



ESG OVERVIEW

2023

Yareal Polska Sp. z o.o.



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Letter from the President

We are pleased to present our second ESG Review, covering Yareal activities implemented in the three areas of sustainability: environmental, social and corporate governance.

This document has been updated with data and results achieved in 2023. The past year was full of events and changes that directly and indirectly affected our activities. In the housing sector, this was definitively a time of demand over supply, with prevailing price pressures and existing barriers limiting housing market development. The market was disproportionately affected by the government's launch of the preferential, so-called "2% Mortgage" scheme, which covered a relatively small group of buyers, while contributing to a further sharp increase in property prices in all housing segments. We believe that the trend stimulating both price levels and demand will continue in 2024 due to the announcements of the continuation of mortgage subsidies, but above all due to the small number of developments put on the market and further expected system constraints for new

projects. The office real estate segment was overshadowed in the past year due to very limited activity of investors discouraged by high interest rates and the resulting costs of project financing, with high tenant activity. The historically low supply of new office buildings in prime locations translated into continuously rising rental rates. 2023 was also yet another year in which aspects related to sustainability and the cross-section of ESG issues continued to gain in importance.

For Yareal, the past year was particularly important, among other things, due to the completion of the first development project in the Tricity - the modernist apartment building called Rezydencja Plac Kaszubski,

located in the centre of Gdynia. This investment was awarded a distinction in the prestigious competition for the Award of the Chair of the City Council for the best Gdynia Investment of the Year 2023, „Czas Gdyni”, in the „Architecture” category, which confirms the high quality of the development and is a source of great pride and satisfaction for the whole team. 2023 also saw the completion of the second and largest phase of the flagship development in Warsaw’s Kamionek district - SOHO by Yareal. The project includes a key part of the mixed-use complex, a 300-metre-long linear park, which forms the green axis of the new development quarter emerging among post-industrial monuments, planned according to the idea of a 15-minute city. SOHO by Yareal is already home to approx. 500 families, who - thanks to the multifunctional nature of the development acting as a local hub - will ultimately be able to satisfy most of their needs locally. SOHO by Yareal will offer residents and visitors an attractive recreational space within the park, as well as numerous shops, services and dining establishments on site. The public park with an attractive infrastructure will promote integration, just like the community garden located next to a large playground arranged in accordance with the expectations of the neighbours of the estate. Moreover, in the last year we also completed the third and final stage of the Pozytywny Mokotów estate in Warsaw’s Służewiec. In addition, the LIXA office complex is also nearing completion. Among the five buildings offering 77,000 sqm of modern office space, we created two gardens, which together with terraces provide over a hectare of scarce green space in the area, offering an opportunity for rest and respite from the hustle and bustle of the city. A functional feature of the development

is the LIXA City Gardens pedestrian precinct, which is a promenade surrounded by trees and shrubs that will feature service points, cafés and restaurants catering to the needs of both the employees of the building complex and the residents of the surrounding estates.

The main challenges we encounter while preparing our company for mandatory reporting and compliance with EU ESG requirements are first and foremost the need to organise and formalise measures to reduce negative environmental impacts and to implement circular economy as soon as possible. Right now, most companies are just starting to familiarise themselves with the European Union’s ESG reporting requirements. There is still a lack of functioning data collection procedures and clear guidelines and tools for data processing. Access to data, its collecting and processing, and further alignment with ESG requirements will be one of the biggest challenges for any organisation in this area. At Yareal, we are committed to approaching this task with integrity while maintaining an optimal company structure. We are aware that there are still many challenges and tasks ahead of us in the ESG area, but we are confident that we will be able to successfully implement our plans and maintain our role as a sustainability leader among property developers.

President of the Board of Yareal Polska
Jacek Zengtel

1

About us



1.1. Our business profile

We are among the leaders in the property development industry in Poland, valued for the quality of our investment projects. Yareal Polska belongs to the YAM Invest Group and is managed by Yareal Polska Holding, whose equity capital exceeds PLN **350 million**. Since the start of our nearly 20 years of activities, we have been committed to values such as quality, innovation and trust in customer relationships as well as responsible management of environmental impacts.

As the Yareal Group, we are an organisation that is constantly evolving, learning, optimising processes in order to create more and more value for customers and shareholders, as well as to ensure our staff's.



Knowledge and experience

Since 2005, we have completed 20 residential and seven office projects with a total area of over 124 000 m².

Our projects are characterised by a modern, timeless architectural style and optimal integration into the surrounding urban landscape, thus creating our showcase developments.



Stable and reliable company

YAM Invest Group provides Yareal with long-term equity capital giving the company a stable financial position regardless of the economic climate, making it possible to ensure a high standard of projects completed for our clients.



Top quality

Yareal's projects have received multiple awards from real estate professionals, which shows recognition and a solid track record built over almost 20 years.

What sets us apart in the market is our focus on quality, customer satisfaction, cooperation with renowned architectural studios and landscape designers, well-thought-out locations, innovations and environmentally-friendly measures.



Rezydencja Plac Kaszubski



LIXA



Pozytywny Mokotów



Neopark



SOHO by Yareal 2nd stage



Rezydencja Iwicka



SOHO by Yareal, SOHO 18



Vice Versa



Nowogrodzka Square

Yareal in numbers

19 years

of experience
on the real property
market

20

completed housing
projects

over

124 000 m²

delivered office space

7

office developments
completed

over

3 300

flats and apartments sold



Strong capital position
and shareholder support



PZFD
Polski Związek
Firm Deweloperskich

we have been a member
of the PZFD since 2005



Architectural Award of the
Mayor of the Capital City of
Warsaw **GRAND PRIX 2018**
for Nowogrodzka Square

Mission

Our mission is based on five pillars of equivalent importance:

1 Delivering high quality residential and office projects that offer a welcoming space to live and work in.

Yareal's projects are characterised by above-average attention to functionality and quality in terms of macro-buildings, external details as well as internal solutions. By maximally optimising the usable space, our designs ensure everyday comfort and new work standards. We develop intimate apartment units, residential estates, medium-sized office buildings in central locations, as well as campus-based office projects.

All of our residential and office buildings are characterised by an excellent choice of location, the right surroundings, at the same time maintaining exceptional flexibility, functionality and compliance with the latest quality standards.

2 Using the knowledge and international experience of the team and the company to create optimal projects.

Knowledge and experience gained by our team in Poland and abroad, both in terms of design and implementation, guarantee quality and satisfaction with the growing value of our investments. We are a continuously learning organisation, focused on finding new optimal solutions. Thanks to the exchange of knowledge, the establishment of project teams, a flat organisational structure and a rapid decision-making process, we focus on broadening our competences and streamlining our processes. The company's flat structure also promotes decision-making and the exchange of knowledge and experience among employees.

3 Offering our clients flats and offices that will increase in value over time

The company's long-term strategy, based on commitment and on meeting the expectations and needs of our clients, is the best guarantee of long-term security and continuously growing value of our investment projects. We focus on high-quality solutions and timeless architecture, certify our projects through various systems and use innovative solutions and modern technologies.

4 Introducing environmentally-friendly solutions.

We are committed to introducing solutions that contribute to reducing CO2 emissions and the environmental impact of our properties. We ensure the right water management using solutions that allow water retention and the use of rainwater for watering plants. We introduce biodiversity and ensure the inclusive nature of our investments.

5 Co-creating a modern urban fabric.

Our projects fit in with their surroundings, bring in new features or restore old ones. We also carry out mixed-use projects, which contribute to the revitalisation of neglected or unused urban spaces that cater for the residents' basic needs, also helping to strengthen social ties.

Vision

Yareal Polska is a leader in quality in the property development industry in Poland. Residential and office real estate projects implemented by **Yareal** are consistently distinguished by the highest levels of quality and flexibility of the solutions implemented. Through our developments, we contribute to the comfort of living and working.

Markets we provide services in

Yareal runs development activities in two locations on the map of Poland: Warsaw and the Tricity. The Company's head office is located in Warsaw.

Yareal Polska's Regional Office is located in Sopot.

Warsaw

Office properties:

- | | |
|-----------------------|---------------------------------|
| 1. LIXA AB | 2 Kasprzaka St., 1 Giełdowa St. |
| LIXA C | 4 Kasprzaka St. |
| LIXA D | 5 Giełdowa 5 St. |
| LIXA E | 6 Kasprzaka 6 St. |
| 2. Nowogrodzka Square | 93 Jerozolimskie Av. |
| 3. Neopark Mokotów | 10 Cybernetyki St. |
| 4. Mokotowska Square | 49 Mokotowska St. |
| 5. Oxygen Park | 137A Jutrzenki St. |
| 6. Cristal Park | 4 Mszczonowska St. |
| 7. Renaissance | 19 Mokotowska St. |

Residential properties:

- | | |
|-------------------------------|---|
| 1. SOHO18 | 25 Mińska St. |
| 2. SOHO II Etap | 25 Mińska St. |
| 3. Vice Versa | 7, 7A Karolkowa St. |
| 4. Eden Włodarzewska | 76 Włodarzewska St. |
| 5. Rezydencja Chrobrego | 40 Bolesława Chrobrego St. |
| 6. Strefa Wilanów | at the corner of Kieślowskiego and Klimczaka Streets. |
| 7. Kolorowy Gościów | 10 Międzyborska St. |
| 8. Rezydencja Konstancińska | 11 Konstancińska St. |
| 9. Bryłowska 2 | 2 Bryłowska St. |
| 10. Rezydencja Biała | 3 Biała St. |
| 11. Rezydencja Iwicka | 3 Iwicka St. |
| 12. Rezydencja Dolina Mokotów | 9 Lubaszki St. |
| | 6 Bergamotki St. |
| 13. Rezydencja Łazienki Park | 4 Eukaliptusowa St. |
| 14. Sienna 65 | 10 29 Listopada St. |
| 15. Londyńska 5 | 65 Sienna St. |
| 16. Hoża 55 | 5 Londyńska St. |
| 17. Mokotowska 49A | 55 Hoża St. |
| 18. Pozytywny Mokotów | 49A Mokotowska St. |
| | 5 Konstruktorska St. |

Single-family houses:

- | | |
|----------------------|---------------------|
| 1. Eden Włodarzewska | 76 Włodarzewska St. |
|----------------------|---------------------|



LIXA



MOKOPOLIS



ENSO Wilanów



 office properties

 residential properties

GDYNIA

● Residential properties:

