

ENSURING OUR PATH TO SUSTAINABILITY



TONSA

Sustainability Report 2024

Tonsa Commercial REI N.V.





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Summary of 2024 at Tonsa Commercial REI N.V. group



The most important sustainable development goals of the Tonsa Group

We are strengthening our position as a sustainability leader in the property development industry based on transparent reporting standards and innovative environmental management.

By the end of 2025, at least 50% of the electricity consumed in the Olivia Centre will come from renewable energy sources (RES).

We are implementing a long-term technical modernisation programme aimed at increasing the energy efficiency of the Olivia Centre by at least 30%.

We are revitalising the outdoor areas of the complex, increasing the proportion of biologically active space and improving the climate resilience of the urban environment.

We publish sustainability reports in accordance with the ESRS standard and due diligence principles.

Key sustainability events

Olivia Star received a Green Loan that meets the Green Loan Principles developed by the Loan Market Association (LMA).

We obtained the world's only maximum score in the WELL HSR certification for all Olivia Centre buildings.

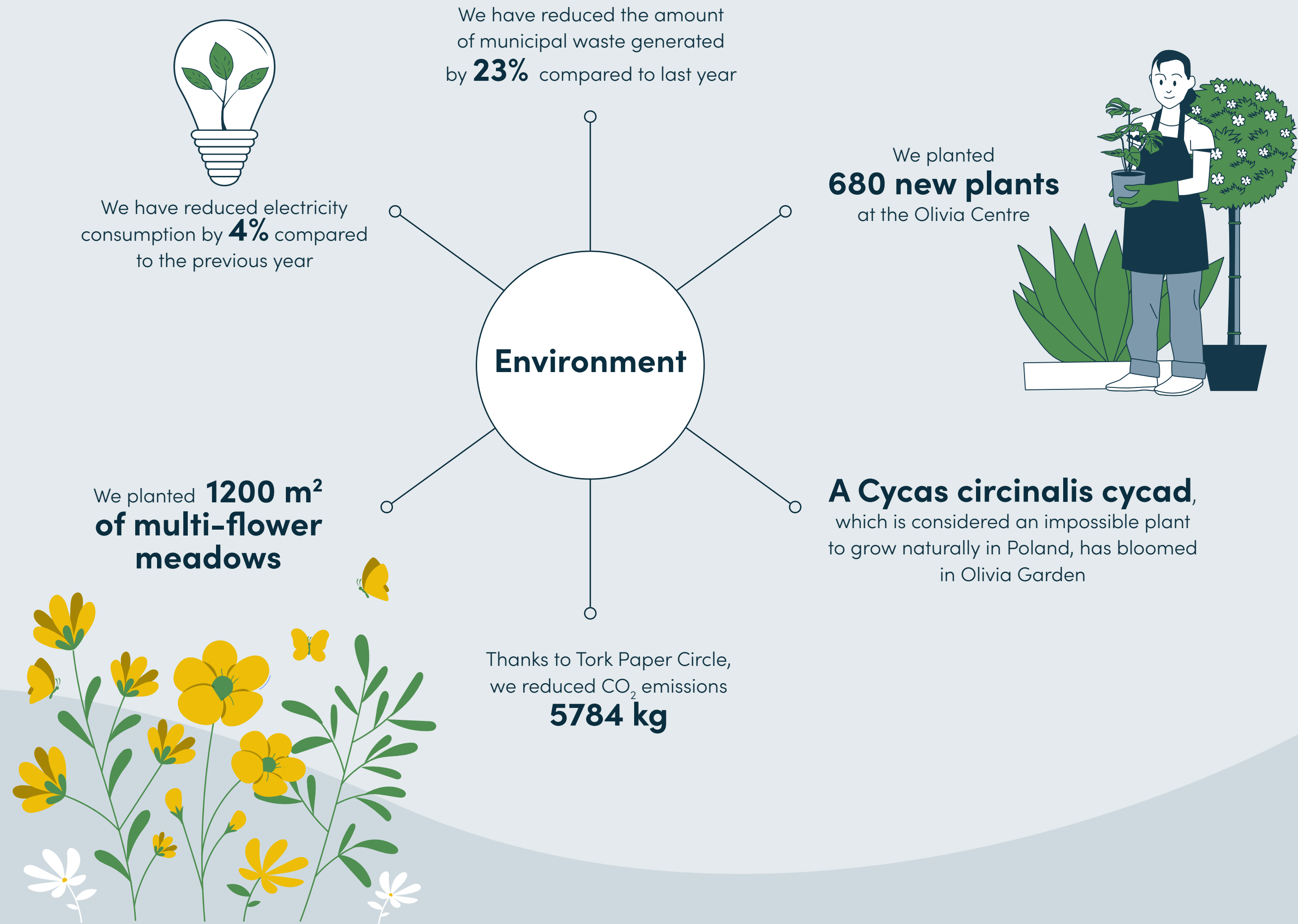
We introduced a Sustainable Procurement Policy.

We have implemented a Waste Management Plan.

Our latest project, Olivia Pulse, is being developed based on BREEAM certifications.

We have implemented a Code of Conduct across the entire value chain for all levels of stakeholders.





Opening letter

The past year has been another year of stable growth for our Group in a dynamically changing world. Although political changes in Poland and the United States, as well as the armed conflict in Ukraine, do not affect us directly, we are closely monitoring the economic environment that influences our business, Residents of the Olivia Centre and business partners.

We are all the more proud that our team has achieved significant milestones in sustainable development, which once again prove that the Tonsa Group is a leader in its industry, setting trends and benchmarks for our competitors.

A key achievement is the WELL Health-Safety Rating certification, which we received for the first time for all Olivia Centre buildings. In this process, we achieved the highest possible number of points. This is a continuation of our achievement in 2021, when this was the first such achievement worldwide. The seal itself is the result of an assessment of buildings focusing on operational principles, usage standards and maintenance. It is also confirmation that the Olivia Centre brand sets and implements global standards, meeting the certification requirements in line with the Group's aspirations.

It was also extremely important for us to obtain confirmation in April 2024 from three major banks, namely Santander Bank Polska S.A., BNP Paribas Bank Polska S.A. and Bank Millennium S.A., that the financing they had granted complies with the Green Loan Principles developed by the Loan Market Association (LMA). This is an international association based in London, bringing together over 850 banks, institutional investors, law firms and rating agencies. To our knowledge, this was the first financing of its kind for an office property in Poland.

The investment transparency of the Tonsa Group is also confirmed by the listing of bonds issued by Olivia Fin Sp. z o. o. SKA on ASO Catalyst – the alternative trading system of the Warsaw Stock Exchange. In 2024, the Polish Financial Supervision Authority approved the first prospectus for a public bond issue programme worth PLN 150 million. By the end of 2024, the company had completed 73% of the issue planned under the programme.

At the end of the year, we took on a new challenge with the launch of another investment by the Olivia Home development company, called Olivia Pulse. We intend to offer turn-key apartments, and its immediate proximity to the Olivia Centre means that Poland's largest business and service centre will become a complete mixed-use project. We also see this as our responsibility towards the local community and future residents of Olivia.

We are also delighted with the successes of our Residents, such as Michelin awards, which were given to restaurants in Gdańsk for the first time in history – Treinta Y Tres (Bib Gourmand award) and Arco by Paco Pérez (Michelin Star). At the time of publication of this report, we know that in 2025, both restaurants, located on the 33rd floor of the Olivia Star building, have once again received these prestigious awards. This makes Arco by Paco Pérez the only restaurant of its kind in northern Poland.

I consider the St. Adalbert Medal awarded to me as a special honour for the work of the entire Tonsa Group team. This is the most important award, alongside the title of Honorary Citizen of the City of Gdańsk, granted by the City Council of Gdańsk. The reason for its award was the construction of the Olivia Centre, which attracts numerous domestic and foreign investors and is a modern and innovative showcase for Gdańsk.

I am pleased to present to you the 2024 Sustainability Report – a transparent account of our commitment to fulfilling our obligations and a written pledge by the Tonsa Group to take on new challenges with courage and responsibility.

Yours faithfully,

Maciej Grabski

Managing Director, Category A





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About us

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The Tonsa Group

The Tonsa Commercial REI N.V. Group is a recognised developer and manager in the property market. We are experienced in the construction, finishing, development, maintenance and rental of the highest quality, and multi-functional, environmentally and health-friendly commercial and residential properties.

We consider the Olivia Centre our greatest success - **the largest business centre in Poland** and one of the largest in Europe. It consists of seven buildings comprising the service, retail, educational, healthcare, entertainment and cultural functions in addition to office space. This multifunctionality becomes a perfect part of the 15-minute city, which refers to the goals of the Sustainable Development Agenda 2030, especially since the Olivia Centre, thanks to its diversity, is in fact a 5-minute city. What is more, this is achieved while maintaining environmental and social friendliness, which has been confirmed by independent entities with the BREEAM and WELL Health - Safety Rating certificates.

We have decided to expand our activities to include development projects, which are growing rapidly under the Olivia Home brand. Our portfolio includes the Platynowa Park residential estate in Gdańsk, and we plan to complete the Leśna residential investment in Sopot by the end of 2026. According to the aforementioned 15-minute city concept, the Olivia Centre will also be enriched with a new function to be performed by the Olivia Pulse building, which is currently under construction. It comprises 245 flats for sale, finished to a high standard and dedicated to investors looking for a "maintenance-free" solution. The long-term rental offer will be aimed mainly at employees of companies operating in the Olivia Centre, managers visiting and supervising Resident teams, as well as students and academic staff from nearby universities. The premises will also be available to managers seconded to branches on short-term contracts, individuals working on projects at Coworking O4, guests of the conference facilities and participants of events at Olivia Star. Olivia Pulse will adopt the standards, quality and experience acquired by the developer - it will be another BREEAM-certified building. The building will reflect our long-standing development policy towards a multi-functional space, open to people and their needs.

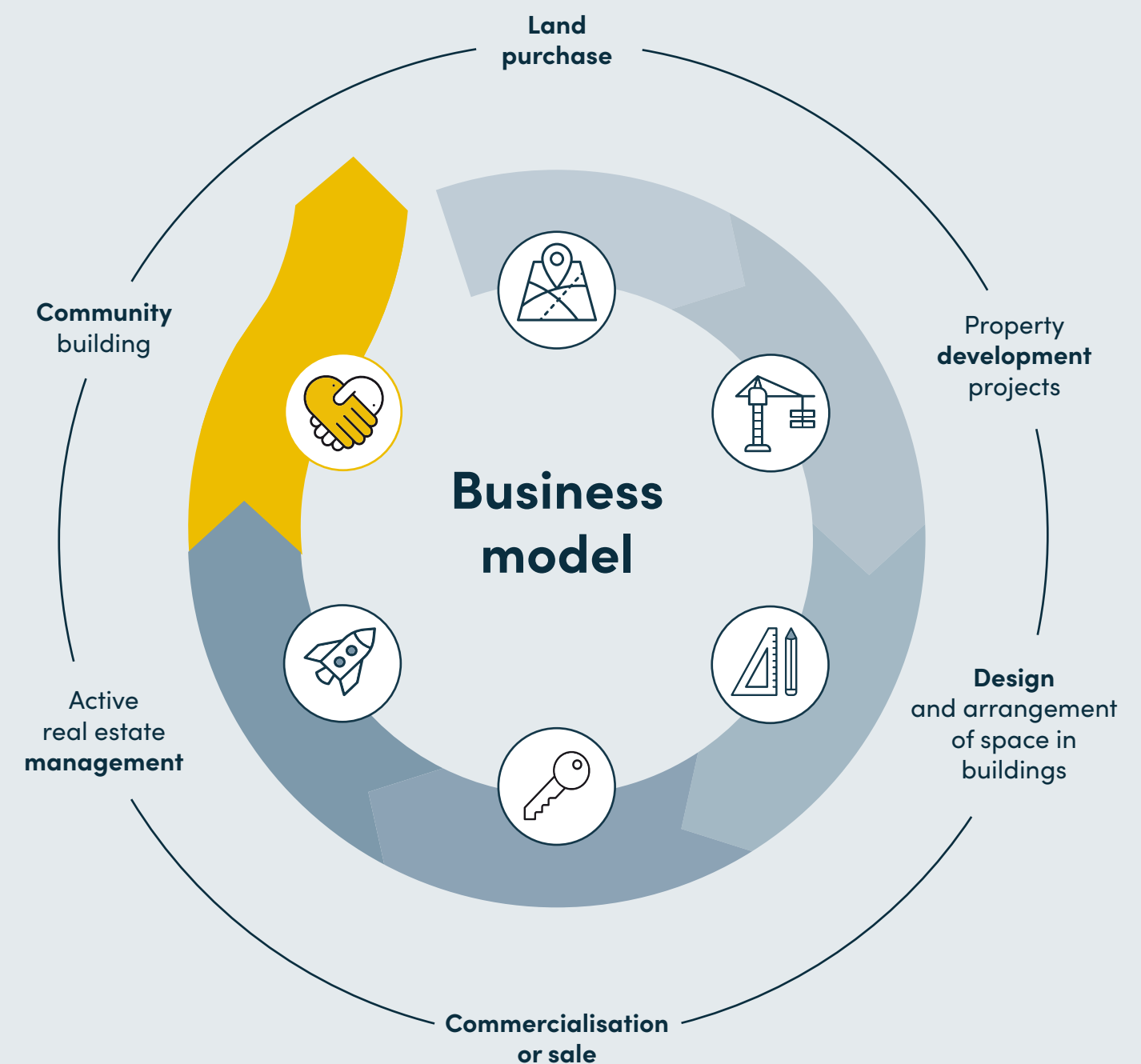
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Business model

We are a responsible investor, so it is important for us to integrate the property into the space and the urban fabric. In the design process, we believe it is important to have a synergy between three areas: environment, community and reasonable financing. This is consistent with our strategy and mission. Only this combination allows us to create multifunctional properties that comply with the highest standards and the requirements of prestigious international sustainable development certifications.

We are primarily engaged in constructing, maintaining, and developing sustainable commercial and residential buildings. But that's not all. We are an integral part of the Tri-City and the entire agglomeration. Together with our Residents, we create new jobs and care for the immediate surroundings and the local community. From the beginning, we have been determined not only to design modern buildings but also - through numerous non-business projects - to build unique relationships with the city and our closest neighbours.

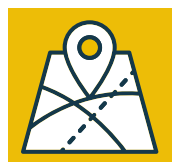
We are an integral part of the Tri-City and the entire agglomeration. Together with our Residents, we create new jobs and care for the immediate surroundings and the local community.





Leading position in the office space market

The Olivia Centre in Gdańsk is the largest service and office centre in Poland, which has maintained a strong leading position in the commercial space market for years. The centre owes its success to its attractive location in the heart of Gdańsk and its rich and modern infrastructure, which, combined with the long-standing trust of its Residents, contributes to the high commercialisation of the space.



Regional development

Tonsa Group strives to develop Pomerania, implementing and developing its investments here. The Group's key project, the Olivia Centre, has been attracting international companies and investors for years, thanks to its high-quality office space and convenient location in Gdańsk. Olivia is now the most important business centre in the region, which promotes economic growth and the creation of new jobs. In addition, Olivia Garden and the Olivia Star Observation Deck are tourist attractions visited by thousands of tourists every year. The diversification of the Group's property portfolio has a significant impact on the quality of life of residents. New residential areas are also being developed in line with the latest trends in sustainable construction.



Sustainable construction

Aware of its impact on the environment and society, the Tonsa Group implements the most sustainable and proven practices based on international BREEAM and WELL certification. In our projects, we use energy-efficient technologies managed with the support of Building Management Systems, certified low-carbon materials and solutions that support water retention and biodiversity. Care for the natural environment is an integral part of every project.

The pillars of our strategy



Building a community

The Group focuses not only on creating modern buildings, but above all on developing integrated social ecosystems. We design our facilities to promote cooperation and integration through well thought-out relaxation areas, open common spaces and flexible solutions that support the diverse needs of users. We are also actively involved in social activities, organising hundreds of events every year and supporting start-ups and local initiatives. We also appreciate our Residents, rewarding their most interesting implementations and projects at the Olivia Prize Gala every year. At the same time, we care about their well-being. Our "Green Olivia" project focuses on systematically increasing the area of green spaces. By rebuilding the patio, we want to create a unique space that will allow Olivia employees and visitors to enjoy close contact with nature every day.

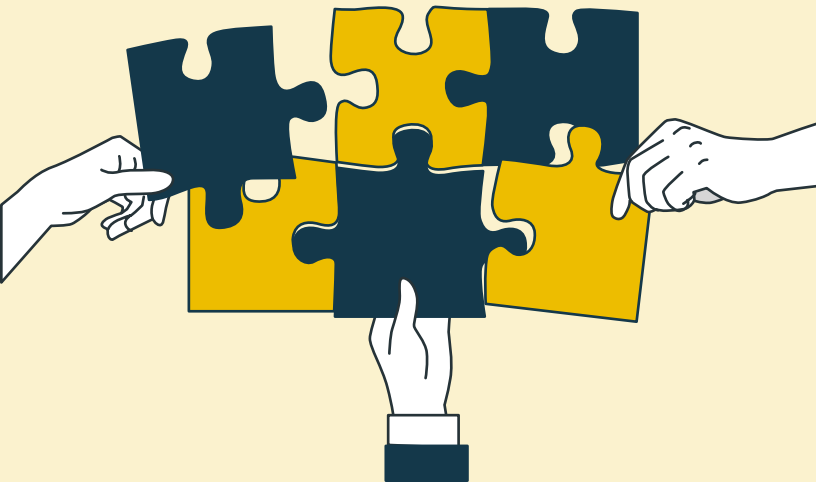


Cooperation with local suppliers

The Group sees cooperation with local suppliers as a key element of its strategy and of building strong relationships with the business environment. This approach ensures that a significant part of the investment budget remains in the region, supporting local jobs and the development of small and medium-sized enterprises. The Group values building long-term business relationships based on mutual trust, timeliness and high quality of services. Cooperation is not based solely on cost criteria – work ethics, social responsibility, transparency of partners and quality are equally important. The Group shares its knowledge and experience with local companies, supporting their technological development, innovation and adaptation to sustainable development standards. The selection of local suppliers also reduces the need to transport materials over long distances, which translates into lower CO₂ emissions and compliance with the Group's climate strategy objectives.

The value chain of Tonsa Commercial REI N.V.

local community, administration, investors and lenders, business partners, media, schools and universities	employees and associates, local community, lenders and business partners, Olivia Home customers and Olivia Centre Residents	Olivia Centre Residents, Olivia Home customers and the local community
Upstream	Grupa Tonsa Commercial REI N.V.	Downstream
<ul style="list-style-type: none">• Individuals and companies selling land.• Supervisory and administrative authorities (offices).• Engineering and design service providers (architects, designers, engineers, experts).• Capital providers (banks, investors).• Transport and logistics.• Suppliers of construction materials and raw materials (contractors, manufacturers).• Construction service providers (construction companies).• Utility providers (electricity, fuel, water, heat).• Specialised service providers.• Research and analysis (specialists, schools and universities).• Generation of construction waste and its management by external service providers.	<p>Commercial activities (rental)</p> <p>Operational processes:</p> <ul style="list-style-type: none">• property maintenance,• relations with residents,• communication,• security,• car park management,• maintenance services,• investment supervision. <p>Support processes – specialists in the field of:</p> <ul style="list-style-type: none">• health and safety,• HR,• PR,• ESG,• law,• finance and accounting.	<p>Rental of office, commercial and event space by Residents</p> <p>Some of the business sectors represented by our Residents:</p> <ul style="list-style-type: none">• IT and technology companies,• financial and consulting companies,• companies related to industry and engineering,• companies from the education and professional development sector,• start-ups,• catering and entertainment services.
	<p>Development activities (sales)</p> <ul style="list-style-type: none">• Conducting the sales process or cooperating with intermediaries.• Customer contact.• Commercial activities.• Marketing.• Sales.• Technical acceptance of premises and the handing over of keys to customers.• Warranty service and fault repair.	<p>Purchase of flats – Olivia Home customers</p> <ul style="list-style-type: none">• Individual customers.• Property agencies.• Investors.



Value chain

When planning investments, we thoroughly analyse processes throughout our value chain. We are aware that sustainable development requires the involvement of many entities, which is why it is so important for us to monitor the impact of the Group's activities at every stage. When determining the processes in the value chain, we took into account the individual phases – from the purchase of land to the handover of the finished building to our Residents and Olivia Home customers.

The Group's upstream impact

The Group's operations within the upstream value chain are largely based on cooperation with suppliers, supervisory authorities and specialists. The main stakeholders at this level are: the local community, local administration, investors and lenders, business partners, the media, schools and universities. At this stage, it is important for us to assess the impact of the planned investment and the risks and opportunities it entails. Before taking any action, we consult with the local community, administrative authorities, and specialists in the fields of law, geology, urban planning, energy, construction, environmental protection, and health and safety. We also verify the source and method of obtaining materials and raw materials, selecting those obtained in the most sustainable way. Moreover, we pay close attention to the proper management and handling of construction waste. To this end, we have implemented a Waste Management Plan.

Business operations of Tonsa Commercial REI N.V.

The Group's activities focus on two key areas: commercial activities and development activities. The stakeholders at this stage are employees and associates, the local community, lenders and business partners, Olivia Home customers and Olivia Centre Residents. Commercial activities focus on the rental of office, service and event space, as well as the maintenance of buildings, green areas and surrounding areas, and car parks. Support processes for the Group are carried out by specialists in the fields of health and safety, HR, PR, ESG (sustainability), law, finance and accounting. Development activities are based on property sales, technical acceptance of premises and warranty services.

The Group's downstream activities

The final stage is the rental of commercial space and the purchase of residential space by future users. The main stakeholders are Olivia Centre Residents, Olivia Home customers and the local community. The Tonsa Group focuses on ensuring that the spaces it creates retain their utility value for as long as possible. We also ensure that the buildings use the latest technologies to guarantee the highest energy efficiency and low water consumption.



Our organisational structure

Tonsa Commercial REI N.V. is the parent of companies and partnerships based in Poland, primarily engaged in the construction, development and maintenance of commercial buildings (the Olivia Centre) and the development of residential projects (Olivia Home) in Poland.

The following directors throughout 2024 and as at the date of publication of the report are the members of the Management Board of Tonsa Commercial REI N.V.:

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

The Tonsa Group's activities are complemented by the services of the related companies included partly in this report:

- Olivia Serwis Sp. z o.o.
- Maintenance+ Sp. z o.o.
- Security+ Sp. z o.o.
- Construction+ Sp. z o.o.
- Olivia Home Sp. z o.o.
- Foundation Gdańsk Global

These entities, in collaboration with the Tonsa Group, form the following organisational structure:

- Tonsa Group Management,
- Boards of Directors of the Special Purpose Vehicles established within the Group,
- Chief Operating Officers,
- Directors of the various Departments,
- individual Departments and independent experts specialising in areas such as: sustainability, occupational health and safety, HR, FM, HVAC, energy, building automation, interior design, PR, communications, law, commercialisation, finance, accounting, security, investment development, residential sales.



Individual Departments and independent experts specialising in areas such as:



Mr Maciej Grabski



Managing Director A. A holder of a Master's degree in law from the Catholic University of Lublin (KUL). In the late 90s, Mr 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 by Intel and Prokom S.A. in his company. Halfway through 2000, Mr Maciej Grabski withdrew his equity involvement in Wirtualna Polska S.A. through a high IRR transaction, simultaneously executing a successful investment by the French group France Télécom into Wirtualna Polska. Since 2009, Mr Maciej Grabski's main project has been the construction and development of the Olivia Centre (formerly: Olivia Business Centre), a modern business centre in Gdańsk with over 300 000 m² of the highest standard office space. The business centre comprises several successfully commercialised office buildings, including Olivia Star, the tallest office building in northern Poland. The Olivia Centre is part of the Tonsa Commercial REI N.V. corporate group controlled by the Luxembourg-based alternative investment fund Tonsa S.A. – SICAF-RAIF, where Maciej Grabski holds the position of Director A.

Mr Markus Josef Leininger



Managing Director B. For 17 years, he was associated with Eurohypo AG, a specialist commercial property lender. Eurohypo AG was engaged in property and business development loans. For much of that time, Mr Markus Leininger was Head of Central and Eastern Europe. In 2000, he was responsible for establishing RHEINHYP's (a Eurohypo predecessor) presence in the United States. From 2002, Mr 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. Mr Markus Leininger holds a professional banking diploma (Bankkaufmann) and is a business administration graduate of Justus-Liebig-Universität, Giessen.

Mr David Luksenburg



Managing Director B. Mr Luksenburg has more than 15 years of experience within 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 of funds, property, private equity and third-party funds. He is also the co-founder of a Luxembourg corporate services and advisory firm specialising in alternative investment vehicles and technology companies. He was previously the Conducting Officer of a Value Investment management firm in Luxembourg. Mr David Luksenburg has a Master's and postgraduate degree in business administration and finance from HEC-Liège. He also holds an INSEAD MBA diploma.

Mr Jeroen Edwin Missaar



Managing Director B. Jeroen E. Missaar worked as a lawyer for over 29 years in various law and international advisory firms. Since April 2018, he has been running his own law firm called Scales Legal B.V. in Rotterdam, the Netherlands. He also held various directorships in multinational companies and corporations from 1996 until early 2018. He is a lawyer with vast experience in legal matters arising within companies with specific expertise in 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 to choose business law as his specialty. He speaks and writes fluently in both English and German. He has been acting 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 concerning the whole Group.

The Management Board of Tonsa Commercial REI N.V. decides on its strategic objectives and how they will be achieved, as well as on the activities at the interface with the subsidiaries where the approval of Tonsa Commercial REI N.V. is required. Among the strategic objectives, as a response to the needs of the Stakeholders, was the implementation of the Group's broadly-understood sustainability strategy in the broadest sense - from preparing objectives and detailed action plans, through annual reporting, to the adaptation of internal procedures at the level of special purpose vehicles.

The Tonsa Group's Management Board is kept informed on a regular basis and - at least once per quarter - of key aspects relating to the Group's operations. Sustainability risks and opportunities, as well as the mutual impact of the environment and the Tonsa Group, are managed by the Directors. The sustainability of the Group's operations is overseen by the Investor Supervision Department (within which there is a Sustainability Officer), which together with the Legal Counsel and the Investor Supervision Director forms the Sustainability Committee. The Committee is responsible for supporting the Group's day-to-day operations and the implementation of the sustainability strategy, the management of risks and opportunities at operational level, and education and communication.

We are aware that sustainable development requires the involvement of many entities, which is why it is so important for us to monitor the impact of the Group's activities.



Our projects

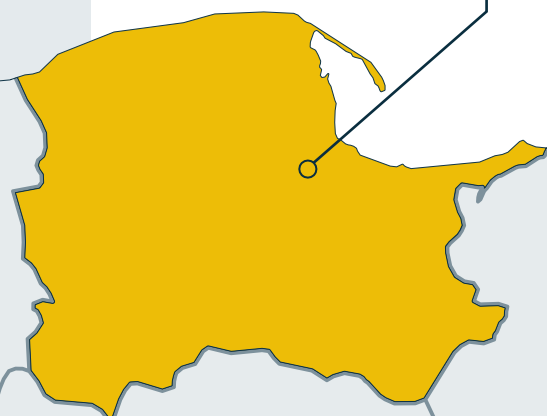
Olivia Centre

The Olivia Centre's location

The Olivia Centre is our main asset. It comprises 7 buildings and currently has 270 000 m², on the main urban artery, Grunwaldzka Avenue, in the heart of the Tri-City agglomeration, in the Oliwa district of Gdańsk.



Olivia Centre
Oliwa district of Gdańsk



This project 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 region.



Maciej Grabski
Director A





Sopot
Gdynia

Sopot
Pier

Railway
station


**Olivia
Centre**

Overground
metro

Football Stadium
in Gdańsk

Old
town

Oliwa
- residential
district

**Oliwa
Park**

**Bus
stops**

**Olivia
Sports Hall**

**University
of Gdańsk**

Olivia is definitely **more than just business**



Multifunctionality that is a trendsetter in the property market, and also affects the local and regional infrastructure and economy.



Safety of use of the buildings by Olivia's Residents and visitors.



Quality that guarantees the highest level of user comfort.



Healthy spaces where we use some of the best air filter classes (F7) and air ionisers.



The community which we have created over the years by organising hundreds of different events and which positively influences the Residents' well-being and development.



Proximity to nature, i.e. approximately 28 000 m² of outdoor green space and Olivia Garden: 740 m³ filled with 4000 plants of as many as 150 species, many of which intensely ionise and purify the air.



Infrastructure supporting micro-mobility, by providing features to encourage the choice of emission-free modes of transport.



Many years ago we recognised that we would be much more than a modern and functional office centre. While it is true that office space makes up the vast majority of Olivia's capacity, for many years we have also been implementing service, retail, educational, health, entertainment, sports and cultural functions here. It is through the following segments that we ensure Olivia's multifunctionality and its alignment with the **concept of sustainable 15-minute cities**.



Entertainment, culture and recreation

- Olivia Garden
- Observation Deck
- Exhibitions
- Cultural events
- Conferences and meetings
- Chillout zones
- Pixel XL play area
- Three beach volleyball courts **Nowość!**



Food services

- 12 restaurants
- Cafés
- Bakeries
- Grocery shops
- Food trucks



Education

- A nursery school and playschool
- A primary and secondary school
- Training institutions
- Training sessions and workshops



Health and beauty

- 24/7 Fitness Club
- Medical Centre
- Dental Clinic
- Ophthalmologist and optician
- Pharmacy
- Workshops to support physical and mental health



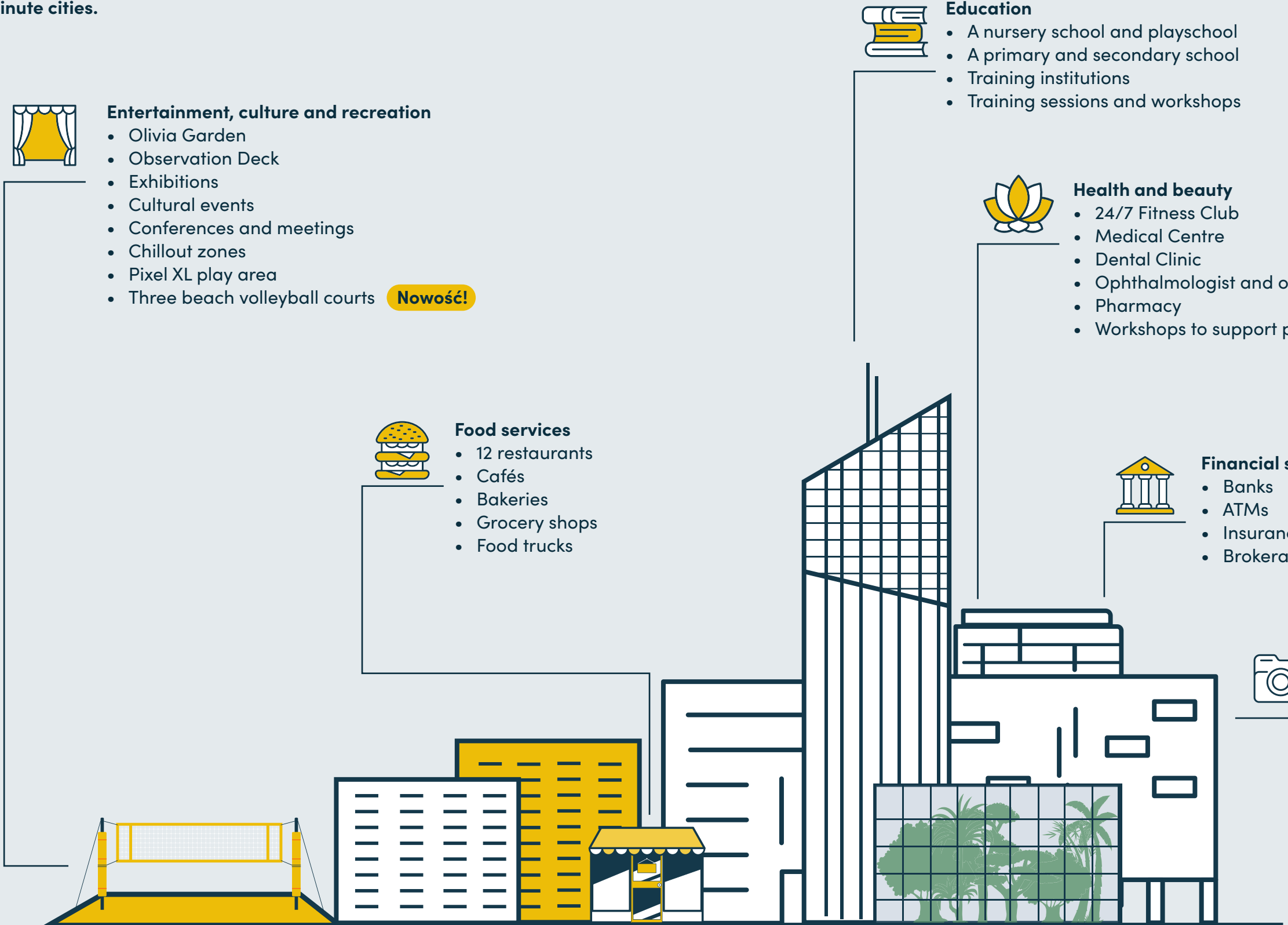
Financial services

- Banks
- ATMs
- Insurance company
- Brokerage house



Other

- Estate agents for flats
- Car wash
- Tyre replacement garage
- Household goods
- Parcel locker



Infrastructure supporting micro-mobility



Location of Olivia Centre buildings



Olivia Gate



Olivia Gate is the ‘gate’ to Olivia’s heart – the main entrance to the publicly accessible patio bordering other buildings clustered around it. At the same time, Olivia Gate opens onto the body of Olivia Hall, in close proximity to the university campus.

 Total area | **30 514 m²**

 Floor area | **28 662 m²**

 Leased area | **17 054 m²**



Awards and distinctions

- BREEAM certificate, ranking: Very Good
- Europa Property Global Occupier Forum & Green Buildings Awards – BREEAM Pre-certified
- Award for environmentally friendly investment from BOŚ Bank
- WELL Health and Safety Rating seal



Ecology

- Greenery around the building
- Greenery on the roof
- Flexible spaces
- BMS
- LED lighting
- Changing rooms and bicycle racks
- Individual utility meters
- Heat pumps and high-efficiency heat exchangers



User comfort

- Openable windows
- Air conditioning
- 6 lifts
- High-performance air handling units with humidification function
- Temperature controllers in rooms
- Filters to ensure a high standard of indoor air quality
- A system of display screens to communicate with the Residents, informing them of Olivia’s events, courses and services
- Smart parking system allowing contactless entry to car parks and garage halls (number plate identification)
- Free and unlimited admission to Olivia Garden and the Observation Deck for the Residents



Security

- Two 24/7 reception desks
- CCTV with visuals analysis
- 24/7 physical security
- Access control system
- 24/7/365 security equipment and user safety monitoring service
- Fully integrated security systems
- Smoke, heat and flood detectors
- Weather station
- Extensive radio communication system
- Key depository system
- Notification system – digital passenger and goods traffic control
- Emergency building power supply system (central UPS batteries and generator set)
- Two independent operator network lines
- AED

Olivia Point&Tower



Olivia Point & Tower is more than just a business space. With the Olivia Sky Club conference space, it also helps the Olivia community and the residents of the Tri-City to become involved. Conferences, courses, social debates, workshops and cultural events are held here.

Total area | **38 780 m²**

Floor area | **34 035 m²**

Leased area | **23 854 m²**



Awards and distinctions

- BREEAM certificate, ranking Very Good
- WELL Health and Safety Rating seal
- Building of the Year in the PZITB (*Polish Association of Construction Engineers and Technicians*) competition



Ecology

- Greenery around the building
- 4 terraces
- Green roof
- Flexible spaces
- BMS
- LED lighting
- Changing rooms and bicycle racks
- Individual utility meters
- Energy saving devices and systems



User comfort

- Openable windows
- Air conditioning
- 8 lifts
- 4 terraces
- High-performance air handling units with humidification
- Temperature controllers
- Filters to ensure very good air quality
- A system of display screens to communicate with the Residents, informing them of Olivia's events, courses and services
- Smart parking system allowing contactless entry to car parks and garage halls (number plate identification)
- Free and unlimited admission to Olivia Garden and the Observation Deck for the Residents



Security

- Three 24/7 reception desks
- CCTV with visuals analysis
- 24/7 physical security
- Access control system
- 24/7/365 security equipment and user safety monitoring service
- Fully integrated security systems
- Smoke, heat and flood detectors
- Weather station
- Extensive radio communication system
- Key depository system
- Notification system - digital passenger and goods traffic control
- Emergency building power supply system (central UPS batteries and generator set)
- Two independent operator network lines
- AED

Olivia Four



Olivia Four was the first of Olivia’s buildings to be awarded the ecological BREEAM certificate with the ‘excellent’ rating. The same rating was held at that time by, among others, The Shard, the tallest and most modern building in London, standing at over 300 metres tall.

The distinguishing feature of Olivia Four’s architecture is the green roof that absorbs rainwater. This water is collected in retention reservoirs and then used for the day-to-day maintenance of the property.

