

ENSURING OUR PATH TO SUSTAINABILITY



ESG Report
Tonsa Commercial REI N.V.
2023





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Dear Readers,

Although 2023 did not bring new events of the same magnitude as previous years, it was a time in which we faced the consequences of the SARS-CoV-2 virus pandemic, the Russian invasion of Ukraine and a number of other political and international tensions around the world.

Understanding the changes taking place and organising the day-to-day operation of the Tonsa Group necessitated the need to responsibly adapt the business to current challenges, while anticipating possible future scenarios. For you to assess the results of our efforts, I am placing in your hands the ESG report prepared by our team, which is intended as a summary of the completed year 2023, as well as a guide to our business and a commitment to future generations.

Responsible investment

In 2023, Olivia Centre's buildings were once again awarded the WELL Health-Safety Rating seal, achieving the highest possible score. The seal is the result of a data-driven, independently verified assessment of the buildings by the certification body, focusing on the analysis of operational principles, occupancy and maintenance standards. At the same time, it is an acknowledgement that the Olivia Centre brand meets world-class standards, delivering the certification requirements in line with the Group's stated aspirations.

In the fourth quarter of 2023, Olivia Home Platynowa Park Sp. z o.o. received the occupancy permit for the first residential development project for which it was established. The sale of the turnkey finished flats in the Platynowa Park project was successfully completed in April 2024. The Group plans to launch further development projects in the Tri-City with flats for sale in 2024.

We see the above as confirmation of our long-standing development policy towards a multifunctional space, open to residents and their needs.

Responsible financing

Apart from infrastructure, it is the financing of the Group's activities that remains a key activity supporting responsible change in the climate challenge.

Since March 2023, bonds issued by a Group company, Olivia Fin Sp. z o.o. SKA, are listed in the WSE's alternative trading system, the ATS Catalyst. Making the securities public increases the Group's transparency for investors, as well as the liquidity and availability of the debt instruments themselves. On 21 December 2023, the company applied to the Polish Financial Supervision Authority for approval of the prospectus for the bond issue programme. Once approved, it will be the only legally binding offering document containing information about the Issuer, the Group and the bonds issued under this programme. At the same time, the Group itself will become even more transparent to its stakeholders.

In December 2023, Olivia Star S.A. extended the loan agreement for the Olivia Star building for an additional three years, with an option for a further three-year extension. In April 2024, following discussions since the second half of 2023, the banks which are party to this agreement confirmed that it meets the *Green Loan Principles* developed by the Loan Market Association (LMA), a London-based international association of more than 850 banks, institutional investors, law firms and rating agencies. To our knowledge, this is the first such financing for an office property in Poland.

Obtaining green financing at the same time from three major banks, i.e. Santander Bank Polska S.A., BNP Paribas Bank Polska S.A. and Bank Millennium S.A., is confirmation that the market appreciates consistent actions towards sustainable development.



A responsible future

Summing up the past year, we can conclude that despite the challenges facing the entire market, Tonsa Group and its assets continue to shape the commercial real estate landscape in Poland and set the trends for change. Located in the centre of the Gdańsk Metropolitan Area, Olivia Centre holds almost 20% of the commercial office market share in the region. Together with a group of over 100 Residents, both international and Polish companies renting office and service space, we form an active, visible and (more than) responsible business community. We believe that this Report is proof of that.

Management Board
of Tonsa Commercial REI N.V.

Maciej Grabski

Markus Josef Leininger

David Luksenburg

Jeroen Edwin Missaar





The Tonsa Group

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

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

We have recently decided to expand our operations with residential projects that we are developing under the **Olivia Home** brand. Last year, we completed the **Olivia Platynowa Park** estate in Gdańsk and handed over the keys of the ready-to-occupy units to our customers. This year we are planning another residential development – **Leśna in Sopot**. According to the aforementioned 15-minute city concept, Olivia Centre will also be enriched with a new function to be performed by one of the buildings planned there. The building will be designed for long-term institutional rental (PRS, the Private Rental Sector). The building will adopt the standards, quality and experience acquired by the developer – it will be another BREEAM-certified building, confirming our environmental commitments. The building will confirm our long-standing development policy towards a multi-functional space, open to people and their needs.