1. Rezydencja Plac Kaszubski

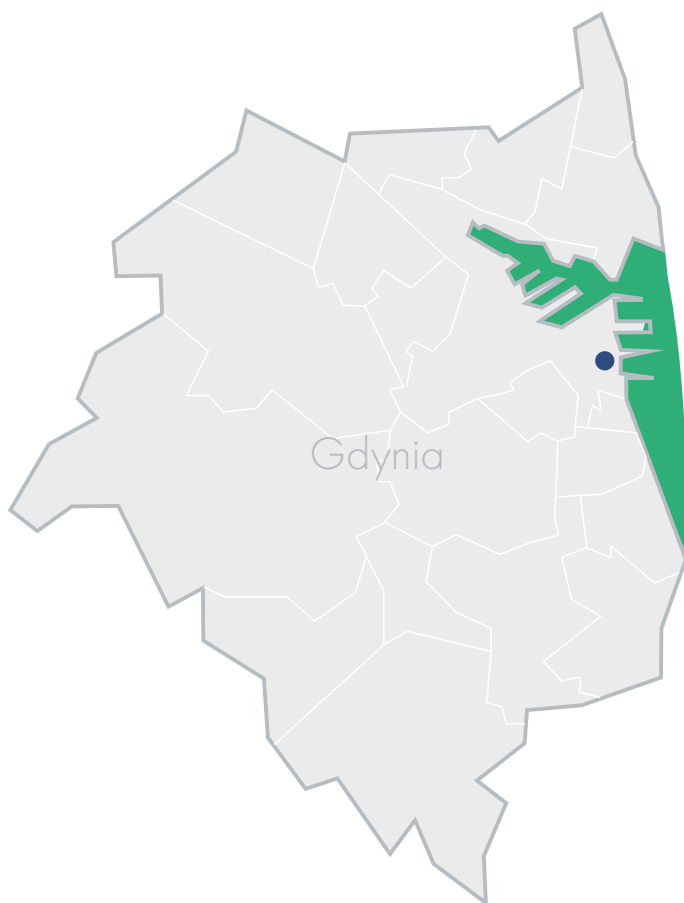
1 Jana z Kolna St.



Rezydencja Plac Kaszubski



Common parts



 residential properties

GDAŃSK

● Residential properties:

1. Odea Park

44 Legnicka St.



Odea Park



Odea Park



Odea Park - common parts

 residential properties

Our stakeholders

At **Yareal**, we actively build relationships with our key stakeholders, as the quality of these relationships is one of the most important factors influencing the sustainability of the company, the implementation of the company's strategy and the realisation of the potential to benefit the social environment.

Our daily work is based on identified needs and systematic, transparent communication, so that the decisions we make take into account the opinions of our stakeholders.

Yareal's key stakeholders:



Our main stakeholder groups and forms of contact with them:

Main stakeholder category	Details	Main dialogue and communication channels
Clients	Residential projects Office projects	Currently, the main form of contact is direct personal talks, telephone calls and emails. In 2023, the team began work on developing a dedicated 'e-Yareal' after-sales platform. By the end of 2023, the project had reached the test phase.
Administration of residential buildings		In the case of new developments, we organise training for the administration and the estate's maintenance team on the operation of the building and its equipment. After the handover of the building, we organise meetings with the administration in order to improve the functioning of the housing community and enhance the wellbeing of the residents of the estate.
Local communities	Neighbours of the development	<p>We are aware of the impact that our new developments have on the lives of local communities. Depending on the project, we carry out community consultations with residents of neighbouring developments during the design phase. Residents then have an opportunity to make comments, which are then incorporated into the designs where possible.</p> <p>At the stage of acquiring land or commencing the development, we ensure that a so-called Good Neighbour Agreement is concluded with neighbouring communities as part of our responsibility. The agreement regulates the mutual relationship during the construction period and defines the responsibilities for any adverse effects of the construction. In addition, there is a complaints and grievances book on each site, in which anyone experiencing discomfort in relation to our activities can write make an entry.</p>
Subcontractors and General Contractors, Suppliers		During the preparation of each project, coordination activities are held with, among others, architects, and coordination meetings are organised with the general contractor, the team of supervision inspectors and the chief designer during the implementation phase. Meetings are held at least once a week to discuss current issues on site, progress of implementation and ongoing checks.
Representatives of local public administrations and technical infrastructure managers		From the initial stages of design work, we present the basic principles of the projects, gathering comments, objections and suggestions. We formally apply to the management to issue the required connection conditions or agreements. Further, in the course of obtaining administrative decisions or concluding connection and/or road agreements, we communicate on an ongoing basis by e-mail and at official meetings.
Banks and financial institutions	Banks and other financial institutions providing funding to the company, but also to our institutional and private clients	The main form of communication is face-to-face contact in the form of meetings, conferences and telephone calls. Email is also an important channel for exchanging information. It is important to maintain good relations not only in the process of obtaining finance. Accordingly, relationships are also maintained with entities that do not provide financing, but which may become a business partner in the future and for the sake of broad market knowledge and product acquisition opportunities that may be important for the effective operation and development of the Yareal Group.
Employees		Communication with employees takes place primarily through face-to-face conversations, but also via email. We use a questionnaire system to survey training needs. Employees also have a representative, elected by vote. We have introduced a pilot version of the employee appraisal system in 2023, which will be modified accordingly after gathering feedback from both management and employees.

1.2. Membership in organisations

We are an active member of respected industry business organisations:

- **French-Polish Chamber of Commerce CCIFP**

The CCIFP is an independent organisation of nearly 400 French and Polish companies. It plays an active role in the development of investment and business activities in Poland and provides a platform for the exchange of experience and best business practices.

- **Polish Association of Developer Companies - PZFD**

The PZFD is the largest organisation of the property development industry in Poland, which for 20 years has represented property development companies in the country and the European Union, upholding high standards and the safety of homebuyers. We have been a member since 2005. Through its activities, the PZFD has a real say in legislative work and is invited to give opinions on a number of pieces of legislation (e.g. amendments to the Development Act, changes to technical conditions and building law, amendment of the housing special act and its application to commercial areas, initiation of the special 2% mortgage scheme).

Our membership in the PZFD also means access to training and a code of good practice, which translates directly into our professionalism and the quality delivered to clients.

The CEO of Yareal Polska, Jacek Zengteler, has been an active Board Member of the Warsaw Branch of the PZFD since 2019. Moreover, he served as **a Member of the Management of PZFD at central level** from September 2021 to 2023.

Activities of the Management of the Warsaw Branch include:

- discussing current issues and challenges in conducting development activities in cooperation with local authorities and entities such as ZDM, MPWiK, etc.,
- activities to expand and develop local infrastructure (e.g. jointly with the City of Warsaw, within the PZFD we have developed new rules for the conclusion of road contracts under Article 16 of the Public Roads Act),
- image-based activities (e.g. support for veterans and promoting the memory of Warsaw Insurgents),
- participation in a working group involved in strategic issues related to the directions of Warsaw's development as set out in the draft Study of Directions and Conditions for the Development of the City and the assumptions for the Warsaw Development Strategy.

[More information **HERE**](#) 

1.3. Awards and distinctions

We have been working on our brand reputation for years. We want Yareal to be seen as a solid company, providing a sense of certainty, investment security and stability. Our projects have won numerous awards, which is a sign of recognition and an important part of the legacy built over almost twenty years.

Selected awards and distinctions:



2011

Mokotowska Square office building – Eurobuild award for „New Office of the Year 2011, Poland”, Construction & Investment Journal award for „Best refurbishment/ expansion of the year 2011”, European Property Awards for „BREEAM Application In-Process”, CEE Quality Awards Grand Prize for „Office Development of the Year”.



2013

Hoża 55 apartment building - Construction & Investment Journal award for „Residential Luxury Development of the Year” in 2013.



2013

Oxygen Park office building - Construction & Investment Journal “ESSA Green Award” in 2013.



2014/2015

Rezydencja Konstancińska - awarded in the Domiporta poll: „Apartment of the Year 2014/2015”.



2018

Nowogrodzka Square office building - PLGBC award in „Green building awards 2018” (category: „Best certified green building”).



2019

Nowogrodzka Square office building - Grand Prix and distinction in the „Architectural Award of the President of the City of Warsaw 2019” (category „Best Commercial Building”); for the quality of the architecture, blending with the surrounding urban fabric, creating a publicly accessible urban passageway.



2023

Rezydencja Plac Kaszubski – Distinction in the competition for the Award of the President of the City Council for the best Gdynia Investment of the Year 2023 „Czas Gdyni”, category: “Architecture”.

2

G – Governance.



2.1. Governance structure

Board of Directors composition

During the reporting period of 01.01.2023 - 31.12.2023, the Board of Directors of Yareal Polska sp. z o.o. was composed of:



Jacek Zengteler
President of the Board



Nicolas Benhaim
Vice-President of the Board



Bruno Greslé
Member of the
Management Board,
Technical Director



Jakub Stankiewicz
Member of the
Management Board,
Development Director

In the parent company Yareal Polska sp. z o.o. the President of the Board is also the Chief Executive Officer. Directors who are on the Board of Yareal Polska, i.e. - Development Director (responsible for the purchase of investment plots) and Technical Department Director (responsible for construction issues and cooperation with General Contractors) are also on the Board of Directors of special purpose vehicles implementing residential investments.

In the special purpose companies developing office projects, the Board of Directors consists exclusively of Jacek Zengteler as President of the Board and Nicolas Benhaim as Vice-President of the Board.

Within the Board of Yareal Polska sp. z o.o., there is a division of responsibilities between the individual members.

- 1. The President of the Board** – the CEO - sets the overall direction of development and operations and approves all major business decisions and, together with the Vice-President of the Board, is responsible for consulting and reporting to foreign Shareholders. Among other things, he directly oversees the commercial areas in the residential and office segments.
- 2. The Vice-President of the Board** acts as a liaison between the organisation in Poland and the foreign Shareholders and assists the President in the general management of the organisation and directly supervises the finance area.
- 3. The Member of the Board**, who is also the Technical Director is responsible for construction and technical issues, including the progress and quality of ongoing investments.
- 4. The Member of the Board**, who is also the Development Director is responsible for the development of the company, in particular the acquisition of real estate - for new projects.

All major business decisions (including development, transactions, management, personnel matters) are made by the Board of Directors chaired by the President of the Board. The President of the Board - Chief Executive Officer is responsible for the overall direction of the organisation's activities and development, which he discusses with the Vice-President and, through him, with foreign Shareholders. The Vice-President reports on the company's activities to foreign Shareholders on an ongoing basis. The other Members of the Board report to the President of the Board and have contact with foreign Stakeholders during regular meetings.