Total area | **23 051 m²**

Floor area | **20 760 m²**

Leased area | **14 706 m²**



Awards and distinctions

- BREEAM certificate, ranking Excellent
- WELL Health and Safety Rating seal
- Pomeranian Storms Award
- Distinction in 5th PLGBC Green Building Awards



Ecology

- Greenery around the building
- Green roof
- Flexible-purpose spaces
- BMS
- LED lighting
- Changing rooms and bicycle racks
- Individual utility meters
- Energy saving devices and systems
- Windows fitted with reed relays



User comfort

- Openable windows
- Air conditioning
- 4 lifts
- High-performance air handling units with humidification
- Temperature controllers
- High-grade air filters
- A system of display screens to communicate with the Residents, informing them of Olivia’s events, courses and services
- Smart parking system allowing contactless entry to car parks and garage halls (number plate identification)
- Free and unlimited admission to Olivia Garden and the Observation Deck for the Residents



Security

- 24/7 reception desk
- CCTV with visuals analysis
- 24/7 physical security
- Access control system
- 24/7/365 security equipment and user safety monitoring service
- Fully integrated security systems
- Smoke, heat and flood detectors
- Weather station
- Extensive radio communication system
- Key depository system
- Notification system – digital passenger and goods traffic control
- Emergency building power supply system (central UPS batteries and generator set)
- Two independent operator network lines

Olivia Six



Olivia Six was built as one of Poland's most environmentally friendly buildings. It is the first such building in Poland to have a triple-glazed glass façade, which significantly reduces the impact of external conditions on the temperature in the offices, thus minimising the need to cool the rooms in summer and heat them in winter. All this was made possible thanks to the use of the highest quality materials and state-of-the-art engineering solutions concerning, for example, acoustics, ventilation and lighting.

 Total area | **31 381 m²**

 Floor area | **27 761 m²**

 Leased area | **17 366 m²**



Awards and distinctions

- BREEAM certificate, ranking Excellent
- WELL Health and Safety Rating seal
- CEE Shared Services and Outstanding Awards
- Nomination in the Prime Property contest



Ecology

- Green roof
- Greenery around the building
- Flexible-purpose spaces
- BMS
- LED lighting
- Motion detectors
- Changing rooms and bicycle racks
- Individual utility meters
- Energy saving devices and systems
- Triple-glazed glass façade
- Windows fitted with reed relays
- Freecooling



User comfort

- Openable windows with automatic air conditioning switch-off when a window is open.
- Air conditioning
- 6 lifts
- High-performance air handling units with humidification
- Temperature controllers
- High-grade air filters
- A system of display screens to communicate with the Residents, informing them of Olivia's events, courses and services
- Smart parking system allowing contactless entry to car parks and garage halls (number plate identification)
- Free and unlimited admission to Olivia Garden and the Observation Deck for the Residents



Security

- 24/7 reception desk
- CCTV with visuals analysis
- 24/7 physical security
- Access control system
- 24/7/365 security equipment and user safety monitoring service
- Fully integrated security systems
- Smoke, heat and flood detectors
- Weather station
- Extensive radio communication system
- Air ionisers
- Key depository system
- Notification system - digital passenger and goods traffic control
- Emergency building power supply system (central UPS batteries and generator set)
- Two independent operator network lines

Olivia Star



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 of Olivia Star refers to the birth of Solidarity in Gdańsk in August 1980 and the architecture of its summit to the neighbouring Olivia Hall.

Olivia Star is also one of the most modern green high-rise buildings in Poland. It is the first of its kind in the country to have a natural ventilation system on all office floors. Tilting façade sections allow each room to be individually ventilated with fresh air. Interestingly, the building is heated by heat from underground (the special rods of the environmentally friendly heating system reach 100 meters into the soil below the ground floor). Olivia Star uses the best available water-saving solutions, confirmed by the BREEAM post-construction certificate received in 2022 – the building met 100% of this global standard’s requirements in the water conservation category. Energy-efficient, equipped with the fastest lifts in northern Poland (with the option of energy recovery), and multifunctional, the green Olivia Star is a showcase of the Olivia Centre and an embodiment of the enormous possibilities of the Group.

In 2024, Olivia Star received a Green Loan – simultaneously from three existing lenders; a consortium of the banks Santander Bank Polska S.A, BNP Paribas Bank Polska S.A. and Bank Millennium S.A. Obtaining



green financing is confirmation that the solutions implemented at Olivia Star meet international standards and are in line with good, ecological practices that the entire property market should implement. The assessment included energy efficiency, stability and faultlessness of building systems, including a monitoring system to counteract faults and risks to the environment and employees, as well as pro-social solutions affecting their well-being.

 Total area | **67 672 m²**

 Floor area | **59 791 m²**

 Leased area | **43 700 m²**

Olivia Star

- BREEAM certificate, ranking Excellent
- WELL Health and Safety Rating seal
- CEE Investment & Green Building Awards
- Nomination for the Prime Property
- CIJ Awards Poland in the Best Interior Design/ Exterior Design category for Olivia Garden
- European Property Awards in the Landscape Architecture category for Olivia Garden

- Greenery around the building and on the terrace
- Heating system with heat pumps using geothermal springs
- Individual utility meters
- Flexible-purpose spaces
- Water-saving taps
- BMS
- LED lighting
- Motion detectors
- Changing rooms and bicycle racks
- Triple-glazed glass façade
- Freecooling
- Energy saving devices and systems
- Lifts with energy recovery
- Available natural ventilation of rooms even on the highest floors of the office space

- Observation Deck
- Winter garden
- Chillout zones
- Openable windows with reed relays
- Air ionisers
- High-performance air handling units with humidification
- Air conditioning
- Conference rooms
- 22 lifts
- Temperature controllers
- 2 terraces
- High-grade air filters
- A system of display screens to communicate with the Residents, informing them of Olivia's events, courses and services
- Smart parking system allowing contactless entry to car parks and garage halls (number plate identification)
- Free and unlimited admission to Olivia Garden and the Observation Deck for the Residents



Awards and distinctions



Security

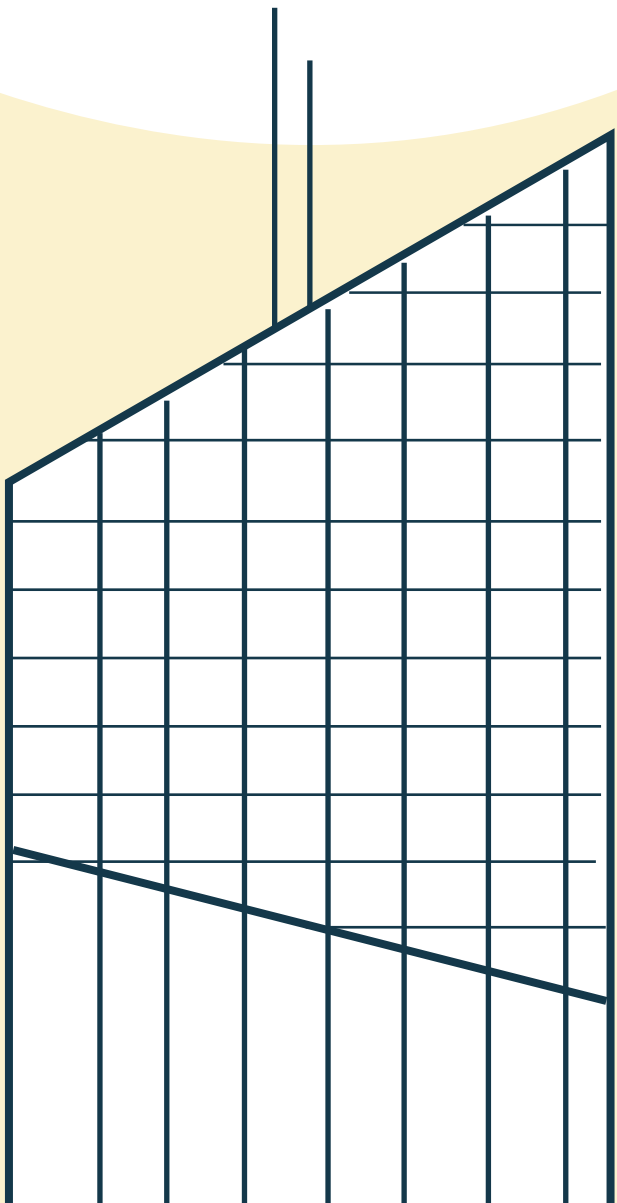
- 24/7 reception desk
- CCTV with visuals analysis
- 24/7 physical security
- Access control system
- 24/7/365 security equipment and user safety monitoring service
- Fully integrated security systems
- Smoke, heat and flood detectors
- Weather station
- Extensive radio communication system
- Key depository system
- Notification system - digital passenger and goods traffic control
- Building emergency power supply system (central UPS batteries and generator set)
- Two independent operator network lines
- Automatic fire extinguishing devices
- Gaseous fire suppression system in server rooms
- AED



Ecology



User comfort



Olivia Star is 180 metres tall, which makes it the tallest building in the Tri-City

Olivia Star

FLOOR 34

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

FLOOR 33

The Arco by Paco Pérez and Treinta y Tres restaurants are run by internationally renowned chefs – Spaniard Paco Pérez and Italian Antonio Arcieri. **In 2024, both were honoured with prestigious Michelin Guide culinary awards. The restaurant Arco by Paco Pérez received a star, which is the highest recognition in the world of gastronomy, while the Treinta y Tres received the Bib Gourmand distinction.** As of the date of publication of this report, we already know that both restaurants have managed to retain their awards in 2025, which is a testament to the highest quality of their services.

FLOOR 32

The “Olivia Star 32nd floor” restaurant (formerly Vido-kówka) and the publicly accessible Observation Deck with a 360-degree panorama of Oliwa, Gdańsk, Sopot and Gdynia. Visitors are also guaranteed good food, intimate concerts and other cultural attractions.





FLOOR 1

The Work&Chill Station zone, arranged in cooperation with our Resident, the Nowy Styl company, is a unique place to work and relax. It consists not only of comfortable desks, conference tables and chairs, but also comfortable sofas, armchairs and chaise lounges. The place has been enriched with another function – thanks to OMIDA Group, the Omidia Billiard Corner has been created here with two billiard tables. So from now on, you can also play billiards in the Work&Chill Station area.

THE SPACE AROUND THE BUILDING

- publicly accessible patio with places to rest
- pocket garden
- bicycle repair stations
- publicly accessible scooters, including electric scooters and bicycles (traditional and electric)
- scooter lockers with charging system for electric models,
- scooter racks,
- several hundred bicycle racks
- lockers and changing rooms with showers available for cyclists
- electric car charging points
- green space with flower meadows and two volleyball courts,
- parking spaces.



GROUND FLOOR – OLIVIA GARDEN

A 9-metre-high exotic garden with an area of 740 m² and a mezzanine of over 100 m². The garden contains 4,000 plants from over 150 species. In 2021, the garden won a prize in the CIJ Awards Poland contest in the Best Interior Design/Exterior Design category, and in 2022 the garden was distinguished by the 2022 European Property Awards. Olivia Garden is not just a place to relax. It also offers culinary experiences and entertainment, with intimate concerts, yoga classes, creative workshops and even dance courses.

Olivia Garden creates the perfect conditions for plants to live and thrive. In 2024, we witnessed an unusual event. A cycad (*Cycas circinalis* of the *Macrozamia mooroi* species), which is one of the oldest living plant species on Earth, bloomed here. At this latitude, it naturally occurred 60 million years ago. The last flower that bloomed in Poland 10 years ago needed 150 years to do so. It is believed that flowering of the cycad is virtually impossible under artificial conditions.



Olivia Prime



Together, Olivia Prime A and Olivia Prime B are the largest high-rise buildings in Poland. The structure of Olivia Prime follows the rules of biophilic design, which makes it extremely user-friendly. The main idea that guided the creation of Olivia Prime was to care for the well-being of its users. Interestingly enough, Olivia Prime A is full of art. The lift halls are galleries, as it were, where you can admire the works of Tri-City artists such as Seikon, Looney, Tuse, Rdest, Patrycja Podkościelny and Mikołaj Sałek/Workshop91.

 Total area | **75 970 m²**

 Floor area | **71 000 m²**

 Leased area | **55 447 m²**



Awards and distinctions

- BREEAM certificate, ranking Excellent
- WELL Health and Safety Rating seal
- EuropaProperty CEE Investment & Green Building Awards



Ecology

- Green roof and loggias
- Greenery around the building
- Freecooling
- Triple-glazed glass façade
- Flexible-purpose spaces
- BMS
- LED lighting
- Motion detectors
- Changing rooms and bicycle racks
- Energy saving devices and systems
- Condensate recovery system
- Individual utility meters
- Windows fitted with reed relays



User comfort

- 19 green loggias
- 6 terraces
- Operable windows
- Air ionisers
- High-grade air filters (F7)
- Air conditioning
- 16 lifts
- High-performance air handling units with humidification
- Temperature controllers
- High-grade air filters
- A system of display screens to communicate with the Residents, informing them of Olivia's events, courses and services
- Smart parking system allowing contactless entry to car parks and garage halls (number plate identification)
- Free and unlimited admission to Olivia Garden and the Observation Deck for the Residents



Security

- Two 24/7 reception desks
- CCTV with visuals analysis
- 24/7 physical security
- Access control system
- 24/7/365 security equipment and user safety monitoring service
- Fully integrated security systems
- Smoke, heat and flood detectors
- Weather station
- Extensive radio communication system
- Key depository system
- Notification system – digital passenger and goods traffic control
- Emergency building power supply system (central UPS batteries and generator set)
- Two independent operator network lines
- Emergency water tanks
- AED

Olivia Home

The Olivia Centre is our main asset, but we have set ourselves the goal of diversifying the activities of the Tonsa Commercial Group and expanding into the residential market, which perfectly complements the existing commercial area. In our property portfolio, we have land for commercial and residential development. In 2023, we completed the Platynowa Park residential development on one of them. **Currently, two more residential projects are under construction under the Olivia Home brand, Leśna Sopot and Olivia Pulse, which we plan to complete in 2026.**

Platynowa Park

Platynowa Park is a development using innovative technology and taking into account the requirements of sustainable construction, comprising two small residential buildings surrounded by greenery, close to the revitalised Orunia Park and the Augustowska water retention reservoir. The project is distinguished by:

- proximity to vast green and recreational grounds,
- developed infrastructure of the fully-flourished Orunia district,
- easy access to public transport

Powyższe atuty miejsca sprawiają, że w odległości kilkuminutowego spaceru znajdują się wszystkie potrzebne do życia udogodnienia.









Platynowa Park

Gdańsk Oliwa



Platynowa Park

In designing the two small buildings, we have taken care of the comfort of the future residents. The estate has both garage hall parking spaces, part of which will be equipped with car charging sockets and ground-level spaces, accessible also to guests. We have built: a relaxation area with a summer house open to residents, rain gardens with hydrophytic plants, a flower meadow, bird feeders, bicycle parking, a bicycle and scooter repair station and a playground. The estate is not fenced off, making it accessible to all, which is good for the assimilation and intermingling of the new community with the local one.

	Plot area	4257 m ²
	Total area	3399 m ²
	Number of buildings	2
	Number of flats	48
	Construction completion	2023
	Green area	2017 m ²



Awards and distinctions

- Third place in the *Best Project in Gdańsk* category from rynekpien-wotny.pl in its quarterly ranking of the year 2022



Ecology

- Over 2000 m² of mixed greenery
- Rain gardens
- Bird feeders
- Energy-efficient systems and appliances
- Electric car parking spaces with charging stations
- Bike locks and a repair station
- Close to green areas
- Bright façade as overheating protection



Residents' comfort

- Practical flat layouts
- "Turn-key" flats
- Furnishings available in three alternatives
- Flat designs prepared by recognised Design Anatomy architects
- Cosy development
- Developed infrastructure
- Playground
- Vast recreational areas
- Disability access
- Infrastructure to contribute to a healthy lifestyle
- Structural landscaping to encourage meetings in the neighbourhood
- Silent lifts
- Mechanically assisted ventilation

Entertainment, culture and recreation

Orunia Park
Augustowska water reservoir
Orana Amphitheatre
Five Brothers Hill
Viewing deck
Playgrounds

Sport

Fitness clubs
Sports fields
Tennis courts
Outdoor gyms
Cycling paths
Bowling alleys

Food services

Restaurants
Cafés
Bakeries
Grocery shops

Healthcare

Medical Centre
Veterinary clinic
Pharmacies
Dentists

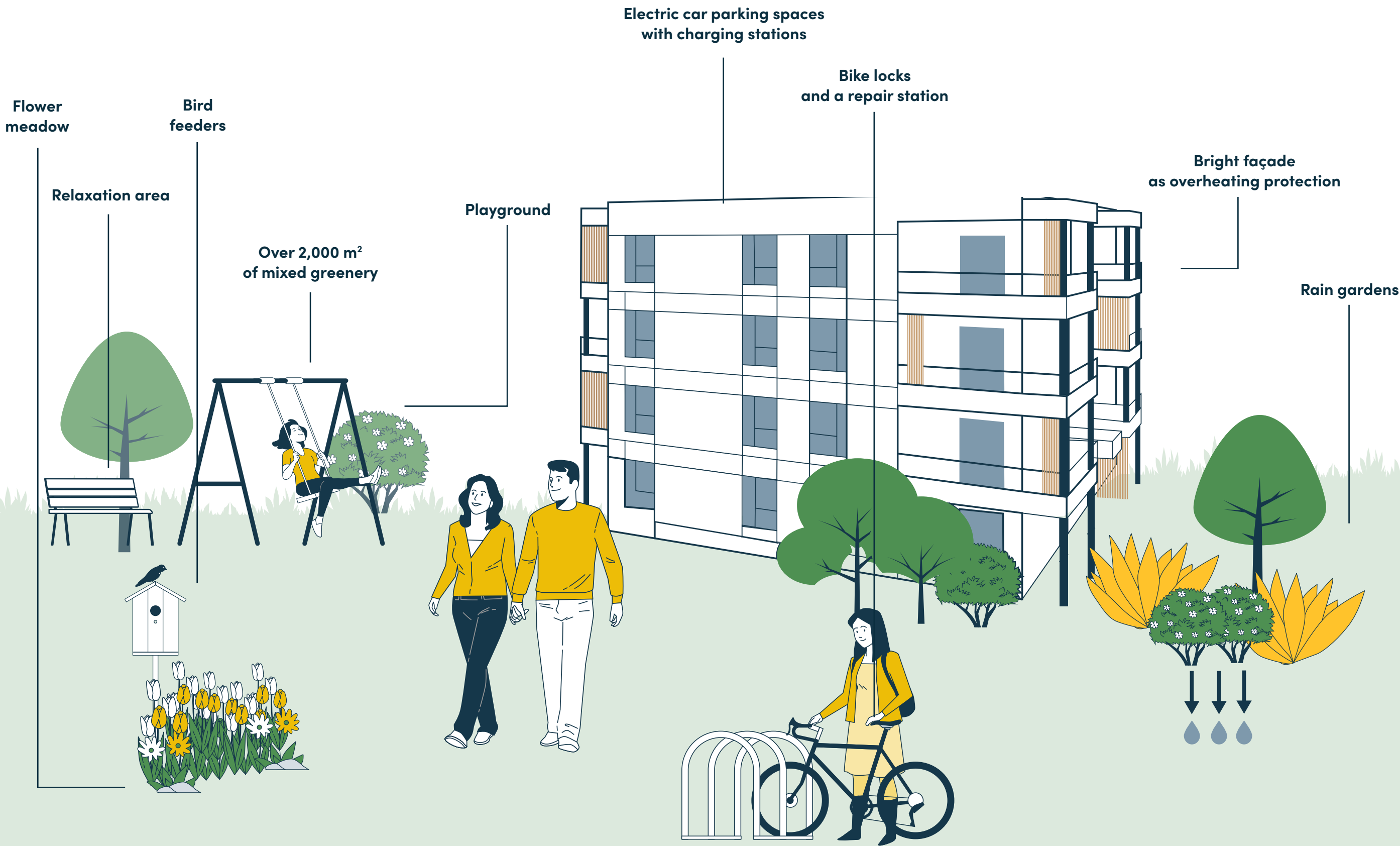
Other

Playgroups
Primary school
Church
General stores
Services

Platynowa
Park



Platynowa Park




Leśna

This intimate residential premium-segment development will be built in Sopot on Leśna Street, adjacent to the Świemirowska Valley. Two four-storey buildings with a total of 18 flats have been designed to blend in with the green surroundings of Sopot. The location offers future residents a wide range of opportunities for active leisure, both in the Tri-City Landscape Park and by the sea. Spacious residential premises with large windows guarantee constant access to natural light, which will contribute to the comfort of residents. **It is scheduled to be completed by the end of 2025.**

 Plot area | **2008 m²**

 Total area | **1913 m²**

 Number of buildings | **2**

 Number of flats | **18**

 Construction completion | **IV quarter 2025**

 Green area | **1409 m²**

Intimate residential in Sopot



Ecology

- Electric vehicle charging stations for 18 parking spaces in the garage hall
- Green roofs
- Natural finishing materials



Residents' comfort

- Silent lifts
- Smart home solutions
- Spacious balconies with glass enclosures
- Glazed bay windows
- Hand-carved handrails in common areas
- Unique lamps and furniture in the corridors
- Garden sculptures
- Paths and benches in the garden



Entertainment, culture and recreation

Bohaterów Monte Cassino street
State Art Gallery
Sopot Pier
Reja Pond
Wybrzeże Theatre
A. Osiecka Atelier Theatre
Goyki 3 Art Incubator
BOTO Theatre
Cinema
Sopot Museum
Forest Opera
Ergo Arena

Sport

Sailing clubs
Sopot Hippodrome
Municipal Stadium
Tennis courts
Skatepark
Fitness clubs
Sports fields
Cycling paths
Water park

Gastronomy

Restaurants
Cafés
Bakeries
Grocery stores

Health

Pharmacies
Medical centres
Veterinary clinics
Dental clinics
Physiotherapy clinics

Other

Universities
High schools
Primary school
General stores
Services



Olivia Centre

3,4 km
7 min
15 min

Olivia Pulse

Olivia Pulse is a modern apartment building that combines elegance, functionality and high-quality finishes. Designed with a diverse group of future residents in mind, it will provide them with comfortable living in the so-called 15-minute city, where all essential amenities are within walking distance.

The investment is distinguished by:

- access to green areas, ideal for everyday relaxation and active leisure,
- location in one of the most prestigious parts of the city,
- excellent transport links and quick access,
- proximity to education and business.

Olivia Pulse, developed by Olivia Home in the immediate vicinity of the Olivia Centre, will be completed at the end of 2026. The building, which will be similar in height to the neighbouring Olivia Prime development, comprises 245 flats for sale, finished to a high standard and dedicated to investors looking for a "hands-off" solution. The long-term rental offer, with the option of multi-year occupancy and standardised services and additional amenities, will be aimed primarily at employees of companies operating in the Olivia Centre, visiting and supervising managers, students and academic staff from nearby universities.

We hope that the direct location next to the office centre will calm traffic in the area and revitalise the urban fabric, benefiting the entire district.

From the outset, the building has been constructed in accordance with BREEAM certification, which confirms the class of materials, high quality of workmanship and construction standards. This is also a continuation of the Group's policy, which aims to implement new investments of the highest quality, with respect for the natural environment and with ecology in mind, in line with its sustainable development strategy.



Plot area

2384 m²



Total area

14 890 m²



Number of flats

245



Scheduled construction completion

2026



Green area

785 m²



Ecology

- Building certified under the BREEAM sustainable construction certification
- Green roofs
- Insect hotels
- Greenery around the building
- BMS
- Energy-efficient systems and equipment
- Electric car parking spaces with charging facilities
- Bicycle parking and repair station
- Proximity to extensive green areas
- LED lighting
- Motion sensors
- Energy-saving devices and systems



Residents' comfort

- Functional flat layouts
- Turn-key flats
- Finishing available in 3 variants
- Interior designs by renowned architects from Design Anatomy
- Air conditioning
- Communal terrace
- Close to the city centre
- Business environment

Significant sustainable development impacts

Materiality survey

The materiality assessment conducted for the first time in 2021 identified issues that significantly affect the Tonsa Group and, in turn, its operations. In 2024, we reassessed this survey and identified 25 sustainability issues. A double materiality analysis allowed us to select 20 material areas from among them. We perform the materiality survey individually for each of the nine identified stakeholder groups. The process of defining key stakeholders was carried out through dialogue between representatives of the management board, Tonsa Group executives and external experts. We took into account the following parameters:

- the strength of the stakeholders' influence on the Tonsa Group,
- the strength of the Tonsa Group's influence on stakeholders.

The materiality assessment was conducted based on 25 sustainability issues. Each issue was evaluated taking into account four impact materiality parameters:

- strength of impact,
- scope of impact,
- probability of occurrence,
- reversibility.

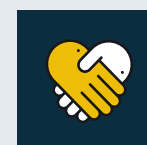
The responses from interested parties enabled us to identify 19 material issues on which the Tonsa Group has a significant impact.

A financial materiality assessment was carried out for the same 25 sustainability issues, 13 of which have a significant impact on the Tonsa Group. The assessment took into account the likelihood of risks and opportunities occurring.

We correlated the results of the impact study with the Group's risk and opportunity analysis (financial materiality), which enabled us to develop a materiality matrix for sustainability issues, included later in this report. In addition, as part of the financial materiality assessment, we assessed 18 potential climate risks in the short, medium and long term. The materiality assessment covered processes occurring throughout the Group's value chain.

Key stakeholders

In our environment, we have identified nine groups of Stakeholders, i.e. entities that we influence and are influenced by us. These are:



Residents of the Olivia Centre



Customers of Olivia Home



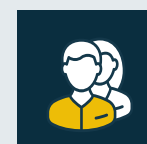
Employees and Associates



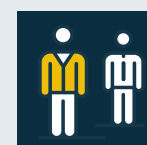
Investors and Lenders



Local Community



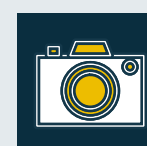
Local Administration



Business Partners



Schools and Universities



Media





Residents of the Olivia Centre

Our Residents, as this is what we call our tenants and persons working in the Olivia Centre, are our most important stakeholders. We have developed and maintained long-term, mutually beneficial relationships. The most important forms of dialogue with the Residents are:

- day-to-day relationships,
- Olivia's dedicated assistants,
- sports and hobby clubs,
- MyOlivia app,
- MySolv reporting system, integrated with the MyOlivia app
- quarterly meetings with the Residents,
- occasional and special events,
- communication via dynamic graphics and messages displayed in common areas of buildings and in lifts,
- direct and telephone conversations,
- email correspondence,
- newsletter,
- oliviacentre.com website,
- social media,
- surveys.



Customers of Olivia Home

Owing to the expansion of our business into the residential market, Olivia Home's customers have also joined our stakeholders. We communicate with them through methods including:

- face-to-face meetings,
- social media,
- the oliviahome.com website,
- online meetings,
- telephone,
- email.



Employees and Associates

Teams consisting of employees and associates of the Group and related entities are responsible for the ongoing and efficient operation of our Group. The most important forms of dialogue between us are:

- regular company meetings with top management,
- engagement ambassador's meetings,
- integration meetings,
- operational meetings,
- online meetings,
- day-to-day relationships,
- surveys: employee and associate satisfaction,
- communication via dynamic graphics and messages displayed in common areas of buildings and in lifts,
- oliviacentre.com website,
- social media,
- MyOlivia app,
- internal communication tools.



Investors and Lenders

Investors and lenders help us finance investments that build the Group's value. The most important forms of dialogue with investors and lenders are:

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



Local Community

Dialogue with our environment and understanding its needs are crucial for us. We communicate with our neighbours through:

- local events, conferences and face-to-face meetings,
- cooperation with foundations,
- phone and e-mail,
- communication via dynamic graphics and messages displayed in common areas of buildings and in lifts,
- oliviacentre.com website
- social media,
- MyOlivia app.



Business Partners

Our subcontractors and suppliers provide us with services and goods needed to build, expand and maintain the property at every stage and area of its operation. The most important forms of dialogue with our Business Partners are:

- ongoing cooperation,
- face-to-face meetings,
- conferences,
- phone and e-mail,
- formal correspondence,
- our online media.



Schools and Universities

We have developed and maintain mutually beneficial relationships with local schools, universities and scientific research institutions. The most important forms of communication with these entities are:

- ongoing cooperation,
- dedicated workshops and special events,
- cooperation with the Inspiring Examples Foundation,
- cooperation on joint projects,
- conferences,
- meetings,
- our online media,
- social media.



Local administration

The local administration also has an important voice, which we take into account especially when designing new projects. It is important for the Group to develop not only the specific area associated with the investment, but also the city of Gdańsk and the entire region. The most important forms of dialogue with the local administration are:

- local events, conferences and face-to-face meetings,
- participation in the development programmes of the City of Gdańsk,
- telephone and e-mail contact,
- screens in the corridors and lifts of the Olivia Centre,
- activities implemented with the support of local authorities,
- formal correspondence
- our online media,
- social media.



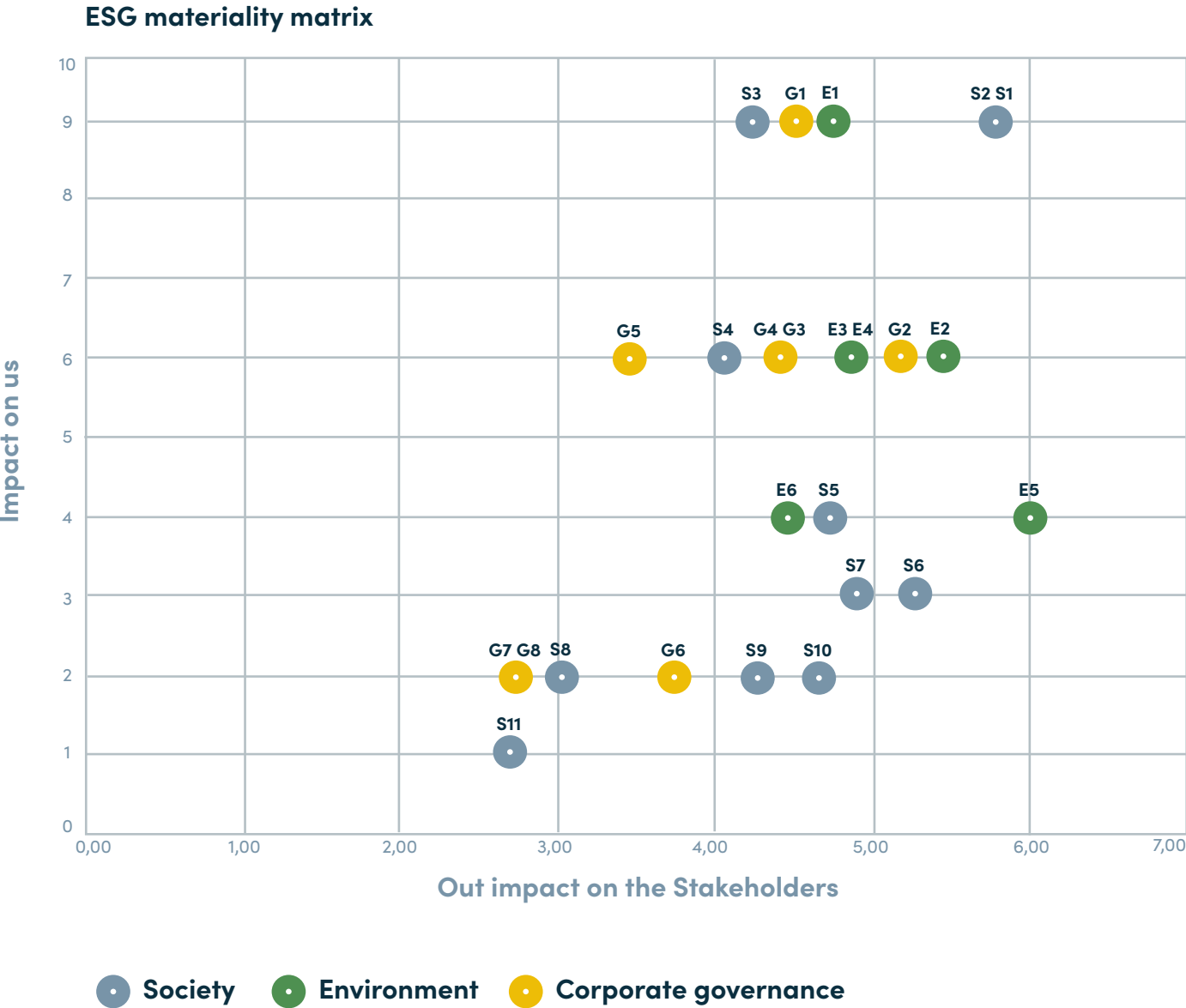
Media

Media plays a key role in communicating the activities and initiatives undertaken by the Group. It performs an image-building, educational and opinion-forming function. Cooperation with media is an important element of our policy of transparency and responsibility in building relationships with other stakeholders. The most important forms of dialogue with the media are:

- a PR representative appointed by the Management Board of the Olivia Centre,
- direct meetings and conversations with journalists,
- telephone and email conversations,
- website and other online media,
- regularly published press releases,
- interviews and other statements for the media.






Material issues of sustainability

Each year we undertake a number of activities to re-analyse the Group’s key sustainability issues, and, in line with the principle of double materiality, we include our stakeholders in this process. This allows us to better understand and manage our impacts, risks and opportunities and plan our way forward. We can focus on the topics that are most relevant not only from our point of view, but also from the point of view of our stakeholders.









The matrix shows the materiality of the following issues in the various sustainability areas

Issue		Description of impact	Management priority	Where the impact occurs in the value chain
Society				
S1	Promoting a sustainable city The Group is implementing the concept of a 15-minute city.	The Group has a very strong impact on its employees, associates, Olivia Centre Residents, Olivia Home customers and the local community. An important area of the Group’s activity is the creation of investments that enable the community to use the available infrastructure, which provides a full range of services in one place. Every year, the Group organises hundreds of events attended by Olivia Centre Residents and the local community.	<div></div>	Own operations
S2	Health and safety The Group takes measures to ensure safe and healthy working conditions for its employees, associates, Residents and their employees. The measures taken by the Group are confirmed with the award of the WELL Health-Safety rating seals for all buildings in 2024. The Group has also implemented a Health and Safety Policy.	The Group has a very strong influence on its employees, associates, business partners, Residents and other users of the infrastructure managed by the Group. An important area of the Group’s activity is ensuring safety through regular training, periodic audits, monitoring the technical condition of buildings and installations, as well as organising events to raise awareness of occupational health and safety, such as Safety Day, described in more detail later in this report.	<div></div>	Upstream Own operations Downstream
S3	Community involvement and relationships with local communities The Olivia Centre is an open urban space that regularly hosts cultural, educational and integration events for the residents of Gdańsk.	The Group has a strong impact on the local community throughout the value chain. With this in mind, the Group makes every effort to ensure that its activities support and build the community, thereby enabling its development. The Group actively engages in and initiates events aimed at the local community and supports local initiatives.	<div></div>	Upstream Own operations Downstream

Issue		Description of impact	Management priority	Where the impact occurs in the value chain
Society				
S4	Work-life balance Olivia has a number of hobby clubs and hosts several hundred events for employees and Residents every year. Regular satisfaction surveys and social dialogue allow us to monitor the level of work-life balance on an ongoing basis and implement corrective measures.	The Group has a strong influence on all employees, including those employed by external entities operating on the premises managed by the Group. Important areas of the Group's activities in terms of managing factors affecting employee well-being, engagement and retention include: implementing practices aimed at supporting flexible working hours, access to psychological support programmes and support for the development of passions and interests.		Own operations Downstream
S5	Employee rights The Group strictly complies with employee rights under applicable law.	The Group has a strong influence on its employees and associates. Important areas of the Group's activities in managing factors affecting employee rights include: ongoing dialogue with employees and persons performing work for the Group, compliance with legal regulations and monitoring changes thereto, regular workplace audits, creation of a modern and friendly working environment, and ensuring employee development and training.		Own operations
S6	Forced labour counteraction The law applicable in Poland and the Group's policy do not allow forced labour.	The Group does not permit forced labour within its own structures or those of its business partners. Permitting forced labour would be contrary to applicable law and would have a material adverse effect on the Group's market position.		Upstream Own operations Downstream
S7	Child labour counteraction The law in force in Poland and the Group's policy do not allow the employment of children.	The Group does not permit child labour within its own structures or those of its business partners. The employment of children by the Group would be contrary to applicable law and would have a material adverse effect on the Group's market position.		Upstream Own operations Downstream
S8	Counteracting discrimination The Group has established its anti-discrimination policy in the Code of Conduct.	The Group has a significant influence on stakeholders in the area of counteracting discrimination. The Group's area of activity is to ensure equal treatment of all employees, Residents and other stakeholders, regardless of gender, age, origin, disability, sexual orientation or belief.		Upstream Own operations Downstream

Issue		Description of impact	Management priority	Where the impact occurs in the value chain
Society				
S9	Diversity and equality The Group has set out its diversity and equal treatment policy in its Code of Conduct.	The Group's impact in the area of diversity and equality covers both the internal work environment and the wider community of Residents, business partners and customers. The Group attaches particular importance to equality regardless of gender, age, ethnic origin, disability, sexual orientation, gender identity, religion and belief.	<div><div></div></div>	Upstream Own operations Downstream
S10	Charitable activity The Group actively engages in charitable activities.	The Group engages in charitable activities by supporting and promoting its partners' projects or organising its own events. These include: "Active Charities", "Charity Ball with Heart", "Charity Football Tournament", " North Helps Charity Run" and many others.	<div><div></div></div>	Own operations
S11	Freedom of association The Group has defined its policy of freedom of association in the Code of Conduct.	The Group respects the voluntary association of employee representatives and associates. The Group does not tolerate any form of discouragement or obstruction of employees and associates in exercising their right to freedom of association.	<div><div></div></div>	Own operations
Environment				
E1	Biodiversity The Group carries out investments in areas of low ecological value. Each year, the Tonsa Group enriches the areas it manages with new native vegetation, including vegetation attractive to insects.	The Group has a strong impact on biodiversity, including native vegetation, species status and living organisms. Important areas of the Group's activities in managing factors affecting biological diversity include: regular planting, consultations with an ecologist, monitoring the condition of vegetation on construction sites and managed facilities, and supporting educational activities related to biodiversity.	<div><div></div></div>	Upstream Own operations
E2	Climate change mitigation Since 2021, the Tonsa Group has been calculating its carbon footprint in scopes 1 and 2 and partially in scope 3. The Group is pursuing decarbonisation targets developed using the CREEAM tool.	The Group's impact on climate change mitigation occurs during the planning of new investments, the selection of suppliers and property management. Climate change has a significant impact on the Group, particularly in the area of transformation risks. Physical risks will increase in the long term.	<div><div></div></div>	Upstream own operations Downstream

Issue		Description of impact	Management priority	Where the impact occurs in the value chain
Environment				
E3	Energy saving The Tonsa Group uses BMS and PMS systems and its own energy consumption optimisation programme to monitor, manage and reduce electricity consumption.	The Group's impact on climate change caused by electricity consumption occurs primarily during the use of buildings and in the construction phase. The continuous increase in electricity prices and the limited availability of energy from renewable sources have a significant impact on the Group.		Upstream Own operations Downstream
E4	Adaptation to climate change The Group has conducted a climate risk assessment and established risk management methods. Climate risks are reviewed annually.	The Group's impact on climate change occurs primarily in the process of obtaining and processing construction raw materials and during the use of investments. Climate change has a significant impact on the Group, particularly in the area of transformation risks. Physical threats will increase in the long term.		Upstream Own operations
E5	Efficient water consumption The Group implements solutions in its projects that enable water consumption savings, monitoring of water use and prevention of leaks, constantly striving to reduce water consumption.	Water in the Group's operations is used mainly for hygiene and sanitary purposes. Water is supplied by external suppliers and discharged into the municipal sewage system. The availability and quality of water is important for the processes carried out by the Group (leasing of space, sale of premises, building work).		Upstream Own operations Downstream
E6	Resource use and circular economy The Group has implemented a sustainable procurement policy and a waste management plan for construction sites.	The Group has a strong impact in the area of resource use and circular economy. The Group implements solutions in the spirit of less waste, focusing as much as possible on reducing resource waste.		Upstream Own operations Downstream
Corporate governance				
G1	Corporate culture The Group has developed and implemented a Code of Conduct, which it applies throughout its value chain.	Corporate culture is an important area of financial influence. The Group builds its influence through its management model. These practices are reflected in policies that guide ethical conduct and management.		Own operations
G2	Cooperation for sustainable development The Group has developed and implemented a Sustainable Development Strategy.	The Group has a strong influence in the area of cooperation for sustainable development. The Group makes every effort to minimise its negative impact on the environment, society and business practices.		Upstream Own operations Downstream

Issue	Description of impact	Management priority	Where the impact occurs in the value chain
Corporate governance			
G3 Responsible marketing The Group has defined its responsible marketing policy in its Code of Conduct and implements it throughout the value chain.	The Group has a strong influence on consumers and end users. Ethical, honest and fair marketing practices are an important area of the Group's activities.		Downstream
G4 Whistleblower protection The Group has developed a procedure for reporting irregularities and protecting whistleblowers within its structures.	Whistleblower protection is essential for maintaining reputation and social responsibility. Whistleblower protection is an important element of responsible management and building trust within the organisation and in relations with stakeholders for the Tonsa Group.		Own operations
G5 Sustainable value chain The Group has developed and implemented a Code of Conduct, which it implements throughout its value chain.	The Group has a strong impact on the sustainable value chain. An important area of the Group's activities is cooperation with key stakeholders in the area of general, business, social and environmental expectations.		Upstream Own operations Downstream
G6 Corruption counteraction The Group has defined its anti-corruption policy in the Code of Conduct.	The Group's impact in the area of anti-corruption is most visible at the stage of own operations. Anti-corruption, anti-money laundering and counter-terrorist financing are important issues in the implemented Code of Conduct.		Own operations
G7 Data security and privacy protection The Group has defined its data security and privacy policy in the Code of Conduct.	The Group's impact on data security and privacy protection is visible throughout the value chain. The Group makes every effort to maintain privacy, confidentiality and protect the secrets of the company, Residents, customers and business partners.		Upstream Own operations Downstream
G8 Responsible purchasing of materials The Group has developed and implemented a Sustainable Procurement Policy.	The Group's impact in the area of responsible purchasing of materials is primarily felt during construction and arrangement works. In terms of managing sustainable procurement, the Group takes into account: the decision on the need to place an order, the selection of suppliers, the selection of materials and services, the transport of materials and the minimisation of waste in accordance with the Sustainable Procurement Policy.		Upstream

Significant sustainability risks and opportunities

We attach particular importance to maintaining management continuity and comprehensive risk management. Directors of the various departments and the Managers are responsible for reviewing the Group's activities from an operational risk perspective on an ongoing basis, and their activities in this regard are supported by the Investor Supervision department. The most significant risks are reported on an ongoing basis to the Management Board and other persons responsible for the respective domain.

