual classes.



Coaching and Mentoring

It is provided either in individual sessions or for the entire team. The aim of the programme is to develop managerial staff in selected areas – business and soft skills.



Personality, style and behaviour testing

We carry out diagnostic tests (personality, competences, talents, communication styles) that are used among associates for development purposes. Each person who participates in the selected study is informed about the specific nature of the tool and the course of the test, receives a summary of the results and takes part in a feedback session.

We pay a lot of attention to the development programmes of employees and associates

Several development programmes are run at the Olivia Centre. The selected programme may be attended by associates who first take part in the recruitment process and meet its requirements. The main goal of these programmes is to create opportunities for the development of new competences and gaining knowledge for co-workers, as well as to select people in the organisation who have competences enabling them to perform new roles in the company. At the same time, it is important for us to develop and prepare the so-called 'Successors', people who will hold independent leadership positions in the future as part of the organisation's needs.

For many years we have been taking part in the annual district celebration called Viva Oliwa, organised by the district council and the neighbourhood community. In addition to organising a stand where we prepare attractions for guests, we also provide financial support to the organisers. This makes Oliwa an even more attractive



**When implementing
sustainable development
activities, we are responsible
for transparency**

Corporate governance

Tonsa Commercial REI N.V is a company located in the Netherlands. It is the parent company for 100% subsidiaries, which are capital companies with headquarters in Poland, in order to create the Capital Group.

For our Group, activities based on the values and internally accepted ethical principles and respect for our Stakeholders are of crucial importance. At the same time, we are convinced that the Group's development is based on solid management principles and the implementation of the adopted strategy, which will provide us with a long-term, well-established position as a developer and property manager in Poland.

When implementing sustainable development activities, we are responsible for transparency, which is vital for our Group. Along with maintaining special diligence and reliability, we make sure that financial and non-financial information facilitates the assessment of our activities by all Stakeholders.

Management Board

[GRI 102 – 10, 14, 18, 22, 23]

The Management Board of Tonsa is composed of people whose experience extends in the field of law, economy and finance. At the end of 2021, Members of the Management Board were:

- **Mr Maciej Grabski**
- **Mr David Luksenburg**
- **Mr Markus Leininger**
- **Mr Jeroen Edwin Missaar**

Mr Maciej Grabski

Managing Director A

Managing Director A. Maciej Grabski has a Master’s degree in law from Lublin Catholic University (KUL). He is an experienced investor in companies in early stages of development. In the early 90’s, he made investments in the automotive business/trade spare parts and in the tourism industry through small family enterprises. In the late 90’s, Maciej Grabski was co-founder and first investor in Wirtualna Polska which was, at the time, the biggest internet website in Poland. He negotiated strategic investment of Intel and Prokom S.A. in the company. In the mid-2000’s Maciej Grabski exited from his capital involvement in Wirtualna Polska S.A. through a high IRR transaction, carrying out a successful investment of French group France Télécom into Wirtualna Polska. Since 2009 Mr Grabski’s main project has been a development of the Olivia Centre (formerly the Olivia Business Centre), which is a modern office complex in Gdańsk ultimately with over 300,000 m2 of office space of the highest standard. The property already consists of several successfully commercialised office buildings, including the highest building in northern Poland – the Olivia Star. The Olivia Centre is a part of Tonsa Commercial REI N.V. capital group controlled by Luxembourg-based reserve alternative investment fund Tonsa S.A. – SICAF-RAIF, where Maciej Grabski holds the position of Director A. Tonsa S.A. – SICAF-RAIF through its fully controlled subsidiary remains also a main investor of Pekabex S.A. based in Poznań – Poland’s leading manufacturer of concrete precast and a general contractor in construction in Poland, Germany and Nordic countries, which is listed on the main market on the Warsaw Stock Exchange. Tonsa S.A. – SICAF-RAIF has also invested in several residential development projects and in Vivia Next Sp. z o.o. – a company that provided tailor made fully fitted out modular solutions for a new global marketplace in the residential and hospitality sectors, providing a fully managed end-to-end process enabling cost and time controlled projects.