The Members of the Board are appointed for an indefinite term. They may be dismissed at any time, by a resolution of the shareholders, and may resign with immediate effect at any time. They are accountable to the foreign Shareholders who are the ultimate shareholders of the Polish companies: the parent company and the holding company.

Yareal Polska sp. z o.o. belongs to the YAM Invest Group and is managed by the holding company YAREAL Polska Holding sp. z o.o.

The full list of companies operating within the Group is available [HERE](#).



2.2 Yareal Polska value creation model

Yareal Polska operates with a business model based on five pillars:



1 Investment security and confidence



2 Cost efficiency and increased investment value for customers and shareholders



3 Innovation and a comprehensive urban planning approach



4 Focusing on customer needs and creating added value

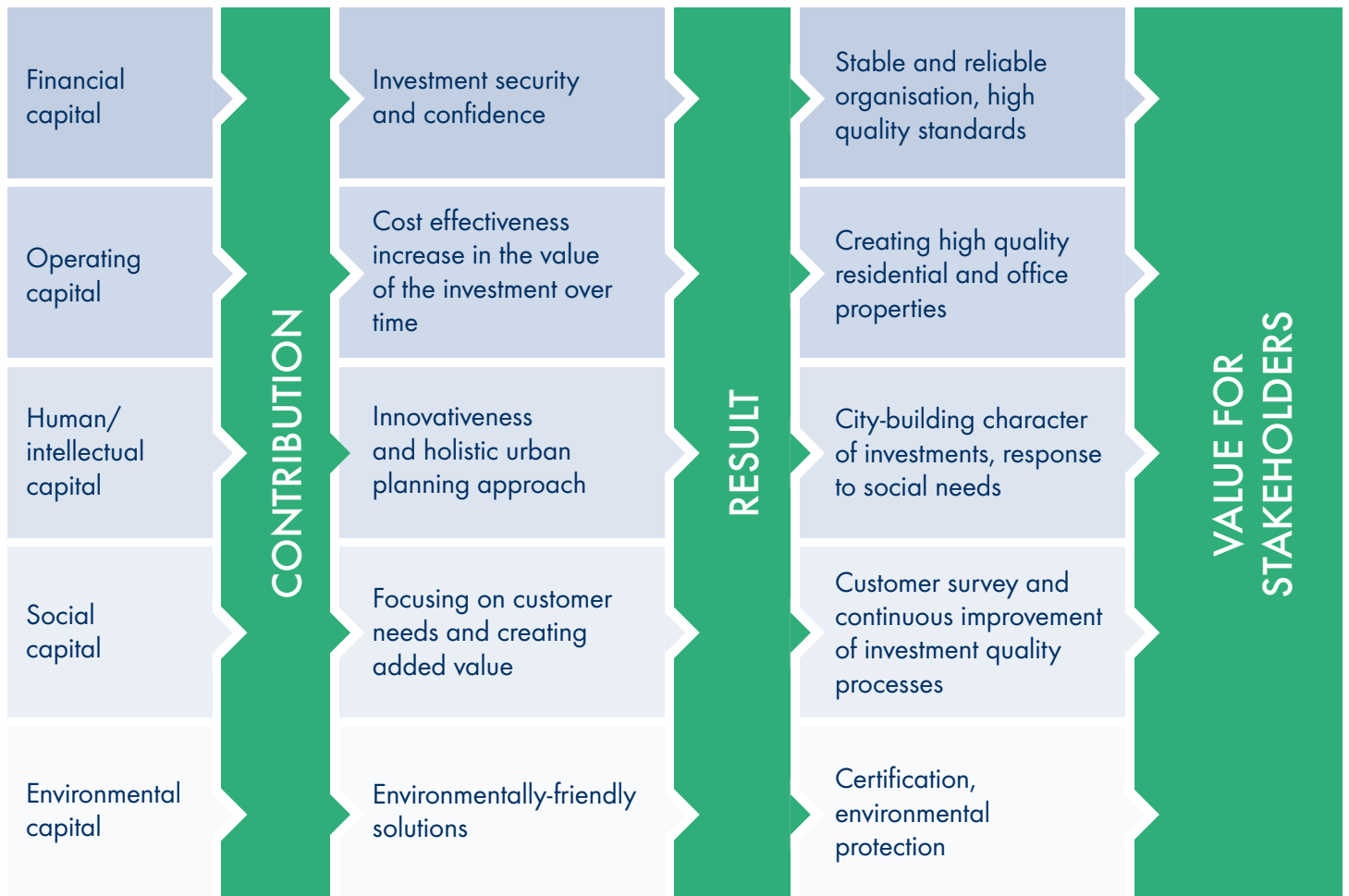


5 Environmentally-friendly solutions



Capital we use	Business model	Main outcomes and effects on stakeholders
Financial capital	<p>Yareal Polska investment portfolio currently includes 31 projects, of which:</p> <ul style="list-style-type: none"> 77 % Residential projects, 23 % Office projects. <p>Own funds involved in the projects in 2023:</p> <ul style="list-style-type: none"> - Residential projects 62 % - Office projects 38 % <p>Revenues obtained in 2023:</p> <ul style="list-style-type: none"> - Residential projects 93 % - Office projects 7 % 	<p>We have long-term equity, creating a stable and reliable organisation. We deliver high quality standards to our clients. The equity is over PLN 350 million.</p>
Operating capital		<p>For nearly 20 years, we have been developing high-quality investments in Warsaw and the Tricity. Number of sold apartments: 3,300 since establishment, Number of apartments completed since establishment: over 2,500</p>
Human/intellectual capital		<p>We create a friendly and attractive workplace where every employee, regardless of their organisational level is able to have a say in the decisions made by the company. We are trying to flatten the structure of our organisation as much as possible, showing that each employee's voice matters. In our team, we focus on creativity, experience and professionalism.</p> <p>Total number of employees: 55 Average length of service at Yareal: 6</p>
Social capital		<p>The trust of our clients is a very important element of our work. We monitor the satisfaction of our customers by carrying out satisfaction surveys after each completed project.</p> <p>In 2023, we introduced measures to improve customer satisfaction as a result of the Customer Experience survey conducted a year earlier, which identified weaker points in the process of working with customers and areas for improvement and enhancement. Yareal electronic customer service platform is being developed, ensuring easier contact between the customer and the company and guaranteeing the streamlining and automation of a number of steps in the property purchase process. Its implementation is planned for 2024.</p> <p>We ensure the highest quality of services by cooperating with renowned architects and landscape designers. Our investments are characterised by innovativeness and a low defect rate.</p> <p>Number of our clients since establishment: 3,300 Our developments are currently home to around 8,500 residents. In our office buildings we have created workspace for more than 17,000 people.</p>
Environmental capital		<p>We strive to minimise our negative impact on the environment. In our developments, we use eco-friendly solutions to protect the environment and biodiversity.</p> <p>Total biologically active area delivered in 2022: 7 690.7 m², in 2023: 13 608.49 m² Area of revitalised land in 2022: 20 145 m² In 2023; 25 678.10 m² Volume of land remediated between 2020 and 2022: 36,678.093 tonnes, in 2023: 30 808, 367 tonnes</p>

Yareal value creation model



2.3. ESG and sustainability management



In today's rapidly changing business landscape, environmental, social and governance (ESG) issues are becoming an integral part of corporate strategy. At Yareal, we see them as crucial to our business operations and to the long-term building of brand value and reputation. We are therefore consistently directing our efforts towards the effective management of ESG and the promotion of sustainability.

Our approach to ESG management includes, first and foremost, close monitoring and minimising the negative environmental impact of our activities. We aim to identify areas where we can reduce carbon emissions, energy consumption and waste generation. Through the implementation of modern technologies, investments in green solutions and the promotion of energy efficiency, we intend to make an active contribution to environmental protection.

Our social activities include investment in corporate social responsibility programmes, supporting education, health and equal opportunities.

We work with local communities, seeking to understand their needs and build sustainability together.

Effective management of ESG requires systematic monitoring, analysis and improvement of management practices. At Yareal, we are committed to transparency, business ethics and compliance with the best management standards.

Our management team is committed to making decisions that take ESG into account, which helps minimise risk and build sustainable value for the company.

We continue to work on identifying the goals and objectives of a detailed sustainable development strategy which will confirm and clarify our lines of action for the coming years. Yareal Polska's ESG strategy will cover all areas of Yareal's impact - from the investment design stage, to implementation on construction sites, to the use of completed buildings. Although environmental, social and management factors in the developer's operations are verified by independent assessors as part of BREEAM certification, Yareal will be expanding its monitoring to other areas of the company's operations.

For us, sustainability management is not just an obligation, but an integral part of our business strategy. Our sustainability goals are closely linked to the company's strategic objectives, ensuring that ESG issues are considered at every stage of decision-making. This integrated approach not only helps us achieve financial success, but also contribute to the long-term wellbeing of the community and the environment. Together with our stakeholders, we aim to achieve sustainable development and a positive social and environmental impact.

"For us, 2023 was another year of implementing ESG activities and adapting our company to new legislative and market requirements. It was a time of intensive work and activities which, on the one hand, showed us how much we had achieved in these areas and, on the other, how many more tasks are still to come".

- Jacek Zengteler, CEO of Yareal Poland.

Three areas for reviewing and developing our activities:

E	Environment	▶ respect for the environment, caring for its resources and preserving them for future generations.
S	Society	▶ consideration of the needs of our clients and the community, employee development and human resources policy.
G	Governance	▶ an ethical organisation focused on development, transparent management principles.

Corporate governance refers to a company's internal governance system. It consists of procedures, standards and control mechanisms in place to ensure effective management. Its main objective is to build an environment of trust, transparency and accountability, which are key to ensuring the sustainability of the company and encouraging long-term investment. In the context of the broader ESG aspects, corporate governance can be divided into two main areas: corporate governance and business ethics.

The corporate governance area covers issues such as the company's ownership structure, the composition of the supervisory bodies, their independence and remuneration, the approach to risk management and internal control, the company's procedures and formal rules on shareholder rights and shareholder communication.

Business ethics, on the other hand, refers to the values, standards and principles that a company adopts in order to manage its activities responsibly, in accordance with applicable laws and regulations and common standards, including the application of principles and codes of conduct implemented by industry organisations, such as the Code of Good Practice of

the Polish Association of Developer Companies. At Yareal Polska, we strive to combine these two areas in such a way that all activities connected to governance are also analysed in terms of transparency and ethics.