Each year we analyse risks in the areas of climate change, social issues and corporate governance. Climate change risks affecting the Group's business model, strategy and financial plan are analysed in detail and described later in this report. Inflation, economic slowdown, changing habits of society as well as war and armed conflicts are also important risks that do not arise directly from climate change but affect the sustainability area.

Any risks associated with the Group's operations are first analysed by teams set up for this purpose, which include decision-makers, in particular the Managers, and people with the expertise necessary for the Group and its assets.

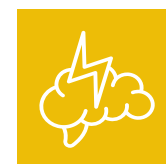


If a situation arises where specific action is required, individual issues are referred for further discussion to:

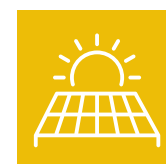
- the heads of the various departments or directly to individuals in the various departments;
- independent specialists;
- a specific multidisciplinary team set up to identify and address specific problems and risks.

One of our main activities stemming from our sustainability strategy is to combat climate change and prevent its negative impacts. Climate change affects our business both in the long term (through, for example, the rise of average temperatures, melting glaciers or the rise of sea levels) and in the medium and short term (through, for example, the perceived effects of extreme and violent weather events that pose a direct threat to human health and life).

We are aware of this, so to increase resilience to climate change, we carried out an analysis of potential global warming scenarios and an assessment of the associated risks and opportunities. In conformity with the TCFD (*Task Force on Climate-related Financial Disclosures*) recommendation, we considered two types of risks:



physical, which are directly related to weather conditions,



transformational, which arise from the transition to a low- and zero-carbon economy.

The table presented below shows the critical climate risks that could significantly affect us - either threatening our business or giving us an opportunity to grow. We have conducted the analysis over three time horizons - short-term (to 2026), medium-term (to 2030) and long-term (to 2050).



Transition risks		Physical risks	
1	Extended sustainability obligations	12	Cyclones
2	New regulations	13	Earthquakes
3	Development of sustainable technology	14	Heat waves
4	Higher expectations of financial institutions and insurers	15	Droughts and floods
5	Higher expectations of Residents	16	Variability of weather patterns
6	Higher demands on suppliers	17	Rising average temperatures
7	Higher employee expectations	18	Rising sea levels
8	Limited availability of raw materials	19	Air pollution
9	Restrictions on the supply of utilities		
10	Stigmatisation of the sector		
11	Greater stakeholder concern		

TCFD category		Identification of the risk factor	Risk			
			2026	2030	2050 ≤1,5°C ≤3,5°C	
Transition risks	Policy and Legal	Extended sustainability obligations	●●●●●	—	—	↘
		New regulations	●●●●●	—	—	↓
	Technology	Development of sustainable technology	●●●●●	—	—	—
	Economy	Higher expectations of financial institutions and insurers	●●●●●	—	—	↓
		Higher expectations of Residents and stakeholders	●●●●●	↗	—	↓
		Higher demands on suppliers	●●●●●	—	—	↓
		Higher employee expectations	●●●●●	—	—	—
		Limited availability of raw materials	●●●●●	—	↘	↑
		Restrictions on the supply of utilities	●●●●●	—	↘	↓
	PR	Stigmatisation of the sector	●●●●●	—	—	↘
Greater stakeholder concern		●●●●●	—	↘	↘	
Physical risks	Extreme weather events	Cyclones	●●●●●	—	↑	↑
		Earthquakes	●●●●●	—	—	—
		Heat waves	●●●●●	—	↗	↑
		Droughts and floods	●●●●●	—	↗	↗
	Chronic weather events	Variability of weather patterns	●●●●●	—	↗	↑
		Rising average temperatures	●●●●●	—	—	↗
		Rising sea levels	●●●●●	—	—	↗
		Air pollution	●●●●●	↗	↗	↗

In the short term, Olivia will be affected primarily by risks related to the transformation of the economy. Particularly important are those relating to changes in sustainability regulations, restrictions on the supply of utilities, the expansion of ESG obligations and sustainable technology development. Risks related to the higher expectations of financial institutions, insurers and customers to meet increasingly stringent climate requirements are also very important.

In the medium term, the levels of risk in each category are similar to the levels forecast in the short term. By 2030, however, our customers' and stakeholders' expectations and the likelihood of greater air pollution may increase.

In the long term, we have considered two scenarios:

- 1. **the reduction of the rise of average temperatures below 1.5°C** (the SSP1 -1.9 according to the IPCC - the Intergovernmental Panel on Climate Change),
- 2. **temperature increase by 3.5°C and more** (the SSP3 scenario - 7.0 according to the IPCC).

The first scenario assumes increased action to limit global warming, so both the impact and likelihood of transition risks are relatively higher than physical risks. In the scenario of a temperature rise by at least 3.5°C, physical risks become much more important. In the long term, cyclones, heat waves, variability of weather patterns, rising average temperatures and rising sea levels, are likely to be of the greatest importance to us.

In response to the identified risk factors, we have identified and implemented appropriate management methods detailed in the table below.



	TCFD sub-category	Identification of the risk factor	Risk management methods in use
Transition risk	Policy and Legal	Extended sustainability obligations	<div><div>✓</div>Annual publication of sustainability reports using global standards (such as GRI, TCFD and ESRS).</div> <div><div>✓</div>Internal sustainability audits using the guidelines provided by global standards (e.g. CRREM analysis).</div> <div><div>✓</div>Implementation of improvements to enhance sustainability indicators (e.g. use of low-carbon energy sources, use of new circular economy solutions, retrofitting of buildings towards a zero-carbon and circular economy).</div> <div><div>✓</div>Implementation of sustainability strategies (e.g. decarbonisation, social issues) and sustainability policies (e.g. Code of Conduct).</div> <div><div>✓</div>Use of third-party certifications and consultations with experts in the field.</div> <div><div>✓</div>Monitoring of sustainability-related legislation processes.</div> <div><div>✓</div>Participation in sustainability courses and conferences.</div>
		New regulations	<div><div>✓</div>Retrofitting of buildings towards a zero-carbon and circular economy.</div> <div><div>✓</div>Use of low-carbon energy sources.</div> <div><div>✓</div>Use of third-party certifications and consultations with experts in the field.</div>
	Technology	Development of sustainable technology	<div><div>✓</div>Retrofitting of buildings towards energy efficiency and a circular economy.</div> <div><div>✓</div>Monitoring of the state-of-the-art technologies and those still in development.</div> <div><div>✓</div>Use of innovative sustainable solutions.</div> <div><div>✓</div>Use of third-party certification and consultation with experts in the field.</div>

TCFD sub-category		Identification of the risk factor	Risk management methods in use
Transition risk	Economy	Higher expectations of financial institutions and insurers	<ul style="list-style-type: none">✓ Annual publication of sustainability reports in line with global standards (such as GRI, ESRS).✓ Internal sustainability audits using guidelines set out by global standards.✓ Implementation of improvements to enhance sustainability indicators.✓ Use of third-party certification and consultation with experts in the relevant sustainability field.
		Higher expectations of Residents	<ul style="list-style-type: none">✓ Annual publication of sustainability reports in line with global standards (such as GRI, ESRS).✓ Internal sustainability audits using guidelines set out by global standards.✓ Implementation of improvements to enhance sustainability indicators.✓ Use of third-party certification and consultation with experts in the relevant sustainability field.✓ Flexibility in the intended purpose of land, buildings, space fit-out and service offerings.
		Higher demands on suppliers	<ul style="list-style-type: none">✓ Gradual introduction of sustainability requirements when working with suppliers.✓ Diversification of the supply chain.
		Higher employee expectations	<ul style="list-style-type: none">✓ Annual publication of sustainability reports in accordance with global standards (such as GRI, ESRS).✓ Internal sustainability audits using global standard guidelines.✓ Implementation of improvements to enhance sustainability indicators.✓ Use of third-party certification and consultation with experts in the relevant sustainability field.

TCFD sub-category		Identification of the risk factor	Risk management methods in use
Transition risk	Economy	Limited availability of raw materials	<div><div>✓</div> Diversification of the supply chain.</div> <div><div>✓</div> Seeking alternative solutions.</div> <div><div>✓</div> Provision of prudently planned stock.</div>
		Restrictions on the supply of utilities	<div><div>✓</div> Diversification of building energy supply sources.</div> <div><div>✓</div> Possibility of decentralising utility carriers.</div> <div><div>✓</div> Contacts to safeguard against utility supply constraints.</div> <div><div>✓</div> Measures to safeguard against constraints.</div>
	PR	Stigmatisation of the sector	<div><div>✓</div> Analysis of double materiality of sustainability issues from the Stakeholders' perspective and planning of activities with their opinion taken into consideration.</div> <div><div>✓</div> Use of third-party certification and consultation with experts in the relevant sustainability field.</div>
		Greater stakeholders' concern	<div><div>✓</div> Stakeholder opinion survey.</div> <div><div>✓</div> Day-to-day actions to mitigate the adverse impact.</div> <div><div>✓</div> Annual publication of sustainability reports in line with global standards (such as GR, ESRS).</div> <div><div>✓</div> Use of third-party certification and consultation with experts in the relevant sustainability field.</div>
Physical risks		Cyclones	<div><div>✓</div> Use of durable and resistant materials and protective components.</div> <div><div>✓</div> Design and implementation of building structures resistant to sudden weather changes.</div>
		Earthquakes	<div><div>✓</div> Use of solutions for rapid detection and response to risk factors (weather stations in each building, automatic response of equipment as a result of alarms, remote control option for equipment in buildings)</div>

TCFD sub-category		Identification of the risk factor	Risk management methods in use
Physical risks	Extreme weather events		✓ Implementation of emergency preparedness procedures.
		Heat waves	✓ Providing Olivia's buildings with efficient HVAC equipment. ✓ Use of individual thermal comfort control setpoints in the lease areas with +/- 3° temperature control and airflow rate control. ✓ Use of systems in the buildings that do not allow the dew point temperature to be reached. ✓ Use of durable and resistant materials and protective components.
		Floods	✓ Use of solutions enabling quick detection and reaction to risk factors. ✓ Use of durable and resistant materials and protective components. ✓ Design and implementation of building structures resistant to sudden weather changes. ✓ Implementation of emergency preparedness procedures. ✓ Use of above-standard system components (e.g. oversized storage tanks). ✓ Use of analysis and recommendations by third-party experts in the field.
	Chronic weather events	Variability of weather patterns	✓ Equipping Olivia's buildings with weather stations communicating with the BMS to provide early response to adverse weather conditions.




TCFD sub-category		Identification of the risk factor	Risk management methods in use
Physical risks	Chronic weather events	Rising mean temperatures	✓ Providing Olivia's buildings with efficient HVAC equipment. ✓ Use of individual thermal comfort control setpoints in the lease areas with +/- 3° temperature control and airflow rate control. ✓ Use of systems in the buildings that do not allow the dew point temperature to be reached. ✓ Use of durable and resistant materials and protective components.
		Rising sea levels	✓ Use of analysis and recommendations by third-party experts in the field. ✓ Use of durable and resistant materials and protective components.
		Air pollution	✓ Regular air quality checks in the region. ✓ Implementation of measures in accordance with the water and air quality management procedure based on the WELL Health-Safety Rating certification guidelines. ✓ Use of high-grade filters (including F7). ✓ Use of individual air purifiers. ✓ Use of plants with air-purifying properties. ✓ Use of air ionisers. ✓ Regular measurement of indoor and outdoor air quality. ✓ Providing upper respiratory tract protection.

We know that the above risks may result in increased operating and investment costs, reduced revenue and productivity, reduced capital availability or the loss of asset value. However, we can manage them appropriately and maximise the resulting opportunities, which include:

-  **market leader's status,**
-  **increasing demand,**
-  **increased interest in sustainable construction,**
-  **increased competitiveness,**
-  **increased revenues,**
-  **increased asset value,**
-  **better availability and lower cost of capital,**
-  **lower insurance costs,**
-  **access to sustainable financing,**
-  **the possibility of transforming and increasing the energy efficiency of older buildings,**
-  **better adaptation to climate change in relation to existing buildings and future investments.**



Below we have summarised the most important aspects that demonstrate not only the Group’s preparedness for climate risks, but also its ability to take advantage of the opportunities presented by changes in the area of sustainability.

<div>Community</div>	<div>Environment</div>	<div>Corporate governance</div>
<ul style="list-style-type: none">• Planning of activities based on social participation, taking into account the various Stakeholder groups.• Ongoing very good contact with Stakeholders through numerous community projects.• Ability to respond quickly to emerging or changing Stakeholder needs.• Maintaining and designing buildings in line with the concept of creating sustainable, healthy, inspiring, and flexible environments that improve the quality of life.• Creating functional space providing the Residents with easy access to basic services or products.• Annual verification by the independent certification body IWBI of building maintenance activities affecting user comfort and health.• Ongoing assessment of opportunities to meet the expectations of potential Residents as well as responding effectively and quickly to market changes.• Designing very flexible spaces to meet the future needs of the Residents.	<ul style="list-style-type: none">• Basing organisational decisions on the idea of sustainable development and climate strategy.• Internal sustainability audits using the guidelines set out by global standards (e.g. CRREM analysis).• Focus on minimising our carbon footprint.• Annual publication of sustainability reports using global standards (such as GRI, TCFD, ESRS).• Ongoing positive evaluation of the Group’s activity in terms of environmental impact solutions.• Investment in buildings that meet the strict requirements necessary for the BREEAM and WELL HSR building certification.• Highly flexible surface design to ensure universal functionality and reduce the need for extensive rearrangements.• 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.	<ul style="list-style-type: none">• Implementation of sustainability strategies and policies.• Use of third-party certification and consultation with experts in the relevant sustainability field.• Monitoring of legislation processes pertaining to sustainability reporting.• Careful attention paid to ensuring physical, energy and internal IT security with a focus on service continuity and availability.• Credit risk control while maintaining full liquidity.• Operational risk control, which is possible owing to, among others, advanced management systems applied in the buildings.• Regular employees and associates training enabling an effective and quick response to changes in legal and market regulations.



G2

Cooperation
for sustainable
development

2-6
2-23
2-24
2-28
3-3
101-1
101-2
201-1
203-1
203-2
204-1

Sustainability strategy



STAKEHOLDERS

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



ENVIRONMENT

striving to reduce the environmental footprint in day-to-day Group operations.



SAFETY

active response and involvement in action for safety.



COMMUNITY

organising and supporting social initiatives and supporting the development of the local economy.

We have decided to be part of a global community which strives to achieve the 17 Sustainable Development Goals (SDGs). Due to the specific nature of our business, we pay particular attention to activities in the area of the following goals.



We will ensure universal access to water and proper sanitation



We will ensure universal access to affordable sources of stable, sustainable and modern energy



We will promote stable, sustainable and inclusive economic growth, full and productive employment and decent work for all



We will make cities and human settlements safe, stable, sustainable and inclusive



We will ensure sustainable consumption and production patterns



We will combat climate change and its effects



We will protect and promote the sustainable use of terrestrial ecosystems, as well as the sustainable management of forests and combat biodiversity loss



We will strengthen the means of implementation and reinvigorate the global partnership for sustainable development



Protecting water resources



We will ensure universal access to water and proper sanitation

In all our developments, we focus on the rational use of water resources and the constant monitoring of their consumption (the so-called water footprint). In our buildings, we implement solutions to save water consumption, monitor water use and prevent leaks. We constantly strive to reduce water consumption.

It is also important for us to take care of the quality of the water, which is why we have had it tested at least once a year since 2021. In order to preserve its qualities, we analyse its turbidity, pH, free chlorine, coliform bacteria and legionella. If the water quality can be improved, we implement the appropriate solutions.

Saving energy



We will ensure universal access to affordable sources of stable, sustainable and modern energy

At Olivia we have implemented efficient energy installations at the Olivia Centre, energy-efficient lifts and escalators, freecooling, geothermal energy, energy recovery systems. We use LED lighting, motion and twilight sensors, and minimise the use of external lighting. We have installed smart appliances with ECO mode and a BMS energy consumption monitoring system, as well as individual utility meters.

Our long-term aim is to use the solutions applied in the most sustainable way and to educate building users about environmentally friendly ways of saving energy.



We influence sustainable economic growth



We will promote stable, sustainable and inclusive economic growth, full and productive employment and decent work for all

The Olivia Centre has created a working environment for around 15,000 people. Our Residents work in almost 100 companies and O4 Coworking brings together over an additional 200 entrepreneurs subletting Olivia's space. Our projects support entrepreneurship, creativity and innovation, help promote business and decent job creation, and encourage micro-, small- and medium-sized businesses to grow.

The largest office space rented by one of the Residents is approximately 15,000 m², while the smallest office rented in one of the buildings is 4 m². Our Residents range from multinational corporations to smaller, local companies. We have representatives of many nationalities here, which encourages the establishment of interesting relationships, learning about other cultures and customs, exchanging views, and education. In addition, owing to the presence and development of many useful facilities and functionalities in Olivia (services, food services, leisure and entertainment spaces, educational facilities), we have opened up to the residents of the Tri-City and to tourists, which fits perfectly with the assumption of inclusivity.

Our activities have a positive impact on economic growth, not just directly but also indirectly, by influencing the development of many entities related to us. We primarily support local suppliers. Many of those suppliers are our regular business partners, which is proof of trust and stability on many projects implemented in Olivia. While maintaining our properties and making further investments, we focus on social and environmental responsibility, including in our supply chain. To promote the principles of sustainability within our Group and among our business partners, we have implemented a Code of Conduct.

Goal No. 8 is also related to promoting a healthy and safe working environment. One of the most important measures demonstrating our concern for those at the Olivia Centre was the implementation of procedures and the proactive under-

taking of related activities, which enabled us to achieve the WELL Health-Safety Rating seal with the maximum possible score of 25 out of 25. In the years to come, we want to maintain a high level of scoring of our building management.

Creating sustainable cities and community



We will make cities and human settlements safe, stable, sustainable and inclusive

Our strategic activities are part of sustainable urbanisation and integrated planning of urban areas. Each of our projects ensures easy and unrestricted access to green areas and safe public spaces. Owing to the mixed-use concept implemented at Olivia and the varied offer, we integrate the region's inhabitants and tourists by attracting diverse groups of people in terms of age, gender, education, nationality, views or interests.

We focus on multifunctional buildings, which provide access to a rich infrastructure, e.g. services related to health, education, administration, finance, beauty and everyday life, and communication-enhancing facilities, with particular emphasis on micro-mobility, with everything within a short walking distance. We provide space that encourages healthy living and we do this using global best practice, as evidenced by the BREEAM certificates and WELL Health-Safety Rating seals we have obtained.

Outreach is an important part of our strategy. Every year, we organise several hundred events for our employees, associates, Residents and local inhabitants. We celebrate important events (holidays and anniversaries), inform the public about them and introduce them to the history and significance of those events. We also educate and encourage joint activities by celebrating together, for example, World Baltic Sea Protection Day (called World Water Day by the UN), International Earth Day, World Bicycle Day and World Car Free Day.

We have recently entered the residential market. We make sure that our investments fit into the concept of 15-minute cities, as is the case with the newly constructed Olivia Pulse building located at the Olivia Centre. The existing infrastructure will provide residents with everything they need within



a few minutes' walk. The Group's other residential projects have also been designed with community building in mind. They feature common areas and infrastructure conducive to socialising, such as play areas, walking paths, benches and green areas. Importantly, the residential buildings are located close to shops, medical and educational facilities, sports facilities, cafés and entertainment venues.

Striving for a circular economy



We will ensure sustainable consumption and production patterns

With an eye on good consumption patterns, we have developed a sustainable procurement policy and implemented waste management plans for construction sites. Together with a system for monitoring the use of materials and resources, these ensure more effective implementation of our strategy. The implementation of a sustainable procurement policy, which promotes best practice in the selection, ordering and use of materials, is expected to lead to:



transformation towards a circular economy - reducing consumption of natural resources and minimising negative environmental impact,



increasing positive social impact - raising awareness of the impact of the Olivia Centre and Olivia Home procurement decisions on people,



enhancing ethics - guided by the principles of integrity, respect, accountability, transparency, compliance with regulations and best practices,



taking into account all relevant economic factors in the decision-making process,

while balancing environmental impact, social needs and economic values.



When purchasing the materials we need for our business, we take care to choose materials that are durable, non-toxic, anti-allergenic, legally and verifiably sourced, as environmentally friendly as possible and certified to comply with the concept of sustainability (EDP, FSC, PEFC).

From the early conception stage of our developments throughout the life of the buildings, we maintain proper waste management. Waste is monitored on an ongoing basis and passed on to companies that not only hold the appropriate regulatory approvals for recycling and recovery of recyclable materials, but also excel in these processes. In doing so, we cooperate with subcontractors, and educate and show the implementers how to segregate waste properly. We include provisions in our contracts to promote the minimisation of waste production, its conscious segregation and the goal to reuse. As part of our activities, we aim for a circular economy, i.e. maximising the use of raw materials and materials and minimising waste.

From the early conception stage of our developments throughout the life of the buildings, we maintain proper waste management.

Striving for climate neutrality



We will take action to combat climate change and its impacts

Both in the design and construction process, we use solutions that result in a reduced embedded carbon footprint. This has enabled us to obtain the BREEAM multi-criteria sustainable construction certificates. By implementing the best practices affecting energy efficiency throughout the life cycle of the buildings, we achieve a relatively low operational carbon footprint today. We take care to select environmentally friendly materials, installations and components.

However, we set ourselves higher standards and strive to achieve climate neutrality. That is why we measure our carbon footprint, using real-world data and the international *Greenhouse Gas Protocol A Corporate Reporting Standard*. In addition, all our buildings are periodically subjected to detailed, individual analyses of compliance with the Paris Agreement and the global decarbonisation path to 1.5°C. To this end, we use the CRREM (*Carbon Risk Real Estate Monitor*) tool, which has been adapted to best practices in sustainable development.

The above measures have become the cornerstone of our climate strategy, including the decarbonisation strategy. To enable the effective implementation of our strategy, we have adopted a holistic perspective that includes the analysis of potential global warming scenarios and the assessment of associated risks and opportunities, and revise it annually. Therefore, we use the recommendations of the TCFD (*Task Force on Climate-related Financial Disclosures*) and regularly analyse the climate risk, so that our strategy and actions are always adequate to the current situation.

We know that our impact extends beyond the boundaries of our organisation, so we intend to educate, encourage and support all our employees and associates, as well as business partners, in the implementation of green actions. We will strive to effectively implement our environmental care expectations, as described in the Olivia Centre's Code of Conduct throughout our value chain.



Our overarching goal is to maintain adequate progress in reducing greenhouse gas emissions and limiting global warming to 1.5°C. To this end, following current scientific guidelines and best available practice, we implement solutions resulting in a gradual reduction of greenhouse gas emissions and regularly monitor the effects of these measures.

Protecting and enhancing green spaces



We will protect and promote the sustainable use of terrestrial ecosystems, as well as the sustainable management of forests and combat biodiversity loss

We conduct construction processes with respect for the environment and the areas where they are carried out. When preparing investment projects, we consult with an ecologist and when implementing them we implement their recommendations so that our interference with the environment is as little as possible. Olivia's buildings have been constructed in areas of low ecological value, and the supervision of a qualified ecologist over project implementation and the application of his recommendations allow us to improve the condition of the natural environment surrounding our investments.

We endeavour to enrich the outdoor space with diverse, native vegetation adapted to the local habitat conditions and then include appropriate protection and maintenance. We take care to respect protected habitats during and after project implementation. We aim to reduce the occurrence of urban heat islands by extending green infrastructure.

We endeavour to enrich the outdoor space with diverse, native vegetation adapted to the local habitat conditions.



We are a partner for the Goals



We will strengthen the means of implementation and reinvigorate the global partnership for sustainable development

We are aware of the responsibility that rests on our shoulders towards the region, the country and the planet as a whole in the perspective of a sector that has a significant impact on shaping trends and good practices in the market. **This is why we have joined the largest global initiative bringing together sustainable business - the United Nations Global Compact (UNGC).** This has publicly committed us to act in accordance with the concept of sustainable development. In doing so, we have underlined our commitment to caring for society, the environment and its resources.

We support the ten principles of the UN Global Compact on human rights, labour, environment and anti-corruption.

We have joined the largest global initiative bringing together sustainable business.



The 10 UNGC principles

- 1 Respect and support the protection of internationally proclaimed human rights.
- 2 Eliminate any cases of human rights discrimination by the business.
- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 Support the elimination of all forms of forced and compulsory labour.
- 5 Contribute to the effective abolition of child labour.
- 6 Counteract discrimination in respect of employment and occupation.
- 7 Support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility.
- 9 Encourage the development and diffusion of environmentally friendly technologies.
- 10 Work against corruption in all its forms, including extortion and bribery.

Our impact on the climate is very complex, and effective action to combat global warming requires the involvement of many individuals. We therefore undertake numerous sustainability, environmental and community initiatives that increase education and awareness of climate change mitigation, climate change impacts and adaptation. In doing so, we increase the effectiveness of our joint activities. Every year, together with our Business Partners, we undertake activities that encourage social and environmental activism.



2

—○ Community

We care about health and safety

Health of building users

In 2024, the Olivia Centre underwent its first independent assessment by the International WELL Building Institute (IWBI) for all its buildings and obtained certification. What is more, seven office buildings in our business centre retained or received the world's first maximum score, achieving 25 out of 25 possible points in 22 core and three additional categories related to innovation.

We have thus confirmed that our commitment to the well-being of Olivia's employees is bringing measurable results. We have also ensured that we meet the most stringent criteria set by the IWBI, and that the certification process covers the following areas: cleanliness and safety of the workplace and common areas, user safety and emergency preparedness standards, access to healthcare, high air and water quality, communication (internal, addressed to employees, and external, addressed to external stakeholders) and innovation. The Health & Safety Rating is based on a thorough analysis conducted by 600 experts from the International Well Building Institute, the world's leading platform for the development of healthy buildings and spaces, including virologists, scientists, architects, designers, business leaders, construction specialists, property professionals and WELL building standard specialists. Thanks to the implementation of the good practices necessary to obtain the certificate, the Olivia Centre can boast:



fresh air, thanks to:

- air quality testing and assurance procedures;
- ion air purification technology;
- natural ventilation systems;
- efficient mechanical ventilation systems;
- high air filtration classes;



clean water, thanks to:

- strict sanitary installation inspection schedules;
- strict water parameter monitoring procedures;
- high-class water quality assurance systems;



clean space, thanks to:

- an innovative disinfection method – titanium coating;
- cleaning procedures using special cleaning agents;
- contactless systems limiting contact with pathogens;



safety, thanks to:

- regular first aid training;
- workshops on how to respond in crisis situations;
- on-site medical resources;
- detailed plans for various types of emergencies;



high comfort, thanks to:

- the Olivia Garden – a public, year-round garden;
- passion and hobby clubs;
- seasonal projects organised on the patio;
- the Work&Chill Station relaxation area;
- sports areas;
- exhibitions of paintings, photographs and sculptures;
- greenery on the patio.

By meeting the strict requirements of the WELL Health-Safety Rating certification, we are also working towards the achievement of the Sustainability Goals.





Goal 3: Ensure healthy lives and promote well-being for everyone at all ages

With cleaning and disinfection procedures in line with certification guidelines, we reduce the risk of contact with pathogens, cleaning chemicals, and dirt, helping to reduce the number of illnesses caused by these agents. Additionally, with emergency response procedures in place, we help reduce the risk of negative consequences, such as medical emergencies.

WELL HSR certification also requires providing appropriate medical services and health support. We fulfil these requirements through, for example, numerous events organised at Olivia, such as meetings with paramedics, psychologists and the Pinktober project, which we will write about in more detail later in this report.

Under this objective, we continuously monitor air quality following the WELL certification requirements for the following parameters: CO₂, PM2.5 and PM10, ozone, and volatile organic compounds (VOC). Their levels in our buildings, including Olivia Star and Olivia Prime B, are measured at the air handling units' fresh air intake and exhaust stations. The data is collected in the building's BMS system continuously, 24/7, all year round. Importantly, the system automatically informs the building's operators about any anomalies via text message.

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



Goal 6: Ensure access to water and sanitation for all through the sustainable management of water resources

The care of water quality is crucial for us.

Therefore we have it tested at least once a year as recommended by, for example, the *WELL Performance Verification Guidebook*. We analyse parameters such as turbidity, pH levels, chlorine, and E. Coli and 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.



Goal 13: Take urgent action to combat climate change and its impacts




The WELL HSR guidelines require the development of emergency preparedness programmes which help the Group to strengthen its resilience and adaptive capacity to various natural disasters and verify procedures relating to management continuity. In developing the programme, we have paid particular attention to the needs of vulnerable groups, thus reducing their exposure and vulnerability to extreme climate-related events and other economic, social and environmental disasters.

Seven office buildings in our business centre retained or received the world's first maximum score, achieving 25 out of 25 possible points.











Building-user safety

In 2024, we observed a persistently high number of cases where first aid was required. Therefore, we constantly ensure that our employees, associates and Residents continuously improve their first aid knowledge and skills. **We place particular emphasis on this area in our Security Department, all of whose members are certified first aiders.** In order to continuously improve safety at the Olivia Centre, we have decided to increase the number of night-time checks and the number of training sessions and test alarms for physical security staff. The "Safety Day" event organised by us on the patio was also a great success in terms of attendance, during which, together with the Police and the State Fire Service, we shared our knowledge on broadly understood safety with our Residents.

To take care of the health and safety of people using our building infrastructure, we use the following systems and solutions:

-  **Security systems management in all the Group's buildings.** At the Olivia Centre, we implanted a PSIM (*Physical Security Information Management*) class security integration system. The selected technology is the most modern standard that integrates a variety of security systems and applications, allowing their control through a consistent, transparent and homogeneous user interface. This interface enables the collection and correlation of events from multiple distributed information and security system devices.
-  **Early detection systems in lift shafts that minimise the potential adverse 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.
-  **Gaseous fire suppression systems combine 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 the gas is environmentally friendly. Our decisions regarding the selection of the gases used are deeply thought over and governed by our concern for the climate.

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 alarm activation,
-  a proposal of actions to be taken, considering possible countermeasures appropriate to a 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 the 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 requested to confirm alarms and take specific actions,
-  documentation of all activities along with reports.

We anticipate that in 2025 we will face challenges similar to those of 2024. We will therefore continue to act on the basis of the good practices we have already developed. Due to the large number of first aid interventions, we have equipped our buildings with additional dressing and medical supplies, and we have also increased the number of diagnostic devices so that we can provide even more effective assistance to our Residents in an emergency. In 2025, we will continue training and improving the skills of individual members of the Security Department and physical security staff.



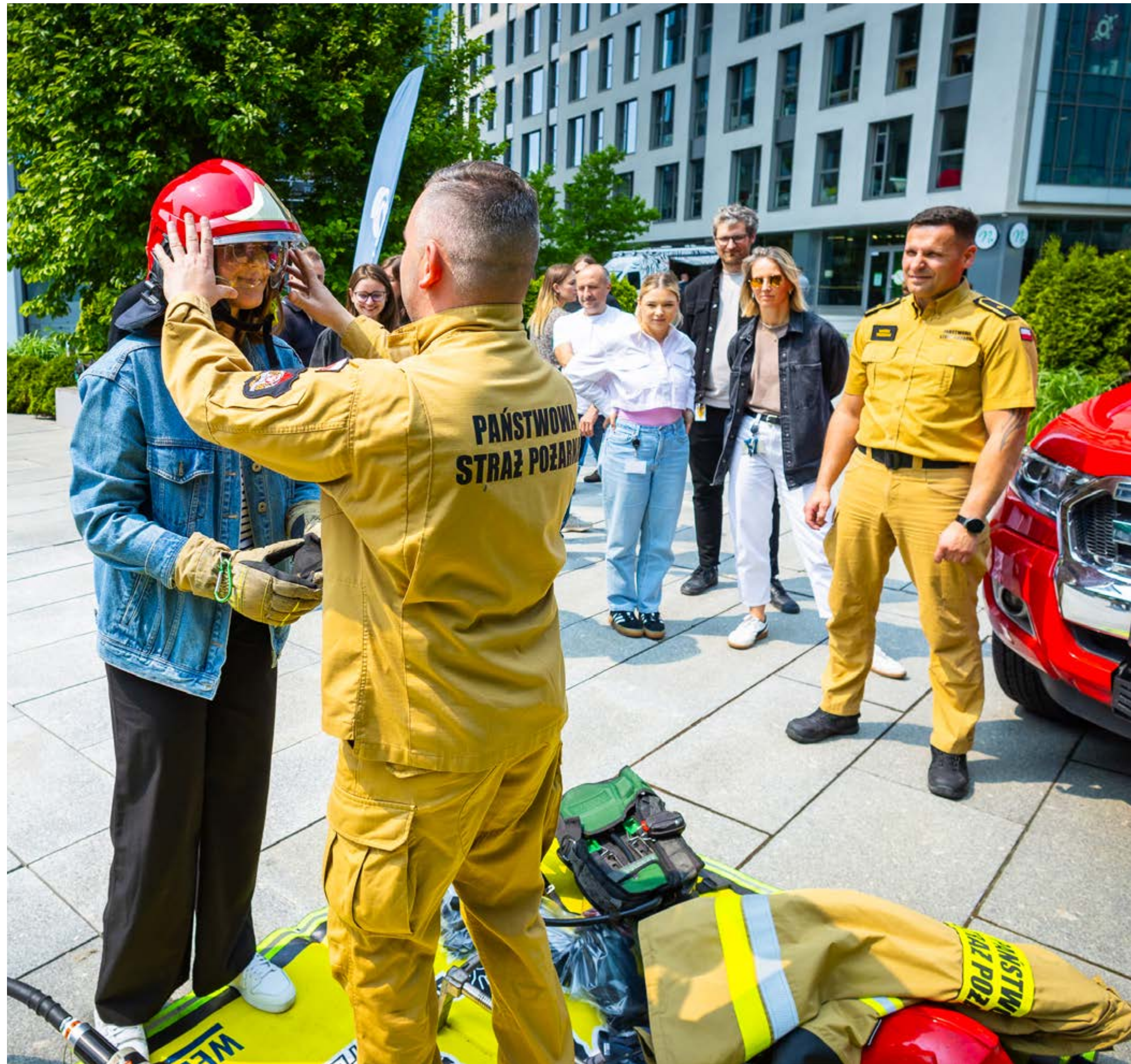
The Olivia Centre's Security Department honed its skills in 2024 with many things, including:

-  qualified first aid training,
-  fire safety inspector training,
-  practical workshops on responding to attacks, on first aid and the use of technical security measures,
-  workshops on "Building the resilience of organisations, facilities and public spaces to bomb attacks",
-  the international science and technology congress: "Resilience of public facilities and critical infrastructure against war, hybrid attacks and terrorist threats",
-  practical and technical workshops entitled "Civil Protection and Civil Defence – from a legal perspective to practical implementation, facts, dilemmas, solutions",
-  the international scientific conference: "Crisis Management – Civil Protection – Rescue",
-  practice in static and dynamic shooting.