Mr David Luksenburg

Managing Director B

Managing Director B. David Luksenburg has more than 15 years of experience with the investment funds industry with a particular focus on alternative investments. He is the CEO and partner of a Luxembourg independent third party alternative investment fund manager providing management services to property, private equity and third party funds. He is also the co-founder of a Luxembourg corporate services and advisory firm specialised in Alternative Investments Vehicle and Technology companies. He was previously the Conducting Officer of a Value Investment management firm in Luxembourg. David Luksenburg has a Master's and postgraduate degrees in business administration and finance from HEC-Liège. He also holds an INSEAD MBA.

Mr Markus Leininger

Managing Director B

Managing Director B. Markus Leininger worked for 17 years at Eurohypo AG, a specialist commercial property lender, for much of that time as Head of Central and Eastern Europe, which covered property loan origination and business development. In 2000, he was responsible for establishing RHEINHYP's (a Eurohypo predecessor) presence in the United States of America. From 2002, Markus Leininger was responsible for the overall activities of a team of professionals in Vienna, Warsaw, Prague, Budapest, Bucharest, Moscow and Tel Aviv. In 2007, the Northern European markets (Denmark, Sweden, the Netherlands and Finland) were added to his responsibilities. He was responsible for a loan portfolio of more than €8 billion and in his career has led transactions in excess of €15 billion. Since 2012, he has advised property investors all across Europe through his partnership in SIMRES Real Estate sarl. He is an independent director for various entities in Luxembourg and the Netherlands. Markus Leininger holds a professional banking diploma (Bankkaufmann) and is a graduate (business administration) of Justus-Liebig-Universität, Giessen.

Mr Jeroen Edwin Missaar

Managing Director B

Managing Director B. Jeroen E. Missaar worked as a corporate lawyer for over 29 years in various legal and international advisory firms before he started his own legal office in April 2018 under the name Scales Legal B.V. in Rotterdam, the Netherlands. He has also held various directorships in multinational companies in the period between 1996 until early 2018. He is a corporate lawyer with a lot of experience on all legal matters arising within companies with such specific expertise area's corporate law, labour law and (international) contracts.

Jeroen E Missaar studied Dutch law at the Erasmus University in Rotterdam, the Netherlands, and graduated in 1991 and chose business law as his speciality. He speaks and writes fluently in English and German. He has acted as Director of Legal Affairs within the company as of 1st September 2021, with a focus on the legal governance and compliance of the company, also in relation to the whole group.



On 21st of April 2021, Mr Robbert Frassino resigned from the position as Member of the Management Board. At the meeting on 21st April 2021, Mr Markus Leininger was appointed to the Management Board as Director B. On 1st September 2021, Mr Jeroen Edwin Missaar was appointed to the Management Board as Director B – Legal Affairs Director.

Ethics

[GRI 102 – 16, 17] [GRI 205 – 1]

We believe that our success is possible only when all activities undertaken in the Group's companies are based on transparency, respect, fair principles and high moral standards. The most important values and principles by which we follow are broadly understood as ethical conduct in business, by which we understand by acting in accordance with the following principles: responsibility, achievement of goals, sustainable development and protection of local resources.

We know that the areas of ethics and law are important to our Stakeholders, as evidenced by the results of the surveys. Therefore, we are currently working on a code of conduct that will be available both internally and externally (including on the website). The Group takes the utmost care to undertake actions aimed at avoiding corruption incidents. In order to achieve that, we are now developing a comprehensive document containing the Code of Ethics, which will help us to achieve even better goals of good cooperation with our partners. The Group strictly adheres to internal standards in the field of fraud prevention, counteracting corruption and counteracting financing of terrorist activities.

From the first stage of establishing business relationships – with Residents, Contractors, financing institutions or other business partners – we are guided by high ethical standards that allow us to avoid situations that may lead to abuse, corruption or violation of the law.

We do our best to identify our partners. For this purpose we make use of the knowledge and experience of our associates, knowing your client forms, and publicly available information, e.g. from commercial registers and the register of beneficial owners, or of the OSINT sources. If doubts arise, without crossing anyone out, we strive to clarify them. Legal regulations, which we use in justified circumstances, are also important in the entire process.