Yareal Polska's aim is to develop modern, functional and resident-friendly apartment buildings and housing estates that are in keeping with their surroundings, optimally adapted to local urban conditions, as well as offices that, thanks to their flexible arrangement and friendly scale, foster creativity and increase working comfort. An example is the inner courtyards of Yareal's flagship investment, the LIXA office complex, where we have created public spaces for relaxation or business meetings in thoughtfully-arranged green areas. Every day the courtyards are also used by residents of the surrounding neighbourhoods who use the services on the ground floors of our office buildings. Our service spaces provide a place to do business, contribute to the vibrancy and raise the standard of the location for the benefit of local communities.

In cooperation with the local administration, **we create infrastructure in the form of entire sections of public roads** (e.g. a roundabout near the Pozytywny Mokotów housing estate in Warsaw), pavements, cycle

paths, car parks and green areas (e.g. a linear park at SOHO by Yareal, part of a park at the Dolina Mokotów development and a linear park in Bemowo near the Neowo housing estate, a pavement and cycle path in Kasprzaka Street - the LIXA project).

We are restoring city areas that have been neglected for decades and unused - as in the case of the Nowogrodzka Square office block on Al. Jerozolimskie, or in the post-industrial areas of Wola in the LIXA project or in Warsaw's Służewiec district - the Pozytywny Mokotów housing estate. In addition, the Nowogrodzka Square and LIXA office buildings have urban passageways that bring life to the office environment while blending naturally into the urban space. We create mixed-use projects that provide functions missing from the immediate surroundings (services, retail, education) and increase the green urban areas - e.g. by planting trees, arranging green areas within the estate or co-creating publicly accessible green spaces such as linear parks.

In our largest mixed-use development SOHO by Yareal, we designed the exclusion of vehicular traffic from an over 5-hectare site of a residential and commercial complex in Warsaw's Praga Południe district.

As a reliable and responsible developer, we will also be committed in the years to come to engage in joint activities with others to improve and strengthen the positive image of the industry. One of the company's priorities, to which we committed ourselves many years ago, is to continue on the previously chosen path of sustainability at environmental, social and management levels.

In 2022, all members of the Board of Directors and management have received training on reporting sustainability issues.

In addition, in the first half of 2023, a group of approximately 40 employees of the organisation took part in a training course called "ESG foundations" to better understand sustainability issues and to be able to manage them more effectively at an operational level.



Main roles and accountability in ESG management

In terms of ESG, all important decisions, i.e. on development, goals, values, mission, strategy and policies, are taken at Board level. The Board plays a paramount and decisive role in overseeing the due diligence process in the context of managing ESG.

The management structure in our company is as flat as possible, and each employee is directly accountable to both their supervisor and the Board of Directors, including in particular to the President of the Board - Chief Executive Officer.

Yareal Polska's guiding values:

- looking after customer satisfaction,
- transparency of operations,
- attention to the highest quality and attractiveness of projects,
- broadly-defined safety,
- sustainable development,
- continuously developing competences.

In addition, Yareal Polska cherishes values such as:

▶ Openness to change

As a company, we are constantly evolving and, as such, we regard openness to change as a competence that is vital these days. By this we mean a willingness to continually develop, learn and adapt to changing circumstances.

▶ Commitment







For Yareal, commitment means being proactive and showing initiative, being determined to overcome difficulties and being ready to step up when necessary.

▶ Ability to work collaboratively and build relationships based on openness and mutual respect

A supportive and partnership-based approach to relationships and good manners are the values we follow in our daily work. As an employer, Yareal is committed to building a good, creative atmosphere within the company, which is why we highly value these competences in our employees and candidates.

Our contribution to the UN 2030 Sustainable Development Goals

UN 2030 Sustainable Development Goals key from the point of view of YAREAL's impact and responsibility:

	Sustainable Development Goal (SDG)	Our contribution to the goal
	Goal 5: Achieve gender equality and empower women and girls	<ul style="list-style-type: none"> • Women account for 72.7% of Yareal Polska's workforce and 58.3% of the management team. • We apply the principles of equal treatment at work, regulated in internal company documents.
	Goal 7: Ensure affordable access to sources of stable, sustainable and modern energy for all	<ul style="list-style-type: none"> • Almost 80% of all the projects we have completed have BREEAM green certification. Its aim is, among other things, to increase the energy efficiency of buildings. We have been certifying residential developments since 2019 and office developments since 2013.
	Goal 8: Promote a stable, sustainable and inclusive economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> • We are a responsible employer. • With 55 employees in Poland, we create a friendly workplace with an intimate atmosphere and extensive development opportunities. • We pay our taxes in Poland - 100% of our taxes are paid to the state budget. • We work with local suppliers - 99.28% of the company's supply chain spend is on purchases from Polish suppliers.
	Goal 9: Build stable infrastructure, promote sustainable industrialisation and support innovation	<ul style="list-style-type: none"> • We contribute to the development of modern urban infrastructure. Our projects use innovative solutions aimed at improving the quality of life and work of their future users.
	Goal 11: Make cities and human settlements safe, stable, sustainable and inclusive	<ul style="list-style-type: none"> • As part of our development processes, we revitalise degraded, post-industrial sites, reintegrating them into the urban fabric. • We create inclusive and welcoming urban spaces. • Our buildings have BREEAM and GREEN HOUSE green certifications, which aim to create healthier places for people and preserve green spaces.
	Goal 12: Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> • The certificates awarded to Yareal's buildings confirm our efforts to reduce the consumption of non-renewable resources and to create a closed loop in waste management. • The buildings use recycled materials and solutions based on upcycling.

	Sustainable Development Goal (SDG)	Our contribution to the goal
	<p>Goal 13: Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • We are developing Yareal's property portfolio in line with the principles of sustainability. • We plan to introduce a system to monitor the carbon footprint of our operations. • We deliver safe, sustainable and environmentally-friendly buildings. • 17 developments completed by Yareal meet BREEM certification requirements.
	<p>Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss</p>	<ul style="list-style-type: none"> • We incorporate solutions to protect biodiversity into our designs, i.e. insect hotels or flower meadows. • With each of our developments, we are introducing or commissioning biologically active areas into the cities. In 2022, this was 7,690.7 m² and in 2023 it was 13,608.49 m². • We restore land that needs to be revitalised or remediated. In 2022, it was 20,144.98 m², and in 2023 - 25,678.10 m².



2.4. Ethics and prevention of irregularities

We make every effort to embed our values and principles of ethical conduct in our daily work. We know that business success in the medium- and long-term perspective is only possible if we act ethically every day and oblige our organisation's business partners to do the same.

Our ethical standards are set out in the **Code of Ethics of the YAM Invest Group**, within which Yareal Polska operates.

The Code sets out what values underpin our business, what conduct we require of ourselves and our employees and what guides our dealings with our stakeholders. The Code also defines how to deal with difficult situations such as conflicts of interest, suspected irregularities, a corrupt proposal or engaging with collaborators.

Responsible supply chain

Supporting local business is a very important aspect of our operations. We work almost exclusively with Polish suppliers and subcontractors, which makes an important contribution to strengthening the local economy. The income and jobs created in our supply chain represent Yareal's vital social and economic impact on the Polish economy.

When selecting suppliers, we take into account cost, quality, delivery time of the service or product, as well as compliance with To that end, we are guided by Yareal's **"Sustainable Purchasing Policy"**. For more information on the Policy, please refer to section 3.2. Impact of business operations on the environment.

Our suppliers are divided into the following groups

- General Contractors and subcontractors,
- architects and landscape designers,
- utility suppliers,
- technical maintenance of buildings,
- consulting companies.

Our suppliers are mainly Polish companies.

	2022	2023
Number of suppliers from Poland.	1 246	1357
% of suppliers from Poland	98,65%	99,09%
% of the company's supply chain spend on purchases from Polish suppliers	99,73%	99,28%



3

E – Environment



3.1. Management of environmental impacts

We are aware that the construction industry has a significant impact on the environment. We strive to manage it proactively and responsibly and reduce our carbon footprint at every level of our development activities.

Thanks to the BREEAM sustainable building certification now applied to all Yareal's new developments, we are reducing CO2 emissions and consumption of natural resources, and using materials of the highest quality from verified sources and taking care to extend their useful life. As a result, our investments have the flexibility and adaptability to be more sustainable, enabling them to be used for a longer period of time, assuming changing climatic conditions and social changes.

We provide a healthy and comfortable environment for the occupants of our buildings by implementing projects on an appropriate, 'human' scale, taking care to ensure easy access to fresh air, ventilation and optimum daylight. For our flagship office project, LIXA, we plan to

implement additional AirRated, Active Score and Wired Score certification. The LIXA project also has a WELL Health-Safety rating, confirming that the complex meets high safety standards and procedures.

All our developments cater to the need for contact with nature and greenery, thanks to the thoughtful design of green areas, arranged in a way that guarantees the protection of biodiversity. We use native plant varieties that are also natural shelter and food for many species of birds, insects and butterflies. We take care to recover water from rainfall and reuse it for watering green spaces, and thanks to the technologies used, we are able to save and monitor the consumption of other resources, including energy.

Our objective:
reduced consumption of energy and environmental footprint during the construction phase and as part of the operation of the buildings.



By cooperating with renowned design offices, we focus on efficient solutions and timeless architecture that will survive future changes to standards and environmental challenges.



Results:
we reduce environmental and climate impacts, we contribute to lower costs throughout the life cycle of Yareal projects.

BREEAM is an internationally recognised system carried out by an independent organisation to assess the quality of a building and its impact on its occupants and the environment. The scheme defines a standard of best practices for sustainable construction and covers aspects such as environmental protection and ecology, safety and comfort of users, utility and economy.

The BREEAM assessment methodology involves an in-depth analysis of all properties of a development. The award of a BREEAM certificate to a building or group of buildings is a guarantee that they have been designed and built in line with the best standards and that they are characterised by high quality workmanship and comfort in use. For our SOHO by Yareal development, we received the BREEAM Communities certificate, pioneering on the Polish real estate market. It confirms the highest quality standards of the urban design, which was developed, among other things, in consultation with the local authority and the conservation officer.

- In 2023, our completed BREEAM-certified developments include phase II of SOHO by Yareal (under BREEAM Communities), as well as phase III of the Pozytywny Mokotów estate and Rezydencja Plac Kaszubski in Gdynia.
- The BREEAM certificate awarded to Yareal's developments is proof of our consistency in action, the persistent search for optimal solutions and the high quality of our projects.

● SOCIAL AND ECONOMIC WELLBEING

Before designing Yareal developments, a team of analysts, economists and architects conduct specialised economic and demographic analyses to identify the needs and opportunities of the local economy. The research focuses on understanding how YAREAL investments can enhance the economic wellbeing of future residents and have a positive impact on their overall wellbeing.