Safety is our priority. Last year, we conducted 43 trial alarms for physical security staff and 69 training sessions for Olivia's employees and Residents, as well as the local community. We have conducted numerous training sessions on:

- fire protection,
- pre-medical first aid,
- appropriate behaviour in crisis situations (criminal, war, hybrid attacks and terrorist threats).

We also shared our safety knowledge during an outdoor event entitled "Safety Day", organised by us in June 2024 for all Residents. State safety services also participated. It was possible to see live demonstrations of the various police and fire brigade formations in action, take a close look at the equipment they use, and test the reaction of one's own body on crash and rollover simulators. Those wishing to do so attended a number of lectures on safety. We have written more about this event later in this report.



Employee and associates safety

Safety is a key value for us, which is why we focus on creating a safe working environment, taking into account international standards and local law. We respond to all reported accidents and near misses that could lead to an accident, disaster or any other hazards. To date, no suspected occupational diseases have been identified, and in 2024 we prevented all accidents at work.

The Tonsa Group considers the health and safety of all its Business Partners – employees, associates and contractors' employees – to be of the highest value and integral to the work they do.

Our safety objectives are included in the Health and Safety Policy, and we achieve them through:

- ensuring safe and hygienic working conditions;
- minimising hazards at the workplace;
- implementing safe and innovative working techniques;
- improving the organisation, working conditions and skills of employees and associates;
- complying with the laws and the principles of occupational health and safety.

These activities are based on the following security pillars:

- involvement of top management in safety management; regular training;
- involving all employees and associates and encouraging them to offer their own proposals for improving safety;
- conversation with stakeholders to implement solutions to prevent possible risks of accidents at work;
- risk management through monitoring working environment conditions, identifying hazards and keeping risk to a minimum;
- monitoring health and safety performance;
- responsible selection of persons to carry out tasks, taking into account the assessment of relevant safety competences.

In 2024, we carried out four workstation inspections and Safety Walk & Safety Talk meetings on a regular basis. Safety walks are friendly safety rounds during which we pay special attention to proper employee and contractor work performance. 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. As a result of the Safety Walk inspections, two Safety Talk training sessions were conducted for a total of 42 people. The main topics of the training were working in the dark and slipping.



Construction and fit-out work

The safety of employees and associates during construction and fit-out works is vital for our Group. We make every effort to implement the Safety Policy here through activities such as:

- identification of potential threats and risk assessment at workstations,
- regular monitoring of working environment conditions,
- hazard prevention at workstations,
- appropriate choice of clothing, footwear, and personal protective equipment,
- implementation of safety audit plans,
- improvement of working conditions,
- regular reviews of workstations, ongoing dialogue with parties concerned (suppliers, contractors and safety services).

The OHS team conducts activities promoting safe habits and strengthening routine behaviours. On the construction site, OHS experts hold training sessions for new employees, associates and contractors and carry out regular inspections, each with a report discussed with the site manager and contractors. The Group has implemented and applies procedures and instructions for:

- reviews of working conditions,
- working in a standing and sitting position,
- entry to the construction site and the minimum requirements for contractors,
- working at height and proper acceptance inspections of scaffolding,
- use of personal protective equipment,
- work with heat,
- work in rooms with increased hazard levels,
- transport and hoisting works,
- working at heights,
- fire protection,
- working with electricity,
- demolition, renovation and assembly work,
- driving vehicles,



- working with refrigerants and f-gases,
- working with hazardous substances,
- working with equipment and installations under pressure,
- manual handling and removals,
- workplace health and safety (administration and office workers, carpenters, steel fixers),
- first aid.

Before entering the construction site, our subcontractors and contractors undergo internal training with a representative of OHS services. The construction site rules, potential hazards, accident reporting and evacuation methods are then discussed. General information about health and safety reviews and inspections is also provided.

A Health and Safety Officer is appointed during construction, an Instruction for the Safe Execution of Work (IBWR) is in place and OHS records are maintained. An OHS logbook is also kept and inspection reports are produced weekly. Based on these, solutions are implemented on an ongoing basis to ensure safety on site.

Service work

We are truly aware of the significance of the safety of work 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 and investor and fit-out supervision. This gives us the certainty that we act in accordance with the established regulations.

The control and reduction of OHS risks are carried out in accordance with the internal rules of the supervisory hierarchy; compliance with OHS obligations and legal provisions is monitored on an ongoing basis. Maintenance work also follows the procedures mentioned above to minimise OHS risks.

The OHS management system and the activities of our companies based on it meet the highest standards. We feel responsible for our employees and associates, regardless of the form of employment or cooperation, and for all persons staying on our grounds. We are committed to minimising all risks and hazards. Every day we try to identify new threats and respond to them appropriately.

Health and safety training

We attach great importance to training our employees and associates in occupational health and safety. We ensure that the training topics are tailored to the scope of duties and hazards at the workplace. Before establishing cooperation, we verify the qualifications and skills of candidates required for a given position.

Management is regularly informed about current changes in OHS and trained in this area. 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 are constantly applied.

We ensure that the training topics are tailored to the scope of duties and hazards at the workplace.



S1

Promoting
a sustainable city

S9

Diversity and equality

3-3

413-1

413-2

We look after our Residents

Olivia's Residents include global consulting brands, ICT companies, government sectors and energy, medical and financial services. **The environment and community we create is also advantageous to smaller entities, e.g. entrepreneurs or start-ups developing dynamically as part of O4 Coworking, located in as many as four Olivia buildings, each tailored to the different needs of the companies concerned.**

Going beyond the typical role of a landlord, every year we take steps to integrate Residents – **a group of almost 15,000 employees of companies based in the Olivia Centre.** We try to get to know their needs well and respond to them in the best possible way, definitely exceeding the traditional understanding of the role of an office centre. The result of our approach and commitment is the high commercialisation rate of Olivia's buildings. The vast majority of Residents stay with the Group for longer and they use the office space more efficiently, benefiting the environment and the resources consumed. Importantly, they also actively participate in the life of our centre.

As part of O4 Coworking, we organised 15 networking meetings and a large LeadWell conference for the management staff of Residents and external guests, which was attended by 120 people. Recruitment support was provided to 20 companies, for which speed dating recruitment events were organised in cooperation with local universities. Speed dating at O4 is not only an opportunity for employees and employers to get to know each other during intensive face-to-face meetings, but also training and workshops preparing young people to enter the labour market. In 2024, 100 students and almost the same number of school pupils from the Pomeranian Province took part in these events.

**As part of
O4 Coworking,
we organised
15 networking
meetings.**

We also work with a group of HR practitioners to promote the highest standards of employment and employee retention. As part of this cooperation, we established the HR Club in 2018. The club's mission is to support its members in shaping work patterns and developing soft skills based on modern solutions and trends. We create a space for discussion, knowledge and the exchange of professional experience. In 2024, the Club met five times, focusing on topics related to creating a safe working environment and supporting employee well-being – issues that are a priority for many employers today. Much attention was also paid to the hybrid work model, which poses numerous organisational and psychological challenges, especially in professions requiring strong teamwork. These issues are increasingly influencing the shape of human resources policy.

For many years, the off-site experience of our Residents has been important to us, which is also – as our research has proven – of great importance to them. **According to research done in 2022, as many as 63% of those surveyed have attended Olivia events.** In turn, those who attend them are not only more likely to recommend working in Olivia's companies to friends, but also to plan their presence in the office because of an event or a non-work meeting. Interestingly, as many as 32% of those affiliated with our clubs come to the office on extra-curricular days.

Among the projects presented in detail later in the report, which were aimed at developing the talents of Olivia's Residents, social integration and engaging the local community, were: the Olivia Prize competition, Oliwa Neighbourhood Budget, a family picnic on Children's Day with Primary School No. 35 in Oliwa, Safety Day, Olivia Festival, "Together at Christmas" combined with a Christmas concert by the Olivia Choir, Olivia Art and Olivia Sport.

Throughout 2024, we sought to build a strong, committed community that co-creates and develops Olivia. We wanted to get to know, support and promote the professional and non-professional activities of our Residents, encouraging them to exchange experiences and cooperate with each other. We initiated numerous events supporting team building, continued those that have been appreciated by tenants for years, and initiated new ones, getting to know the interests and passions of Olivia's employees better and better. We also got involved in campaigns initiated by companies based in the Olivia Centre. This has resulted in our new gamification project called "Olivia Quest", the development of the



Olivia Centre Football League and the Billiards League under the patronage of Omidia, the charity volleyball tournaments we support under the auspices of Bayer, year-round sailing and the LeadWell O4 Coworking conference for leaders. We have also continued to develop the Olivia Centre Choir, which brings together representatives of several dozen of our companies.

In 2024, we decided to better recognise and understand the needs of our Residents. We are committed to ongoing, constructive dialogue and, consequently, to implementing solutions that satisfy them. The most important thing for us was and is not so much a perfect understanding of market trends as a thorough knowledge of the expectations of the companies based at Olivia and their employees. We therefore continued the above-mentioned 2022 survey entitled "The Olivia Centre Community". **This time, however, we focused on analysing areas that affect well-being, including employee satisfaction with their private and professional lives, and thus their sense of belonging to the place where they live and work. In the survey, as many as 76.8% of respondents declared that they feel fulfilled in their professional lives.** Residents also indicated that an inspiring work environment should provide opportunities for training to improve qualifications, appreciate employees and be managed in a way that takes into account the different needs of workers.

Recent years have confirmed that office centres play a very important role in integrating employees and building organisational culture. To live well, we need connections with other people. The feeling that we are part of a community is of considerable importance today, helping us to face the challenges of the modern world.

Building this community is more important today than ever before. It gives every brand a direct line of communication with its customers and employees. It allows relationships to be established and strengthened, provides support and enables real-time feedback. Why is this so important? Because thanks to our community, we can offer much better products and services, while ensuring that they meet the expectations of our Residents and evoke positive emotions in them.

The year 2024 was spent in the spirit of further building the strong community we have mentioned many times before. Connecting people and creating a sense of community and belonging is still our great challenge. We have set ourselves ambitious goals: to increase social interaction and engagement. We want Olivia's Residents to not only feel that this is their place, but also want to help shape it, being a source



of knowledge and valuable advice for us, showing interest, informing us and helping to develop this place

Relations with Residents

The Olivia Centre is primarily made up of our Residents, a group of over 15,000 people. It is very important for us to maintain regular contact with them, keep them informed about all events at Olivia and respond quickly to their needs. In order to improve communication with Residents, we have implemented additional digital tools alongside daily face-to-face meetings. These include the constantly evolving MyOlivia app and our proprietary MySolvvy software, launched in 2024, which supports ticket management and facilitates contact with the operations team.



MySolvvy proprietary supporting software:



- **communication between Residents** on current matters related to the rental agreement and additional needs (e.g. reporting faults, enquiries, ordering additional work),

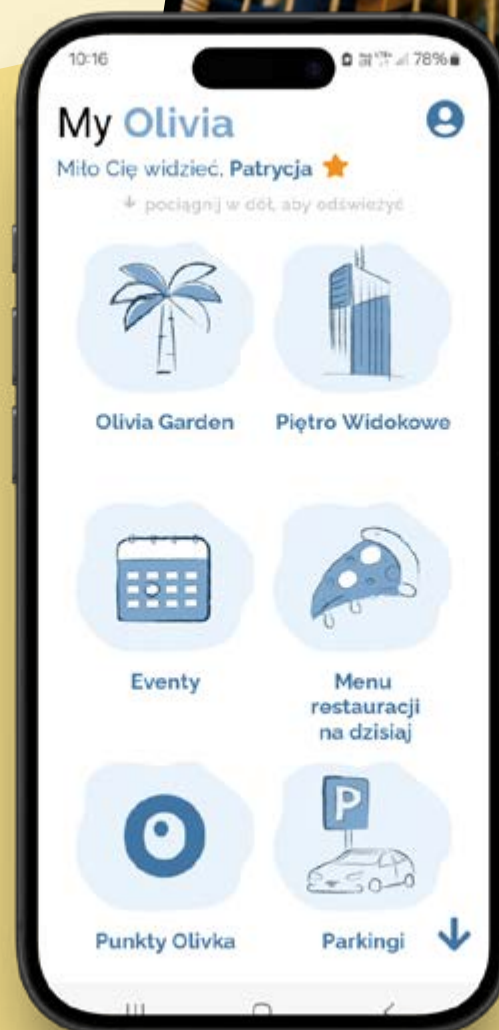


- **the manager and owner** in comprehensive building management and rental agreements.

The biggest advantage of the system is the ability to communicate quickly, efficiently and in a structured manner on current issues between the Office Manager and Facility Administrator.

The system is linked to the MyOlivia ecosystem, so users can also install this application within a single account.

In the near future, we plan to further develop the MyOlivia app. We intend to enable the creation of technical requests to MySolvvy and implement an additional service - a mobile access card to offices.



MyOlivia app allows the Residents of the Olivia Centre to:



- read news about Olivia | and its Residents;



- **reserve a bicycle locker;**
- pay for an outdoor parking ticket;
- purchase a parking subscription;



- book a ticket for free events at Olivia,
- buy tickets for paid events;
- **enter the Observation Deck and Olivia Garden free of charge;**



- find out about discounts, promotions, and discounts they can take advantage of;
- benefit from Natka's or Natka Bistro's loyalty programmes;
- check out the menus of our restaurants;

and soon, they will benefit from further facilities that we are currently designing.

We are building the Olivia Home community

In 2023, the Group's investment portfolio expanded with the Platynowa Park residential project. Today, we have two more projects of this type in the pipeline – Leśna in Sopot and Olivia Pulse, the latter being part of the expansion of the Olivia Centre office complex. Our involvement in residential projects gives us the opportunity to have a real impact on the quality and comfort of life of the residents of Pomerania. When planning residential buildings, we pay close attention to their future location and existing infrastructure. All our projects are characterised by high standards and are aimed at a wide range of customers.

Customer satisfaction plays a key role in the success of our investments, which is why the Olivia Home team, consisting of sales and marketing specialists and advisors with extensive experience in the property development industry, is actively involved in the design process. They are closest to our customers and know their expectations best. At the sales stage, we attach great importance to transparency. We are open about our land development plans and we honour all commitments made in the project plans.

When designing the Platynowa Park residential development, we made sure that residents have access to everything they need within a short walking distance. The location of the estate is characterised by a rich service and commercial infrastructure, an extensive public transport network and convenient access to nearby health centres. residents can also take advantage of a wide range of educational opportunities for children and young people. Cleverly designed walkways make getting around the area pleasant, safe and convenient. We have made sure that the development includes numerous places for outdoor recreation, playgrounds and cosy green areas. Active people who like to spend their free time outdoors will appreciate the well-kept space, outdoor gyms, sports fields and kilometres of charming walking and cycling paths leading to the historic Oruński Park. The surrounding sports facilities also include gyms, a swimming pool, an Orlik sports field and tennis courts. Cycling enthusiasts will appreciate the numerous bike racks next to the buildings and the bike repair station. The functional layouts of the turnkey flats, available in three styles to choose from, have a positive impact on the comfort and well-being of residents. In addition, a playground, numerous relaxation areas, an intimate gazebo, a flower meadow and rain gardens encourage neighbourly relations.

The Leśna investment in Sopot, currently under construction, is a nod to those who value peace and proximity to nature.

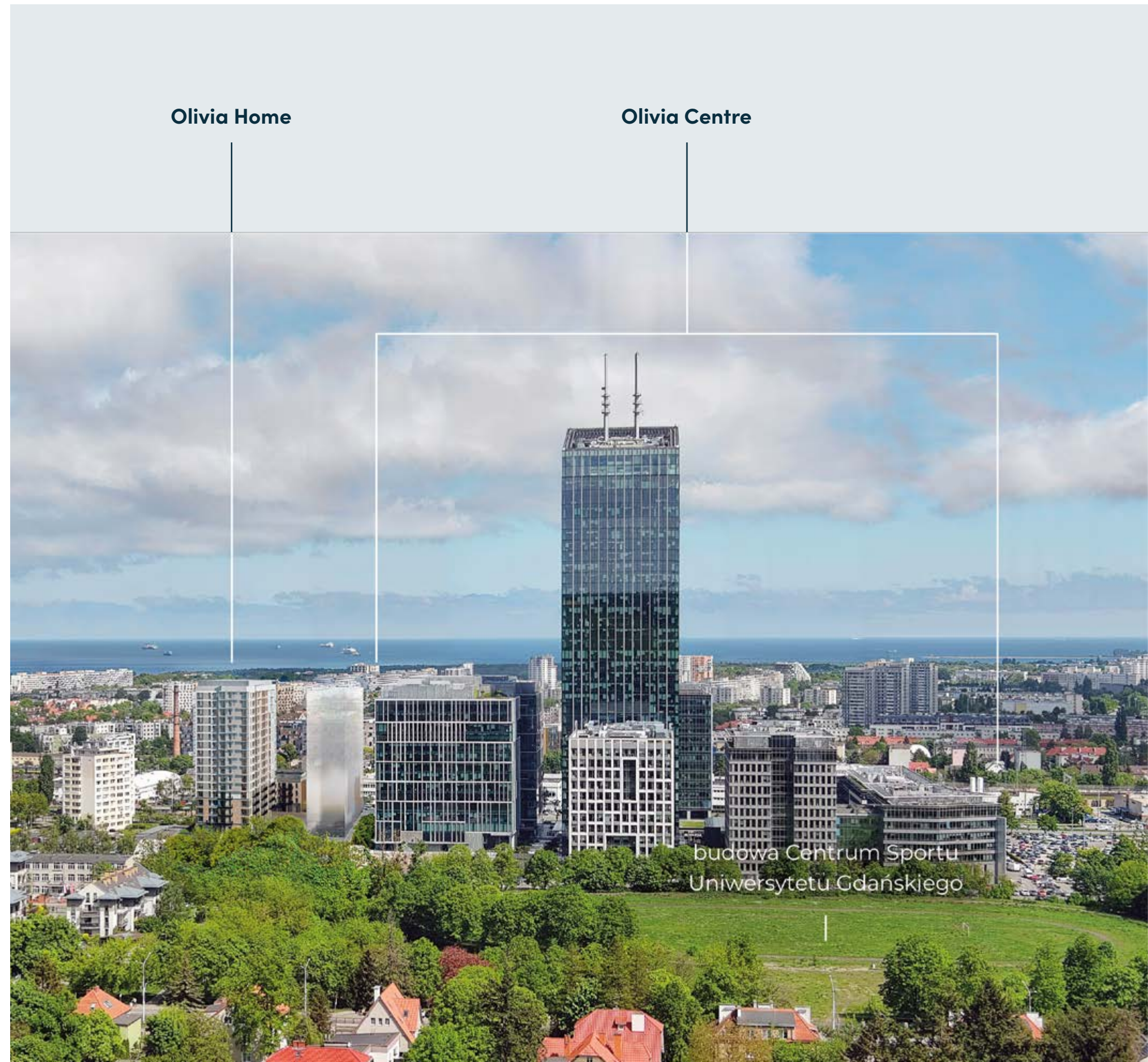
The surroundings of the Tri-City Landscape Park and the proximity of the Bay of Gdańsk create a unique microclimate, conducive to a healthy and active lifestyle. The advantage of the location of the Leśna Sopot flats is the intimate nature of the development and its optimal distance from the main arteries of the city, which will allow residents to relax in peace and quiet. The meticulously thought-out, highly functional layout of the rooms will ensure maximum comfort, and large windows will perfectly illuminate the interiors with natural light. Each flat has a spacious garden or balcony from which you can admire the Bay of Gdańsk and the extensive Tri-City park. residents will also have access to a forest garden designed in collaboration with the Landscape Studio team, which will include landscape architecture elements and artistic installations that will give the space an individual and unique character. There are numerous service outlets, a pharmacy, schools and universities, medical facilities and sports centres in the vicinity of the development.



Olivia Pulse is a development intended largely for long-term rental, located in the vicinity of the largest multifunctional centre in Poland. This will provide future residents with the opportunity to live in a 15-minute city and synergistically use all the infrastructure available at the Olivia Centre. The space has been designed with pedestrians and cyclists in mind, promoting a healthier, more active lifestyle. In addition, easy access to parks, cycling paths and other recreational areas encourages regular physical activity. Future residents will also be able to enjoy the green space in the Olivia Garden, which is accessible all year round. The proximity of the business centre will foster professional and personal development. Future tenants will be able to actively participate in Olivia's activities by taking part in numerous events and Olivia's clubs.

The building is being constructed in accordance with BREEAM certification, meeting the most stringent criteria for sustainable construction and being close to ecology and the environment.

In 2025, we have set ourselves the goal of optimising the processes of investment preparation, finalisation of sales and after-sales service to meet the highest market standards. Our portfolio, as in the Olivia Centre, should be based on regular customers, and this is our goal.



Opportunity to live in a 15-minute city and synergistically use all the infrastructure available at the Olivia Centre.

S3

Social commitment and relations with the local community

3-3

403-6

416-1

Keeping the local community in mind

Olivia is located in the centre of Gdańsk's Oliwa district. We have made it not only a meeting place for the local community, but also a tourist attraction. Visitors can enjoy the 360-degree viewing deck on the 32nd floor, the winter garden located in the Olivia Star building, and numerous dining and service outlets located within the complex. Olivia has also recently gained a sporting character, thanks to volleyball courts and the Pixel XL entertainment centre. Another important aspect for us is our involvement in local initiatives and events.

We create an open space for residents

Although our main business is office space, we design our investments with accessibility for the local community in mind.

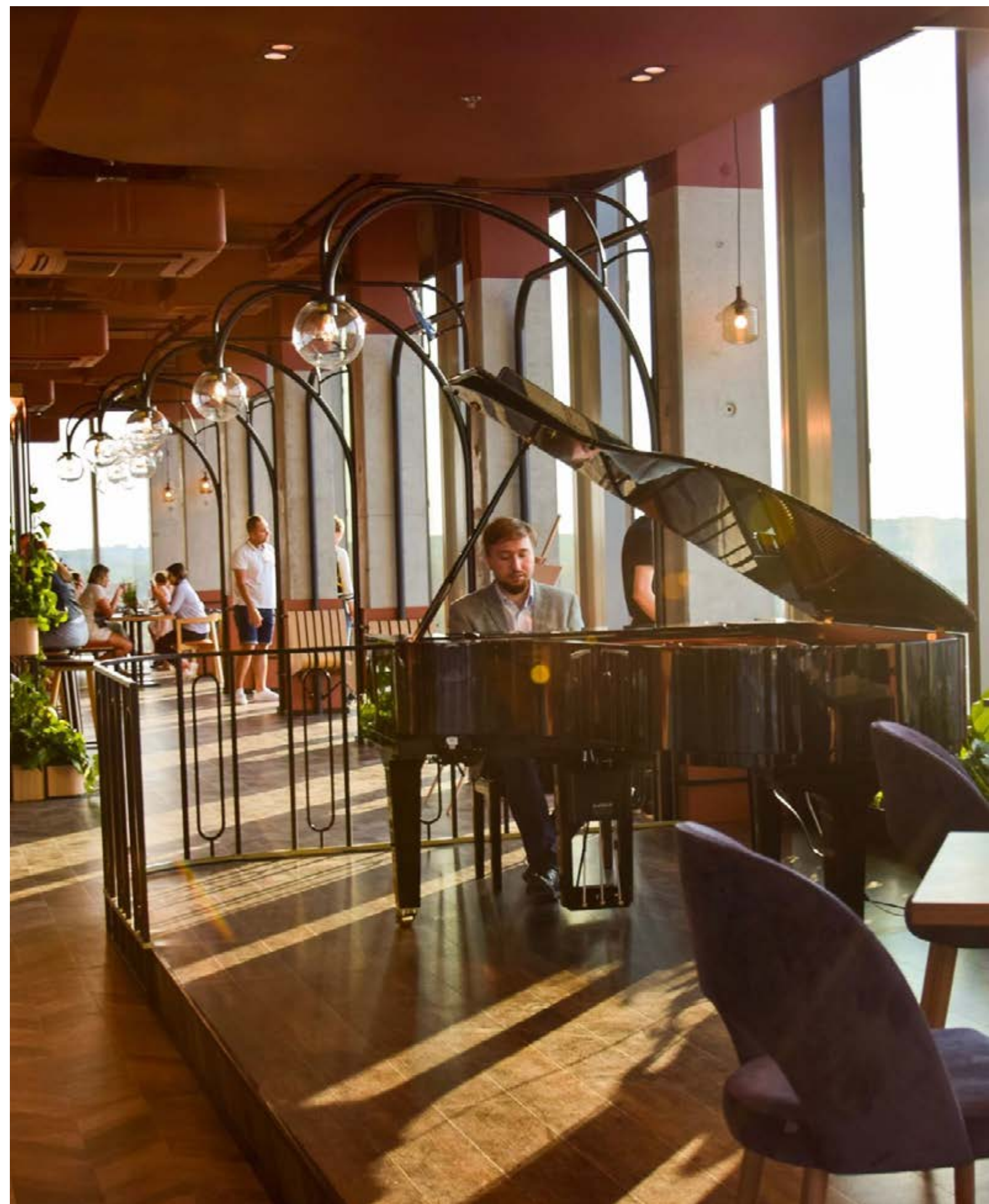
On the 32nd floor of Olivia Star, the centre's tallest building, a viewing deck is open to the public. It offers not only a stunning 360-degree panorama of the Bay of Gdańsk, the Tri-City Landscape Park and Baltic's cliff coastline, but also originally designed interiors, dining and leisure facilities.

On the 33rd floor of the building, there are two prestigious restaurants: Arco and Treinta y Tres, run by Paco Pérez, one of the world's most successful chefs, so far honoured with 6 stars from the prestigious Michelin culinary guide. In 2024, the sixth star was awarded to the Gdańsk restaurant Arco by Paco Pérez, making it one of only five restaurants in Poland to receive this prestigious distinction and the only one in our region.

Floor 34 is a modern conference centre that hosts nearly 1,700 events every year. These include conferences, training courses, debates with world-renowned experts, theatre performances and concerts by stars such as Leszek Możdżer, Daria Zawiałow, Mrozu and Krzysztof Zalewski. Engagements, weddings, birthday parties and proms are also increasingly held here. (Nearly one-third of all proms in the Tri-City take place on the 34th floor of Olivia Star).

It may come as a surprise that every Friday, the 32nd floor of the Olivia Star office building hosts discos, attracting a regular crowd of lovers of good music, stunning views and delicious cuisine in the late evening hours.

Located on the ground floor of the building, the Olivia Garden tropical garden is the only place of its kind in Poland, combining exotic plants from around the world, excellent cuisine



ne and a calendar of unique events, including dance classes with professional instructors, karaoke, knowledge quizzes and Cuban-style parties. The garden is open to the public all year round.

The key to the facility’s success as a mixed-use centre is enriching it with elements and solutions that contribute to its attractiveness in the eyes of people who office space investors would not originally have thought of. Not only is this important in making the facility more community-friendly, but it also has the effect of diversifying investors’ revenue streams after the iconic 5pm hour when most office buildings turn off their lights.

The Olivia Centre set its sights on building a wide range of services many years ago and, over time, it has started to host very non-obvious projects here, such as weekend entertainment events, theatre performances, concerts or wedding receptions. As a result, it is becoming a lifestyle project, a place to be. Interestingly, the number of photos uploaded by participants of events at Olivia to social media outside office hours has long since exceeded those uploaded during the working week.

We support social and educational initiatives

We cooperate with local foundations, schools and non-governmental organisations, offering promotional, financial or material support for social initiatives. In 2024, in the fifth edition of the Oliwa Neighbourhood Budget initiated by the Olivia Centre, four projects by residents of Oliwa and Przytorze Małe received financial support. The Budget is described in more detail later in this report.

As part of speed dating organised at O4 Coworking, students from schools in the Pomeranian Province had the opportunity to take part in workshops preparing them for entering the labour market and to meet potential employers. The event was attended by 100 students and almost the same number of school pupils.

Together with our neighbours in Oliwa, we celebrated Children’s Day organised jointly with Primary School No. 35. Participants had a great opportunity to have fun and integrate in four zones (Food&Chill, Toddlers, Edu&Fun, Sport). There was also an educational aspect to the event. The Edu& Fun Zone hosted environmental workshops, first aid classes and health workshops.



Zero Stress Zone – A Modern Leisure Space

The Zero Stress Zone at the Faculty of Law and Administration of the University of Gdańsk is the result of cooperation between the Olivia Centre, the University of Gdańsk and the Design Anatomy design office. The idea to create it, or rather to revitalise an unused, existing space, came from the students themselves and was implemented as part of the Academic Civic Budget. The final result is a charming "chillout zone" that promotes integration, relaxation and creativity.

The interior, designed in the spirit of biophilic design, combines neutral, soothing colours with the ubiquitous greenery of plants, which are an integral part of it. Thanks to modular, functional furniture and well-thought-out design solutions, a place has been created that meets the diverse needs of students and university staff.

The Zero Stress Zone, combining modern design and biophilic arrangement, is an example of harmony between form and function.

The cooperation between the University of Gdańsk, the Olivia Centre and Design Anatomy shows how valuable the integration of academic and business environments can be. In this case, it promotes, among other things, an innovative approach to the design of common spaces in the spirit of sustainable development.

For years, we have been cooperating with the Inspiring Examples Foundation, which helps young people in their professional development and in making informed choices about their further education after secondary school. In 2024, we also supported the Alkantara Academy, a scholarship programme created for the most talented students in their final year of secondary school. The aim of the academy is to comprehensively develop future specialists by effectively developing their talents and professional competences. The academy held 10 meetings, during which topics such as online safety, career architecture, opportunities and threats in the labour market, and finding one’s own superpowers were discussed. Twenty-four students took part in the workshops, and five of them received scholarships.

We promote local culture and identity

We promote art and support its creators, especially local artists and those who work at the Olivia Centre companies on a daily basis. A few years ago, we launched the Olivia ART project, which began with a series of intimate concerts called Olivia Camerata. Shortly after them, we decided to present in Olivia not only excellent Tri-City musicians, but also other artists – painters, sculptors and photographers – at our centre. In 2019, we launched a mini-gallery in the lobby of Olivia Star, open to all visitors. In 2024, visitors could admire the works of photographers belonging to the Olivia Residents group. But that's not all. During one of the regular "Summer on the Patio" events, a several-hour-long art workshop was held, during which participants could create their own works of art. We invited three Gdańsk artists, Natalia Liszewska, Karol Wawrzyniak and Lucjan Chorzelski, to collaborate with us.

Art is also an integral part of the Olivia Prime A lift lobbies. Here, you can admire the works of outstanding Tri-City artists such as Seikon, Looney, Tuse, Rdest, Patrycja Podkościelny and Mikołaj Sałek/Workshop91.

We support micro-mobility

We know that local residents can be adversely affected by the increased number of cars parking in the vicinity of the Olivia Centre, which means increased traffic and potential traffic difficulties during rush hour. We strive to respond to this challenge by encouraging the use of alternative means of transport, providing our extensive infrastructure, making it easier to choose these options, and enhancing the comfort and satisfaction of their use.

We are promoting the use of bikes and other unicycles. We have set up special lockers in Olivia for scooters, also those with the option of charging electric models. We have monitored bicycle parking facilities, both above ground and underground. Dozens of city scooters and publicly accessible electric scooters are parked in front of the Olivia centre every day. We have the very popular Mevo 2.0 bike stations, which allow the rental of traditional and electric public bicycles. We make it easier for Residents to choose zero-emission modes of transport, for example by introducing facilities such as the ability to book bicycle lockers (and access to showers) via the MyOlivia app. We also actively engage in consultation processes regarding transport solutions implemented by the city of Gdańsk.



We promote art and support its creators, especially local artists and those who work at the Olivia Centre companies on a daily basis.

We look after our associates

S5

Employee rights

S8

Counteracting
discrimination

S9

Diversity
and equality

2-7

3-3

401-2

404-2

Due to the nature of its business and the requirements of its lending institutions, the Tonsa Group, as a general rule, does not employ staff in its companies. However, it has a permanent, dedicated team of associates in affiliated companies who have been providing services to them for years.

A key document to ensure that the rights of employees, but also of associates and contractors, are respected is the Code of Conduct. We wrote more about it earlier in this report. Our basic requirement – both towards ourselves and our business partners – is to comply with the standards and laws in force in Poland, especially the Labour Code, and:

- UN Universal Declaration of Human Rights;
- Convention of the International Labour Organisation (ILO);
- OECD Guidelines for Multinational Enterprises;
- UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation.

It is important for us to ensure that all employees and associates are treated equally regardless of age, gender, race, origin, fitness level, social affiliation, religion, belief, and sexual orientation.

In addition, every year we organise a number of initiatives exclusively for our employees and associates. In 2024, we had the opportunity to celebrate together:

- Boy's Day,
- Women's Day,
- Pizza Day,
- Fat Thursday,
- and take part in a summer integration event and a Christmas dinner in December.

We also invited our employees and associates to participate in charity events, supporting animal foundations and socially neglected groups.

They could also participate in all initiatives for Residents, including the Olivia Quest game, Summer on the Patio, lectures, conferences and workshops. We promoted a healthy lifestyle, among other things by encouraging participation in the initiative "Bike to Work and School – Kilometres for Gdańsk" and provided psychological care to combat depression. Our employees and associates were also able to take advantage of free flu vaccinations.

✓ life insurance

✓ medical insurance

✓ MultiSport card

✓ lockers and showers for cyclists

✓ English classes

✓ opportunity for professional development

✓ entry to the Olivia Star observation deck,

✓ participation in cultural projects, webinars, workshops and sports activities organised by Olivia, O4 Coworking and Residents at preferential conditions.



Training activities for people working for the Tonsa Group, whether they are our employees or associates who have been providing services dedicated exclusively to Olivia for years, are conducted by qualified and certified internal coaches and third-party experts. Owing to this, the educational offer is tailored to the specific nature of the company's operations and meets the development needs of those who maintain and develop all Group-related entities on a daily basis. We also constantly promote a culture of knowledge sharing throughout the Tonsa Group and in our value chain, attaching great importance to associate development programmes.

We present the portfolio of development programmes dedicated to the employees and associates below.



Regular workshops concern the organisational culture and company values. We engage managers and employees in the process of building corporate culture and updating company values.

The workshops cover areas such as the commonality of strategy and business goals, unified communication, and the setting out of collaboration standards.



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



Coaching and Mentoring 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.



Substantive, thematic, and industry-specific training. We offer the opportunity to participate in courses and conferences on improving qualifications, updating knowledge necessary for a given position, and acquiring information on current trends and new technological solutions (in a given field or industry).

The Group offers all its employees and associates extensive medical packages and access to numerous benefits, such as life insurance, medical insurance or the Multisport card. They may also actively take part in cultural projects, webinars, workshops, and sports events held at Olivia.



A space conducive to life and work

Every day, Olivia is visited by several thousand people – representatives of various industries, generations and professional paths. They are united not so much by their workspace as by the opportunities for professional and personal development. This is thanks to an extensive range of events, training courses, workshops, social initiatives and attractive infrastructure available around the clock.

It is important for us to create working conditions tailored to the diverse needs of our Residents. For example, as part of O4 Coworking, located in four Olivia buildings, we have created spaces conducive to teams with different requirements and personalities.

- **O4 Four** is a creative space characterised by a relaxed and informal atmosphere. Table football tournaments are held here, and during breaks from work you can play table tennis. It is also here, in the O4 Conference Centre on the ground floor, that numerous events are organised. Pets are also welcome at O4 Coworking in the Olivia Four building.
- **O4 Flow** is a stylish and intimate space inspired by greenery and nature. It is a place dedicated primarily to women (but not exclusively), where they can support each other in their personal and professional development.
- **O4 Star** is a creative interior and green terrace designed to inspire. The space has been designed in the spirit of less waste – the furniture and finishing materials come from the second-hand market.
- **O4 Six** is an intimate space on the 13th floor of the Olivia Six building, offering Residents an amazing view of the surrounding forests. It is the perfect place for small teams to work in concentration.