In the event that our partners are found in violation of their obligations, we always react and try to ensure that the response is adequate to the violations made. Appropriate contractual clauses provide for an additional guarantee of our safety, allowing us to terminate business cooperation in a situation where our partner violates the law.



All norms and standards that we use externally result from the Group's internal beliefs and standards. In our daily work, we make sure that our employees and associates share the same values and principles. We condemn all cases of intentional violations and take preventive measures of active education and raising awareness.

In business, we always try to be responsible to other people and ourselves. We consistently pursue our goals, but never at all costs. This is due to the fact that we have an external impact, which we are aware of, so we must always balance our development taking into account many factors, including the protection of local resources and ethical values.

Responsibility, achievement of goals, sustainable development and protection of local resources

**Sustainable development
is at the heart of the activities
of the Tonsa Commercial Group**

About the report

List of entities

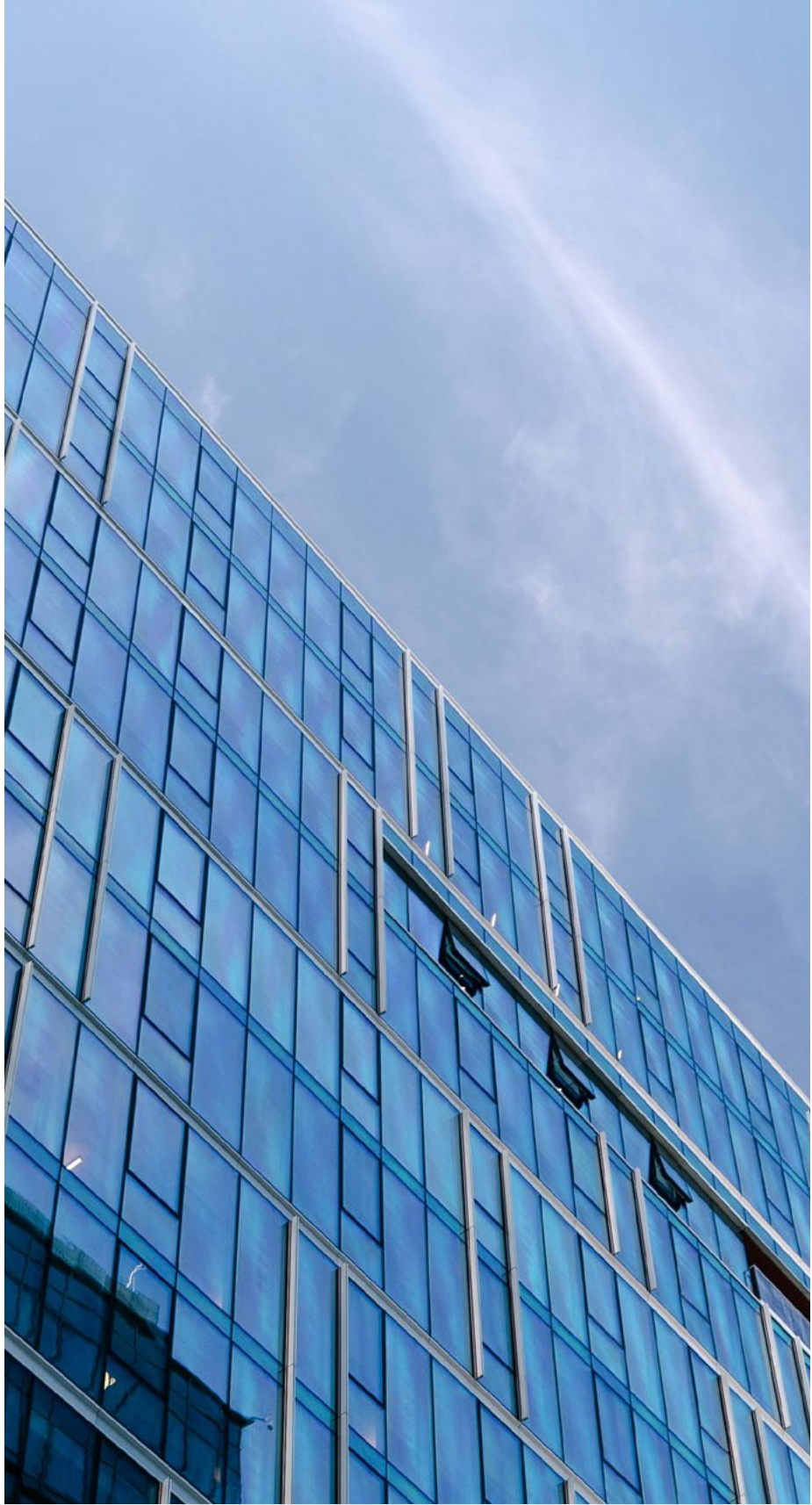
[GRI 101] [GRI 102 – 45]