In specific projects, we also take into account environmental risks identified for the site, such as the risk of flooding, taking into account projected climate change. In addition, our designs are developed based on the conclusions of the analysis carried out by the acoustician, in which they identify the sources and nature of noise in and around the project site.

We ensure that the green spaces in our projects meet the needs of future users, both in terms of providing sufficient green space and activity areas, creating high-quality public spaces. Responding to future social changes, we are designing pedestrian-friendly spaces, including for those with reduced mobility, to ensure accessibility for all.

● RESOURCES AND ENERGY

We draw on the expertise of an energy efficiency expert who prepares an analysis to reduce the CO2 emissions associated with the basic energy demand of buildings. By applying the recommendations to the design of our investments, we manage to partially reduce CO2 emissions.

● LAND USE AND ECOLOGY

Our project designs take into account the recommendations of an ecologist, who prepares an ecological strategy and environmental impact assessment for the selected site. Applying the recommendations in the project on the basis of the analyses makes it possible to protect valuable natural elements and also to strengthen the biodiversity of the area.

● TRANSPORT AND TRAFFIC

The street layout, pedestrian and cycle routes around our developments are safe and help promote sustainable modes of travel. We incorporate safety solutions for vehicles, pedestrians and cyclists into the designs.

Thanks to the location of our developments at central urban points, users can take advantage of various means of public transport. As far as possible, we try to exclude car traffic from our development sites in favour of pedestrian traffic to reduce emissions and noise in the immediate vicinity of residential buildings.

With the introduction of BREEM certification, we are assured that the General Contractors we work with adhere to a number of standards, including to:

- ensure decent working conditions for construction workers,
- take care of construction waste management,
- optimise water and electricity consumption on construction sites,
- reduce the inconvenience caused by the construction of neighbouring developments,
- apply sustainable purchasing policies,
- provide future residents of the development with instructions on how to use the premises/building.

At the same time, we have the certainty that the property investor will provide care for the building for a certain period of time after it is put into use.

For office projects, we prepare, among other things:

- feasibility study of low-carbon energy sources,
- thermal comfort analysis,
- analysis of the environmental impact of the life cycle of materials,
- strategy for effective materials management,
- life-cycle analysis of materials.

For residential developments, additional analyses are carried out, such as:

- analysis of daylight access,
- climate change adaptation analysis,
- sustainable travel plan providing information on transport links, cycle paths, disabled access, electric car charging stations, cycle stations,
- energy simulation analysis.

Our housing projects and apartments with BREEAM certification



Our BREEAM-certified office projects



For SOHO by Yareal development, we received the BREEAM Communities certificate, pioneering on the Polish real estate market. It confirms the highest quality standards of the urban design, which was developed, among other things, in consultation with the local authority and the conservation officer. The individual buildings of the project were additionally awarded BREEAM certificates.

3.2. Impact of business operations on the environment

As a responsible developer, we are committed to implementing solutions to reduce the environmental impact of our operations.

Environmentally-friendly technological solutions we applied in 2023:

- use of low-emission concrete for the construction of the LIXA E, LIXA D*, Odea Park, SOHO by Yareal Phase II and III and Pozytywny Mokotów Phase III developments,
- use of only LED lighting in our projects,
- installation of motion detectors in the common areas of our projects,
- installation of lifts with energy recovery technology,
- designing green roofs on selected developments to reduce the harmful effects of the urban heat island,
- green courtyards to increase water retention, which is collected in reservoirs and then used to water green areas,
- installation of electric car chargers to enable the use of electric cars instead of petrol cars,
- photovoltaic panels for residential projects,
- use of recycled aluminium profiles for the facade of the LIXA project**,
- use of recycled material from wind turbine blades to create the Neowo totem and landscaping elements,
- use of pots in community gardens made from recycled material (from recycled old clothes) (Pozytywny Mokotów and Soho),
- inclusion of bicycle parking facilities in all our projects in order to reduce the use of,
- cars, thereby reducing the transport carbon footprint of future building users,
- monitoring the office building for energy use from lighting, heating and cooling via an intelligent BMS building management system,
- obligation on the General Contractor to conclude agreements with an electricity supplier using RES.

* The LIXA D structure was made of 81% low-impact concrete and the LIXA E structure of 93%.

** The LIXA façade was made using a partial aluminium alloy (called Hydro CIRCAL) with a recycled content of at least 75% of post-consumer waste (such as façades and windows that have been removed from buildings and fully recycled). Using durable and recyclable materials with a low carbon footprint contributes to reducing global emissions and will create products for a more closed-loop economy.

More on the manufacturer's website:

<https://www.wicona.com/pl/pl/zrownowazon-y-rozwoj/beyond-materials/hydro-circal-recycled-aluminium/>

CO2 equivalent saved:

LIXA D

CO2 savings: 183,518.4 kg (183 t)

According to estimates, the above savings generate an equivalent of:

- preparing 35 million cups of tea,
- 15 flights on the Warsaw - NY route,
- going 19 times around the earth in a passenger car.

LIXA E

CO2 savings: 312,471 kg (312 t)

According to estimates, the above savings generate an equivalent of:

- preparing 61 million cups of tea,
- 25 flights on the Warsaw - NY route,
- going 33 times around the earth in a passenger car.

Energy efficiency

General Contractors working with Yareal are obliged to use energy from renewable energy sources (RES). This requirement is conditioned by Yareal's Sustainable Purchasing Policy and BREEAM certification. Currently, Yareal does not have accurate data on electricity and heat consumption at construction sites. In the case of the use of RES energy during the construction of the project, the General Contractors provide the relevant certificates.

In 2023, General Contractors working with Yareal used RES energy during the construction of the LIXA and Neowo complexes.

In order to improve the energy efficiency of the buildings on offer, we are introducing the following solutions:

- LED lighting with motion detectors, twilight detectors and astronomical clock,
- reduced lighting on the building façade, thanks to individual control,
- installation of lifts with energy recovery during braking,
- incorporating a light-coloured façade into designs to prevent heat build-up,
- including the installation of chargers for electric cars in projects,
- promoting low-emission modes of transport through the installation of a large number of bicycle racks, bicycle repair stations and the inclusion of cycle paths in projects,
- equipping dwellings with a smart home system that supports the efficient management of electricity and heat,
- use of the district heating network,
- implementation of photovoltaic installations on the roofs of residential buildings in the Pozytywny Mokotów development (phase II),
- obligation on the General Contractor to conclude agreements with an electricity supplier using RES.

Energy efficiency is a principle to which we also pay particular attention in our operations.

Electricity consumption at Yareal Polska offices between 2021 and 2023.

	Office location	2021	2022	2023
Purchased energy electricity (kWh) ¹ , of which energy used for air conditioning in the premises.	Yareal Polska Headquarters Warsaw LIXA B	108 269	40 837	35 975,22
	Yareal regional office in the Tricity	no data	no data	2 558,80**
	Odea Park sales office in the Tricity	1 400	5 015	6672,2
	Sales Office Rezydencja Plac Kaszubski	6 851	5 043	986 *
	Sales office Pozytywny Mokotów	-	7 409	6 323
	Sales office Neowo Bemowo	-	3 152	16 153
	Sales office SOHO by Yareal	no data	no data	11 745

* Sales Office Rezydencja Plac Kaszubski - data for the period from 21.12.2022 to 31.05.2023.

** Data for the period May-November 2023.

¹The figures have been rounded to whole numbers.

Sources of energy used by Yareal:

1. Electricity from suppliers offering sales and distribution in accordance with the location of the project supported by a photovoltaic installation.
2. Heat energy from the municipal grid.

Consumption of raw materials



Since 2017, a Sustainable Purchasing Policy has been in place at all Yareal SPVs in Poland, which sets the direction for the actions taken in this regard. Sustainable purchasing includes the concept of sustainable supply chains, encompassing resource and information management practices in the supply chain to reduce negative environmental impacts and enhance social wellbeing. The policy applies to all materials or services purchased by us that are necessary for all stages of the Yareal companies' operations and activities, i.e.:

- construction and operating materials,
- permanent fixtures and fittings,
- light sources,
- means of transport,
- construction, design, renovation, transport, courier and other services.

The policy requires our companies to act in accordance with the principle of **3R - REDUCE-REUSE-RECYCLE**, by which we mean:

- minimising the purchase of goods and services,
- purchase of reusable, sustainable, biodegradable or at least partially recycled and recyclable materials whenever possible²,
- purchase of materials and products without packaging, in bulk or reusable packaging, with the aim of generating as little waste as possible throughout the life cycle.

² These provisions are understood to mean the purchase of materials according to specific guidelines whenever possible and taking into account the fact that not all materials and technologies used may comply with these principles.

Use of raw materials on Yareal Polska construction sites in 2023 – data according to estimates adopted in the contracts with the General Contractor and data sent by the General Contractors for 2023³.

	Type of raw material	Raw material weight kg 2023	Explanation of data provided*	Explanation
Non-renewable	Concrete (embedded within the development) in kg - embedded value	46 681 000,00	Pozytywny Mokotów Phase III – the document does not specify the weight of any of the materials or raw materials.	Non-renewable raw materials - resources that cannot be renewed quickly, such as minerals, metals, oil, gas, coal, etc.
	Low CO2 concrete	102 158 438,00	SOHO phase II - no data	
	Other concrete	22 960 700,00	SOHO phase II - no data	
	Masonry materials (embedded in the development) in kg - embedded value	5 307 104,80		
	Silicates	7 018 877,11	SOHO phase II - no data	
	TeknoAmerblok	1 852 388,80	SOHO phase II - no data	
	Multigips	1 004 542,00	SOHO phase II - no data	
	Other	563 847,22		
	Screed (embedded in the development) in kg - embedded value:	1 353 926,85		
	Flooring	4 108 629,25		
	Other	398 314,00		
	Styrofoam (embedded in the development) in kg - embedded value	83 149,67		
	Styrofoam	101 224,61		
	Styrodur	121 741,01		
	Other	44 363,55		

³ The figures are derived from assumptions made in the contract with the General Contractor. Yareal does not have data on the final quantities of materials that were used during construction. Data for 2023 was obtained from the General Contractor in the form of data entered in Excel tables according to criteria established on the basis of previous years' data.