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About Us

Over **100 Resident companies**
have trusted us

Our buildings have achieved **25/25**
points in WELL HSR certification
as the first in the world

We have constructed
7 BREEAM certified
commercial buildings



We have implemented the
ESG strategy



What sets us apart?

We have completed the first
development project on the
residential market



We have **175 000 m²**
of rentable space

We operate **270 000 m²**
of the total area of Olivia Centre

We have created space for
15 000
workstations

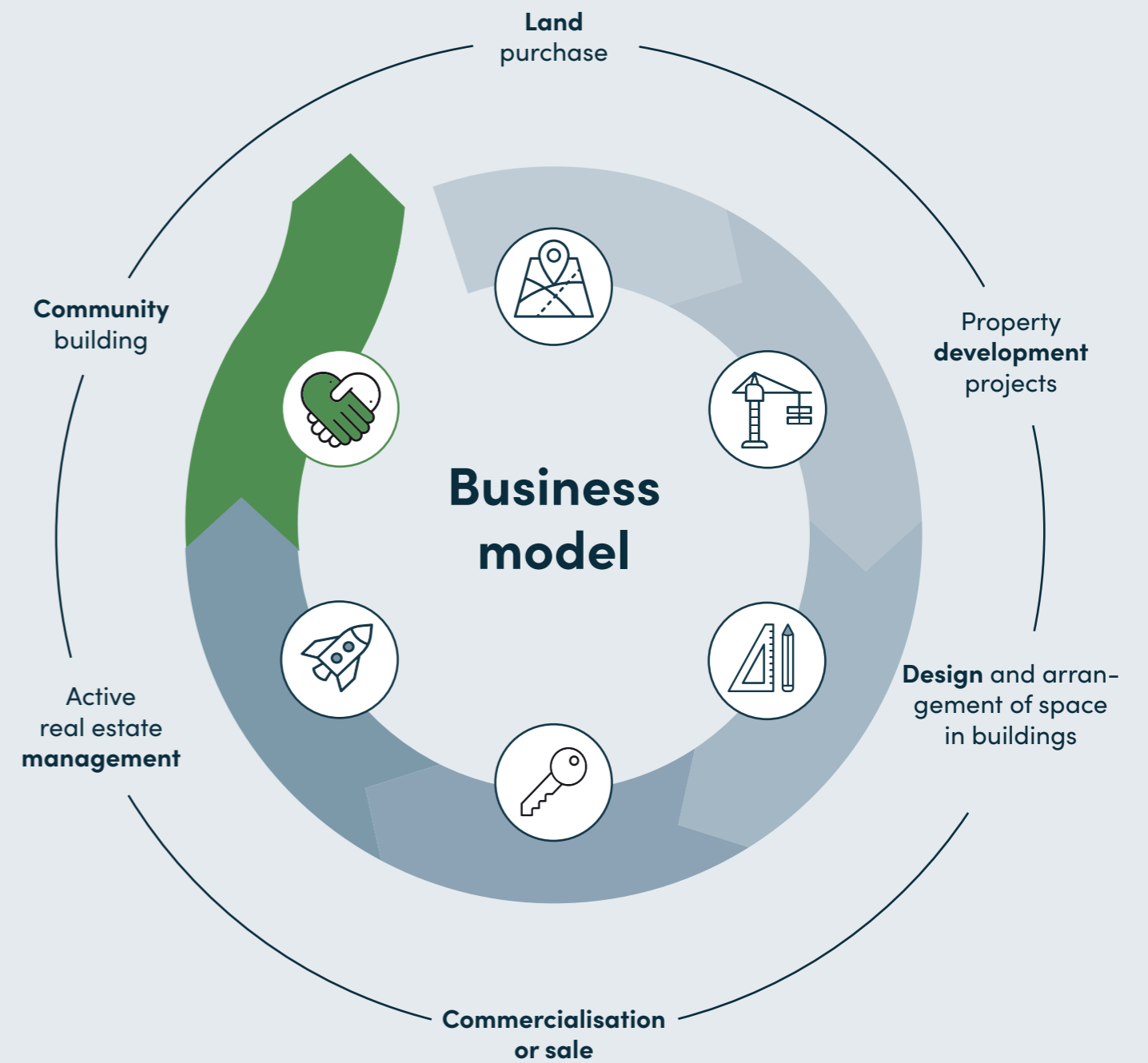
We have over **16 years**
of experience

Business model

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

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

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



Our projects

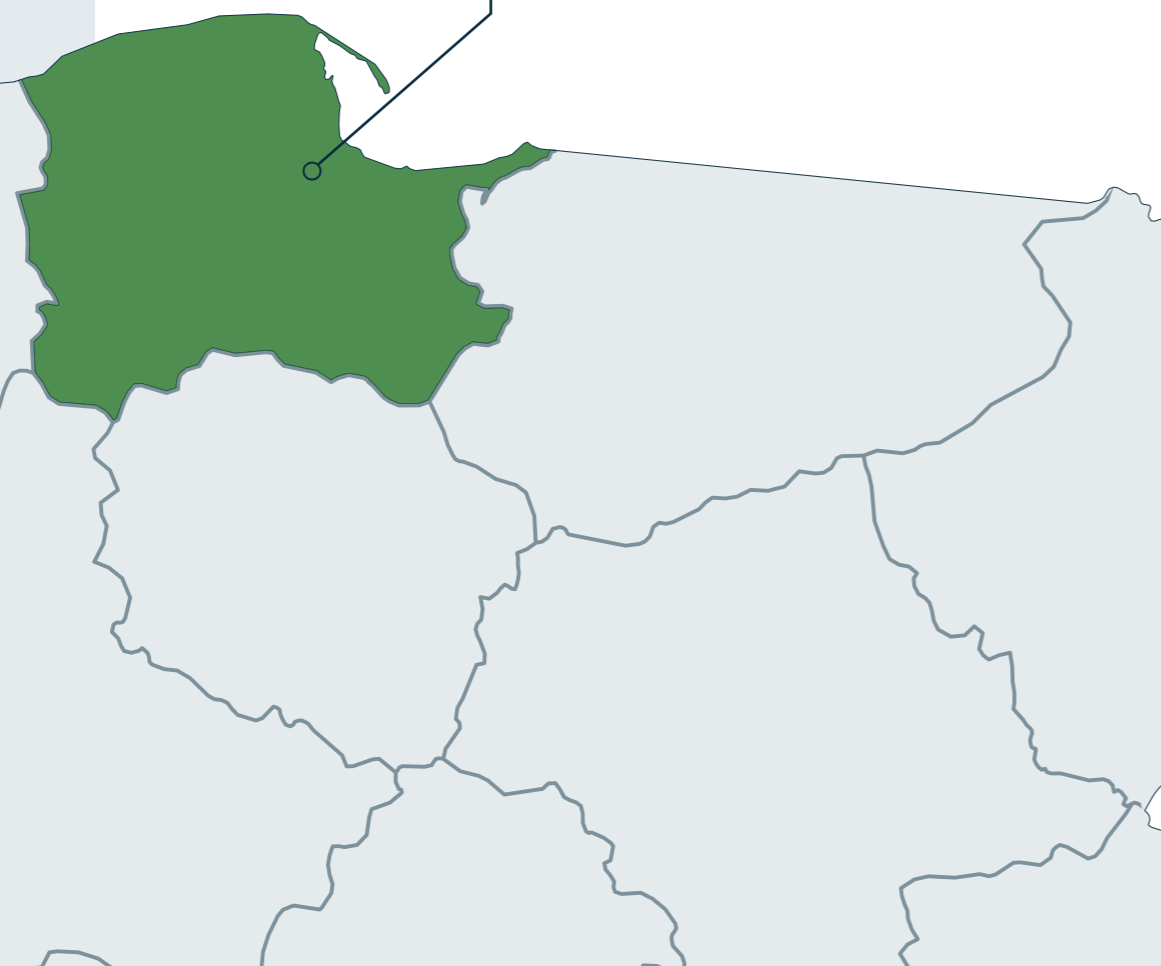
Olivia Centre

Olivia Centre's location

Olivia Centre is our main asset. It currently comprises 7 buildings with a total area of 270,000 m², located at the main urban artery, Grunwaldzka Avenue, **in the heart of the Tri-City agglomeration, in the Oliwa district of Gdańsk.**