For years, we have been designing our Residents' offices in line with the latest trends (such as biophilic design, ecology and recycling) and taking into account the needs of employees. This is the goal of our architectural office, Design Anatomy. For example, the Bayer Group office, designed by Design Anatomy, was recognised by the editors of Property Design as one of the most interesting and modern in Poland. The design combines a modern approach to workspace with local heritage. It not only supports the functionality of teamwork, but also tells the story of Oliwa, one of the most beauti-

Multifunctional O4 Coworking space



Offices design in line with the latest trends



Public viewing platform offering a 360-degree panoramic view of the entire Tri-City



The Olivia Garden - the green jungle at the heart of the business complex



Work&Chill Station is an intimate space on the first floor of Olivia Star



Volleyball courts and beach volleyball courts available to everyone



ful districts of Gdańsk. The colour scheme for the office refers to the greenery of the Tri-City Landscape Park surrounding Olivia and the brick red of the roofs of the Oliwa tenement houses.

On the 32nd floor of Olivia Star, the tallest building in the complex, there is a public viewing platform offering a 360-degree panoramic view of the entire Tri-City. From here, you can admire the Baltic Sea, Bay of Gdańsk, the Tri-City Landscape Park and Gdynia's cliff coast. The floor also houses originally designed interiors, catering and leisure facilities. On the 33rd floor, there are two prestigious restaurants: Arco by Paco Pérez, awarded the first Michelin star in Pomerania, and Treinta y Tres, honoured with the Bib Gourmand distinction.

The Olivia Garden - the green jungle at the heart of the business complex - is also open to all, providing a constant opportunity to commune with nature, regardless of the weather or season. The Olivia Garden is 740 m² of green space, filled with over 4,000 plants of as many as 150 species. It is a space where you can relax, calm your nerves, and take care of your wellbeing. Numerous events are held here to take care of your health, and develop passions and interests.

Created in 2022 together with Rezydent, a company owned by Nowy Styl, **Work&Chill Station** is an intimate space on the first floor of Olivia Star, where you can have casual conversations over coffee, work as a team, or individually in a focused environment. You can also relax on a chaise longue. Thanks to the involvement of the OMIDA Group, Omida Bilard Corner was also created on this floor in 2023, where you can play billiards.

Olivia has volleyball courts and beach volleyball courts available to everyone. Our goal is to create a space where Residents and the local community can actively spend time outdoors, both during work breaks and in their free time. The sports fields promote integration and fun. With this in mind, a flower meadow was also created around them.



We are a trustworthy partner

The international environment of the Olivia Centre is a basis for building valuable relationships and excellent trade and service exchange. After many years of operation, our properties have gained a reputation as an excellent business destination, with friendly conditions for work and meetings, and not just on a professional basis. The location's atmosphere, highest quality and prestige are conducive to establishing business relations and creating new initiatives. The associations, organisations and long-term projects in which the Group is involved include the below mentioned:

Business	Polish-Swedish Chamber of Commerce We support the development of economic and trade relations between Poland and Sweden.
	Polish-German Chamber of Industry and Commerce (AHK Polska). As a member of the largest bilateral chamber in Poland, we support Polish-German economic relations.
	Pro Progressio We are committed to developing the modern business services sector, working with market leaders.
	Business Centre Club As a member of an association of entrepreneurs, we support the development of the Polish economy and entrepreneurship.
	Pomeranian Employers (formerly the Gdańsk Employers' Union) We work together for dynamic development of the employers and business entities operating in the Pomeranian region.
	Gdańsk Business Club - we are involved in lobbying and making the economy more active in the Pomeranian region.
	Follow the Leaders We participate in an international conference dedicated to key trends and challenges in the BSS industry.

Business	HR Club Initiated by the Olivia Centre, it supports the development of soft skills and modern solutions in HR. In 2024 alone, five meetings were held, addressing topics such as the limits of employee support, organisational values, the use of artificial intelligence, burnout and motivation in a changing business environment.
	PZFD - Olivia Home is a member of the Polish Association of Developer Companies.
	GFKM Leadership Conference 2024 We were a strategic partner of a conference dedicated to well-being.
Education	The Economic Convention under the Rector of the Gdańsk University of Technology We cooperate to promote integration between scientific and business communities.
	The CRUNCH research project As part of an international consortium, we are testing the closure of energy, water, heat, food and information flows into a closed cycle, adapting innovative solutions to Polish conditions.
	Cooperation with the Inspiring Examples Foundation. We share our knowledge about the market and career paths with young people by organising meetings and tours of the Olivia Centre as part of study visits.
Culture	Strategic partner in the PULA/Greencoin project We are collaborating on the PULA app, which encourages residents to take pro-environmental actions by offering benefits for changing their habits. The project has received €1.62 million in funding from Iceland, Liechtenstein and Norway through EEA Grants.

Culture	<p>Knights of Malta Christmas Gathering</p> <p>As a venue partner, we are proud to support the organisation of the Maltese Christmas Wafer – a unique Christmas gathering for people in difficult life situations. In 2024, the 23rd edition of this event took place, and for the fourth time it was held in Gdańsk, on the top floors of the Olivia Centre. Over two hundred invited guests were able to celebrate this special time together, enjoying a festive dinner and admiring the panorama of the city. This initiative is carried out by the Association of Polish Knights of Malta, and we are happy to create a space conducive to integration and mutual support.</p>
Health	<p>Cooperation with the Drop of Energy Foundation</p> <p>For years, we have been actively cooperating with the Drop of Energy Foundation, organising mobile blood drives at the Olivia Centre, which help save the lives of many people. In 2024, 12 such campaigns were held at the Olivia Centre, with hundreds of donors taking part. Santander Bank's Resident also joined the project, supporting us in promoting the idea of blood donation. We are delighted to be able to involve our community in activities of such great social importance.</p>

We are delighted to be able to involve our community in activities of such great **social importance**.



S3

Community involvement
and relations with the
local community

S4

Work-life balance

3-3

404-2

Olivia is definitely more than a business

The passions of people at Olivia Centre

At Olivia Centre, we believe that business is not just about work – it is also about passion, relationships and personal development. That is why we create a space where everyone can find something for themselves, for example by getting involved in community-building initiatives or activities that promote a work-life balance. Numerous events and projects created by the Olivia Centre and our partners are open not only to Residents (people working in various companies in the business centre), but also to their families, friends and other residents of the Tri-City.

Olivia Choir – music that brings people together

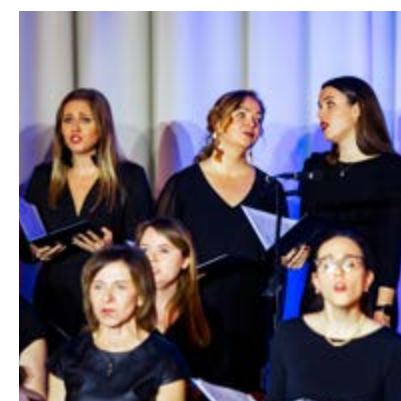
This is a real community of music enthusiasts united by their love of singing. The choir takes part in many Olivia events, such as "Together at Christmas" and "Olivia Festival", and is also involved in charity campaigns, including "Heart with Ukraine" and "Good Concert". In 2024, it took part in the prestigious "Philharmonic under the Stars" project in Bydgoszcz, performing Carl Orff's monumental work "Carmina Burana" together with other choirs from Poland and Germany.

Olivia's Photography Club – art captured in a frame

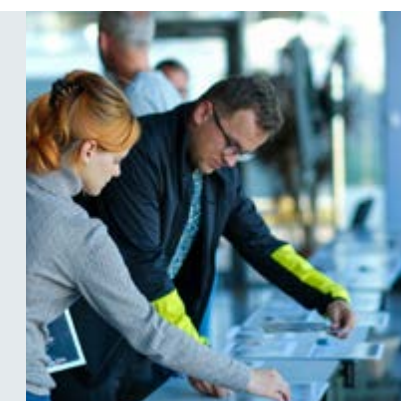
Photography enthusiasts will find a place to develop their skills here, thanks to participation in photo shoots and workshops, among other things. Club members are the authors of numerous exhibitions in the Olivia Star lobby. Their works have been presented as part of exhibitions such as "Unobvious Gdańsk", "Sea You" and "12 Faces of Olivia". Thanks to their talent and commitment, we can admire the beauty of the world around us.

Olivia's Community Worker – we help together

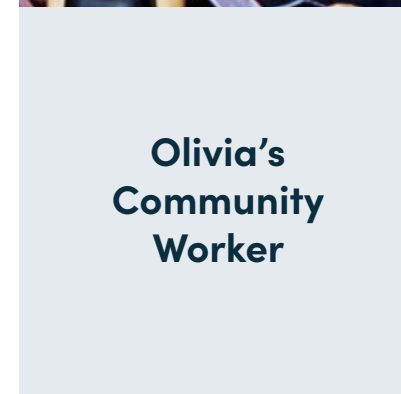
We are involved in charitable activities, from supporting refugees from Ukraine (we collected and delivered over a tonne of gifts to the Polish Red Cross) to regular blood donations as part of the Drop of Energy campaign. We help seniors, support animal shelters and organise collections for those most in need.



Olivia
Choir



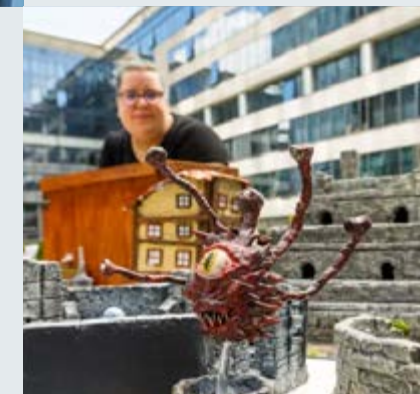
Olivia's
Photography
Club



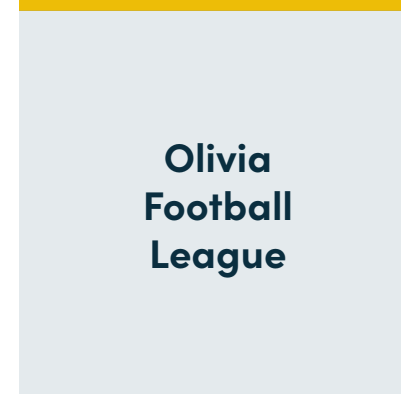
Olivia's
Community
Worker



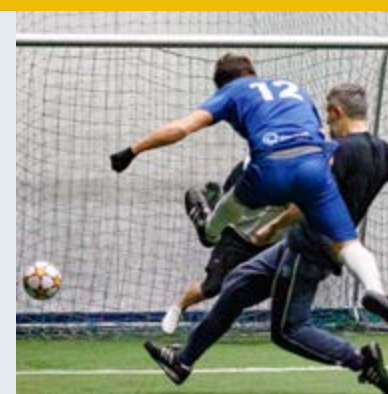
Olivia
Adventure
League



The passions of people at Olivia Centre



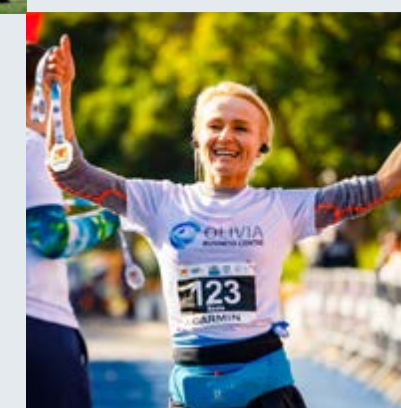
Olivia
Football
League



Olivia
Yacht
Club



Olivia
Volleyball
Club



Olivia
Runners
Club

Olivia Adventure League – the world of RPG and creativity

We bring together fans of role-playing games (RPG) who love unconventional thinking and creating alternative realities. The meetings are a great way to develop your imagination and build team spirit.

Olivia Football League – 11 years of passion for football

Interest in the league is growing every year! In the 2023/2024 season, 11 company teams took part, bringing together nearly 200 players. 70 matches were played, with almost 600 goals scored. Four new football teams have joined the league.

Olivia Yacht Club – a passion for sailing

Founded in 2018, Olivia Yacht Club unites sailing enthusiasts, both experienced sea dogs and novices. We sail all year round. In 2024, we organised 43 cruises – short trips after work and full-day weekend trips, attended by hundreds of Olivia Residents and others.

Olivia Volleyball Club – for champions and amateurs

We play indoor and beach volleyball. We organise our own tournaments and support our Residents' volleyball initiatives, including Bayer's Jump High For Santa Claus charity tournament. We designed and made three professional beach volleyball courts available to our residents.

Olivia Runners Club – together for sporting success

We bring together runners of all levels. In the spring of 2024, we launched a running project with AZS UG (University of Gdańsk Academic Sports Association), with training routes mapped out by award-winning runner Szymon Gumkowski. We met on Wednesdays and Saturdays to motivate each other to achieve better results.



Olivia ART – an art gallery in the heart of business

We started with intimate concerts of the Olivia Camerata series, and today we regularly present the works of artists from the Tri-City – painters, sculptors, graphic artists and photographers – in the lobby of Olivia Star. Among them are the Residents of Olivia Centre.

Piotr Biegaj's exhibition "Birds"

In 2024, we had the opportunity to admire the works of Piotr Biegaj from Lyreco, which was also a co-organiser of the event. The exhibition entitled "Birds" was a rare opportunity to see winged representatives of wildlife up close. According to the artist himself, Piotr's artistic success is due to his perseverance in fighting mosquitoes, patience in waiting for the right moment and a stroke of luck.

Krzysztof Dygas' exhibition "City: Sketches with Light"

Krzysztof Dygas, who works for Nordea Bank, presented his works in the lobby of Olivia Star. His exhibition "City: Sketches with Light" is a collection of unique photographs capturing fleeting moments of urban life. The artist has specialised in street photography for over a decade, striving to capture the unique atmosphere of urban spaces in his photographs.

Exhibition of works by the Olivia Photography Club "Kaleidoscope: Images, Sounds, Emotions, Impressions"

We closed 2024 with an exhibition of works by the Olivia Photography Club – "Kaleidoscope: Images, Sounds, Emotions, Impressions". We presented unique shots from the Inside Seaside 2024 festival by Iwona Karpińska, Andrzej Czarniecki, Marcin Kasperski, Maciej Mazan and Paweł Sykutera. Inside Seaside is not only music, but also a space for art, meetings and inspiring conversations. For the second time, members of the Olivia Photography Club obtained festival accreditation and also participated in workshops led by the official photographer of the event, Karol Kasperski. Their works became a unique record of the festival's emotions.



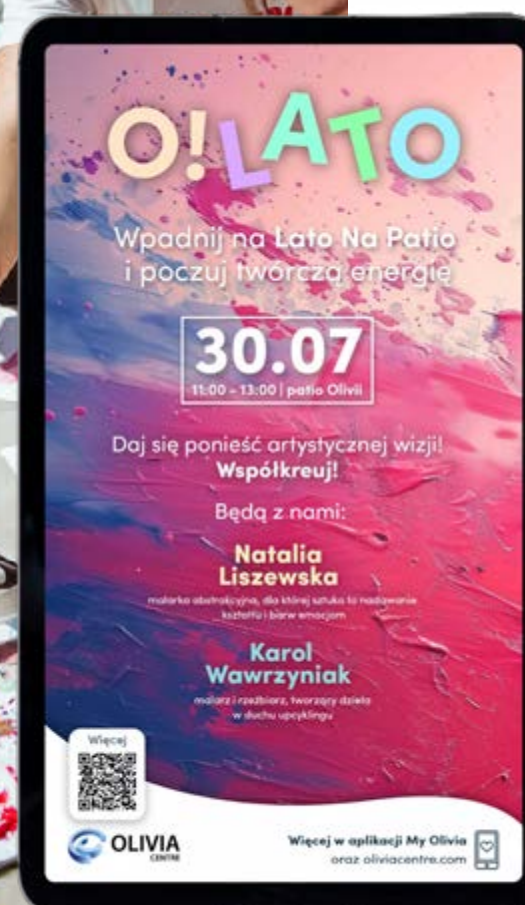
Olivia Centre Choir

The year 2024 was another year of numerous performances and concerts, including at the Consulate of Culture in Gdynia, the Oliwa Culture Hall Olivia Star and as part of the Bydgoszcz project "Philharmonic under the Stars", when the Olivia Centre Choir, together with the Singakademie Frankfurt Choir, the Chamber Choir of the Academy of Music in Bydgoszcz, the Academic Choir of the Bydgoszcz University of Technology and children's choirs from Poland and Germany performed one of the most beautiful vocal and instrumental works of the last century, Carl Orff's "Carmina Burana", accompanied by the I. J. Paderewski Pomeranian Philharmonic Symphony Orchestra in Bydgoszcz. The choir also took part in the 20th International Mundus Cantat Sopot 2024 Festival.

The Olivia Choir has also won several awards. These include the Golden Band in the mixed choir category at the 18th National Carol and Pastoral Competition in Chełmno and the Bronze Diploma in the adult choir category at the 6th Baltic Choir Competition Pomerania Cantat in Słupsk.

Summer on the Patio in Art Style

Art was also the theme of one of the events in the Summer on the Patio series. Participants in Summer on the Patio in Art Style created their own works of art using unconventional techniques and non-standard materials, all in the spirit of upcycling. With the help of brushes, sponges, brooms, spatulas and even jigsaws, they created unique compositions, sculptures and paintings. We invited three Gdańsk artists to collaborate with us: Natalia Liszewska, Karol Wawrzyniak and Lucjan Chorzelski.

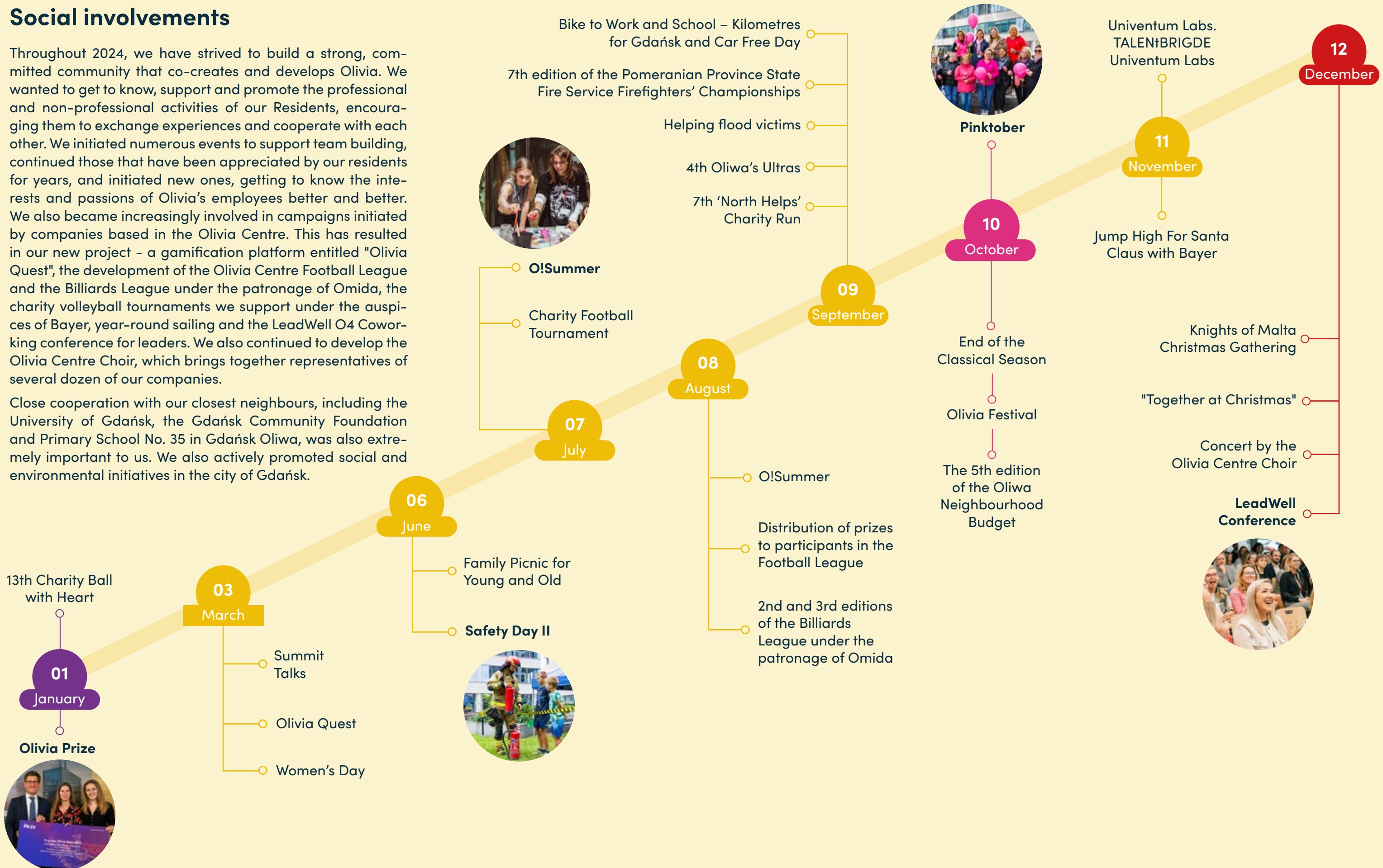


Information for Residents, displayed on screens at Olivia Centre

Social involvements

Throughout 2024, we have strived to build a strong, committed community that co-creates and develops Olivia. We wanted to get to know, support and promote the professional and non-professional activities of our Residents, encouraging them to exchange experiences and cooperate with each other. We initiated numerous events to support team building, continued those that have been appreciated by our residents for years, and initiated new ones, getting to know the interests and passions of Olivia's employees better and better. We also became increasingly involved in campaigns initiated by companies based in the Olivia Centre. This has resulted in our new project - a gamification platform entitled "Olivia Quest", the development of the Olivia Centre Football League and the Billiards League under the patronage of Omida, the charity volleyball tournaments we support under the auspices of Bayer, year-round sailing and the LeadWell O4 Coworking conference for leaders. We also continued to develop the Olivia Centre Choir, which brings together representatives of several dozen of our companies.

Close cooperation with our closest neighbours, including the University of Gdańsk, the Gdańsk Community Foundation and Primary School No. 35 in Gdańsk Oliwa, was also extremely important to us. We also actively promoted social and environmental initiatives in the city of Gdańsk.



13th Charity Ball with Heart

Olivia Centre had the honour of being a partner of the 13th Charity Ball with Heart, organised by the Hospice Foundation. All proceeds from the event and the auction held during it were donated to the Respite Care Centre in Gdańsk.

This year's ball was held under the patronage of the Embassy of the Republic of Bulgaria in Warsaw, the Pomeranian Governor, the Marshal of the Pomeranian Province and the Mayor of Gdańsk. The auction brought in a record amount of PLN 224,000. Among the unique items were a visit to the European Parliament and a walk around Gdańsk with the city's mayor, Aleksandra Dulkiewicz.

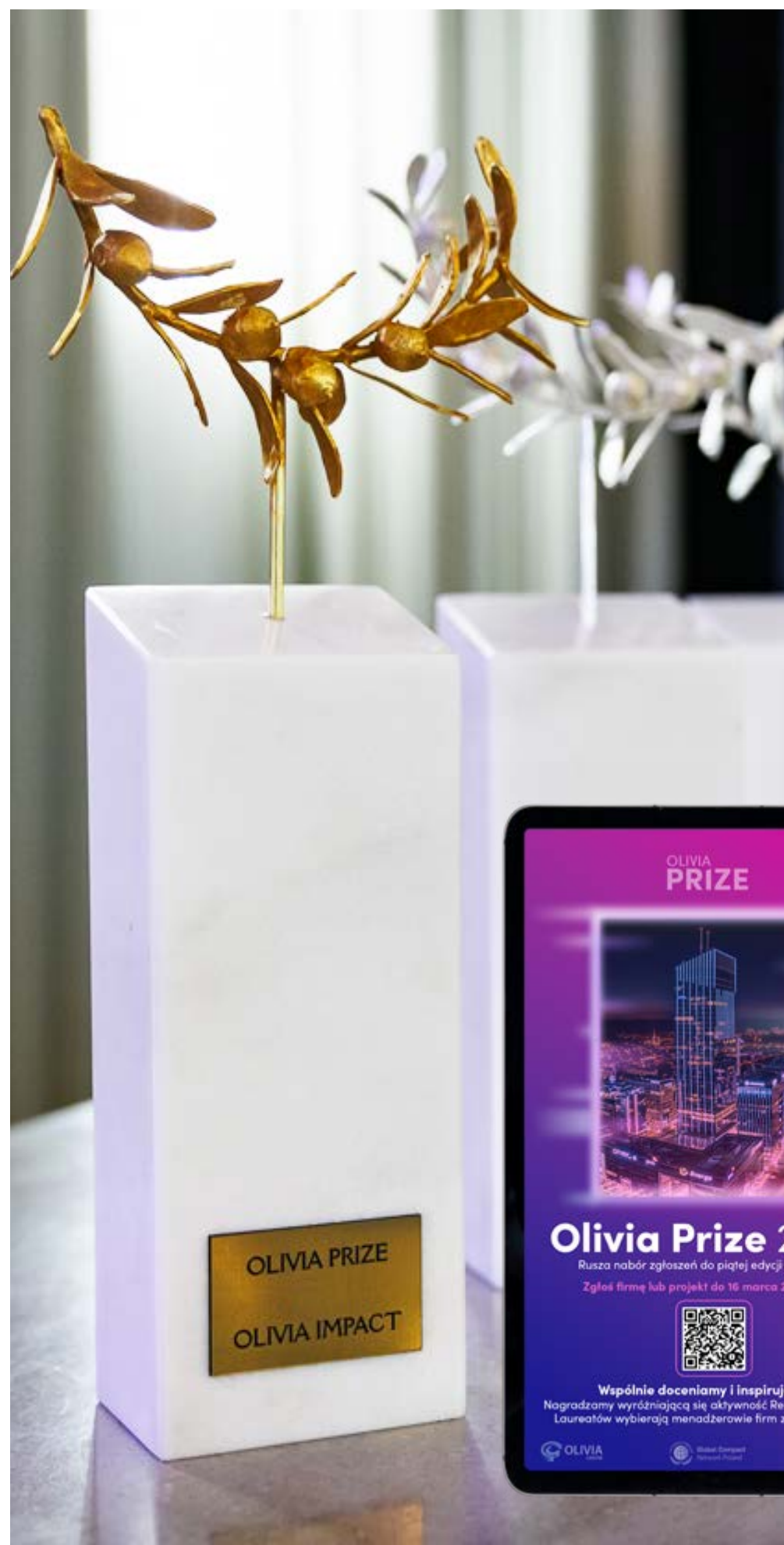
Olivia Prize

The Olivia Centre is primarily about people full of passion and ideas who implement unique initiatives. To honour their commitment, we presented the Olivia Prize for the fourth time. The awards went to the authors of the most innovative and valuable projects in four categories

- 🏆 Olivia Business – for an economic or business project,
- 🏆 Olivia Pro Bono – for a project of a social nature,
- 🏆 Olivia Eco – for a project of an ecological nature,
- 🏆 Olivia Impact – for the project that had the greatest positive impact on its surroundings in the business, social or environmental area in a given year.

Twenty-two projects were submitted to the fourth edition of the competition. The award in the Olivia Business category went to the Pomerania Development Agency for its Pomeranian Export Broker project, which aimed to support Pomeranian companies in their business contacts abroad. The project involved over 6,000 people from 2,500 companies.

An honourable mention in the Olivia Business category was awarded to Black Pearls VC, a fund supporting young technology companies operating in the Baltic Sea region. The fund provides financial support to start-ups in the early stages of their development and seeks strategic investors for them.



The Olivia Impact award went to Energa, part of the Orlen Group, for two projects: the implementation of a comprehensive ESG programme and the support of important initiatives in the region, Poland and around the world through the Houses of Good Energy and Planet of Energy programmes.

In the Olivia Impact category, a honourable mention was also awarded to Bayer for creating a climate for the implementation of social and environmental innovations by its employees and for being open and encouraging cooperation with other Residents of the Olivia Centre.

Bayer also won a prize in the Olivia Eco category for the Eco Floral project by Edyta Bieniasz-Krzywiec, one of the company's employees, who transferred her family's daily eco-activities to the company.

In this category, EPAM Polska was awarded a honourable mention for its Green Sweep Gdańsk project, which involved over 30 employees from the company's Gdańsk branch in a nationwide initiative to clean up illegal waste dumps.

The main prize in the Olivia Pro Bono category went to the Gdańsk Foundation for Management Development (GFKM) for its GFKM Masters – Pomeranian Decision-Making Games Tournament project. The project is aimed at students of Pomeranian secondary schools, technical colleges and vocational schools and includes support for education in the fields of management, entrepreneurship and teamwork. The project is based on the use of a business simulation tool and aims to show young people the challenges of running a business.

In the Pro Bono category, two companies were awarded honourable mentions: Bayer and O4 Coworking. The first was recognised for its Jump High for Santa Claus project, which brought together employees from 14 companies for a charity volleyball tournament in support of the Hospice Foundation in Gdańsk, and the second for its "O4-ers Help" project, in which the coworking community regularly and systematically engages in social and charitable activities.

The special guest at the Olivia Prize award ceremony was Marcin Piątkowski, professor at the Kozminski University in Warsaw and economist at the World Bank in Washington. He gave a lecture entitled "The Golden Age. How Poland Became a European Leader in Growth and What Does The Future Hold for It?".

Summit Talks

As part of the cooperation between Pomeranian Employers and Olivia Centre, a debate entitled "Summit Talks: Time for Women" was held. On 1st March 2024, on the 34th floor of Olivia Star, extremely important issues were discussed, such as gender equality, opportunities for women to play an increasingly important role in politics, and effective ways of breaking through the so-called "glass ceiling". The event was attended by:

- Agnieszka Buczyńska – Minister for Civil Society,
- Beata Rutkiewicz – Pomeranian Province Governor,
- Aleksandra Dulkiewicz – Mayor of Gdańsk,
- Dorota Arciszewska-Mielewczyk – Member of Parliament for Law and Justice,
- Agnieszka Pomaska – Member of Parliament for the Civic Coalition.

The discussion was moderated by journalist Magdalena Rigamonti, and the opening lecture was given by Prof. Witold M. Orłowski, economist, lecturer at the Vistula Academy of Finance and Business and the Warsaw University of Technology, and chief advisor at PwC Poland.

The debate focused on analysing the situation of women in politics and business, and also discussed the effectiveness of quotas and ways to achieve real equality.

Women's Day

Celebrating Women's Day at Olivia has become a permanent fixture in the calendar of events. In 2024, we once again provided participants with a wide range of attractions – from relaxation and fun to personal development. Olivia Garden hosted workshops dedicated to fashion and beauty. Ladies could take part in:

- self-massage and relaxation technique classes,
- workshops on office make-up that can be quickly changed into evening make-up,
- styling consultations, including the creation of fashionable office outfits and the selection of timeless accessories.

Once again, a self-defence workshop was held, which was very popular not only among women. Trainer Janusz Murasicki from Olivia's Security Department taught how to defend oneself effectively, maintain self-confidence and cope with stressful situations.



Olivia Quest

Conceived, implemented and launched by us in March 2024, the Olivia Quest project was much more than a community integration game. Nearly 650 players from 80 Olivia Centre companies took on the Game Master.

For three weeks, participants solved riddles, puzzles and brain teasers. Clues were hidden on multimedia screens in Olivia buildings and in the Mystery Box in the Olivia Star lobby. The clues led to the "Word of the Day", which could be checked in the MyOlivia app. The more "Words of the Day" guessed correctly, the greater the chance of correctly guessing the "Main Password". Guessing it correctly entitled participants to take part in the Grand Final of the game. The participants were supported by superhero Arek Starek. When noticed on the graphics presented on the screen, it was immediately clear that exactly this graphic, not many others, deserved special attention.

In the end, 38 contestants competed for the win. The winner of Olivia Quest was Filip Smurawa from Capgemini, who received the main prize of PLN 1,000.

Olivia Quest looks impressive in numbers:

- participants made 32,845 attempts to guess the "Word of the Day",
- the record word was checked 1,386 times,
- as many as 63 employees from one company took part in the game.

We carried out the project in cooperation with O4 Coworking – from concept to implementation. Once again, we have seen that the best ideas come from teamwork and the commitment of our community.

June

Family Picnic for Young and Old

On 8 June 2024, as part of the Children's Day celebrations and the VIVA Oliwa neighbourhood festival, a Family Picnic for Young and Old was held at Primary School No. 35 in Oliwa. The event, which we co-organised, attracted Olivia Centre Residents and their families, our neighbours from the Tri-City and visitors to Oliwa on its holiday.

Numerous attractions awaited the participants: games, competitions with prizes, shows, sports activities and educational workshops. During the latter, participants tested, for example, the Machine for the Earth (a project by Eco Floral Edyta Bieniasz-Krzywiec, awarded with the Olivia Eco 2023 prize), which allowed them to make objects from bioplastic formed from household biomass, such as a comb, a button or a hook. Those interested could also take part in first aid classes, solve logical and mathematical puzzles, or learn about healthy eating.

The youngest visitors had fun painting their faces and creating spectacular soap bubbles, while those who visited the Sports Zone could try their hand at hockey, skating, football and handball, rowing and numerous games of skill. For entire families, there were quizzes about Olivia Centre, Gdańsk, Primary School No. 35 and the Oliwa neighbourhood, talent shows and Zumba classes.

The objective of the picnic was to promote social activation, building a sense of community, emphasising the value of physical activity and a healthy lifestyle, as well as caring for ecology and the natural environment.

Safety Day II

Safety above everything. The second edition of Safety Day brought another dose of inspiring meetings and practical demonstrations prepared by representatives of the State Fire Service, Police, Medical Rescue Services and the Olivia Centre Security Department. On our patio, Residents and guests had the opportunity to feel like heroes of the uniformed services.

The event programme included:

- fire brigade demonstrations, including techniques for safely extinguishing oil fires and dealing with fire;



June

- crash and rollover simulators, raising awareness of the importance of wearing seat belts and obeying traffic rules;
- first aid demonstrations, including CPR and AED defibrillator training;
- a "Forensic Techniques" workshop, during which a police technician demonstrated how to collect evidence at the scene of a crime.

In addition, together with our CityFit resident, we opened a "Challenge Zone" where you could test your physical fitness.

July

O!Summer

The new O!Summer project promoted outdoor activities during the summer months. In addition to the standard activities offered regularly at Olivia, such as yoga, sailing, volleyball and running, we recommended the following activities together with our partners:

- palant training (with the Tri-City Palant Club),
- SUP boarding
- dragon boat racing
- rugby training.

In addition, we co-organised walking tours of Gdańsk's neighbourhoods with the City Culture Institute and Local Guides, visiting Oliwa, Zaspas, Dolne Miasto and Aniołki, among other places.

Charity Football Tournament and Jump High For Santa Claus with Bayer

In the summer, we supported the Charity Football Tournament organised by Bayer at the Gdańsk University of Technology football pitch. The funds raised enabled children from orphanages and foster families to attend English Summer Camp, the summer edition of the charitable educational programme run by the Gdańsk branch of the Project Management Institute to combat social exclusion.

In autumn, we once again supported Jump High For Santa Claus, a charity volleyball tournament for the Father Eugeniusz Dutkiewicz Hospice in Gdańsk, initiated by Bayer volunteers. Twelve teams from Olivia took part in the competition, including, alongside the hosts,

July

representatives from Capgemini, Nordea, Olivia Centre, Sii and Speednet. Speednet won the tournament, while Sii took the bronze.

August

Distribution of prizes to participants in the Football

In the 11th season of the Olivia Football League – 2023/2024 – 11 teams bringing together nearly 200 Olivia employees took to the pitch. This time, we had four new teams: Speednet, Thyssenkrupp, Santander Bank Polska and Capgemini. Almost 600 goals were scored in 70 matches. Paweł Lis from Santander was the top scorer. Among the teams fighting for fame and victory were: Epam Systems, Dream Team Niezniszczalni Energa, Arrow Services, Omida Logistics, Olivia Centre, Just Join IT, Pitch Wizards (Telus International), Speednet, Thyssenkrupp Group Services Gdańsk, Santander Bank Polska and Capgemini.

All matches are controlled by a referee team selected by the Pomeranian Football Association.

The whole competition was fierce until the final whistle. EPAM and Omida competed for third place in the league. EPAM defeated their opponents 3:0, winning bronze medals. The grand final belonged to Just Join IT and Arrow Electronics. In a ferocious battle, Just Join defeated their rivals 5:3.

The awards ceremony took place during the Summer on the Patio in Art Style. The champions received unique trophies, works of art prepared by the charges of the Oliwa's PARK ON Association for People with Parkinson's Disease and Degenerative Brain Diseases and for Caregivers.

2nd and 3rd editions of the Billiards League under the patronage of Omida

In March 2024, we opened the Omida Billiards Corner at Olivia Star. All Olivia employees gained access to it. On the day of the premiere, it was possible to play a match with Grzegorz Lasota, a billiards player, coach and member of the Omida-Kmicic Starogard Gdańsk club.

In the summer and autumn, two billiards tournaments for Olivia employees were held. Everything was supervised by coach Grzegorz Lasota.



September

Bike to Work and School – Kilometres for Gdańsk and Car Free Day

In September we actively promoted the 'Bike to Work and School – Kilometres for Gdańsk' (bike2work) campaign among Residents. The launch of the campaign became a pretext for us to encourage Olivia's Residents to commute by bike or scooter to work and to participate in a healthy, cycling company competition.

We also celebrated Car Free Day, reminding Residents of a variety of things such as the possibilities of using our infrastructure which includes several hundred bicycle racks – both inside and outside the garage halls; two bicycle repair stations; lockers for cyclists, shower rooms, scooter racks and scooter lockers with a charging system for electric models. We were also the only ones who were able to test the Mevo 2.0 Metropolitan Bike System.



7th edition of the Pomeranian Province State Fire Service Firefighters' Championships

The Olivia Star, Pomerania's tallest building, hosted the 7th Pomeranian Province Firefighters' Stair Running Championship. Forty-eight teams competed in the event. Participants had to climb 885 steps, with the fastest taking just 6 minutes. The 2024 edition saw women take part for the first time.