- „Olivia Gate” Spółka z ograniczoną odpowiedzialnością – 100% shareholding
- „Olivia Point&Tower” Spółka z ograniczoną odpowiedzialnością – 100% shareholding
- Olivia 4 Spółka akcyjna – 100% shareholding
- Olivia Star Spółka akcyjna – 100% shareholding
- „Olivia Seven” Spółka z ograniczoną odpowiedzialnością – 100% shareholding
- „Olivia Prime B” Spółka z ograniczoną odpowiedzialnością – 100% shareholding
- „Olivia Complex” Spółka z ograniczoną odpowiedzialnością – 100% shareholding
- „J-Home” Spółka akcyjna – 100% shareholding
- Olivia Fin Spółka z ograniczoną odpowiedzialnością – 100% shareholding
- Olivia Fin Spółka z ograniczoną odpowiedzialnością, Spółka komandytowo-akcyjna – 100% shareholding

The process of defining the report content

[GRI 101] [GRI 102 – 46]

Sustainable development is at the heart of the activities of the Tonsa Commercial Group, as evidenced by, among others, numerous building certifications. When developing this report on environmental, social and corporate governance issues, we tried to reconcile the expectations of our Stakeholders. For this reason, we have prepared this report in line with the international GRI standards and the TCFD (*Task Force on Climate-Related Financial Disclosures*) climate disclosure guidelines. We are currently not obliged to prepare a non-financial report. However, taking into account the expectations of Stakeholders and legislative changes, including the Corporate Sustainability Reporting Directive, we decided to prepare our sustainable development report now. We strive to communicate with our Stakeholders to a higher standard and present important aspects related to the environment.



Significant aspects identified in the process of defining the report content

[GRI 102 – 47]

Significant aspects were identified on the basis of the survey, which is discussed in more detail in the [Stakeholders](#) chapter.

Significant changes as compared to the previous report

[GRI 102 – 48, 49, 51]

This report is the second sustainable development report based on the GRI Core standard. The first report was published in 2020.

Reporting period

[GRI 102 – 50]

This Sustainable Development Report covers the year 2021.

Reporting frequency

[GRI 102 – 52]

Annually.

Statement on reporting in accordance with GRI Standards

[GRI 102 – 54] [GRI 102 – 56]

The report has been prepared in accordance with GRI Standards in the Core option. The report does not require external verification. Its content was consulted internally in order to identify the information needs of the company's Stakeholders. After reviewing the issues and trends important for the property in which the Group operates, the topic materiality matrix was defined, which is presented in the [Stakeholders](#) chapter.

Contact point for questions about the report

[GRI 102 – 53]



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GRI content index

[GRI 102 – 55]

Disclosure number	Disclosure title	Required CORE level	Location in the report
101	Reporting assumptions and bases	✓	Page 59
PROFILE DISCLOSURES			
Organisation profile			
102-1	Organisational details	✓	Pages 4, 7
102-2	Description of operations, main brands, products and/or services	✓	Pages 8-15
102-3	Location of the headquarters	✓	Pages 6 – 7, 65
102-4	Location of operational activities	✓	Page 8
102-5	Nature of ownership and legal form	✓	Page 7
102-6	Countries of operation	✓	Page 8
102-7	Scale of activities	✓	Pages 23-25
102-8	Information about employees and workers who are not employees but perform work for the organisation	✓	Page 44 Value given in the financial statements.
102-9	Value chain	✓	Page 19
102-10	Significant changes in the size, structure, ownership or value chain compared to the previous reporting period	✓	The report covers companies in which the Group owns 100% of shares. Page 55
102-11	Explanations whether and how the organisation applies the precautionary principle	✓	Pages 19-23
102-12	External, economic, environmental, and social declarations, principles and initiatives to be adopted or endorsed by the organisation	✓	Joining the United Nations Global Compact (UNGC) to underline its commitment to care for the natural environment and its resources Page 28