Olivia Centre
the Oliwa district of Gdańsk



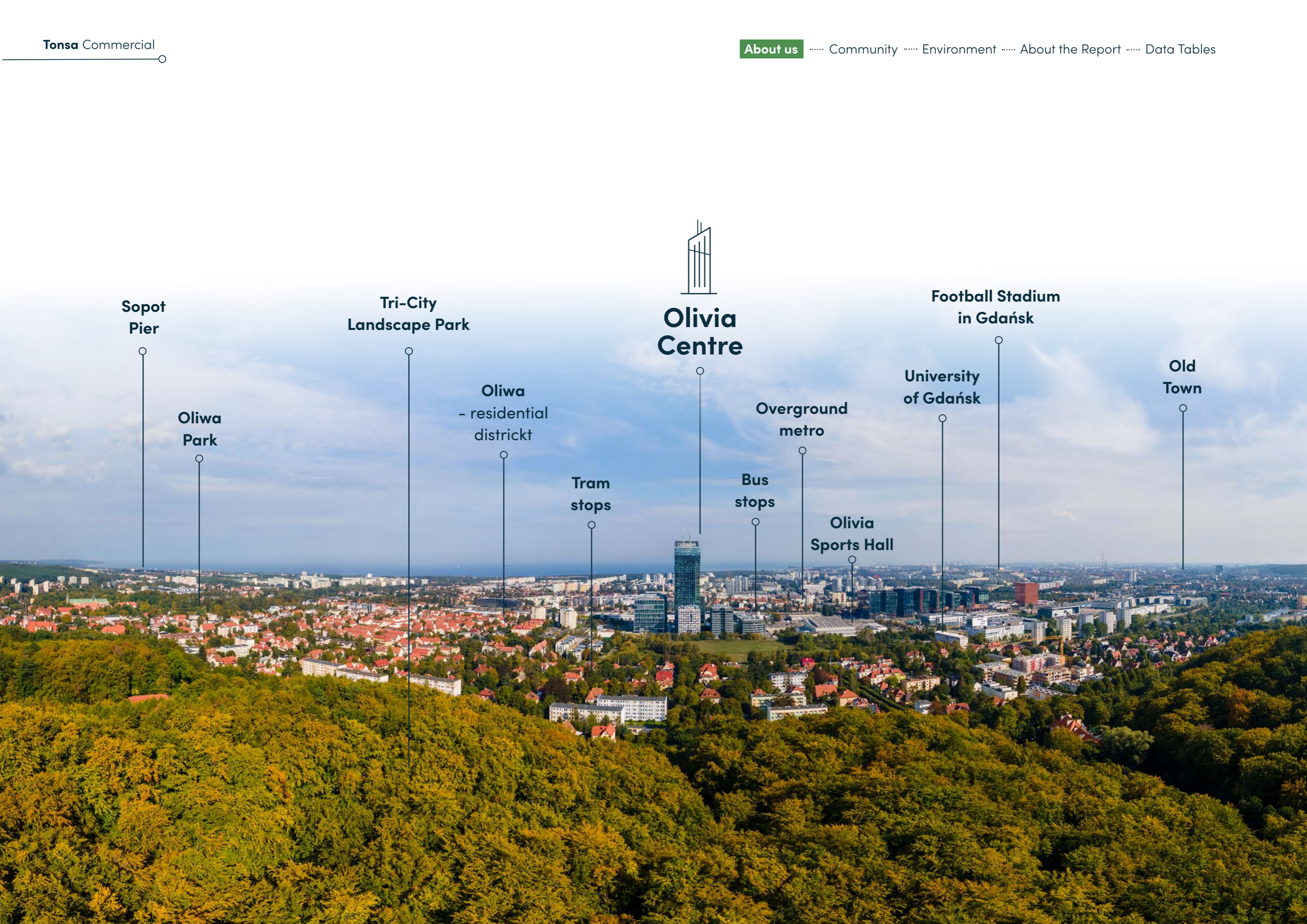
This project is of personal importance to me.

