

07.12.2022, Warszawa

Robyg S.A
Rzeczypospolitej 1,
02- 972 Warszawa

United Nations
Global Compact

To our stakeholders:

I am pleased to confirm that ROBYG S.A reaffirms its support of the 10 principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit sharing this information with our stakeholders using our primary channels of communication. I am pleased to confirm that ROBYG S.A supports the 10 principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

Sincerely yours,

Eyal Keltsh
President of the Management Board of ROBYG S.A.



Descriptions of our activities:

Human Rights

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

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

In 2021, we joined the signatories to the Diversity Charter. The Diversity Charter is an international project supported by the European Commission. Present in 26 European countries, the initiative aims to promote diversity and implement equal treatment solutions in the workplace. Signing of this document by ROBYG is a confirmation of our actions to date and a commitment to further improvement in this area.

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

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

Labour

Respect for human rights, including rights to work, decent wage and preventing of child labour is one of the basic principles of the company's day-to-day operations.

It underlines both internal relationships within ROBYG as well as with our external stakeholders.

It means treating people equally, appreciating them for what they do and who they are regardless of their position, seniority, age, gender, health, family status, ethnicity and gender identity, sexual orientation, believes or nationality, as well as acting transparently.

Our Code of Conduct and The Human Rights Policy has been developed based on high ethical standards and respect for human rights and liberties, arising in particular from the UN Universal Declaration of Human Rights and the Declaration of the International Labour Organization. We abide by international human rights principles and international labour standards, including but not limited

to the provisions of the United Nations Universal Declaration of Human Rights and the Declaration of the International Labour Organization We fulfil these commitments by actively preventing discrimination and activities aimed at respecting diversity. We prohibit child and forced labour, both at the ROBYG Group and among cooperating entities. ROBYG does not allow the child labor and employment of minors. The Group does not offer employment to minors under the age of 15 and forbids any forms of forced or compulsory labor. We are against all forms of modern slavery, both within the Group or among the entities cooperating with us We comply with all regulations regarding terms and conditions of employment, including basic working hours and overtime.

ROBYG is using The Code of Conduct for Suppliers and Subcontractors. They are obliged to not admit work of minors and makes every effort not to use in its business activity any produces or services form minors' work, while ensuring compliance with the provisions of the International Labor Organization regarding underage workers, not use forced labor, slavery or any form of involuntary work. It is strongly against any illegal forms of employment, concurrently promoting diversity at the workplace, respect the employees' right to association and respect diversity at work

Result of our practices is that we did not record any cases of discrimination in 2021.

Environment

Our strategic goal in moving towards low-emission performance:

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

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

According to the Environmental Policy of the ROBYG Group:

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

In order to fulfil our ambitions in the fight against climate change and to reduce the inconvenience caused by urban heat islands, ROBYG prepared the first systematized GREEN STANDARD on the real estate market. Our good practices, like first green standard, 15 minutes investments and activities to promote and support biodiversity was rewarded by independent organisations (NGO'S).

Anti-Corruption

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

- Revision of existing policies and implementation of new regulations in order to be in line with ESG assumptions accomplished in 2021,
- Accession to UNGC accomplished in 2021,
- Code of Conduct for Suppliers and Subcontractors adopted in 2021.

At our company, we integrate sustainability management practices into existing management practices and ongoing company operations. For many years we have had an ethics and anti-fraud management system, including anti-corruption, and we are continuously improving it. In addition to ethics and corporate governance documents, we have also implemented environmental and social policies and procedures to comprehensively manage ESG issues at ROBYG. The ESG Strategy and the ROBYG Group Code of Conduct are our overriding documents in terms of operating a sustainable business. The result of our policy is a fact that ROBYG had no significant cases of non-compliance with laws and regulations, and no penalties were imposed on us for non-compliance in 2021.

Measurement of outcomes

- 1.54% of the electricity that powers our construction sites comes from renewable energy sources in 2021,
2. 100% of our subcontractors come from Poland,
3. 100 % of ROBYG employees and associates was trained in ethical business conduct, contracting corruption and prevention of conflicts of interest,
4. 0 accidents on our construction sites in 2021,
5. 0 discrimination cases in 2021,
6. 3% pay gap between man and woman in 2021,
7. 72 % of ROBYG housing estates containing elements protecting biodiversity,
8. Disclosure of Scope 1 and 2 CO2 emissions in accordance with the GHG Protocol standard for 2021.