	Type of raw material	Raw material weight kg 2023	Explanation of data provided*	Explanation
Renewable	Paint (embedded in realizacj the development) in kg - embedded value:	10 204,86	Lixa E, Lixa D, Soho II, Odea Park	Renewable raw materials - raw materials from resources that are rapidly replenished in the ecological cycle or agricultural processes and thus are not threatened and remain available to the next generation
	Façade painting	3 943,57		
	Interior painting	40 971,94		
	Other	1 726,22		
	Roofing (embedded in the development) in kg - embedded value:	86 700,32		
	Roofing	289 512,09		
	Other			
	Plaster (embedded in the development) in kg - embedded value:	138 040,28		
	Facade plastering	168 834,18		
	Interior plastering	1 344 234,26		
	Other	5 563,75		
	Total consumption of raw materials: non-renewable [kg]	194 191 305,87		
	Reinforcing steel (embedded in the development) in kg - embedded value	5 723 849,39	SOHO phase II - no data	
	Wood (used on construction sites) in kg - embedded value:	445 190,00		
Aluminium (embedded in the development) in kg - embedded value	135 370,54			
Steel structure (embedded in the development) in kg - embedded value	164 415,90			
Other	133 890,54			
Total consumption of raw materials: renewable [kg]	6 602 716,37	wool		

*Data refers to selected investments - based on information obtained from the General Contractor.

Responsible waste management

The real estate industry generates a huge amount of waste and we therefore have a great responsibility to manage this area properly. We are implementing procedures to facilitate further reductions in waste production, especially plastic, and responsible purchasing from local suppliers.

In case of waste from the demolition of existing buildings, the contractor is obliged to provide us with a so-called Waste Transfer Card indicating which specific company collected it (landfill or valorisation).

The company has a waste generation and management policy that sets out a framework for dealing with waste.

Prior to the start of construction, a waste forecast is prepared:

- during each construction project, the amount of waste generated is meticulously monitored,
- at the end of the project, the actual amount of waste generated is analysed and compared with the forecasts,
- each time, the developer draws conclusions that help minimise waste on subsequent construction sites.

We use the following waste treatment hierarchy:

- waste prevention,
- reuse on and off site,
- on-site and off-site recycling and recovery subject to an administrative decision,
- off-site disposal.

In addition, employees on our construction sites are trained in:

- principles of waste segregation and management,
- handling of hazardous waste,
- minimising environmentally harmful waste,
- efficient use of materials intended for incorporation and auxiliary materials to minimise waste.

Number of construction waste sent to landfill and reused in 2023 in ongoing developments.

Recycling rate achieved (by weight) in 2023.	
Construction waste	
%	96,19%
Demolition waste	
%	Not applicable

LIXA|D

Recycling rate achieved (by weight) in 2023.	
Construction waste	
%	96,19%
Demolition waste	
%	Not applicable

LIXA|E

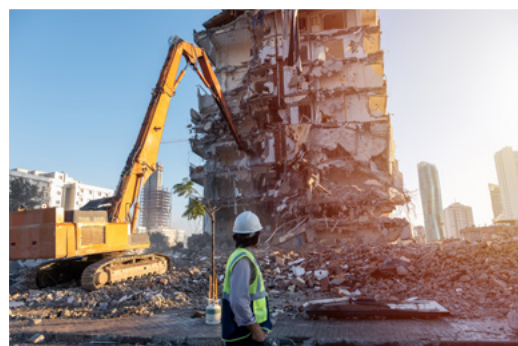
Recycling rate achieved (by weight) in 2023.	
Construction waste	
%	100%
Demolition waste	
%	Not applicable

NEOWO
B E M O W O

The figures in this table are investment waste totals:

Neowo

Waste	Amount of waste generated in 2023 [m ³]
17 09 04 - Mixed construction, renovation and dismantling waste other than those mentioned in 17 09 01, 17 09 02 and 17 09 03	1 663,00
Material type 2	0,00
Material type 3	0,00
Material type 4	0,00
Material type 5	0,00
Material type 6	0,00
Material type 7	0,00
Material type 8	0,00

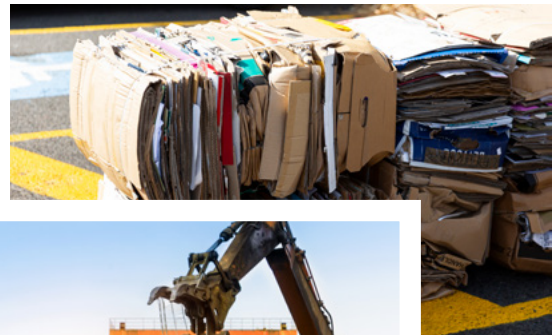


The figures in this table are investment waste totals:

Neowo SOHO II etap SOHO III etap LIXA C LIXA E LIXA D

Waste	Amount of waste generated in 2023 [t]
15 01 06 - Mixed packaging waste	1,90
17 01 01 - Concrete waste and concrete rubble from demolition and renovation	584,44
17 01 02 - Brick rubble	72,71
17 01 07 - Mixed concrete, bricks, tiles and ceramics wastes other than those mentioned in 17 01 06	151,49
17 02 01 - Wood	251,29
17 04 05 - Iron and steel	2,09
17 09 04 - Mixed construction, renovation and dismantling waste other than those mentioned in 17 09 01, 17 09 02 and 17 09 03	558,53
15 01 01 - Paper and cardboard packaging	40,66
15 01 02 - Plastics packaging	66,79
15 01 03 - Wooden packaging	8,83
15 02 03 - Sorbents, filter materials, wiping cloths (e.g. rags, cloths) and protective clothing other than those mentioned in 15 02 02	3,67
17 02 03 - Plastics	12,21
17 03 80 - Waste roofing	5,84
17 04 07 - Metal mixtures	78,85
17 06 04 - Insulating materials other than those mentioned in 17 06 01 and 17 06 03	139,36

17 08 02 - Construction materials containing gypsum other than those mentioned in 17 08 01	13,61
19 12 12 - Other wastes (including mixed substances and objects) from mechanical treatment of waste other than those mentioned in 19 12 11	22,74
20 01 39 - Plastics	3,04
15 01 11 - Metal packaging containing dangerous porous structural reinforcing elements	0,70
17 09 04 - Mixed construction, renovation and dismantling waste other than those mentioned in 17 09 01, 17 09 02 and 17 09 03	537,40
BIO	0,02
GLASS	0,01
PLASTIC	0,24
PAPER	4,63
MIXED	12,77
16 03 80 - Out-of-date or unfit for consumption food products	0,63
15 01 07 - Glass packaging	0,31



Protection of biodiversity

As part of ongoing projects, we implement a range of environmental solutions and apply a so-called catalogue of good practices. We pay attention to conservation issues right from the design process, where we consider the amount of green space and the protection of biodiversity in the conceptual phase, by introducing the assumptions into the construction and working design. Then, during implementation, we enforce the implementation of the agreed solutions by the General Contractor of our project.

With biodiversity in mind, we plant trees around our developments, design flower meadows and green roofs using, among other things, rainwater, install bird boxes and insect houses.

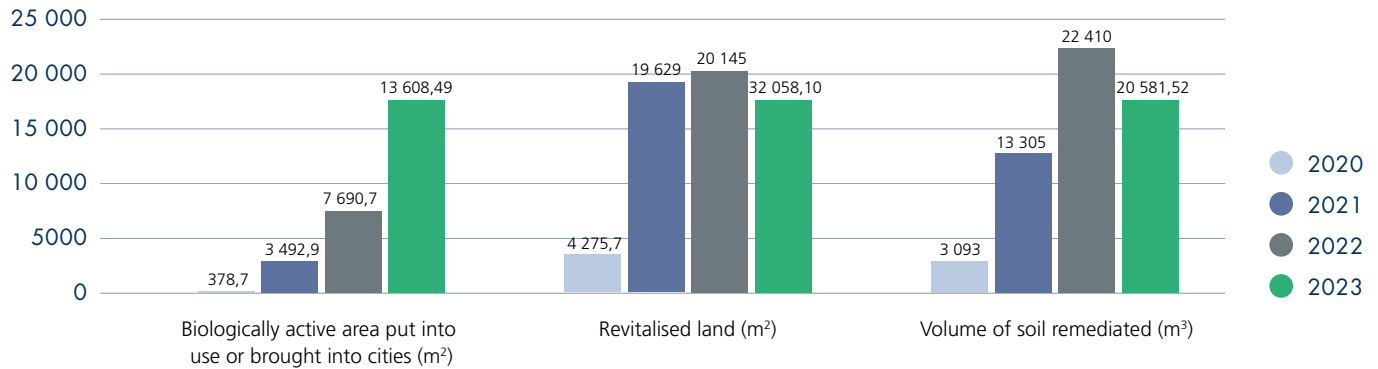
In 2023:

Number of trees planted in urban areas: 48
Number of shrubs planted in urban areas: 542
Number of trees planted on project sites: 135
Number of shrubs planted on project sites: 11 118
Number of trees replanted: 47

In 2023, a 300-metre-long **linear park** was created at our flagship SOHO development in Praga Południe, which forms the green axis of the mixed-use building complex. In line with the project, it covers an **area of more than a hectare** and was based on **17 000 plants**, including more than 100 trees. We preserved existing trees and planted new ones, feeding the park's tree stock with **more than a hundred new trees and large shrubs**.



Biologically active area and land redevelopment. Data for 2020-2023



Land remediation

Activity	Measurement	Unit
Area of remediated land	32 058,10	m ²
Mass of remediated land	33 911 887,00	kg
Volume of remediated land	20 581,52	m ³
Surface area of land paved and built-up prior to development	10 080,00	m ²
Surface area of land paved and built-up after development	26 782,96	m ²
Biologically active area realised as part of the project	13 608,49	m ²
Volume of soil excavated and re-integrated with the project site, not exported as waste	23 137,73	m ³
Volume of land removed from the project site as waste	83 833,79	m ³
% of native land preserved on the site	27,60	%
Other	no data	no data

These solutions translate into biodiversity protection and environmental efficiency. At the same time, they contribute to savings for future residents. Introducing sustainability-oriented solutions enables us to build the Yareal brand as a responsible developer.

Greenery and planting

Activity	Measurement/description	Unit
Number of trees planted in urban areas	48	pcs
Number of shrubs planted in urban areas	542	pcs
Number of trees planted on site	135	pcs
Number of trees planted on site	11 118	pcs
Is rainwater used to water the greenery? If yes, describe system and indicate capacity of tanks used to water greenery	917	m ³
Biologically active area realised as part of the project	9 878,70	m ²
Number of trees on the investment plot before the start of the project	145	pcs
Number of trees on the investment plot removed for development	114	pcs
Number of trees on the investment plot preserved	30	pcs
Number of trees replanted as part of the project	47	pcs



3.3. Promoting environmentally-friendly

We reinforce environmentally-friendly attitudes among our employees by making small changes and forming good habits. With the move to our new premises in the LIXA B building erected by Yareal, we have given up buying bottled water altogether in favour of treated drinking water from the tap. We have also abandoned the waste bins at the desks in favour of separating waste in a separate room, where waste is separated into different fractions.