Disclosure number	Disclosure title	Required CORE level	Location in the report
102-13	Membership in associations and organisations	✓	Pomeranian Employers Pro Progressio The Economic Convention operating by the Rector of Gdańsk University of Technology The CRUNCH project Pages 26-27
Strategy			
102-14	Top managements statement	✓	CEO's letter page 4 Pages 55-56
102-15	Description of key impacts, opportunities and risks	✓	CEO's letter page 4
Ethics and integrity			
102-16	Organisational values, ethics codes, rules and norms of behaviour	✓	Page 57
102-17	Internal and external mechanisms to get advice on conduct in ethical and legal issues and on organisation integrity	✓	Page 57
Governance			
102-18	The governance structure of the organisation together with committees subordinate to the highest the supervisory authority	✓	Pages 55-56
102-22	Composition of the highest governance body and its committees	✓	Pages 55-56
102-23	Chair of the highest governance body	✓	Pages 55-56
102 -26	Role of highest governance body in setting purpose, values, and strategy	✓	Pages 16-18, 23-25

Disclosure number	Disclosure title	Required CORE level	Location in the report
Stakeholder engagement			
102-40	List of stakeholder groups engaged by the reporting organisation	✓	Pages 29-30
102-41	Employees covered by collective bargaining agreements	✓	There are no collective bargaining agreements in place at the company
102-42	Bases of identifying and selecting stakeholders engaged by the organization	✓	Pages 29-30
102-43	Approach to stakeholder engagement taking into account the frequency of engagement by type and group of stakeholders	✓	Pages 29-32
102-44	Key issues raised by stakeholders and the organisation's response to them, including by reporting them	✓	Pages 31-32
Reporting practices			
102-45	Including economic entities included in the consolidated financial statements in the report	✓	Page 59
102-46	The process of defining report content and aspect boundaries	✓	Page 59
102-47	Material topics identified	✓	Page 59
102-48	Explanation of the effects of any restatements compared to the previous reports, including the reasons for their introduction and their impact (e.g. mergers, acquisitions, change in the base year / period, nature of business, measurement methods)	✓	The report covers companies in which the Group owns 100% of shares. Page 59
102-49	Changes in reporting	✓	The report covers companies in which the Group owns 100% of shares. Page 59
102-50	Reporting period	✓	2021

Disclosure number	Disclosure title	Required CORE level	Location in the report
Reporting practices			
102-51	Last report publication date (if published)	✓	2021
102-52	Reporting frequency	✓	Annually
102-53	Contact point	✓	Page 59
102-54	Information whether the report was prepared in accordance with the GRI Core or Comprehensive standard	✓	Page 59
102-55	GRI index	✓	Pages 60-63
102-56	Policy and current practice with regard to external verification of the report	✓	Page 59
Management approach			
103-1	Clarification of the material topics with an indication of the limitations in their reporting	✓	From page 35
103-2	Management approach and its elements	✓	From page 35
103-3	Evaluation of the management approach	✓	From page 35
TOPIC DISCLOSURES Anti-corruption			
205-1	Anti-corruption policy		Page 57
TOPIC DISCLOSURES Environment			
Materials			
301-1	Used materials and raw materials	✓	Page 35
301-2	Secondary materials used	✓	Page 35
301-3	Reclaimed products and their packaging materials	✓	Page 35