The staircases of Olivia Star became an arena for competition between two-person firefighter teams, who train their skills in providing assistance in the event of emergencies in tall buildings. Firefighters climb 34 floors in full gear, which also allows them to train their iron condition, which is necessary for effective action in difficult conditions. Competing against other teams, they have to climb 140 metres above the ground with equipment weighing up to 20 kg, consisting of personal protective equipment, fire hoses and nozzles. Covering this distance is a considerable effort even for a well-trained body.

The winners of the 7th edition of the Championships were the team from the Municipal Fire Service Headquarters in Toruń, who covered the distance in just 6 minutes and 14 seconds. Second place went to the team from the Municipal Headquarters in Gdynia with a time of 6 minutes and 21 seconds. Third place went to firefighters from the District Headquarters Wejherowo with a time of 6 minutes and 25 seconds.

Helping flood victims

The year 2024 proved to be very difficult for the inhabitants of Lower Silesia and the Opole region. The river exceeded alarming levels several times. Dams in Stronie Śląskie and bridges in Głucholazy were broken, effectively cutting off access to many towns. We experienced the worst flooding since 1997 and were faced with a natural disaster. Rescue teams from all over the coun-



try gathered at the site, providing humanitarian aid to those evacuated and affected by the disaster.

The scale of the damage was enormous, so we decided to join forces and, together with Energa Obrót S.A., organise aid for the flood victims. The campaign lasted from Monday 16th September to Thursday 19th September. During this time, we collected essential items needed to survive in the face of the natural disaster. Thanks to the large Olivia community, which has as many as 15,000 Residents, the amount of donations grew rapidly. During the three days of the campaign, we collected almost 1,000 litres of drinking water and over 55 heavy boxes filled to the brim with donations (a total of over 2 tonnes of products). The collected items were delivered to those in need by transport organised by the Sopot City Hall. We also supported the fire brigade units that went south to help their colleagues in the fight against the elements. We provided the teams with missing equipment (torches, power banks and multi-tools).

7th 'North Helps' Charity Run and 4th Oliwa's Ultras

In 2024, we actively supported again two running initiatives: The 7th 'North Helps' Charity Run and 4th Oliwa's Ultras. Each involved different groups of people.

You could take part in the 7th 'North Helps' Charity Run by running or walking, rollerblading, or riding a bike or scooter. There was one goal: to help. The run was part of the Santander Foundation's "Multiplying Good" campaign. It aims to support children and young people with cancer who are cared for by 19 organisations throughout Poland, including the Father Eugeniusz Dutkiewicz Hospice in Gdańsk and the Paediatric, Haematology and Oncology Clinic of the University Clinical Centre in Gdańsk.

The 4th Oliwa's Ultras (the ultra-difficult half marathon in Oliwa's forests), on the other hand, is a run for people who are preparing for marathons and mountain ultra-marathons and for off-road running enthusiasts. The organisers' aim is to popularise running and integrate the local community of Gdańsk-Oliwa. The Olivia Centre was a partner of this sporting activity for the fifth time.

Pinktober

October has been recognised worldwide as Breast Cancer Awareness Month for many years now. During this special period, we address topics related to prevention, diagnosis and modern treatment of breast cancer at Olivia. In 2024, we encouraged things like breast self-examination by promoting among our centre's employees an instructional film prepared by the Pink Butterfly Association, which supports patients undergoing treatment at the Breast Cancer Centre of the University Clinical Centre in Gdańsk.

End of the Classical Season and Olivia Festival

For four years, Olivia, together with our Residents and residents of the Tri-City, has been celebrating the end of summer. On 13th October 2024, the centre's car parks were transformed into a festival space filled with lights, exciting music and fun. We invited everyone to the grand finale of the automotive summer organised together with Classic Cars Trójmiasto.

In three exhibition zones, visitors could admire nearly 200 vehicles, including so called "demo-ludy" – cars manufactured in the former Eastern Bloc countries; old-timers – car models whose production ended in 1979; and young-timers, i.e. vehicles manufactured between 1980 and 1994. There were Formula 1 races, competitions with prizes, and visitors could learn everything about tuning, take part in a tug-of-war competition with the iconic "maluch" (Polish Fiat 126p) and meet automotive experts from the event's partners and sponsors.

The 5th edition of the Oliwa Neighbourhood Budget

We actively engage in the life of the local community. An excellent example of this is the Oliwa Neighbourhood Budget (ONB), which we have been implementing for 5 years – a programme that allows the residents of Gdańsk Oliwa and the Przymorze district to submit their ideas for social and infrastructural projects that can contribute



to improving the quality of life in these neighbourhoods. The Olivia Centre, as the organiser of the initiative, provides funds that cover the costs of implementing the projects selected and submitted by residents. Olivia district councillor Andrzej Stelmasiewicz also participates in the budget.

The Oliwa Neighbourhood Budget has become a permanent part of Oliwa's schedule of community initiatives. At the same time, it is the only permanent project in Pomerania supporting local communities by the private sector and in the form of a neighbourhood budget.

In 2024, the pool of funds allocated for project co-financing amounted to PLN 18,000. In total, we supported the winning concepts with almost PLN 100,000. The fact that we have been consistently supporting neighbourhood initiatives for years and receiving positive feedback from residents is extremely important to us, as we can see the real effects of our actions.

Here are the winners of the 5th Oliwa Neighbourhood Budget.

- The Park ON Association and "Ceramic Neighbourhood Adventures", a series of 26 handicraft workshops aimed at activating seniors and adults, especially those with Parkinson's disease.
- Łukasz Heldt and the neighbourhood community of Piastowska 56, 58, 60 and the "Farewell to Summer" project, which aims to integrate residents through outdoor activities, a book and toy exchange and a shared meal.
- The Gdańsk Sports Academy Olivia Foundation and the "Oliwa Floorball Tournament for School Children", which aimed to promote floorball as a form of exercise, encourage active leisure and integrate the local community.
- Michał Ślubowski and the field game "Abbot Hacki's Code", which aims to popularise the history of Oliwa through an attractive role-playing game for all those interested in the history of Oliwa and exploring the district.

November

Univentum Labs. TALEN+BRIGDE Univentum Labs

In 2024, we decided to build a cooperation network between Univentum Labs and Olivia Centre Residents for the development of the TALEN+BRIGDE Univentum Labs programme. The TALEN+BRIGDE initiative aims to help students of the University of Gdańsk gain valuable qualifications while still studying and develop their career paths, increasing their chances of finding employment in Poland and abroad. The programme includes cooperation with Olivia Residents in areas such as the creation of student internships, the organisation of joint training courses, workshops and competitions.

December

LeadWell Conference

Almost 12 hours filled with workshops, discussions, lectures and networking. Organised by O4 Coworking, the LeadWell conference attracted over 100 participants – managers and team leaders who wanted to expand their skills in the area of management and leadership. The event was aimed not only at imparting practical knowledge, but also at creating a space for exchanging experiences, mutual inspiration and developing the skills necessary for effective team management in a dynamically changing world.

The great strength of LeadWell was the workshops led by practitioners. Among the twelve proposals, there was space to talk about team building based on shared values, time for training in giving effective feedback, advice on building your own brand on LinkedIn, and even taking care of your well-being.

During most of the workshops, participants had the opportunity to discuss their own real-life problems that they face in their daily work. Open conversation about real challenges allowed for the exchange of experiences, but also for establishing new relationships.

In addition to the substantive sessions, the conference also offered a number of opportunities to make new contacts. The final networking meeting at Olivia Garden, accompanied by live music, helped to create a relaxed atmosphere. This decompression after a day full of inspiration provided an opportunity to exchange contacts, but also to win prizes in a quiz summarising the content of the conference.



December

The second edition of the conference is ahead of us. There are also plans to launch the LeadWell Academy, a training programme for managers who want to develop as leaders, build effective teams and implement real change in their work environment.

Knights of Malta Christmas Gathering

On 4th December 2024, on the 34th floor of Olivia Star, a unique celebration took place – The Knights of Malta Christmas Gathering, being the 23rd edition of this unique festive meeting, for the 4th time organised in Gdańsk on the top floors of the Olivia Centre. This Christmas Gathering is a nationwide charity event which aims to support poor families, lonely people and those in need of help. The activities are coordinated by the Association of Polish Knights of Malta in cooperation with Municipal Social Welfare Centres.

Families with children, the elderly, single people and people with disabilities sat at the Christmas table at Olivia. The table was full of traditional Christmas dishes and the Christmas Eve dinner participants received gifts. The Knights of Malta Christmas Gathering is held thanks to the generosity of donors, sponsors and the commitment of volunteers.

"Together at Christmas" and a concert by the Olivia Centre Choir

Appreciating the importance and power of tradition and recognising Christmas as a time that brings everyone together around universal values, we decided to develop and expand the concept of "Together at Christmas", which will involve Residents and our closest neighbours in joint activities and encourage them to be together.

We have therefore planned and organised the now traditional Christmas Market at Olivia, joint preparation of Christmas decorations and decorating the Christmas tree, as well as evening carol singing with the Olivia Centre Choir. Throughout December, Residents could also take part in quizzes about traditions and customs.

As Christmas begins with a Christmas tree, it has also become a symbol of Christmas at Olivia. And so the Christmas trees on the printed and online greeting cards were created in real life during a meeting at Olivia between the centre's employees and the loved ones of Olivia Centre's beneficiaries and associations, who made all the Christmas decorations themselves. The decorations were created thanks to the talent and work of the charges of the Sprawni Inaczej Foundation; PARK ON Association for People with Parkinson's Disease and Degenerative Brain Diseases and for Caregivers and the ZeroBAN Social Cooperative.



When the baubles, angels, Santa Clauses and ribbons were ready, we all sat down at a large table to decorate the symbolic Christmas trees. These were then transferred to a graphics programme so that they could surround the nativity scene on a card with Christmas wishes. On 5th December, Olivia Residents, representatives of charitable organisations and residents of the Tri-City first met at the Christmas Fair, where real handicraft gems could be found at specially prepared stands, and in the evening at the Olivia Choir concert. This brought a lot of joy and emotion. The choir delighted the audience with arrangements of Christmas carols performed in many languages and musical journeys to different corners of the world. Soloists also showcased their talents. There was also time for singing together with the guests of the event. During the concert, children could decorate gingerbread cookies to eat on the spot or take home with them.

Our ambitions for 2025

The year 2025 will be another year in which we will focus on getting to know our Residents, their priorities, needs and expectations, and on building a community based on a sense of well-being and belonging. We know who we are and what kind of organisational culture makes companies feel at home with us. However, we do not focus solely on them. We will strive to create an even more inclusive and sustainable working environment that fosters collaboration, innovation, creativity, closeness to nature and diversity.

In the coming year, we intend to develop a model that will allow us to consciously and measurably develop our community building strategy and the broadly understood well-being of our employees. We intend to define the key parameters that influence the quality of the working environment and create the foundations for long-term activities that will support both the business and personal development of our Residents. Our goal is to find a balance between operational efficiency and the mental and physical comfort of those working at the Olivia Centre.

In 2025, we will place even greater emphasis on communication with the companies residing here and on the exchange of experiences, building a space for open dialogue, inspiring meetings and competence development. **We want the Olivia Centre to be a place where people not only work efficiently, but also develop, learn and establish valuable relationships.** It is thanks to the synergy of diverse perspectives, talents and experiences that we are creating a community that is constantly improving and setting new standards in building a friendly working environment.

Every year, Olivia expands and enhances its offer and improves the quality of its spaces, thanks to which we welcome new Residents every year. The success of our projects in recent years shows that this is the right direction, which will be continued in 2025. We want to develop our offer both for companies operating in Olivia and for the residents of Pomeralnia, supporting initiatives that promote cooperation between business, science and the local community. **We are aware of our role in shaping an open, dynamic and modern city, which is why we strive to make Gdańsk an increasingly attractive place for investors, talent and innovators from around the world.**

In 2024, we initiated a "green revolution" on our premises, which will be developed in the coming years. The patio areas are undergoing a metamorphosis, with pavements giving way to pocket gardens, green areas and spaces for relaxation and integration. We focus on solutions that improve the comfort of everyday life and support employee regeneration. The development of sports infrastructure is another step towards a better quality of life – we already have three outdoor beach volleyball courts at Olivia. This is not only a new attraction for Residents, but also part of a long-term strategy to build a community through activity and shared passions.





3

—○ Environment

E2

Climate change mitigation

E4

Resilience to climate change

We build based on best sustainable practices

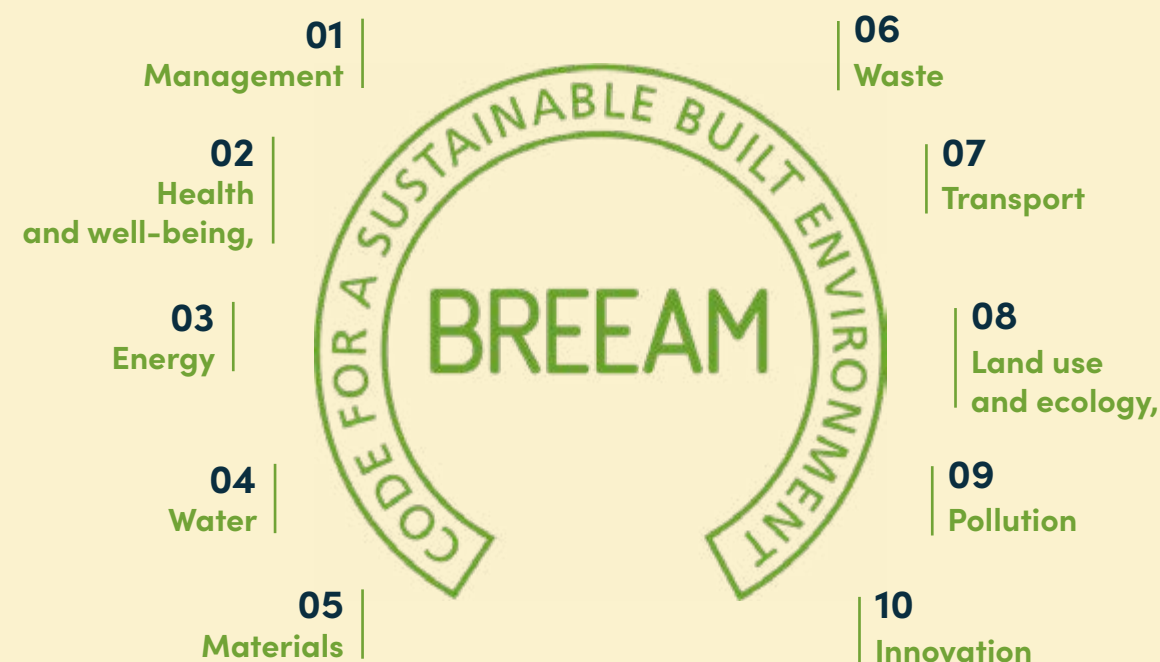
We are a conscious investor and we know how important it is to take care of the building infrastructure, integrated with the environment in which it is located. Our investments are subject to certification processes according to world classifications. In 2024, we submitted all buildings of Olivia Centre to the WELL Health-Safety Rating for the first time, achieving the highest rating in the world. We wrote about the implemented recommendations of the WELL Health-Safety Rating standard in the previous section of the report. However, considering our environmental impact it is important that we use the guidelines of the BREEAM certification system for sustainable construction industry. Our portfolio includes 7 commercial buildings, each assessed on the basis of the BREEAM certification standards. The Olivia Pulse building, which is being constructed next to the business centre, will be the first residential building in the Group to undergo BREEAM certification.

Third-party certification means that we have to meet additional requirements. These are based on global best practice, owing to which we ensure that we benefit from the best available knowledge in environmental and social optimisation, and a holistic approach to project implementation that leads to the construction of greener, safer, more comfortable, and more environmentally friendly buildings. An independent certification body assesses compliance with the criteria. The project verification process ends with the award of a certificate in line with the scores obtained. A score of one of five levels is obtained:

- ● ● ● ● Pass for more than 30% of the criteria met,
- ● ● ● ● Good for more than 45%,
- ● ● ● ● Very Good for more than 55%,
- ● ● ● ● Excellent for more than 70%,
- ● ● ● ● Outstanding for more than 85%.

Olivia Centre started with two Very Good certificates, with subsequent projects achieving Excellent ratings

Under BREEAM certification, the project is verified in ten categories:



For each of the above categories and a given grade level, specific minimum requirements have been set out that must be met to achieve certification. A BREEAM certificate ensured that during the development of the project:

- we adopted responsible building practices and used legally grown and harvested timber (PEFC or FSC certified);
- we used systems that comply with relevant standards, particularly in the area of pollution associated with the refrigerants used;
- we complied with strict health and safety requirements;
- we ensured good indoor air quality and used non-toxic (asbestos-free) materials;
- we ensured visual comfort and equipped the facility with LED lighting;
- we ensured good acoustics and appointed a qualified acoustician as early as the project concept stage to provide proper design guidance on relevant sound issues;

- we used the expertise of a qualified ecologist to take care of the relevant ecological aspects: from the concept design to the completion of the project;
- we appointed a qualified hydrologist to confirm compliance with surface water run-off requirements.

The above requirements are the prerequisites without which no certification would be possible. Additional conditions must be fulfilled within the ten categories mentioned to obtain a certificate higher than Pass. Compliance with them is part of our Sustainable Development Goals (SDGs).

We benefit from the best available knowledge in environmental and social optimisation, and a holistic approach to project implementation.





Goal 3: Ensure healthy lives and promote well-being for everyone at all ages

We have met strict requirements to ensure high indoor air and water quality, thermal comfort, acoustic comfort, and vision, and our multi-purpose centre is accessible not only to Residents but also to the local community and tourists.



Goal 6: Ensure access to water and sanitation for all through the sustainable management of water resources

We have implemented solutions to save water, monitor water consumption (using the BMS) and prevent leaks. In addition, we take care of the quality of the water by constantly monitoring its parameters and preventing the growth of bacteria and the formation of mould and moisture on the premises.



Goal 7: Ensure access to affordable, reliable, sustainable, and advanced energy for all

We have implemented efficient energy installations, energy-efficient lifts and escalators, freecooling, the use of geothermal energy as well as energy recovery systems. We use LED lighting and motion and twilight sensors, and reduce outdoor lighting. We have smart appliances with an ECO mode, an energy consumption monitoring system in the BMS and individual utility meters. In addition, UPS and power generators ensure the continuity of power supply in the event of a failure, and the PMS guarantees optimal energy management.



Goal 9: Build resilient infrastructure, promote sustainable industrialisation and foster innovation

We have invested in resilient, people- and environmentally-friendly, more sustainable facilities. We have involved local micro, small and medium businesses in implementing our projects. We use innovative methods of management and post-commissioning support.



Goal 11: Make cities and human settlements inclusive, safe, resilient, and sustainable

Each of our projects is distinguished by easy and unrestricted access to green areas and safe public spaces. With multifunctional buildings, we attract a diverse range of people in terms of age, gender, education, nationality, views, or interests.



Goal 12: Ensure sustainable consumption and production patterns

We have met the criteria for responsible, sustainable procurement of timber and other construction products (using building life-cycle analysis). From the early concept stage through the entire life of the building, we ensure appropriate waste management.



Goal 13: Take urgent action to combat climate change and its impacts

Both in the design and construction process, we used solutions that result in a reduced embedded carbon footprint. We have taken care to select environmentally friendly materials, installations, and components. We have made use of expert knowledge and taken care to adapt our buildings to climate change.



Goal 15: Protect, restore and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and stop biodiversity loss

The Olivia buildings were built in an area with low environmental value. The supervision of project implementation by a qualified ecologist and following his recommendations have allowed us to improve the ecology of the project site.

We care for biodiversity

E1

Biodiversity

3-3

101-1

101-2

101-3

101-4

101-5

101-6

101-7

We carry out construction processes with respect for the natural environment and the land on which they take place. When preparing investment projects, we consult with an ecologist, and when implementing those projects, we follow their recommendations, so that our interference with the environment is as low as possible and compensated by a new plan to improve environmental conditions. We endeavour to enrich our project sites with native vegetation, adapted to local habitat conditions, and then appropriately protect and care for it.

The Olivia Centre

In the outdoor area of the Olivia Centre, we have approximately 9,000 m² of green space and more than 180 plant species, both low- and high-cropping. Among them are numerous species to attract insects and are adapted to our climate and naturally occurring in Poland.

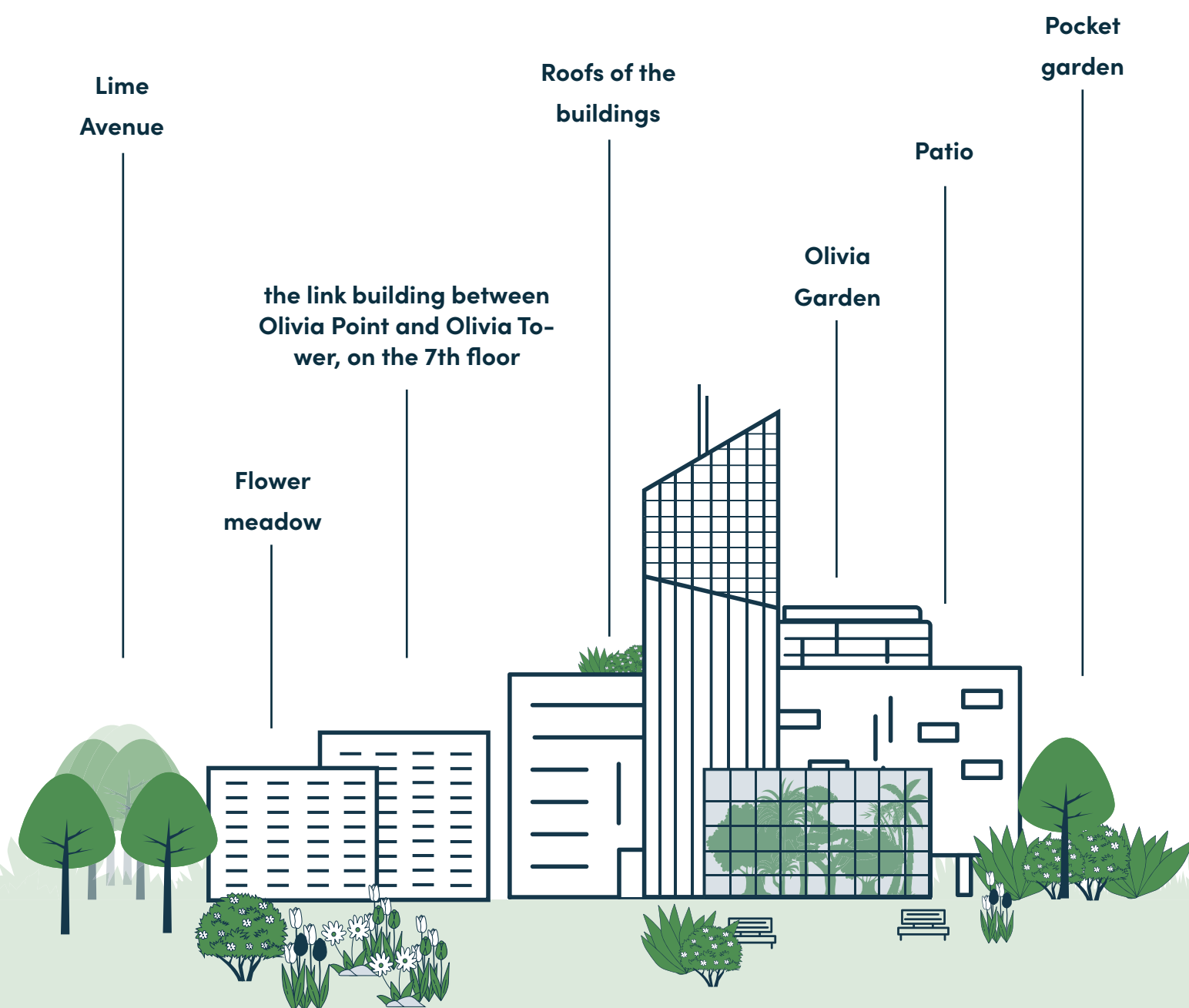


Greening Olivia

Green Olivia is a comprehensive transformation of urban space, which we have been implementing in its new form since 2020. Since then, intensive work has been underway to transform Olivia's public spaces into places of relaxation filled with plants, green areas and pocket parks.

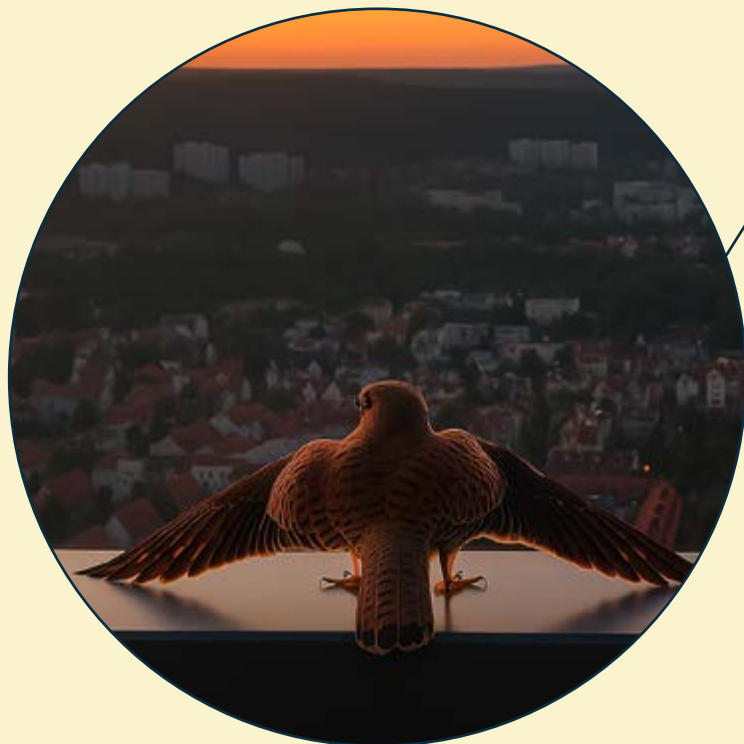
In 2024, we increased the biologically active area by 2,000 m². A flower meadow and a significant part of the green patio (see below) were created, enriching Olivia's space with nearly 80 plant species. Our project also has an educational dimension. We organise workshops and meetings with experts in gardening, aimed at different age groups, thus sharing knowledge on plant protection and biodiversity. In 2025, we plan to continue the project and increase the green space between the Olivia Star, Olivia Six and Olivia Gate buildings by 436 m².

We increased the biologically active area by 2,000 m². A flower meadow and a significant part of the green patio were created, enriching Olivia's space with nearly 80 plant species



In 2024, we enriched the area around Olivia Six with additional green spaces. As part of this project, we laid 50 m² of grass and planted 680 plants, including endangered and partially protected species. But that's not all. At Olivia Prime B, we created 1,200 m² of flower meadows, which will provide shelter for up to 300 animal species. Flower meadows support bio-retention, enhance the aesthetics of the area and diversify the landscape. More are still to be planted in 2025. As a result, our centre will have even more friendly green areas, which not only have a positive impact on all its users but also mitigate the effects of urban heat islands.

While Olivia Star was under construction, a **peregrine falcon** began to appear on the top of the building. As the falcon appeared to be our regular "guest," we decided to build a nesting house for it. To this end, we have had a series of consultations with falconers, ornithologists, and builders of such bird facilities.



Our buildings are less than half a kilometre away from the eastern limits of the Tri-City Landscape Park. Olivia Star offers an amazing view of the southern part of the park: from Gdańsk through Sopot to Gdynia. In the last years, Olivia's Residents, as well as local residents, could participate in walking and cycling trips to the Oliwa forests. Tours were offered by, for example, local guides, who introduced participants to the beauty of the area and shared knowledge about the wild inhabitants of the park and the principles of nature conservation.

Here is how ecologically valuable places surround us (not to mention the obvious Tri-City Landscape Park):



Oliwa's Bat Roost / Bunker in Oliwa

- ecologically protected area
- the largest bat wintering grounds in Gdańsk
- Natura 2000 Special Protection Area
- special area of habitat protection



Alpine Newt in the Gravel Pit

- ecologically protected area
- a small water reservoir which is one of the 8 breeding sites of the protected Alpine newt and common newt in the Oliwa Forest and the whole Polish Lowlands



Toad Pond at Manor III

- ecologically protected area
- a complex of bodies of water which are important breeding sites for the protected common newt and common toad



Clean Water Valley

- ecologically protected area
- a wet meadow with orchids; hydrogenic habitats and plant communities associated with the water-course of the moraine upland edge zone are present here
- easternmost locality of blunt-flowered rush in Poland



Springs in the Ewa Valley

- nature reserve
- erosion valley of Prochowy Brook also called Ewa's Brook with its spring and forest communities located within the valley and its slopes
- The species found here include the partially protected common twayblade and Daphne mezereum.





Olivia Home

Sustainable development and protection of local ecosystems are key pillars of the environmental strategy implemented as part of Olivia Home's investments. In its projects, the company attaches great importance to enriching biodiversity, creating natural habitats and implementing nature-based solutions.







Sopot Leśna residential development

The Sopot Leśna development, currently under construction, despite its small scale, involves the creation of as much as 1,410 m² of green space. The development plans include:

-  green roofs,
-  home gardens,
-  numerous green areas,
-  a forest garden designed in accordance with the principles of permaculture.

Permaculture, a design system inspired by natural ecosystems, has been implemented in cooperation with a team of landscaping experts from Małgorzata Sobótka's Studio Krajobraz. The concept involves the use of native plant species that are fully adapted to local habitat conditions, supporting ecological balance and preserving the local ecosystem.

The solutions we used:

-  strengthen local water retention,
-  support pollinators,
-  improve air quality and landscape aesthetics,
-  promote daily contact between residents and nature.






The Olivia Pulse building design





The Olivia Pulse project, with a total green area of 795 m², is based on a pre-investment analysis and cooperation with a qualified ecologist. Even before construction began, an environmental assessment report was prepared to take into account:

- the natural value of the area,
- elements that require protection,
- environmental recommendations to be implemented after completion of construction..

On this basis, a Biodiversity Management Plan was developed, including:

-  protection of natural elements during construction,
-  development of natural habitats for plants and insects,
-  monitoring and corrective measures to be taken.

Solutions implemented:

-  planting trees, shrubs, perennials and bulbs at ground level,
-  installation of a green roof with 20 plant species, including those attractive to pollinating insects,
-  installation of insect hotels to support the development of local populations of beneficial species,
-  implementation of solutions compliant with BREEAM certification requirements for sustainable construction.

Tree protection

In order to preserve the existing greenery in the Olivia Pulse project, measures are being taken to protect and relocate trees that interfere with the development. To this end, close cooperation with an ecologist and environmental supervision of the entire process have been implemented.

Key protection measures:

- pre-construction site analysis and tree inventory,
- marking and classification of plants subject to protection,
- organisation of tree protection training for construction workers,
- physical protection of vegetation under the supervision of a specialist,
- regular greenery reports prepared by the construction manager,
- inspection visits by an ecologist to the construction site.

These measures enable the preservation of valuable tall greenery and limit the impact of the investment on the landscape structure.

In order to preserve the existing greenery in the Olivia Pulse project, measures are being taken to protect and relocate trees that interfere with the development.















We respect energy

Our aim, in the long term, is to use the applied solutions in the most sustainable way and to educate building users about environmentally friendly ways of saving energy.



The Olivia Centre






Saving electricity is important to both us and our stakeholders. We take care of it with the entire life cycle of buildings in mind. We use:

-  *the Building Management System (BMS) and Power Management System (PMS), which help us optimise energy consumption depending on the building type and area;*
-  smart devices switching into the ECO mode when the user is absent;
-  energy recovery systems;
-  heat pumps and high-efficiency heat exchangers;
-  triple-glazed façades;
-  room comfort control panels;
-  sun blinds;
-  motion and presence detectors;
-  reduction of outdoor lighting intensity at night;
-  individual electricity meters;
-  internal interdisciplinary groups analysing and improving the efficiency of individual systems and building installations, which in turn optimises media consumption,
-  individually developed device control algorithms preceded by numerous tests and observations.

All this is to ensure that our facilities operate optimally in terms of economy, comfort, safety and the environment.

In 2024, we completed a record number of 130 renovation and upgrade projects within the owner's investment budgets. Thanks to the technical solutions we implemented, we were able, among other things, to:

-  optimise reactive energy consumption, which is becoming increasingly common in modern technology, including induction devices and electric motors;
-  improve the regulation and efficiency of air handling units;

-  improve the regulation and efficiency of heat distribution systems throughout the building – domestic hot water, process heat and heat for central heating with four-pipe fan coil units;
-  optimise energy flow and consumption in cooling distribution systems throughout the building;
-  increase the efficiency of heat and humidity recovery from the building;
-  improve the thermal insulation of the roof;
-  fine-tune heating power orders and adjust the operation and control of the heat distribution unit depending on the supplied network parameters.

The expanded modernisation of the building automation system has optimised media consumption in the buildings served, reducing electricity, heating and operating costs. Numerous upgrade works have increased energy security and user comfort in the buildings.

Our priority is to ensure an adequate supply of heat and electricity. We care not only about the safety and comfort of our Residents but also about the rational use of energy. We pay close attention to the independence and continuity of supplies, which is why our projects have additional power sources: power generators, UPS batteries, and appropriate internal installations. Owing to this, we can keep emergencies related to energy supplies under control.

A comparison of the reporting year 2024 with the year 2023 showed a decrease in electricity consumption by 4% despite a 4% growth in the number of building users.

Owing to optimisation in the area of system heat, thermal energy consumption dropped by 11% compared to 2023. Heat consumption decreased by as much as 18% in the common areas. In addition, we reduced the amount of diesel oil used in the generators, by 4% compared to the previous year.

We have included data on energy reduction in the tables at the end of the report.





Good practices

We respect the commitment of our Residents to activities related to sustainable development and constantly work on developing advanced solutions in this area. Together with the Residents, we monitor utility consumption and take initiatives to make the buildings as energy efficient as possible. Our Residents are also encouraged to use proactively the existing solutions, such as:

- ✓ the option to set automated schedules for space heating and cooling – at specific times and to specific temperature;
- ✓ standardisation of controller settings for fan coil units;
- ✓ systems that turn off heating and cooling when windows are opened in a room or at specific times;
- ✓ setting a lighting schedule in the office;
- ✓ setting a schedule for closing solenoid valves controlling water flow;
- ✓ setting the optimum temperature level for hot water in kitchens and bathrooms;
- ✓ limiting logo illumination time;
- ✓ limiting the time and/or intensity of lighting in common areas;
- ✓ using an automatic switch-off/sleep mode for TVs, projectors, laptops, e.g. after they have not been used for an hour;
- ✓ switching off office equipment rather than leaving it on standby mode (unplugging, switching off power strips, disconnecting chargers);
- ✓ using appliances with a high (efficient) energy class;
- ✓ arranging large glazed areas reducing the need for additional lighting (maximising daylight levels);
- ✓ using, as a priority, lighting in one's own work area;
- ✓ avoiding behaviours that increase electricity consumption during daily kitchen use:
 - putting warm/hot food in the fridge,
 - setting the fridge cooling level too-high,
 - filling electric kettles with more water than needed



Olivia Home

As part of its residential development activities, Olivia Home focuses on ensuring the energy efficiency of both buildings and the spaces around them, which is a key element of its sustainable development strategy. Each investment is analysed in detail for solutions that can contribute to reducing energy consumption at every stage, from construction to everyday use of the facilities.

The following solutions have been implemented as part of the energy efficiency measures.

- 💡 **Systematic reduction of energy consumption** on the construction site and in the construction facilities, which reduces CO₂ emissions and other pollutants during the implementation of the investment.
- 💡 **Use of energy-efficient equipment** during the construction phase, which contributes to reducing energy consumption already at the project implementation stage.
- 💡 **Constant monitoring of energy consumption**, which allows for ongoing monitoring of the energy efficiency of buildings, enabling the identification of potential areas for further optimisation.
- 💡 **Use of high energy efficiency components**, such as external insulation systems, energy-efficient lighting and advanced automation-based telecommunications systems, which optimise energy consumption and minimise energy losses.

Our goal is to equip as many buildings as possible with modern automation systems that support energy efficiency, reducing greenhouse gas emissions and the consumption of natural resources. At Olivia Home, we strive to ensure that our projects are not only comfortable and safe for residents, but also environmentally friendly.



Sopot Leśna residential development

When designing the Leśna residential estate in Sopot, we paid special attention to the future energy comfort of the building users. We plan to implement methods such as energy-efficient LED lighting and adapt the buildings to local energy management systems, including smart home technology,



which will optimise energy consumption by residents.

We are already using energy-efficient lighting on the construction site and its facilities, and energy consumption is constantly monitored. This allows us to diagnose any deviations from the norm in terms of energy consumption, enabling a quick response and implementation of corrective measures, thus limiting the impact of construction on the environment.



The Olivia Pulse building design

The Olivia Pulse building, currently the largest investment in Olivia Home's portfolio, will be equipped with an energy consumption reduction system for each individual unit. It will operate on the basis of automation and a system of sensors that will monitor and regulate energy consumption in real time. **Thanks to this solution, we expect to reduce energy consumption by up to 20%**, which is a significant step towards even more sustainable energy use and a smaller carbon footprint.

Impact on the local energy economy and community

We are aware of the impact our environmentally friendly solutions have on future residents and the local energy economy. A responsible approach to energy efficiency enables us to meet regional energy management targets and contributes to long-term benefits, including improved quality of life and health for the residents of our facilities.

Our actions are an integral part of our ESG strategy, which covers environmental, social and governance aspects. We incorporate the principles of sustainable development into every project, ensuring that our investments not only meet the needs of today's users, but also have a positive impact on future generations.