At our offices:

- we separate waste into five fractions,
- we use LED lighting,
- we use a pre-programmed heating system to avoid heating the office outside working hours,
- ventilation and heating system is connected to the windows in some rooms to automatically switch off the ventilation if the windows are open,
- we only use glassware and tap water to reduce plastic consumption.

Our offices are located in new-generation office buildings with fully glazed facades to maximise the use of natural light. In our office, at the company's headquarters, there is an opportunity to open the windows and ventilate the rooms.



4

S – social



4.1. Our employees

Yareal Polska's most valuable asset is its people. In terms of personnel, we are a medium-sized organisation, with 55 employees. Our team's experience, knowledge, commitment and professionalism are the foundation of Yareal's success.



Today, there are several generations of staff working together in the labour market, and multigenerational management is an important element in human resources management. At Yareal, the team is made up of people from several significantly different generations in terms of values, lifestyle and work. Each has been shaped by different socio-cultural, economic and political events. The differences are mainly apparent in areas related to values, including family, work, attitudes to authority figures and attitudes to change.

We are convinced that skilfully managing the potential of different generational groups and creating an optimal working environment that enables them to work together directly translates into growth and success for the company as a whole. Another issue that requires an analysis and an individual approach to employees is diversity in terms of cognitive chemas – so-called neuroatypicality, which has become an increasingly noticeable phenomenon in recent years.

Neuroatypicality in the office can be both a challenge and a source of creativity. This means that employees do not follow conventional paths or patterns in carrying out their duties. They can manifest this through an unusual approach to problems, a search for innovative solutions and even through their personality or working style.

For some companies, neuroatypicality can be difficult to accept because it deviates from the norm and can appear uncontrollable. However, when properly guided and supported by the organisation, it can yield numerous benefits. Neuroatypical employees often bring new perspectives that can lead to the discovery of innovative solutions or business strategies. In addition, they can be a source of inspiration for the whole team, motivating others to think outside the box.

Introducing flexible structures and promoting openness to diversity of thought can help realise the potential of neuroatypicality in the office. It is also important to recognise the contribution of such employees and enable them to develop their unique skills and ideas. In this way, neuroatypicality can become a driver of innovation and organisational success.

Designing an office space for neuroatypical people requires taking into account a variety of needs and preferences. It is worth creating an environment that provides comfort and minimises factors that can cause stress, including noise reduction and bright, airy rooms. Flexible furniture layouts and access to a variety of work zones can enable neuroatypical workers to choose the environment that best suits their individual preferences and needs. In addition, it is important to provide sufficient natural light and elements of nature that can benefit the mood and concentration of people with various types of neuroatypicality.

In Yareal's office, the space is arranged in a flexible way, allowing work to be done in an „open space“ arrangement as well as in smaller rooms, where tasks requiring greater focus and attention can be performed.

In our daily work, we focus on synergies based on the exchange of experience, using the potential and knowledge of colleagues with diverse talents, experience and seniority in Yareal, in a way that takes into account the so-called intergenerational relay. Many employees strongly identify with the company and have been associated with it for many years. **The average length of service in our organisation at 31.12.2023 is almost six years.**

Employees by gender, age and place of work¹. As at 31.12.2023.

	SEX		AGE			TOTAL
	WOMEN	MEN	< 30	30-50	50 <	
TRICITY						
total number of employees	3	0	1	1	1	3
WARSAW						
total number of employees	37	15	5	43	4	52

Average length of service at Yareal: **almost 6 years²**

Average seniority of executives as of 31.12.2023: **more than 8 years (8,5)**

11 people (20% of the whole team) have worked at Yareal for **more than 10 years**

16 people (29% of the whole team) have worked at Yareal for **more than 5 years and less than 10 years**

28 people (51% of the whole team) have worked at Yareal for **less than 5 years**

¹ The data relates only to persons employed under a contract of employment.

² Average length of service refers to employees with a contract of employment as at 31.12.2023. Including those employed on a B2B basis, the average length of service is over six years.

In addition to the people directly employed by Yareal Poland, we work with **nearly 210 people** who provide additional services to the company.

The above figure is made up of all the close collaborators of Yareal Polska on whom we depend, to a greater or lesser extent, to ensure the achievement of the Company's objectives. These people primarily represent our General Contractors (project managers, contract managers), architects, notaries, tax and legal consultancy offices, payroll and consultancy services.

Staff turnover



In 2023, we employed **18 people** while 16 people terminated their employment with Yareal Polska at that time.

Total number and new hires by gender. As at 31.12.2023.

Age	Female	Male	Total
Number of newly recruited staff	13	5	18
Number of people who ceased employment	12	4	16

Recruitment processes at Yareal Polska are conducted according to the following principles:

- transparency of the process,
- clearly defined conditions and responsibilities,
- feedback for all candidates,
- equal opportunities.

More information on Yareal's recruitment processes [HERE](#).



Diversity at the workplace

Our team-building policy is focused on candidates' competences and talents, regardless of age, gender, nationality, social status, religion, sexual orientation or views. Diversity enhances creativity, tolerance, flexibility and openness to change, qualities that are particularly desirable in our team and in our recruitment processes.

Composition of the workforce as at 31.12.2023 by age and gender.

	2023 rok		
	Female	Male	Male
Total number of employees	40	15	55
Number of employees by gender			
Age <30	5	1	6
Age 30-50	32	12	44
Age 50<	3	2	5
Percentage of employees by gender (%)			
Age <30	13%	7%	11%
Age 30-50	80%	80%	80%
Age 50<	8%	13%	9%
Number of foreign employees			
Number of foreigners	0	1	1
Percentage of foreign employees in relation to all employees	0%	6,7%	6,7%



Yareal appreciates women

In terms of diversity, we place particular emphasis on the position of women in our company. Although the construction and development industry is male-dominated, as evidenced by the Chamber of Civil Engineers survey data³, Yareal boasts a strong representation of women at all levels of the organisation.



At Yareal, women represent:

- **72,7%** of all employees⁴
- **58,3%** of our management

Composition of the management as at 31.12.2023 by sex and gender.

2022			
Employees in management positions	Female	Male	Total
Total number of employees	0	0	0
Age <30	7	3	10
Age 30-50	0	1	1
Age 50<	7	6	13

2023			
Employees in management positions	Female	Male	Total
Total number of employees	0	0	0
Age <30	6	4	10
Age 30-50	1	1	2
Age 50<	7	5	12

³ <https://www.ptib.org.pl/aktualnosci/informacje-biezace/4248-2020-05-26-13-55-51>

⁴ Employees include those on a contract of employment and a substitution contract.

Benefits and wellbeing

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



Life insurance for employees and their families - group life insurance policy.



Private medical and dental care for employees and their family members.

A wide range of services are offered, including psychological and psychiatric care. There is also the possibility of additional care for seniors or to upgrade the medical and dental package to a VIP package for a small fee on the employee's part.



Holiday subsidy – Yareal Polska pays its employees a one-off bonus equivalent to the allowance for the Comony Social Fund for taking a two-week holiday. We have decided not to create a Company Social Fund in favour of this benefit.



Additional leave for continued service – additional 2 days per year for 5th anniversary and additional 3 days leave for 10th anniversary.



Fruit Mondays – fresh fruit and juices are delivered to the office every Monday.



Benefit System programme – in response to employee expectations, Yareal has entered into an agreement with Benefit System to purchase sports passes for employees and accompanying persons. Medicover Sport Programme - new from 2023, operating on the same principles as BenefitSystems.



Coffee corner – a coffee corner in the company kitchen equipped with coffee, traditional and pourover coffee machine and a wide range of accessories (different types of milk, flavoured syrups, sprinkles and spices).



Book-crossing point – a book corner where long-forgotten items from the home library can be given a second lease of life. Employees are free to share their favourite books with each other.

Team-building

Team-building plays a key role in the company, contributing to a cohesive and effective working environment. Through regular meetings, team-building events and programmes, employees can get to know each other better, which fosters trust and better communication. It also supports the organisational culture, enabling new employees to integrate more quickly into the company and assimilate its values and goals.

As a result, these actions translate into increased motivation, loyalty and efficiency for the entire team. Team-building is not only about organised trips, but also about celebrating company success stories, promotions and important events in the lives of our employees (birth of children, weddings). At Yareal, we celebrate holidays together - such as Fat Thursday, Easter and Christmas, or Pizza Day. Better cooperation is also fostered by moments spent on the terrace in spring and summer, meal breaks and after-hours meetings.



All benefits at Yareal Polska are offered to employees from the first day of employment and regardless of seniority.

Staff training and development

Average number of training hours per employee
in 2022: 15 h, in 2023: 21 h.

Number of training hours per year per employee, by employment category, from 01.01.2023 to 31.12.2023.

Average number of hours by employment category	2022	2023
Employees in management positions	19	28
Other employees	25	20
Average number of training hours per employee	15	21

Yareal conducts periodic surveys of the training needs of its employees. Each employee can indicate an area of their needs or specific training activities they need to undergo in connection with the duties carried out. A training needs survey consists of a survey of all employees, divided into managers (these can indicate the needs of their staff from their own perspective) and other employees.

On the basis of the surveys, consultations are held with managers and HR staff, during which the results are analysed. The jointly developed proposal for a training plan is presented to the Board of Directors, which decides on the key needs, for the organisation and the employees. Based on this process, a two-year training plan is created and implemented in line with the budget. The next training needs analysis will take place in 2024.

Employees can request not only external training or courses, but also, in certain cases (confirmed by the employer's need), co-financing of studies (e.g. postgraduate courses). **In 2023, one person benefited from the possibility of receiving funding for higher education.**

Each year we also apply for funding for training activities from the National Training Fund. In 2023, we were able to secure funding to provide additional training for the sales team, where staff had the opportunity to learn the latest and most effective customer service and sales techniques for the property development industry.

Staff competence is improved through:

- in-house training, e.g. health and safety training, or training in the use and operation of IT tools,
- external training,
- participation in conferences, industry events, business meetings, etc.,
- thematic webinars,
- ongoing exchange of knowledge in interdisciplinary teams.

We regularly prepare presentations on the work of each department to illustrate to all colleagues the specifics of the work of the various units - this helps our staff work as a team towards a common goal.

In addition, we have access to high-level training, webinars and thematic meetings through numerous business partners. Our employees value access to such resources and are keen to use them.