Disclosure number	Disclosure title	Required CORE level	Location in the report
Energy			
302-1	Energy consumption by the organisation by the type of raw materials	✓	Pages 37-38
302-3	Energy consumption intensity	✓	Pages 37-38
302-4	Reduction of energy consumption	✓	Pages 37-38
Biodiversity			
304-1	Protected areas	✓	Page 40
304-2	Impact on biodiversity	✓	Page 40
304-3	Protected or revitalised habitats	✓	Page 40
Emissions			
305-1	Direct GHG emissions	✓	Pages 41-42
305-2	Indirect GHG emissions	✓	Pages 41-42
305-4	Emissions intensity	✓	Pages 41-42
Waste and wastewater			
306-3	Volume of waste generated	✓	Page 36
Environmental policy			
307-1	Non-compliance with environmental laws and regulations	✓	Page 42
308-1	New suppliers that were screened using environmental criteria	✓	Page 42
308-2	Negative environmental impacts in the supply chain and actions taken	✓	Page 42

Disclosure number	Disclosure title	Required CORE level	Location in the report
TOPIC DISCLOSURES Social			
Occupational Health and Safety			
403-1	Occupational health and safety management system		Page 47
403-2	Injuries, occupational diseases, days lost and absenteeism and the number of fatal accidents related to work		Page 47
403-3	Occupational medicine		Page 47
403-4	Employee participation, consultation and communication on health and safety at work		Page 47
403-5	Training of employees in occupational health and safety		Page 47
403-6	Employee health promotion		Page 48
403-7	Preventing the effects on health and safety at work and mitigating their effects directly related to business relationships		Page 50
403-8	Employees covered by the OHS management system		Page 51
403-9	Work-related injuries		Page 51
403-10	Work-related ill health	Reference to SDG 8	Page 51
Training and education			
404-1	Average number of training hours per year per employee		Page 52-53

Compliance with SDGs

Disclosure number	Disclosure title	Required CORE level	Location in the report
Training and education			
404-2	Skills development programmes management and continuing education, which support the continuity of employment and facilitate the retirement process		Pages 52-53
TOPIC DISCLOSURES Counteracting discrimination			
Local community			
413-1	Organisation’s business units which take into account social commitment, impact measuring and development programmes		100%
413-2	Activities that have a significant actual and potentially negative impact on local communities and community relations		Page 45
TOPIC DISCLOSURES Customer health and safety			
416-1	The impact of products and services on the customer’s health and safety		Page 47
416-2	Cases of non-compliance with the rules on health and the impact of products		Page 47

Number	SDG	Location in the report
SDG 3	Provide a healthy life for all people of all ages and promote well-being	Pages 23-25, 36, 41-42, 47-48
SDG 4	Provide quality education for all and promote lifelong learning	Pages 23-25, 51-53
SDG 6	Provide all people with access to water and sanitation through the sustainable management of water resources	Pages 23-25, 39
SDG 7	Provide everyone with access to sources of stable, sustainable and modern energy at an affordable price	Pages 23-25, 37-38
SDG 8	Promote stable, sustainable and inclusive economic growth, full and productive employment and decent work for all people	Pages 23-25, 35, 44, 51-53
SDG 11	Make cities and human settlements inclusive, safe, resilient and sustainable	Pages 23-25, 9-17
SDG 12	Provide patterns of sustainable consumption and production	Pages 23-25, 35-42
SDG 13	Take urgent action to combat climate change and its consequences	Pages 19-25, 23-25, 35-42
SDG 15	Protect, restore and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse soil degradation, and halt biodiversity loss	Pages 23-25, 35-42

Compliance with TCFD

Area	Disclosure	Location in the report	Komentarz
Management	Description of management supervision over climate-related risks and chances.	Pages 19-22	
	Description of the role of management in the process of assessing and managing climate-related risks and opportunities.		
Strategy	Description of the climate related risks and opportunities that the organisation has identified in the short, medium and long term.	Pages 19-23	
	Description of the impact of climate-related risks and opportunities on business activities, strategy and finances of the organisation.		
Risk management	Description of the processes for identifying and assessing climate-related risks.	Pages 19-23	
	Description of climate-related risk management processes.		
	Description of how the processes of identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.		
Indicators and goals	<p>Indicators that an organisation uses to assess climate-related risks and opportunities in line with its risk management strategy and processes.</p> <p>Greenhouse gas emissions for scopes 1, 2 and, if relevant, 3 and a description of the associated risks.</p>	Pages 35-42	<p>The indicators are disclosed in individual parts of the chapter on the environment.</p> <p>GHG emissions estimates in compliance with the GHG Protocol scope 1 and 2.</p>



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