We strive for climate neutrality

E2

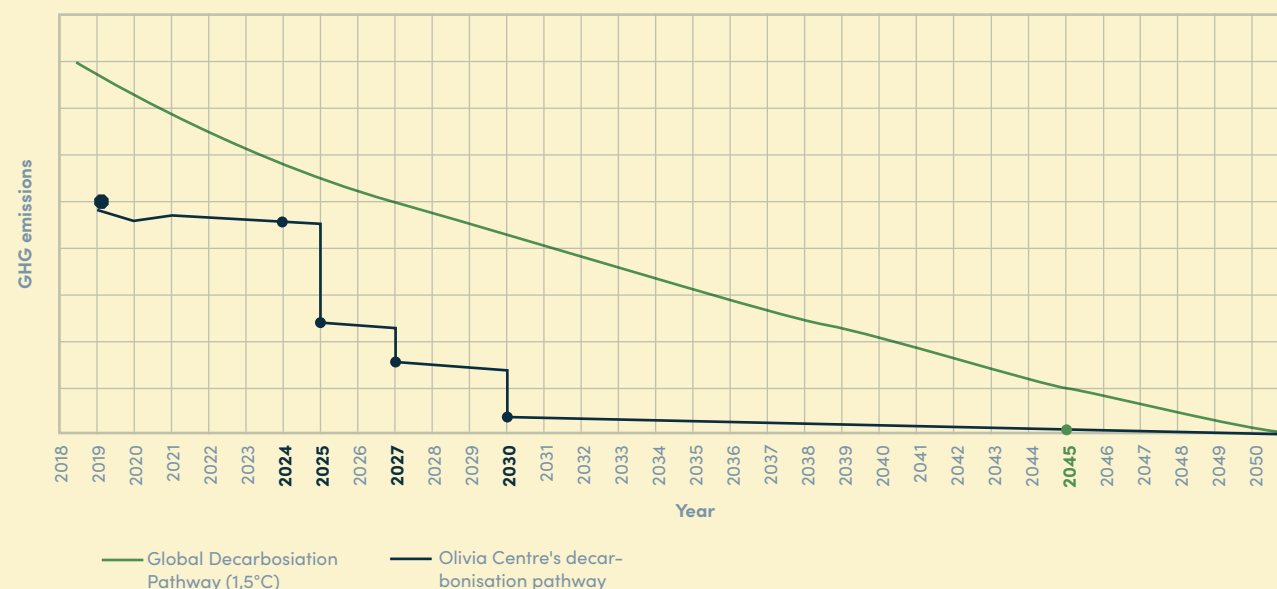
Climate change mitigation

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Decarbonisation targets

Our impact on the climate is very complex. Successful endeavours to combat global warming require the involvement of many entities, which is why we have identified our Decarbonisation Strategy and started implementing the Code of Conduct in the whole value chain to help us achieve our goal of gradual emission reductions and move towards climate neutrality in a methodical and structured way.

Using real-world data and the ability to tailor the decarbonisation pathway to our country and the real estate subsector, we have developed several options for possible decarbonisation projects in the CRREM tool that would align our business with integrated action to limit global warming to 1.5°C. We have correlated all the possible decarbonisation pathways with the results of the climate risk analysis, which allowed us to select one of those pathways - the most optimal one in terms of our Group's impact on the climate and the climate's impact on us.



As part of the decarbonisation pathway which we have developed, we have set the following targets for the years indicated below:

2025

RES will account for 50% of the electricity supplied to Olivia Centre buildings;

RES will account for a minimum of 70% of the electricity supplied to Olivia Centre buildings;

2027

RES will account for 100% of the electricity supplied to Olivia Centre buildings;
We will have reduced scope 1 and 2 greenhouse gas emissions by a minimum of 50%;
We will set short-term reduction targets for greenhouse gas emissions arising from Olivia's value chain;

2030

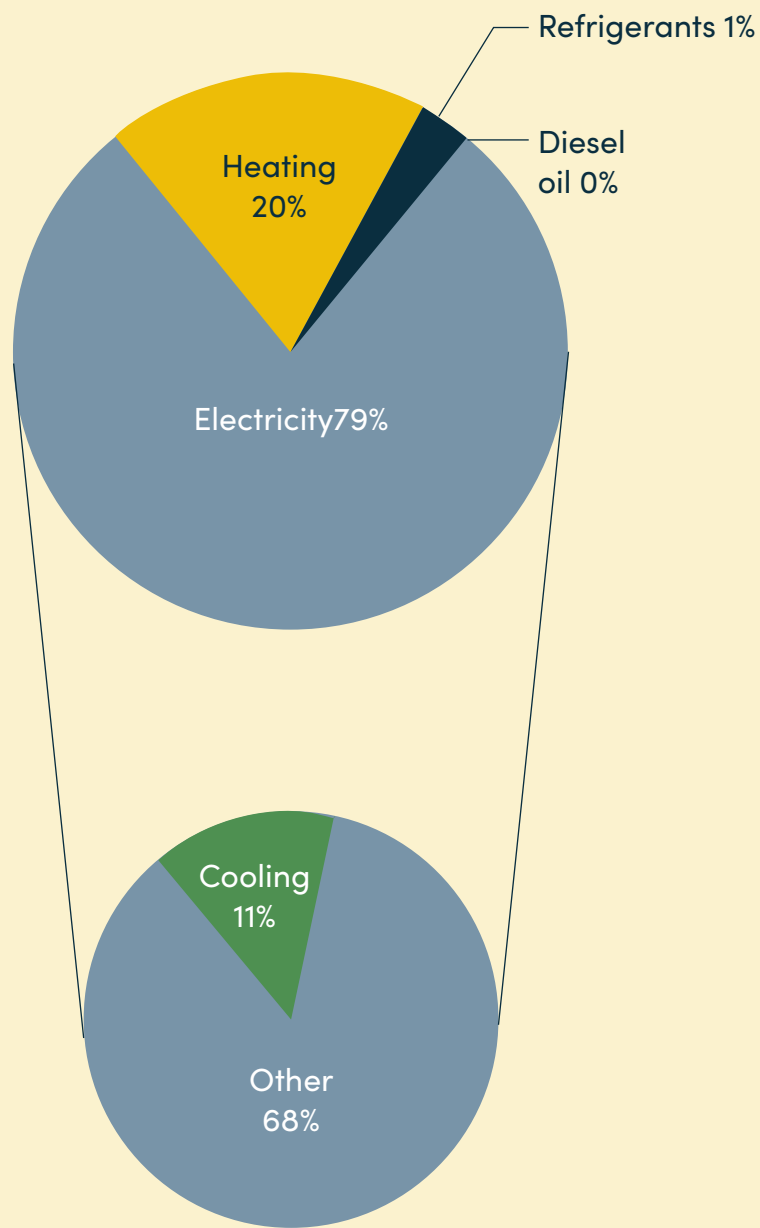
We will strive to reduce scope 1, 2, and 3 greenhouse gas emissions by a minimum of 90% and to neutralise the impact of the remaining emissions by removing an equivalent amount of CO₂ from the atmosphere.

2045



The Olivia Centre’s carbon footprint

Owing to the BMS and the monitoring of utility consumption that has been implemented, we can accurately determine and control the climate impact of the operation of our buildings. The factors that have influenced the greenhouse gas emissions associated with the operation of our buildings in 2024, as well as their contribution to the carbon footprint, are shown in the diagram below:



Electricity; its consumption, and source, has the greatest impact on the operational carbon footprint of our buildings, which is why we carefully select our energy supplier by paying attention to the fuel mix used to generate the electricity it sells. We currently use an electricity supplier whose share of electricity derived from RES is already over 50% and is steadily increasing each year. Detailed information on the share of individual electricity sources can be found on our supplier’s website.

Striving to implement our decarbonisation strategy in the coming years, in cooperation with the Residents, we will make every effort to ensure that by the end of 2027, 70% of the electricity supplied to Olivia Centre’s buildings comes from renewable sources.

However, it should be remembered that greenhouse gas emissions associated with the use of Olivia’s buildings are also the result of how Olivia’s Residents use them. Therefore, together with our Tenants, we monitor consumption and take initiatives to make our office buildings as energy efficient as possible. The same is true for other indirect emissions resulting from our value chain, which fall under scope 3 of the GHG Protocol standard.

Factors influencing the Olivia Centre’s carbon footprint across our value chain

The Olivia Centre’s emissions are closely correlated with the number of people using our space. In 2024, there was an increase of 4% in the number of users in comparison with 2023. Despite this, when comparing the 2024 reporting year with the previous year in scopes 1 and 2 measured using the location-based approach (i.e. using national emission factors), we saw a decrease in total greenhouse gas emissions and their intensity by 22%. However, using a market-based approach (i.e. taking into account the emission factors of purchased electricity and heat obtained from energy suppliers), we recorded a decrease in total greenhouse gas emissions and their intensity by as much as 29%.

Using good practice, including but not limited to the recommendations of the SBTi (Science Based Targets initiative), we have set 2019 as the baseline year for determining our progress in reducing GHG emissions. **In 2024, compared to the baseline year, we were able to reduce emissions intensity and scope 1 and 2 emissions by 51%.**

Olivia Home’s carbon footprint



Sopot Leśna residential development

The Leśna residential development in Sopot is being built based on a detailed logistics plan aimed at reducing emissions related to transport and construction site supplies. Thanks to cooperation with local suppliers and an optimised delivery schedule, it is possible to significantly shorten the transport routes for materials and waste, which translates into a smaller carbon footprint for the investment. The selection of low-emission, durable materials, including those from recycling, is a priority at the design and construction stages.



The Olivia Pulse building design

The Olivia Pulse investment, implemented using prefabricated technology, is an example of an effective approach to reducing the carbon footprint already at the construction stage. Prefabrication allows for significant optimisation of production processes, reduction of carbon dioxide emissions into the atmosphere and minimisation of construction waste. Thanks to the use of modular technology, it is possible to use materials efficiently, reduce raw material losses and reduce the number of transports, which directly translates into lower CO₂ emissions. In addition, the project involves the use of high-quality materials and energy-efficient equipment, which will ensure high energy performance of the building, positively influencing its long-term operational emissions.

BREEAM certification requirements have set us on a path to calculate the carbon footprint associated with the project development process. By implementing similar practices for monitoring utility consumption, purchasing and transporting materials, as well as for waste generation and disposal, we are able to control our greenhouse gas emissions into the atmosphere. Carbon footprint analysis showed that in scopes 1 and 2, our greenhouse gas emissions intensity in 2024 was at 0.003 tonnes of CO₂ eq/m².



E5

Efficient use of water

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303-5

We protect water resources

When implementing all our investments, we focus on the rational use of water resources and constant monitoring of their consumption (the so-called water footprint). In our buildings, we implement solutions that lower water consumption, monitor its use and prevent leaks. We are constantly striving to reduce water consumption.

The Olivia Centre

As early as 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 the strict requirements of a given BREEAM and WELL HSR assessment;
-  equipping the buildings with water meters and sub-meters, which are connected to the building management system (BMS);
-  using water-saving fittings and aerators to reduce water consumption;
-  implementation of water leakage detection and prevention systems and automatic shut-off in the event of leaks.

We constantly strive to ensure that our internal building solutions contribute to the reduction of water use. We use rainwater, among others to irrigate our outdoor green areas. Olivia Garden also has devices designed to close the water cycle, recover water and minimise its consumption.

Water consumption is also closely correlated with the number of users of our spaces. Again, it is worth noting that there was an increase in the number of employees present at the Olivia Centre in 2024, which resulted in a 1% increase in water consumption compared to 2023. The increase in water consumption in the common areas was 7%, so in the near future we plan to increase the share of rainwater use in irrigating the greenery, the amount of which has increased significantly at Olivia and which will soon occupy an even larger part of the patio area.

It is also important for us to take care of water quality, which is why we have been commissioning water tests at least once a year since 2021. In order to maintain its quality, we analyse, among other things, its turbidity, pH, free chlorine, Coli bacteria and Legionella bacteria. We also systematically overheat the water throughout the entire domestic hot water system. To ensure that the entire system is overheated, we have installed water temperature sensors in various parts of the system, including the most remote ones.

Good practices

We encourage water savings by:

- ✓ not turning on the water tap fully when it is not necessary,
- ✓ turning off the water at times (even short) when it is not being used,
- ✓ reporting leaking fittings in the MySolv system,
- ✓ reusing water multiple times,
- ✓ using rainwater (e.g. for watering flowers),
- ✓ running the dishwasher only when it is full, and using "eco" programmes.



Olivia Home

Effective water resource management is an integral part of Olivia Home's environmental strategy. These activities cover both the investment phase and subsequent operation. The technical and organisational solutions implemented are designed to minimise water consumption, reduce losses and promote a closed-circuit water management system.



Sopot Leśna residential development

As part of the Leśna investment, systems are being implemented to control and optimise water consumption. Key activities include:

- installation of water meters and sub-meters to monitor consumption at various stages of implementation;
- constant monitoring of consumption, allowing for quick identification of irregularities;
- educational activities conducted by the management staff to raise awareness among employees about the responsible use of water resources.

Extensive green areas surrounding the estate, which act as natural retention buffers, support rainwater retention. This solution allows rainwater to be retained on the site and gradually fed into the local ecosystem, providing an alternative to conventional storm water drainage systems. This model supports the objectives of climate change adaptation and local water balance.



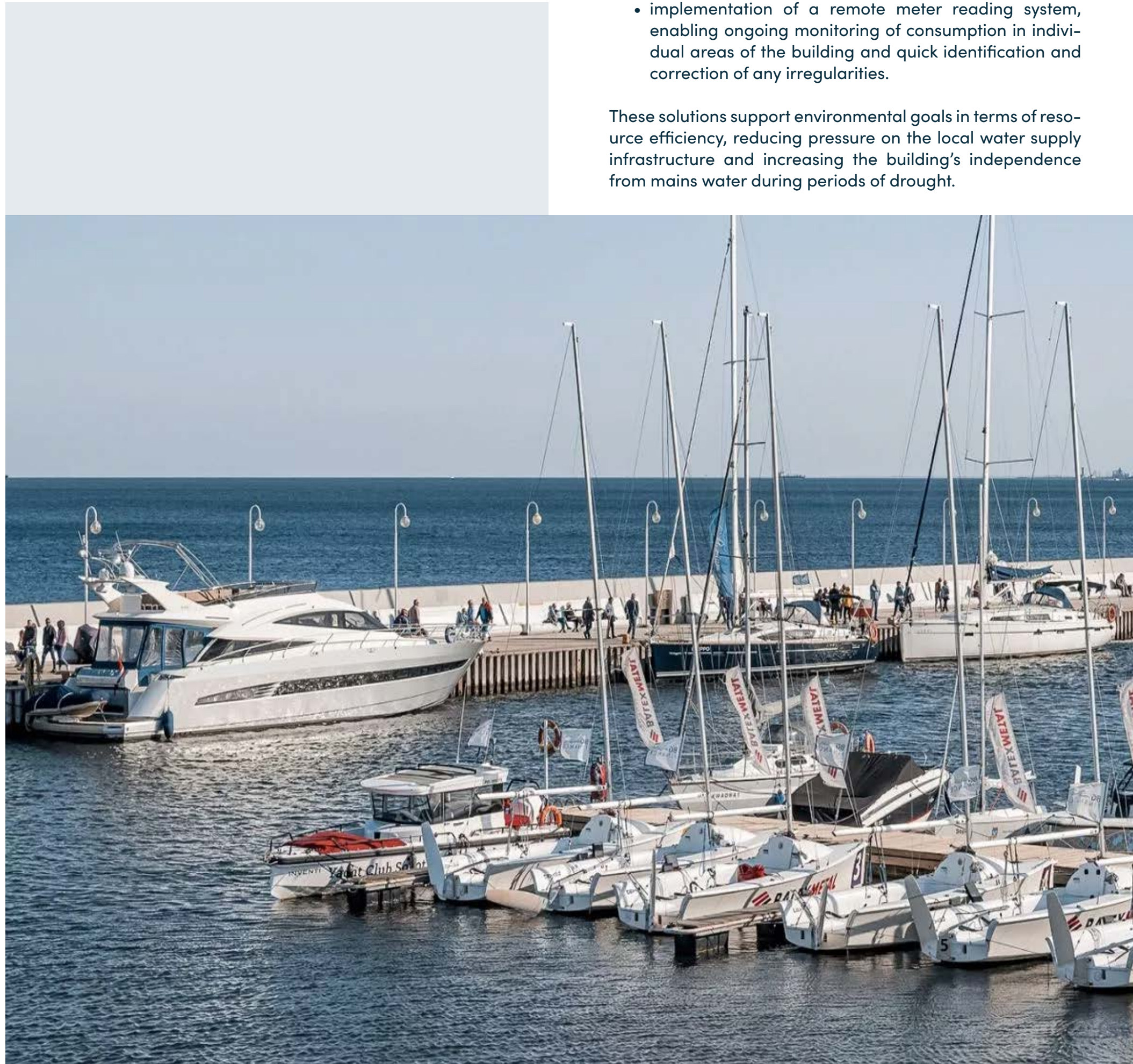
The Olivia Pulse building design

The Olivia Pulse investment involves the implementation of technical solutions supporting effective water management, including:

- installation of a retention tank for collecting rainwater, which is used to irrigate green areas, thus reducing mains water consumption;
- the use of water-saving fittings, which are estimated to reduce water consumption by up to 25% compared to standard solutions;

- implementation of a remote meter reading system, enabling ongoing monitoring of consumption in individual areas of the building and quick identification and correction of any irregularities.

These solutions support environmental goals in terms of resource efficiency, reducing pressure on the local water supply infrastructure and increasing the building's independence from mains water during periods of drought.



E6

Resource use and circular economy

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Striving for a circular economy

With an eye on good consumption patterns, we have developed a sustainable procurement policy and implemented waste management plans for construction sites. Together with a system for monitoring the use of materials and resources, these ensure more effective implementation of our strategy. The implementation of a sustainable procurement policy, which promotes best practice in the selection, ordering and use of materials, is expected to lead to:

- transformation towards a circular economy - reducing consumption of natural resources and minimising negative environmental impacts;
- increasing positive social impact - broadening awareness of the impact of Olivia Centre and Olivia Home procurement decisions on people;
- enhancing ethics - guided by the principles of integrity, respect, accountability, transparency, compliance and best practice;
- taking into account all relevant economic factors in the decision-making process;

while balancing environmental impact, social needs and economic values.

When purchasing the materials needed to conduct our operations, we make sure that the materials chosen are durable, non-toxic, anti-allergenic, that they come from legal and verified sources, are maximally environmentally friendly and certified for compliance with the concept of sustainable development (EDP, FSC, PEFC).

Materials

The Olivia Centre

The day-to-day operation of Olivia's buildings and the desire to maintain a healthy, safe and welcoming indoor environment give rise to the need to purchase products that guarantee the quality of our spaces: offices, common areas, etc. For example, in order to ensure very good indoor air quality, which we wrote about in the chapter on the health of building users, we change the filters (in more than 100 air handling units. This results in the need to purchase a few tonnes of filters per year.

There are similar implications for maintaining the 1,700 sanitary points on Olivia's premises and applying relevant cle-

aning and disinfection procedures, ensuring that we are WELL Health-Safety certified. In this area of our business, paper and cleaning agents are our most frequently used materials.

We were the first office centre in Poland to implement the Tork PaperCircle, an innovative recycling service for used paper towels. This type of waste management has an important aspect - owing to its implementation, the reduction in the amount of CO₂ generated from paper production is up to 40%, and for last year it could potentially be even more than 5700 kg CO₂e. Following the implementation of the Tork PaperCircle at Olivia, almost 100% of the paper towels are recycled and can be reused. The scale of the project is significant; employees of companies with offices in similar facilities use more than 11 million paper towels each year. All the towels that end up in specially labelled bins in our centre's toilets are transported to Essity's local factories and processed into new paper products.

Almost 100% of the paper towels are recycled and can be reused

Olivia Home

In 2024, work began on two residential investments - Leśna in Sopot and Olivia Pulse in Gdańsk. The materials used in the investments are selected for their quality, energy efficiency and environmental impact. Certified raw materials from local suppliers are preferred, which minimises waste and CO₂ emissions. In order to better manage the material ordering process during the construction phase, we use BIM (Building Information Modelling), which allows us to precisely plan the quantities of materials to be ordered. This contributes to one of our main objectives during the execution of orders, namely to reduce material waste during the construction process.







Current processes support sustainable development, but the challenges we will face in 2025 will include:

- ensuring supply chain stability – global problems with the availability of raw materials may affect construction schedules;
- reducing the carbon footprint of material production;
- increased raw material costs – the need to develop purchasing strategies that reduce the risk of price fluctuations.

W celu usprawnienia procesów związanych z zamawianiem materiałów budowlanych skupimy się na integracji zaawansowanej analityki danych, co umożliwi pełne wykorzystanie sztucznej inteligencji do monitorowania i optymalizacji zużycia materiałów. Wzmocnimy również kryteria ESG przy wyborze dostawców oraz zoptymalizujemy transport materiałów, aby zredukować emisję. Położymy również duży nacisk na stopniowe zwiększanie udziału materiałów ekologicznych.

Fit-out of existing buildings

In the area of space fit-out, responsible material procurement includes considering factors such as:

-  **source of the materials** – whether they are sourced sustainably or, conversely, as a result of activities that contribute to environmental destruction, violate human rights, or negatively affect local communities;
-  **life cycle of materials** – whether they are designed in a way that minimises environmental impact or, conversely, there are potential risks associated with their production, transport, consumption or disposal;
-  **supply chain** – whether steps are being taken to minimise risks associated with unsustainable practices throughout the supply chain, including suppliers, sub-suppliers and other business partners;
-  **risk management** – whether the company identifies, assesses and manages risks associated with procured materials in line with sustainability principles.

In the activities related to the residential and commercial space fit-out, the most common materials we use are: concrete, steel, aluminium, ceramics, gypsum, stone, timber, glass, and mineral wool.








Thanks to our less waste approach, in 2024 we were able to reuse 2.46 tonnes of steel, 2.31 tonnes of glass, 0.92 tonnes of wood, 0.69 tonnes of aluminium and 0.29 tonnes of ceramics in our design processes.

In pursuit of a circular economy, we have implemented a circular model for office fit-out.

The Bayer office, designed by our architectural studio Design Anatomy, was created entirely in the spirit of less waste, which not only optimised the costs of its modernisation, but also minimised the negative impact of the entire rearrangement process on the environment. The focus was on reducing resource waste by using modular construction elements, creating precise space planning and utilising existing infrastructure such as partition walls, ceilings and ventilation systems.

In the spirit of less waste, the O4 Star space was also created, where Design Anatomy used second-hand furniture and finishing materials to fit-out the office.

This year, we plan to develop our activities related to the circular model of space fit-out. This will be our response to our customers' expectations in terms of sustainable construction and the use of eco-friendly materials. We are aware that moving towards a circular model requires us to invest in the development and training of our employees and to verify our material suppliers more thoroughly. To this end, we plan to:

-  introduce sustainable criteria into the materials ordering process,
-  implement training and education programmes for employees,
-  continue performance monitoring and reporting,
-  maintain minimum stock levels,
-  sign framework agreements with key suppliers/manufacturers containing the Group's sustainability expectations.

Waste

As part of our activities, we aim for a circular economy, i.e. maximising the use of materials and raw materials as well as minimising waste.

Waste is monitored on an ongoing basis and transported to companies with the relevant permits required by law for the recycling and recovery of recyclable materials. We also work with subcontractors, and educate and show the contractors how to segregate and handle waste properly. In addition to this, we participate in events that enable Olivia's employees, associates, subcontractors and Residents to learn about proper waste management. Our contracts include provisions that promote minimising waste, conscious waste segregation, and the need to reuse it. We have also implemented procedures to verify the correctness of waste segregation and to respond in the event of non-compliance.

Be ECO with Edyta!

Try out the Machine for the Earth!

In May 2024, the Machine for the Earth, created at the home of Edyta Bieniasz-Krzywiec from Bayer, a promoter of healthy lifestyles, was available for testing on the patio of the Olivia Centre. During an eco-friendly morning, visitors could learn how everyday items are made from materials obtained through home recycling. The event programme included mini-workshops with a demonstration of techniques for forming waste plastic using a mobile injection moulding machine powered by green energy, and the creation of objects from bio-plastic formed from household biomass.



The Olivia Centre

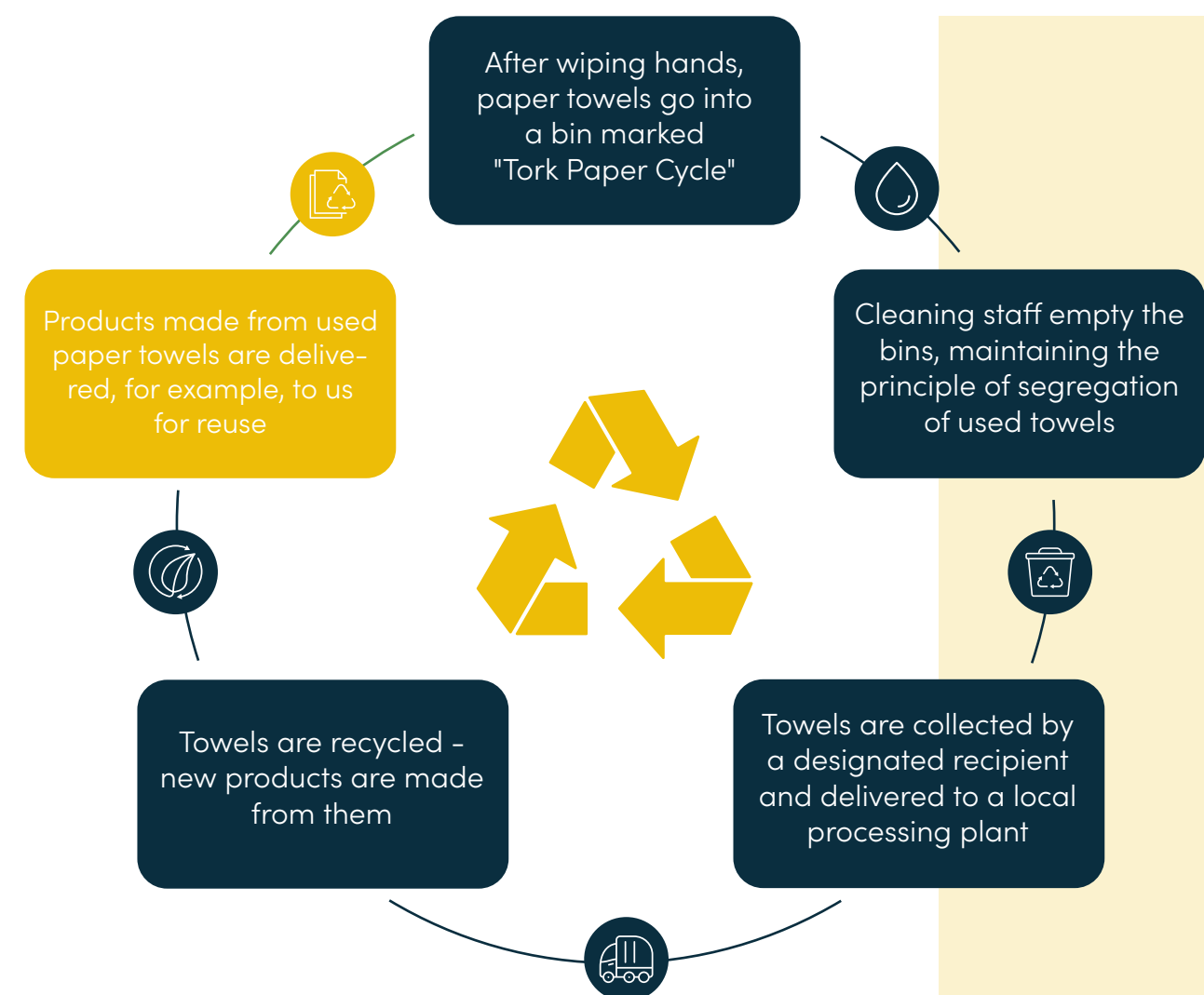
At the Olivia Centre, waste is segregated in accordance with the regulations in force (in particular the Rules and Regulations for Maintaining Cleanliness and Order in the City of Gdańsk) and the declaration submitted. We therefore divide it into 5 fractions:

- paper,
- metals and plastics,
- glass,
- bio,
- residual.

Municipal waste is first sent to the disposal facility and then managed accordingly. The level of preparation for reuse and recycling of municipal waste by Gdańsk Municipality was 41.60%.

Comparing 2024 to 2023, we observed a 23% decrease in municipal waste generated, despite a 4% increase in the number of users. Compared to last year, the amount of residual waste was reduced by as much as 21%, with an 11% increase in metal and plastic waste and a 20% increase in glass waste. This means a significant improvement in the quality of waste sorting at the Olivia Centre, which increases the possibility of reusing raw materials such as glass, plastic and metal. With the growing awareness of Olivia's Residents and the gradual implementation of electronic document circulation, the amount of paper waste generated has decreased by 32%, and **almost 100% of the waste paper generated has been recycled.** We have also managed to reduce the amount of biodegradable waste by 37% compared to the previous year. Details of municipal waste generated at the Olivia Centre and sent for disposal are summarised in the table at the end of this report.

In addition, the Olivia Centre takes care to close the circulation of resources and tries to keep them in use for as long as possible. **Owing to the implementation of the Tork Paper-Circle circular economy project at the Olivia Centre, last year we handed over 13 358 kilograms of used paper towels to be transformed back into new paper products.** This works as follows:



By recycling more than 13 tonnes of paper towels, we have potentially reduced emissions by 5784 kg CO₂.

Olivia Home

In its investments, Olivia Home takes into account its impact on the environment, which is why the company has decided to introduce a Waste Management Plan. Its aim is to implement best practices in waste management and value chain management for its investments.

When managing the waste management process, the first focus is on the waste hierarchy, starting with waste prevention. To this end, the following methods are used:

- design enabling adaptation and dismantling,
- use of prefabricated elements,
- reuse and recycling on site,
- separate streams for recycling,
- backfilling of excavations,
- incineration of waste with energy recovery,
- incineration of waste without recovery,
- landfilling.

Our goal is to ensure that the amount of waste generated during the investment and destined for landfill does not exceed 20% of all waste produced.

Prevention

Preparation
for reuse

Recycling

Other recovery me-
thods (e.g. energy
recovery)

Disposal



Waste segregation

We carry out selective waste collection at the construction site in a designated waste storage area. Waste containers are properly labelled and contain information on waste codes and types. In addition, waste intended for recycling is stored under cover to prevent contamination. We also carry out selective collection of municipal waste on the construction site.

We outsource the construction works, but the Group has a permanent dedicated team that monitors the waste management process and the method of waste segregation on an ongoing basis. Construction companies are required to regularly provide the Group with waste transfer cards and information on the level of waste recovery. If segregation is not possible on the construction site, this obligation is entrusted to a specialised company with the appropriate licences, which performs this service off-site. This company is required to provide a relevant statement confirming that segregation and waste recovery have been carried out.

In 2024, during the implementation of the Olivia Pulse project, 88% of the waste generated on the construction site was designated for reuse.

Interior design

In the area of interior design, processes related to the pursuit of a circular economy include the conscious selection of products that are easy to repair, reuse or recycle. Cooperation with suppliers and customers to minimise waste is also important. Where waste generated by our own activities is managed by a third party, we monitor this process on an ongoing basis. To this end, we implement appropriate contractual obligations and, in the event of irregularities or non-compliance with the contract or the law, we take measures to remedy the situation.



4

Corporate governance

Corporate culture

From the very beginning, we believed that our success is only possible if all activities undertaken by the Group companies are based on transparency, respect, fair principles and high moral standards. Business ethics play a key role in our operations, and we act in accordance with them. In developing the Group, we operate in accordance with the following principles: responsibility, achievement of objectives, sustainable development, protection of local resources, responsibility for the environment and climate.

We are committed to acting in an honest, transparent and ethical manner, in accordance with generally accepted ethical principles, which is reflected in particular in:

- awareness of the impact of our business activities on the environment, which means that every decision must be properly analysed from a social and environmental perspective;
- taking responsibility for internal and external actions and for the impact on business, the environment and society;
- transparency, as stakeholders should be notified of any decision that affects the environment or the community, while providing them with all necessary information in this regard;
- honesty and adherence to the values expressed in the Group's Code of Conduct or similar values.

As the Tonsa Commercial REI N.V. Group, we are committed to complying with the highest market standards in the area of social and environmental responsibility, including, in particular, standards similar to the UN Sustainable Development Goals and the universal principles of the United Nations Global Compact.



G3

Responsible marketing practices

3-3
417-1

Responsible marketing practices

We have committed ourselves and our business partners to act in accordance with best market practices in marketing. We want to promote ethical, honest and reliable conduct, which we understand as:

- offering products or services that comply with the law;
- basing advertising content on true and accurate information;
- carrying out marketing activities free from content such as hatred, violence, pornography or offensive behaviour;
- including in marketing content information that does not mislead as to the quality, purpose, origin, price, location or other relevant information determining the choice of potential purchasers of the product or service;
- providing reliable information about the impact of its products or services on the environment and society.

Whistleblower protection

In order to ensure business ethics and transparency of our activities, we enable our employees and associates to report any irregularities or suspected irregularities. This system allows us to monitor on an ongoing basis the risks arising from non-compliance with the law and the Group's Code of Conduct.

We provide the following channels for reporting violations:

- in writing via a box located in the investor's office,
- by post to the postal address,
- by email to a dedicated address,
- at the request of the whistleblower, also in person, verbally for the record, drawn up by a person authorised by the Group.

We promote the channels for reporting violations among our employees and associates through internal communication and training.

Each report is reviewed by the person responsible for taking further action. If the report concerns a situation that has had a negative impact on the Group's employees or associates, this person coordinates the implementation of corrective measures or decides to appoint a committee to conduct a detailed investigation. A record is kept of each report and the whistleblower is informed of the results of the measures taken within three months of the date of confirmation of receipt of the report. In 2024, no cases of irregularities were reported in the Group.

The Tonsa Group guarantees protection against retaliation to anyone who reports an incident. This principle is enshrined in the "Internal Procedure for Reporting Violations of Law and Taking Corrective Action". Protection against retaliation also extends to persons assisting in the reporting of incidents and persons associated with the whistleblower.

G4

Whistleblower protection

GRI 500
proprietary indicator

S7

Prevention of child labour

3-3

408-1

Prevention of child labour

The Code of Conduct, which codifies our values, also includes provisions on the protection of minors and the prohibition of child labour. The overarching principles in this area are:

- not employing persons under the age of 15 (subject to exceptions provided for by law) and preventing this practice, as well as preventing the restriction of children's right to education;
- in the case of employing a person under the age of 18, a commitment to:
 - comply with all regulations concerning the working hours and working time of young workers;
 - providing young employees with opportunities for education;
 - not allowing young workers to perform any prohibited work, unless this is permitted by law and under the conditions specified in the regulations.

Entities within the Group do not employ persons whose employment, due to their young age, is contrary to generally applicable regulations. A dedicated department is responsible for correctly verifying the age of candidates, which is done before the start of cooperation.

Currently, in the Group's opinion, none of its suppliers is exposed to the risk of child labour. Due to the fact that the vast majority of these entities are domestic entities or are based in the same countries as the Group companies, the Group is able, upon becoming aware of any violations, to notify the competent authorities in order to enforce their cessation or to impose the penalties provided for by law on the entity committing such violations.

Prevention of forced labour

Preventing forced labour and slavery is also one of our core values set out in the Code of Conduct. In our cooperation with business partners, we want to ensure that:

- physical or psychological coercion or economic blackmail is not used – directly or indirectly – to recruit people for work or to carry out tasks assigned to them;
- immediate action is taken against forced labour and, in the event of such a violation, immediate notification of the relevant authorities.

Forced labour is contrary to generally applicable national and international law. The Group complies with the applicable regulations in this regard and requires its suppliers, contractors and stakeholders to do the same. All agreements with employees and associates are concluded voluntarily by the parties, and the terms and conditions of their performance comply with generally applicable regulations and are based on partnership principles.

Currently, in the Group's opinion, none of its suppliers is exposed to the risk of forced or compulsory labour. Due to the fact that the vast majority of these entities are domestic entities or are based in the same countries as the Group companies, the Group is able, upon becoming aware of any violations, to notify the relevant authorities in order to enforce their cessation or to impose the penalties provided for by law on the entity committing such violations.

S6

Prevention of forced labour

3-3

409-1



G5

Sustainable values chain

2-14

2-15

2-16

2-23

2-24

2-26

2-30

3-3

205-2

205-3

206-1

308-1

308-2

406-1

407-1

408-1

409-1

411-1

414-1

414-2

417-1

Sustainable values chain

Cooperation factors with employees, associates, suppliers, contractors, customers, and Residents in the area of climate risk mitigation related to sustainability is very important to our entire Group.

Our aim is to go beyond the existing requirements, promote ever-higher standards and apply best practices. Therefore, as a result of consultation with stakeholders, we have developed a Code of Conduct, which we promote across the entire value chain. Owing to its implementation, ESG criteria will become more important as early as at the stage of selecting potential business partners, customers, and contractors. The Code of Conduct also allows us to work even better with all our business partners towards sustainable development.

The Code of Conduct has therefore been drawn up not only to indicate and highlight our values, but also to provide clear guidance to all those who work with us and wish to do so. It is a set of principles that reflect our practices, which are focused on four main areas, representing general, business, social and environmental expectations:



Business expectations

- ethical action,
- responsible marketing,
- counteracting corruption, money laundering, and terrorism financing,
- protection of privacy, personal data, and copyrights,
- fair competition and prevention of conflicts of interest.



Social expectations

- protection of human rights,
- counteracting forced labour and slavery,
- protection of young persons and prohibition of child labour,
- freedom of association,
- equality, diversity and non-discrimination,
- concern for health and safety.