We focus on career development within the organisation. With each recruitment, we first look at internal promotion and/or redeployment opportunities in the context of the preferences of our employees (taking into account, first and foremost, their capabilities and performance to date). External recruitment is only triggered when it is determined that there is no opportunity for internal promotion.

Examples of development paths for our employees in 2023.

- Warranty Service Customer Advisor – promotion to Junior Customer Service Specialist
- Project Manager – promotion to Senior Project Manager
- Director of Projects – promotion to Director of Residential Project Management Department
- Warranty Service Customer Advisor – promotion to Warranty Service Team Leader
- Junior Project Manager – promotion to Project Manager
- Technical Manager – promotion to Senior Technical Manager

Employee evaluation system

The annual evaluation is carried out at Yareal at the beginning of each year, in January. Currently, it is a conversation with the immediate supervisor, during which a summary of the past year is made and tasks and objectives for the following year are set. It is also a time to exchange insights and comments on the cooperation. On the basis of the assessment by the immediate supervisor and the Board of Directors, a decision is made on possible gratification.

From the beginning of 2024, Yareal plans to introduce a more structured annual appraisal system, which will include an appropriate, company-specific form.

100% of our employees are subject to an annual performance appraisal system.

4.2. Employee health

Oversight of health and safety issues, both on our construction sites and in our offices, is ensured by an external Health and Safety Officer.

0 - accident rate at Yareal Poland in 2023

0 - accident rate for subcontractors while working for Yareal in 2023

100% of employees trained in health and safety in 2023

● Safety at our offices

Due to its business, Yareal Polska is included in the second risk group, and consequently, administrative and office employees are not subject to mandatory periodic training in occupational health and safety. Despite the absence of a legal requirement, periodic training in this area is provided at Yareal. Due to the existing epidemic threat in 2022 such training was discontinued, while in 2023 we returned to this standard.

We regularly train our employees in first aid and fire safety. We make sure that there is at least one person trained in first aid in our office every day. In addition, our entire administration department is trained in fire safety rules, including how to evacuate the entire office in an emergency.

● Reporting of potentially hazardous situations by employees

Every employee has a duty to report a potentially dangerous situation. The Health and Safety Officer then analyses the reported situation and verifies potential risks as part of his or her duties. No such situations were reported or identified in 2023.

There were also no workplaces found within the company where harmful conditions are present and employees do not perform particularly hazardous work.

All information on health and safety activities is provided by email. Employees can comment on the arrangements in place and the health and safety system.

● Employee health

Since the beginning, we have supported our employees in preventive health care. To this end, we have an agreement with the LUX MED Group. The **medical package paid for entirely by Yareal covers not only employees but also their family members** (i.e. spouses, partners and children). The package includes the same scope of services for the employee as for all enrolled family members.

As part of the subscription, employees and their relatives have unlimited access to consultations with specialist doctors in case of sickness, exacerbation of chronic disease and emergencies. Specialist consultations include: an interview, expert advice along with the basic steps needed to make a diagnosis, make the right therapeutic decision and monitor treatment.

Employees with an upgraded VIP package (possible at an additional cost) are included in the 'Health Screening' programme. The programme allows for a series of examinations and consultations for a comprehensive health check-up once a year.

Every employee of Yareal Polska holds additional accident and health insurance worth PLN 30 000.

Once a year in June, we take part in the **Healthy Cities** campaign organised by the LUX MED Group. The initiative consists of counting steps every day using an app that tracks the company ranking. The aim of the project is to encourage employees to be physically active, introduce healthy habits and strengthen awareness of the impact of the environment on human health.

Every year (with the exception of 2020, dominated by the COVID-19 pandemic) we also sponsor the **„Praga Night Half Marathon“** and the **„Praska Piątka“** run. The campaigns are aimed at encouraging our employees to take an active part in running and representing our company, and are met with great interest every year.



Protection of human rights

The ethical principles that guide us at Yareal Polska are set out in the **Code of Ethics of the YAM Invest Group**, within which Yareal operates.

The Code sets out what values underpin our business, what conduct we require of ourselves and our employees and what guides our dealings with our stakeholders. For more information on this Code of Ethics, see subsection "Ethics and prevention of irregularities".

Furthermore, all SPVs belonging to the YAREAL Group are obliged to operate in accordance with the "Sustainable Purchasing Policy". The policy applies to those responsible for purchasing for the companies, but also to their suppliers and business partners, and is based on the 10 principles of the Global Compact as defined by the United Nations. When establishing any business relationship, companies are obliged to check that potential business partners comply with the aforementioned principles from the areas of:

- human rights, including:
 - respect and promotion of human rights by the international community,
 - elimination of any human rights violations by the company,
- work standards, including:
 - respect for freedom of association,
 - elimination of all forms of slavery and forced labour,
 - abolishing child labour,
 - effective action against discrimination in employment,
- protection of the environment,
- anti-corruption activities.



4.3. Customer relations

Due to the projects we carry out, there are two main groups among our clients: residential project clients and office project clients.

Residential clients are a very large and diverse group. In all our activities we think about their satisfaction and clear communication. When starting the sales process, we are keen to equip clients with the necessary knowledge, as the process of buying a flat is long and the various stages may not be understood.

We strive to be accessible to our clients in order to respond appropriately to their needs, therefore, we rely on direct contact - mainly by e-mail, telephone and text messaging. We send out regular updates on the progress of the work within each development and reminders of the payment deadline. We are working to put in place automation processes and a suitable tool to make our work easier and allow a significant amount of technical information to be sent automatically. We are keen to ensure that our clients receive up-to-date, complete and comprehensive information about a particular stage in the purchasing process (e.g. about open days or pick-ups), which is why we prepare comprehensive and personalised e-mail information each time. We have developed an electronic customer service platform that will allow clients to directly and quickly access the documents and key information related to the purchase of a flat or commercial premises. The e-Yareal CRM system was developed in 2023, with implementation scheduled for early 2024.

One important opportunity for direct discussions with our clients is the so-called 'open days' organised at the end of a particular project. During this event, we give clients a tour of their future flats and the estate in the final stages of construction work. We then have the opportunity to gather any comments or suggestions on the execution of the investment. For clients, this is an opportunity to get to know the flat in reality, plan its arrangement and prepare for the handover. The purchasing process ends in the signing of the final contract, during which our clients are very keen to share their opinions and feelings with us. A customer satisfaction survey is carried out within 2 weeks of the handover of the premises to allow us to gauge the level of satisfaction with the transaction and the level of service.

In order to better understand the perspective of our clients in 2022, we conducted a **Customer Experience survey** to:

- carry out a thorough analysis of Yareal customer satisfaction to date,
- identify the steps in the residential purchase process,
- verify the client's analytical and procurement process and identify elements requiring change.

The study was aimed at analysing, developing and visualising a so-called Yareal Customer Journey Map with an indication of the Moments of Truth, which provides a “bird’s eye view” of all aspects of Yareal’s cooperation with its clients. The primary objective was to diagnose Customer Pain Points and Gain Points, to bring together customer experiences and expectations, and to develop recommendations for corrective action on the diagnosed areas for improvement, together with their prioritisation.

We are now in the process of transforming the conclusions of the study into real action.

The main issues concern:

- development of the CRM platform - e-Yareal to better manage the purchasing process and customer relationships,
- development of a customer research programme and key CX metrics - Voice of Customer programme,
- providing Yareal employees with knowledge of Customer Experience and key Customer Experience Management tools,
- Yareal team engagement - building a pro-customer attitude.

Among business-to-business (B2B) clients, we distinguish two groups: tenants of office projects and real estate agents. As part of our relationship with our tenants, we carry out Asset Management activities, which include regular meetings and discussing the level of customer satisfaction with the Property Management service. Plan for staff events, e.g. bike servicing programme, “ode to cooling down” meeting, or other forms of promotion. Appreciating the presence of tenants through flowers at Christmas or at the opening of a new office.

In the second group we have clients with whom we work to attract tenants, namely Estate Agents. For them, we prepare creatives sent out quarterly, an information newsletter about our activities, as well as an annual team-building event located on site of one of our projects.

At management level, we will continue our policy of developing exemplary stakeholder relations and transparent communication with the public.



4.4. Community involvement and relations with local communities

We take care to maintain good relations with the surroundings. This means caring about the comfort of using our spaces and adapting them to the needs of the environment right from the design stage.

We pursue a vision of a city that focuses on creating attractive public spaces, an appropriate scale of development, taking transit traffic out of the city and using amenities that make it easier to give up cars.

The high level of urban air pollution is one of the reasons why people migrate to the outskirts and outside agglomerations⁵.

- In our largest mixed-use development SOHO by Yareal, we designed the exclusion of vehicular traffic from an over 5-hectare site of a residential and commercial complex in Warsaw's Praga Południe district.
- By supporting the organisation of the annual Praga Half Marathon running event, we encourage sporting activity.
- Sponsorship of the organisation of the Hato Judo Cup - a judo competition for children and young people.
- We have built a cycle path at the LIXA office project and encourage employees and tenants to use bicycles as a means of transport. To this end, we have not only provided convenient access to the office, but also the building infrastructure, i.e., among other things, conveniently located showers and changing rooms with lockers for cyclists.

Yareal's priority is to create sustainable spaces that are welcoming, attractive and safe.

Through the implementation of projects such as "**community gardens**", we are actively helping establish relationships and interpersonal ties in new neighbourhood communities. We provide residents with an opportunity to grow their own vegetables and flowers in pots made from recycled materials, while creating the conditions for building neighbourly relationships.

We intend to continue to operate as a responsible participant in the housing market, to develop monitoring and implement modern solutions, and thus to provide security of investment for our Shareholders, private and institutional investors and business partners.

⁵ Knight Frank report "Good Form of the City" 2021.

Charitable activities

We get involved in social actions organised by the PZFD and its members.

- Since 2020, we have participated in the annual organisation of Holiday Parcels for Warsaw Insurgents - at Easter and Christmas.
- Since 2023, we have participated in the organisation of a Noble Parcel for a family selected as part of a social campaign - in 2023, we decided to support a single woman living on the edge of poverty. The campaign attracted great interest among employees. The employer contributed to the costs of organising the package.
- We support the organisation of events for the residents of Mokotów in conjunction with the Council of the Warsaw District of Mokotów - „Mokotow’s farewell to summer”.
- We also supported the organisation of the 7th Hato Judo Cup tournament for children and young people.

Every year, we encourage our employees to join in the **“2 Hours for the Family” social campaign**. The initiative aims to support work-life balance and demonstrate the importance of spending time together rather than side by side.





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