Environmental expectations

- environmental and climate protection,
- reduction of emissions,
- sustainable use of resources,
- responsible waste management.

As an organisation, we expect all those who work with us to adhere to at least the principles contained in the aforementioned document. When selecting business partners, we are guided by many things including whether the values set out in our Code are shared, implemented and adhered to by them, and we reserve the right to verify the above.

When drafting the Code, we took care to launch a special e-mail address:

 esg@oliviacentre.com

dedicated to submitting enquiries, concerns or expressing doubts about the organisation's negative business conduct. If there is a need to do so, we guarantee that the notifier will remain anonymous. We assure you that we will not disregard any signal about any issue brought to our attention.



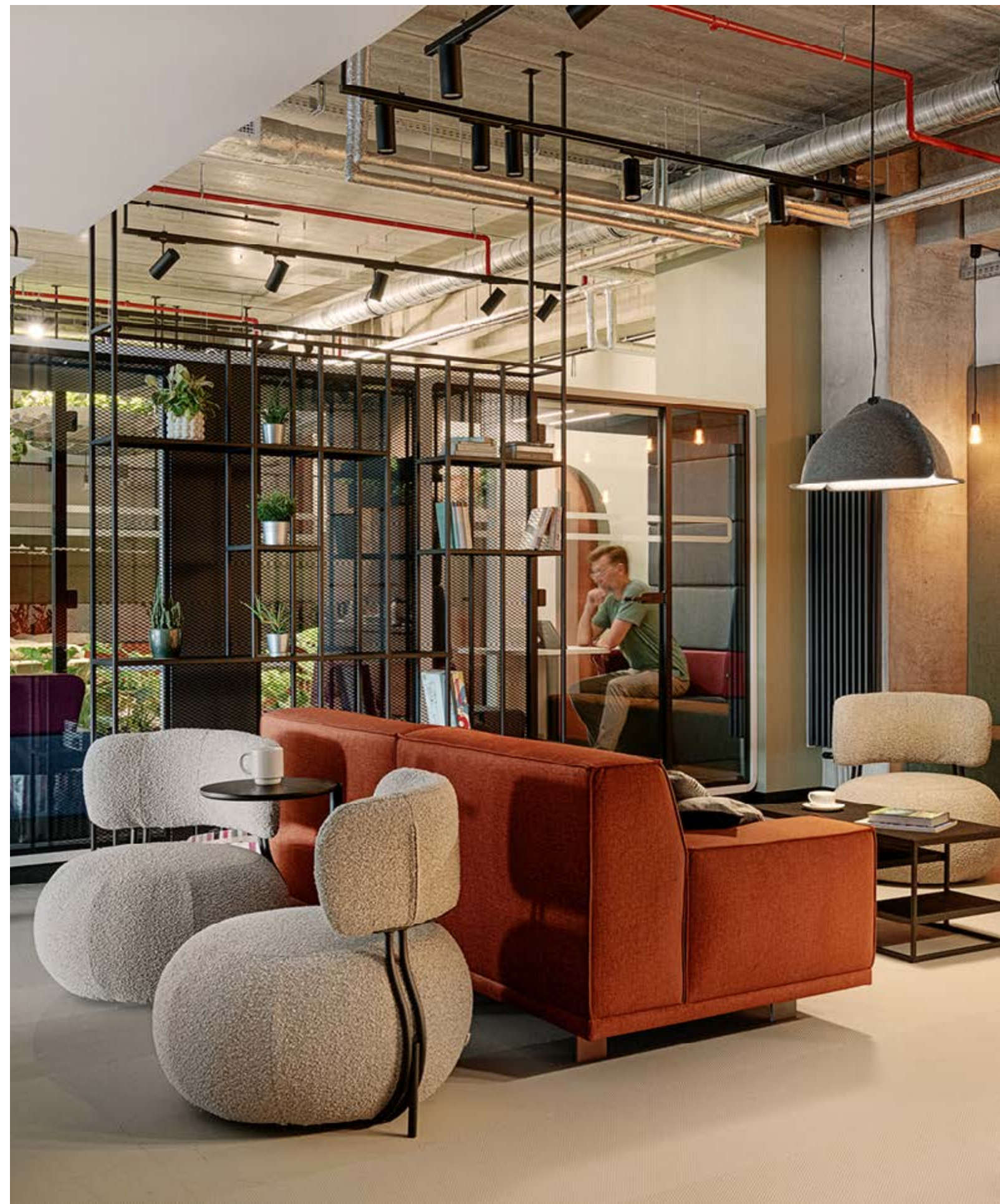
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—○ About the report

Bases for preparing the report

We are currently not obliged to prepare a sustainability report. However, considering the expectations of stakeholders and legislative changes, including the Corporate Sustainability Reporting Directive (CSRD), we have decided to prepare it. We are committed to even better communication with our stakeholders and to highlighting sustainability aspects important to the Group. The topics covered in this report are the result of a double materiality study of sustainability issues, which we have detailed in the previous part.

When developing this year's report, we tried to reconcile the expectations of our Stakeholders with our values, as well as some of the risks we wrote about in the first part of the document. For this reason, just like in the previous years, we have prepared this report in line with the international GRI 2021 reporting standards and the TCFD (Task Force on Climate-Related Financial Disclosures) recommendations. Moreover, as we are a member of the UNGC, this report refers to the Sustainable Development Goals (SDGs). We know that more and more of our Business Partners will be covered by the CSRD (mandatory ESG reporting), which will result in them using the European Sustainability Reporting Standards (ESRS). We want to make it easier for them to use the data in this report, so we have also referred to the ESRS guidelines in the GRI Content Index - taking advantage of the high level of interoperability between the GRI and ESRS standards.



Basic reporting assumptions

TONSA Commercial REI N.V. was established on 13 November 2018, is registered in the Trade Register of the Dutch Chamber of Commerce under number 73088870 and has its registered office in Rotterdam, the Netherlands, as well as an office in Oslo 1, 2993LD Barendrecht (hereinafter: the Company). The Company is the parent entity for 100% owned subsidiaries, which are companies and partnerships based in Poland.

The ultimate beneficial owner in the Group is Maciej Grab-ski, who is also the beneficial owner of other entities partially included in this report, including:

- Olivia Serwis Sp. z o.o.
- Maintenance+ Sp. z o.o.
- Security+ Sp. z o.o.
- Construction+ Sp. z o.o.
- Olivia Home Sp. z o.o.
- Foundation Gdańsk Global

Entity name	Group’s share in the capital	Principal activities	Registered office
“Olivia Complex” Sp. z o.o.	100%	Land base and real estate development	Gdańsk, Poland
”Olivia Gate” Sp. z o.o.	100%	Office property rental	Gdańsk, Poland
“Olivia Point & Tower” Sp. z o.o.	100%	Office property rental	Gdańsk, Poland
Olivia 4 S.A.	100%	Office property rental	Gdańsk, Poland
Olivia Star S.A.	100%	Office property rental	Gdańsk, Poland
”J-HOME” S.A.	100%	Office property rental	Gdańsk, Poland
”Olivia Seven” Sp. z o.o.	100%	Office property rental	Gdańsk, Poland
”Olivia Prime” B Sp. z o.o.	100%	Office property rental	Gdańsk, Poland
Olivia Fin Sp. z o.o.	100%	General partner of Olivia Fin Sp. z o. o. SKA	Gdańsk, Poland
Olivia Fin Sp. z o.o. SKA	100%	Obtaining financing for the Group’s operations	Gdańsk, Poland
Olivia Home Platynowa Park Sp. z o.o.	100%	Project development on the residential market	Gdańsk, Poland
Olivia Home Leśna Sp. z o. o.	100%	Project development on the residential market	Gdańsk, Poland
Materida Sp. z o. o.	100%	Project development on the residential market	Gdańsk, Poland
TP3 Sp. z o.o.	100%	Project development on the residential market	Gdańsk, Poland
Brillant 3756. GmbH	100%	Project development on the residential market	Berlin, Germany



Reporting frequency

The Tonsa Group specified its reporting frequency as annual. The sustainability report for the year will be published at a time close to the publication of the financial report. Due to data interchangeability, these periods are in close correlation with each other, the earlier of the publication periods being that for the financial report.

This sustainability report has been prepared for the period from 1 January to 31 December 2024. The authorised contact individuals related to the published ESG report are:



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Patrycja Smolińska

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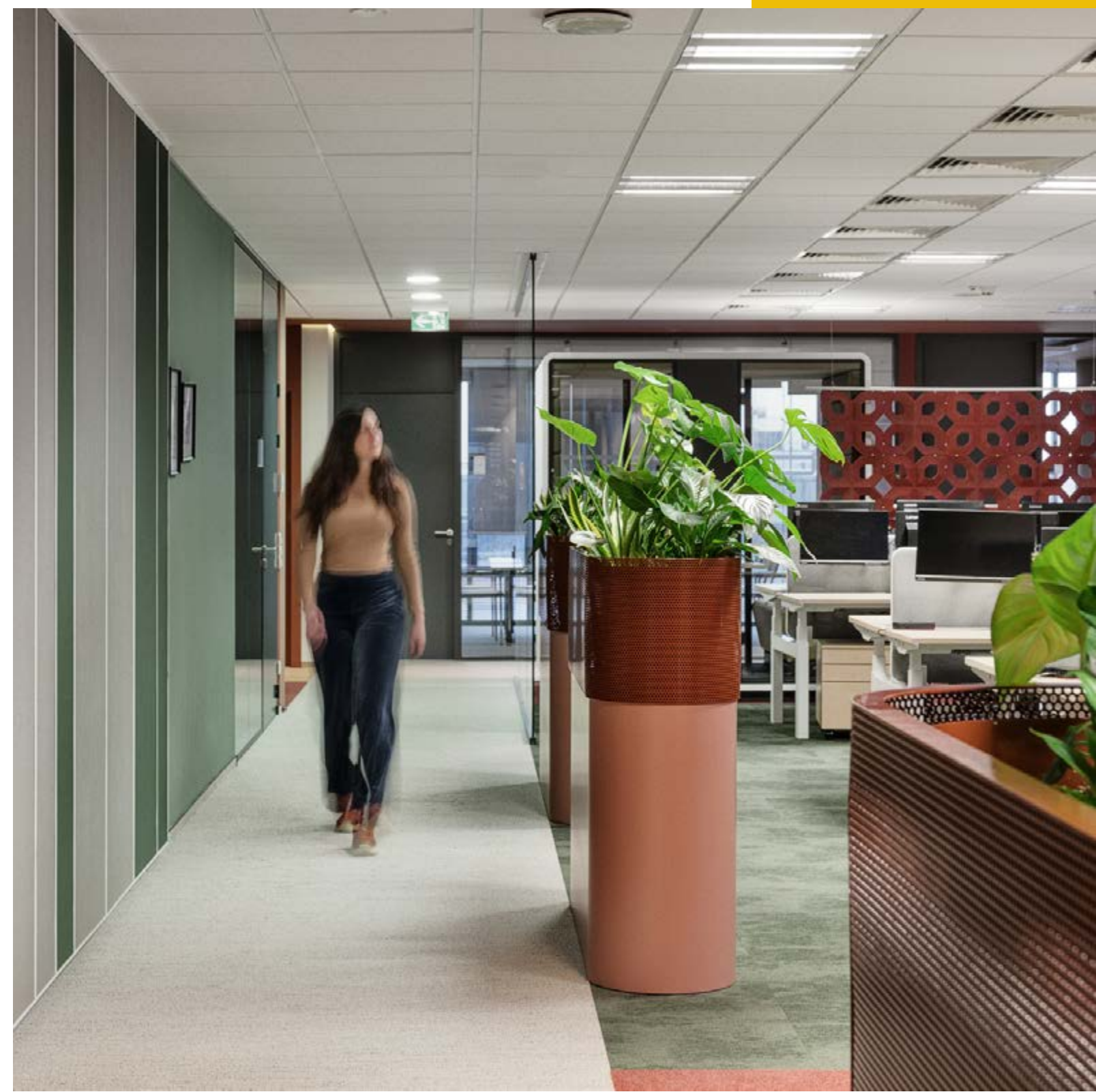
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Changes in reporting

This year's report was prepared on the basis of the GRI 2021 standard.

Compared to the previous reporting period, there have been changes in the entities comprising the Group. The Group has expanded to include two new entities: Olivia Home Leśna Sp. z o. o. and Materida Sp. z o. o.



SDG compliance chart

SDG		Pages
 3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for everyone at all ages	64 , 100
 6 CLEAN WATER AND SANITATION	Ensure access to water and sanitation for all through the sustainable management of water resources	56 , 64 , 100
 7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable, and advanced energy for all	56 , 100
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive, and sustainable economic growth by fostering full and productive employment and decent work for all	56
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote sustainable industrialisation and foster innovation	100
 11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient, and sustainable	57 , 100
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	100
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	59 , 64 , 100
 15 LIFE ON LAND	Protect, restore and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss	60 , 100
 17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the global partnership for sustainable development	61

Compliance with TCFD

Area	Disclosure	Pages
Management	Description of the organisation management methods with regard to climate risks. Description of the role of management in the process of assessing and managing climate-related risks and opportunities.	16 , 48
Strategy	Description of the climate-related risks and opportunities that the organisation has identified in the short, medium, and long term. Description of the impact of climate-related risks and opportunities on the organisation's business activities, strategy, and finances. Description of the resilience of the organisations' strategy in consideration of the 1.5 °C scenario.	48 – 54
Risk management	Description of the processes for identifying and assessing climate-related risks. Description of climate-related risk management processes. Description of the integration of climate risk management processes with general risk management	48 – 54
Wskaźniki i cele	Indicators that the organisation uses to assess climate-related risks and opportunities in line with its risk management strategy and processes. Greenhouse gas emissions for scopes 1, 2 and, if relevant, 3 and a description of the associated risks. Description of goals used for climate risk management.	55 – 61 , 108 , 134

GRI Content Index

Statement of use The Tonsa Commercial REI N.V. Group has filed the report for the period 01st January 2024 to 31st December 2024 with reference to the GRI Standards

GRI 1 used GRI 1: Foundation 2021

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
General information about the organisationand relevant topics: G1 – Corporate culture G2 – Collaboration for sustainable development G5 – Sustainable value chains					
GRI 2: General Disclosures 2021	2-1	Organisation details	7, 125		
	2-2	Entities covered by ESG reporting in the organisation	125		ESRS 1 ESRS 2
	2-3	Reporting cycle and contact	126		ESRS 1
	2-4	Changes in reporting	126		ESRS 2
	2-5	External verification	-	None	
	2-6	Types of operations, value chain and other business relationships	7-12, 13, 39, 55		ESRS 2
	2-7	Employees	13, 78, 141	Due to the specific nature of the Tonsa Group companies (real estate portfolio), the number of employees in the Group is significantly limited.	ESRS 2 ESRS S1
	2-8	Persons performing work who are not employees	13, 78, 141		ESRS S1
	2-9	Management structure	13-16, 141		ESRS 2 ESRS G1
	2-10	Appointment and election of the highest management body	13-16		
	2-11	Chair of the highest management body	15		ESRS 2 ESRS G1
	2-12	Role of the highest management body in overseeing the impact management	16		ESRS 2 ESRS G1

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for impact management	16		ESRS 2 ESRS G1
	2-14	Role of the highest management body in sustainability reporting	16, 39, 119, 122		ESRS 2
	2-15	Conflict of interest	119, 122		
	2-16	Communication of critical issues	48, 119, 122		ESRS 2 ESRS G1
	2-17	Collective knowledge of the senior management	13 - 16		ESRS 2
	2-18	Assessment of the performance of the highest management body	16		
	2-19	Remuneration policy	-	Confidential	ESRS 2 ESRS E1
	2-20	Remuneration determination process	-	As above	ESRS 2
	2-21	Annual total remuneration ratio	-	As above	ESRS S1
	2-22	ESG strategy statement	6		ESRS 2
	2-23	Commitments included in policies	55, 119, 122		ESRS 2 ESRS S1 ESRS S2 ESRS S3 ESRS S4 ESRS G1
	2-24	Embedding policy commitments	55, 119, 122		ESRS 2 ESRS S1 ESRS S2 ESRS S3 ESRS S4 ESRS G1
	2-25	Negative impact mitigation process	39-54		ESRS S1 ESRS S2 ESRS S3 ESRS S4

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and reporting concerns	119, 122		ESRS S1 ESRS S2 ESRS S3 ESRS S4 ESRS G1
	2-27	Compliance with laws and regulations	-	No identified violations	ESRS 2 ESRS E2 ESRS S1 ESRS G1
	2-28	Membership in organisations	55, 82		
	2-29	Approach to stakeholder engagement	39-41		ESRS 2 ESRS S1 ESRS S2 ESRS S3 ESRS S4
	2-30	Collective agreements	-	None	ESRS S1
Material topics					
GRI 3: Material Topics 2021	3-1	The process of determining material issues	39, 124		ESRS 2
	3-2	List of material issues	42-47, 124		ESRS 2
E1 – Biodiversity					
GRI 101: Biodiversity 2024	3-3	Managing material topics	60, 101, 103		ESRS 2
	101-1	Policies to halt and reverse biodiversity loss	60, 101-104		ESRS E4
	101-2	Managing impacts on biodiversity	55, 60		ESRS E4
	101-3	Access and benefit sharing	101-104		ESRS E4
	101-4	Identification of impacts on biodiversity	101-104		ESRS E4
	101-5	Locations affecting biodiversity	101-104		ESRS E4

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
GRI 101: Economic Performance 2024	101-6	Direct factors of biodiversity loss	101-104		ESRS E4
	101-7	Changes in the state of biodiversity	101-104		ESRS E4
S1 – Promoting a sustainable city E4 – Adaptation to climate change					
GRI 201: Economic Impacts 2016	3-3	Managing a material topic	55		ESRS 2
	201-1	Direct economic value	8, 55		
	201-2	Financial impacts and other types of risks and opportunities arising from climate change	39, 48		ESRS E2
GRI 203: Indirect Economic Impacts 2016	3-3	Managing a material topic	56-57, 61		
	203-1	Supported infrastructure investments and services	17, 56-57		
	203-2	Significant indirect economic effects	8, 42, 56		ESRS S1 ESRS S2 ESRS S3
GRI 204: Procurement Practices 2016	3-3	Managing a material topic	10, 56		ESRS G1
	204-1	Percentage of expenditure on local suppliers	10, 56		
G3 – Responsible marketing practices					
GRI 206: Anti-competitive Behavior 2016	3-3	Managing a material topic	122		
	206-1	Legal action regarding anti-competitive behaviour, anti-monopoly and monopolistic practices	122		

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
E6 – Resource use and circular economy					
GRI 301: Materials 2016	3-3	Managing a material topic	113-114		ESRS E5
	301-1	Raw materials used by weight or volume	113-114		ESRS E5
	301-2	Raw materials used from recycling	113-114		ESRS E5
	301-3	Recovered products and their packaging materials	113-114		ESRS 1 ESRS E5
E3 – Energy saving					
GRI 302: Energy 2016	3-3	Managing a material topic	105-107		ESRS E1
	302-1	Energy consumption within the organisation	105-107		ESRS E1
	302-2	Energy consumption outside the organisation	105-107		ESRS E1
	302-3	Energy intensity	105-107		ESRS E1
	302-4	Reduction in energy consumption	105-107		ESRS E1
	302-5	Reduction of energy demand for products and services	105-107		ESRS E1
E5 – Efficient use of water					
GRI 303: Water and Effluents 2018	3-3	Managing a material topic	111-112		ESRS E2 ESRS E3
	303-1	Interactions with water as a shared resource	111-112		ESRS E2 ESRS E3
	303-2	Managing impacts associated with water use	111-112		ESRS E2
	303-3	Water intake	111-112		ESRS E3 ESRS E2
	303-4	Water discharge	111-112		ESRS E3
	303-5	Water consumption	111-112		ESRS E3

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
E2 – Climate change mitigation					
GRI 305: Emissions 2016	3-3	Managing a material topic	108-110		ESRS E1 ESRS E2
	305-1	Direct greenhouse gas emissions (Scope 1)	108-110		ESRS E1
	305-2	Indirect greenhouse gas emissions (Scope 2)	108-110		ESRS E1
	305-3	Other indirect greenhouse gas emissions (Scope 3)	108-110		ESRS E1
	305-4	Greenhouse gas emission intensity	108-110		ESRS E1
	305-5	Greenhouse gas emission reduction	108-110		ESRS E1
	305-6	Ozone-depleting substance (ODS) emissions	-		ESRS E1
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant emissions to air	-		ESRS E2
E6 – Resource use and circular economy					
GRI 306: Waste 2020	3-3	Managing a material topic	115-117		ESRS E5
	306-1	Description of waste generation and its significant impact	115-117		ESRS 2 ESRS E5
	306-2	Management of significant impacts related to waste	115-117		ESRS E5
	306-3	Waste generated	115-117		ESRS E5
	306-4	Recovered waste	115-117		ESRS E5
	306-5	Waste transferred for disposal	115-117		ESRS E5

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
S5 - Employee rights					
GRI 401: Employment 2016	3-3	Managing a material topic	78-79		ESRS S1 ESRS S2
	401-1	Hiring new employees and employee turnover	141		ESRS S1
	401-2	Benefits provided to full-time employees that are not granted to temporary or part-time employees	78-79		ESRS S1
	401-3	Return-to-work and continued employment rates after maternity/paternity leave, presented by gender	141		ESRS S1
S2 - Health and safety					
GRI 403: Occupational Health and Safety 2018	3-3	Managing a material topic	63-69		ESRS S1 ESRS S2
	403-1	Occupational health and safety management system	63-69		ESRS S1
	403-2	Hazard identification, risk assessment and incident investigation	63-69		ESRS S1
	403-3	Occupational safety and health services	63-69		ESRS 1
	403-4	Employee participation, consultation and communication on occupational health and safety	63-69, 141		ESRS 1
	403-5	Training for employees on occupational health and safety	69, 141		ESRS 1
	403-6	Health promotion programmes for employees	63-69, 78		ESRS 1

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of the impact on occupational safety and health directly related to business relations	63-69		ESRS S2
	403-8	Contractors covered by the occupational health and safety management system	63-69, 141		ESRS S1
	403-9	Work-related injuries	-	0	ESRS S1
	403-10	Work-related health problems	-	0	ESRS S1
S9 - Diversity and equality					
GRI 405: Diversity and Equal Opportunity 2016	3-3	Managing a material topic	13-15		ESRS S1 ESRS S2
	405-1	Diversity in management bodies and among other employees	13-15, 141		ESRS S1 ESRS S2
S8 - Counteracting discrimination					
GRI 406: Non-discrimination 2016	3-3	Managing a material topic	122		ESRS S1 ESRS S2 ESRS S4
	406-1 3-3	Cases of discrimination and corrective measures taken	-	None	ESRS S1
S7 - Prevention of child labour					
GRI 408: Praca dzieci 2016	3-3	Managing a material topic	121, 122		ESRS 1 ESRS 2 ESRS 4
	408-1	Operations and suppliers exposed to significant risks of incidents related to child labour.	121, 122		ESRS 1 ESRS 2 ESRS 4

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
S6 – Prevention of forced labour					
GRI 409: Forced or Compulsory Labour 2016	3-3	Managing a material topic	121, 122		ESRS 1 ESRS 2 ESRS 4
	409-1	Operations and suppliers exposed to significant risks of incidents related to forced or compulsory labour.	121, 122		ESRS 1 ESRS 2 ESRS 4
S2 – Health and safety					
GRI 410: Security Practices 2016	3-3	Managing a material topic	63-66		ESRS S3
	410-1	Security personnel trained in human rights policies or procedures	-	100%	ESRS S3
S3 – Social commitment and relations with the local community					
GRI 413: Local Communities 2016	3-3	Managing a material topic	70-72		ESRS S3
	413-1	Operations involving local community engagement, impact assessments and development programmes	70-72		ESRS S3
	413-2	Operations with significant actual and potential negative impact on local communities	70-72		ESRS 2 ESRS S3
S2 – Health and safety					
GRI 416: Customer Health and Safety 2016	3-3	Managing a material topic	63-66, 73, 75, 80		ESRS S4
	416-1	Impact of products and services on customer health and safety	63-66, 73, 75, 80		ESRS S4
	416-2	Cases of non-compliance with regulations concerning the impact of products and services on health and safety	-	None	ESRS S4

GRI Standard	GRI Number	GRI name	Pages	Comment	Reference to ESRS
G3 – Responsible marketing practices					
GRI 417: Marketing and Labelling 2016	3-3	Managing a material topic	120, 122		ESRS S4
	417-1	Requirements for product and service information and labelling	120, 122		ESRS S4
	417-2	Cases of non-compliance with regulations and voluntary codes concerning the labelling of products and services and information about them	-	None	ESRS S4
	417-3	Cases of non-compliance relating to advertising information	-	None	ESRS S4
S4 – Work-life balance					
GRI 500:	3-3	Managing a material topic	80-81, 84-95		ESRS S1 ESRS S2
	Proprietary indicator 1	Programmes supporting work-life balance	80-81, 84-95		ESRS S1 ESRS S2
G4 – Whistleblower protection					
GRI 500:	3-3	Managing a material topic	120		ESRS G1
	Proprietary indicator 2	Whistleblowing policy	120		ESRS G1



6

—○ Data tables

Carbon footprint

Methodology:

- *The GHG Protocol A Corporate Accounting and Reporting Standard*

In Scope 1, we consider direct emissions from fuel combustion and refrigerant leaks.

- *GHG Protocol Scope 2 Guidance - An Amendment to the GHG Protocol Corporate Standard*

Within scope 2 of GHG emissions, the emissions resulting from the Group's electricity and heat consumption are taken into account. They are calculated in accordance with the location-based method, using the emission indicators publicly available on the website of KOBIZE (The National Centre for Emissions Management) and the ERO, and in accordance with the market-based method using indicators obtained from energy suppliers.

- *Corporate Value Chain (Scope 3) Accounting and Reporting Standard Supplement to the GHG Protocol Corporate Accounting and Reporting Standard*

We present the issue of Scope 3 in this report as limited to the leased assets we own.



The Olivia Centre

Location-based:

GHG emissions	2024/2023 change	2024/2019 change
Scope 1.	-63%	1972%
Scope 2.	-19%	-53%
Scopes 1. and 2.	-22%	-51%
Scope 3.*	-13%	1%
Total operational carbon footprint	-17%	-30%

GHG emissions intensity	2024/2023 change	2024/2019 change
Scopes 1. and 2.	-22%	-51%
Scope 3.*	-13%	-14%
Total	-17%	-30%

Market-based:

GHG emissions	2024/2023 change	2024/2021* change
Scope 1.	-63%	1,191%
Scope 2.	-25%	-50.92%
Scopes 1. and 2.	-29%	-48.50%
Scope 3.*	-40%	-51.98%
Total operational carbon footprint	-34%	-51.98%

GHG emissions intensity	2024/2023 change	2024/2021* change
Scopes 1. and 2.	-29%	-48.50%
Scope 3.*	-40%	-51.98
Total	-34%	-50.22%

* In 2019 and 2020, there is no data on the CO₂ emission index for energy electricity.





Olivia Home

Location-based:

GHG emissions	2024/2023 change	2024/2022* change
Scope 1.	0%	0%
Scope 2.	-11.17%	131.27%
Scope 3.	No data	No data

Market-based:

GHG emissions	2024/2023 change	2024/2022* change
Scope 1.	0%	0%
Scope 2.	-46.92%	15.63%
Scope 3.	No data	No data

* Olivia Home began operations in 2022.



Methodology:

We obtain data for the analysis of energy consumption from meter and BMS readings, as well as supplier billing.



The Olivia Centre

	2024/2023 change	2024/2019 change
Energy consumption at the Olivia Centre		
Electricity	-4%	-15%
Thermal energy	-11%	-19%
Diesel oil	-4	14%
Energy consumption at common areas		
Electricity	-4%	-32%
Thermal energy	-18%	-42%
Diesel oil	-4	14
Energy consumption by the Residents		
Electricity	-4%	16%
Cold	1%	-3%
Thermal energy	-1%	69%

Energy consumption intensity at the Olivia Centre	2024/2023 change	2024/2019 change
Electricity	-4%	-15%
Thermal energy	-11%	-19%
Cold	1%	13%
Diesel oil	-4%	14%



Methodology:

We obtain data for the analysis of water consumption from meter and BMS readings, as well as supplier billing



The Olivia Centre

Water consumption	2024/2023 change	2024/2019 change
The Olivia Centre	1%	-23%
Residents' areas	3%	8%
Common parts	7%	-21%

Water consumption intensity	2024/2023 change	2024/2019 change
The Olivia Centre	1%	-23%
Residents' areas	3%	27%
Common parts	36%	-21%



Olivia Home

Water consumption	Zmiana 2024/2023	Zmiana 2024/2022*
Olivia Home operations	421%	625%



*Olivia Home's operations began in 2022, and since then the number of projects implemented has increased, which directly translates into the consumption of media.

Methodology:

We have started to implement a system for reporting the amounts of materials used in projects. The data comes from contracts with material suppliers and purchase orders.



The Olivia Centre

Materials used in the development of the green patio at Olivia Six	Unit of measure	Quantity in 2024
Non-recyclable materials:	t	342.22
Concrete	t	74.665
Stone	t	245.872
Plastic	t	0.883
Gravel	t	3.2
Sand	t	17.6
Recyclable materials:		
Earth	t	106.4
Verbena bonariensis	pcs	4
Yucca filamentosa	pcs	5
Pinus mugo	pcs	168
Rosea lavender	pcs	8
Nepeta	pcs	31
Hylotelephium spectabile	pcs	4
Birch	pcs	1
Japanese maple	pcs	5
Panicled hydrangea	pcs	19
Lilac	pcs	80
Bergenia	pcs	7
Fern	pcs	92
Pachysandra	pcs	6
Perovskia	pcs	36
Hedera helix	pcs	14
Cimicifugae	pcs	13

Materials used in the development of the green patio at Olivia Six	Unit of measure	Quantity in 2024
Recyclable materials:		
Astilbe Arendsii	pcs	9
Round-headed garlic	pcs	31
Cherry laurel	pcs	29
Honeysuckle	pcs	19
Canadian hemlock	pcs	4
Peony	pcs	11
Heuchera	pcs	27
Buddleja	pcs	5
Japanese pachysandra	pcs	14
Brunnera	pcs	18
Echinacea	pcs	20
Rolled grass	m²	51

Materials used in the construction of the volleyball court and flower meadow	Unit of measure	Quantity in 2024
Recyclable materials:	t	120.001
Earth	t	120
Seed mix	t	0.001

Materials used for building management services	Unit of measure	Quantity in 2023	Quantity in 2024
Liquid soap	l	2403	10 980
Paper towels	pcs	7346	7836
Toilet paper	pcs	25 749	26 802





Olivia Home

Materials used in the Olivia Pulse project	Unit of measure	Quantity in 2024
Non-recyclable materials	†	6575.07
Concrete	†	6180.37
Steel	†	394.6
Plastic	†	0.1

Materials used in the Sopot Leśna project	Unit of measure	Quantity in 2024
Non-recyclable materials:	†	1237.2
Steel	†	79.4
Concrete	†	130.6
Plastic	†	1.2
Cement-bentonite slurry	†	1026.0





The Olivia Centre

Methodology:

At the Olivia Centre, waste is segregated and collected in accordance with the regulations in force (in particular the Rules and Regulations for Maintaining Cleanliness and Order in the City of Gdańsk) and the declaration submitted. Thanks to it, we know the amount of waste we generate. This year, we again analysed in detail the indicators for converting waste volume into weight. As a result of this analysis, we have developed indicators that take into account:

- the type of waste actually generated,
- information obtained from the recipients.

We have also included these indicators in the calculations for 2022, 2023 and 2024. Data is given for the entire Olivia Centre - including our Residents, the tenants of our buildings - due to the impossibility of separating waste data generated only by us. In addition, we also separately segregate paper towels (Tork PaperCircle programme), as well as cardboard packaging and waste from construction, renovation and dismantling, which are individually weighed each time they are collected. The same is true of the waste that is generated on site - thanks to the BDO (waste database) cards provided from the contractors, we are able to control the amount of waste generated.

Quantity of municipal waste	Unit of measure	2023	2024	2023/2024 change
BIO	t	374	235	-37%
Paper	t	62	2	-32%*
Metal and plastics	t	37	41	11%
Residual waste	t	663	527	-21%
Glass	t	59	71	20%
Total	t	1196	876	-23%

Quantity of waste additionally sorted and transferred to other recipients for recycling	Unit of measure	2023	2024	2023/2024 change
Mixed waste from construction, renovation and dismantling	t	No data	3.38	-
Paper and cardboard packaging	t	11.27	47.7	-32%*
Paper towels	t	10.45	13.36	28%



Olivia Home

The amount of waste generated at the Olivia Pulse construction site	Unit of measure	2024
Paper and cardboard packaging	t	0.2
Mixed waste from concrete, brick rubble, waste ceramic materials and equipment components	t	2.41
Timber	t	0.48
Plastics	t	0.73
Mixed waste from construction, renovation and dismantling	t	0.52
The amount of waste generated at the Sopot Leśna construction site	Unit of measure	2024
Soil and earth, including stones	t	6186.75

2-7
2-8
401-1
403-6
405-1
405-2

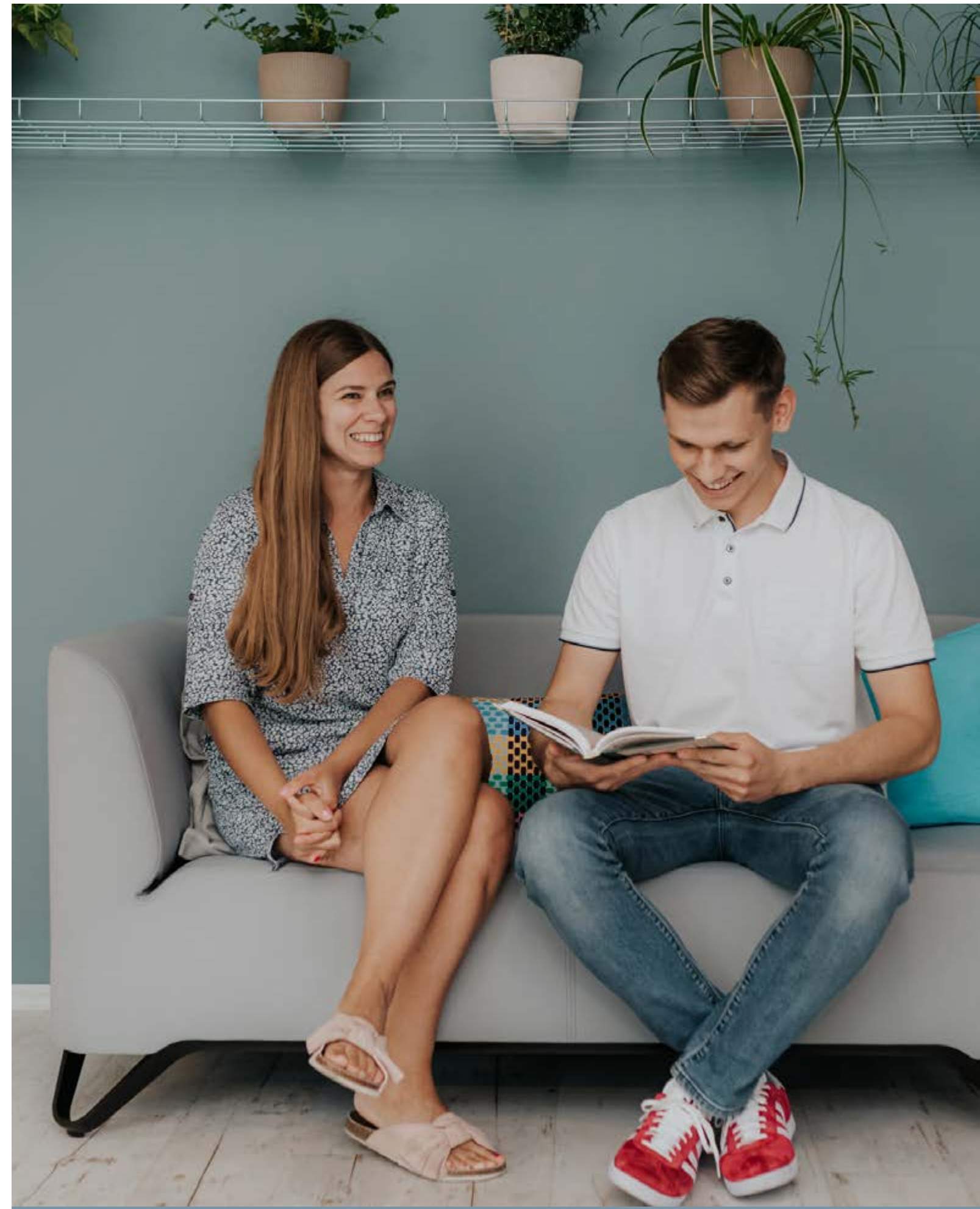
Methodology:

Due to the existing forms of employment in the Tonsa Group, headcount ratios (HC - Headcount), instead of FTE (Full Time Equivalent), were used for the calculations. The figures below represent the total number of employees in each company from and the Tonsa Group.

Number of employees in the Group (regardless of the type of employment)	Total	Women	Men
Total in the Group	27	0	27
Persons under 30	0	0	0
Persons aged 30-50	9	1	9
Persons over 50	18	0	18
Annual total remuneration ratio in subsidiaries			1
Employee turnover ratio			0

Health and safety training in the Group	Total	Women	Men
Preliminary for employees	100%	—*	100%
Preliminary for associates	100%	100%	100%
Preliminary at the construction site	100%	100%	100%
Specialised at the construction site, for supervisors	100%	100%	100%
For administration and office positions	100%	100%	100%

*In the reporting year, the Company did not employ any women.





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