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



Maciej Grabski





Olivia Centre

Sopot Pier

Oliwa Park

Tri-City Landscape Park

Oliwa - residential district

Tram stops

Bus stops

Overground metro

Olivia Sports Hall

University of Gdańsk

Football Stadium in Gdańsk

Old Town

Olivia is definitely more than just business

The most important elements which distinguish Olivia Centre:



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



Quality that guarantees the highest level of user comfort.



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



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



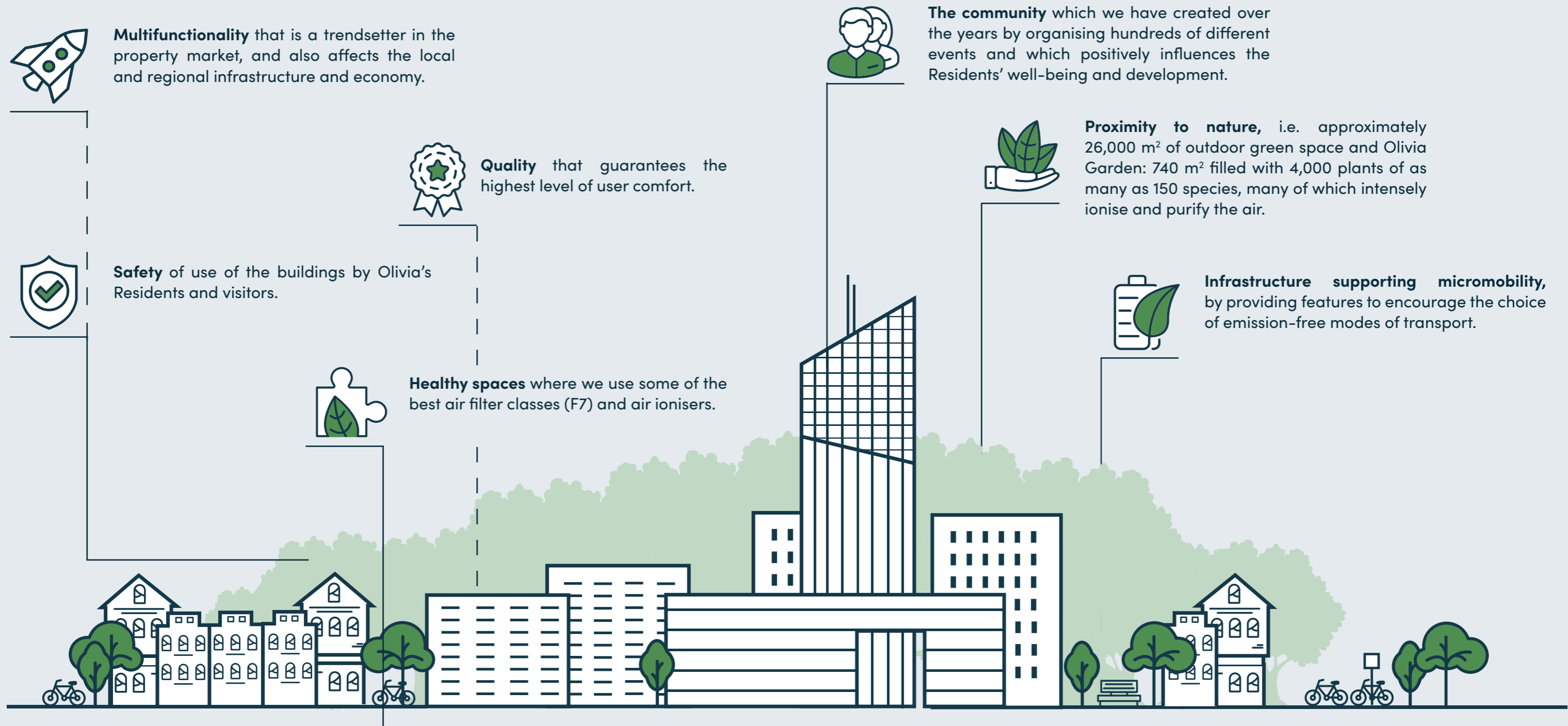
The community which we have created over the years by organising hundreds of different events and which positively influences the Residents' well-being and development.



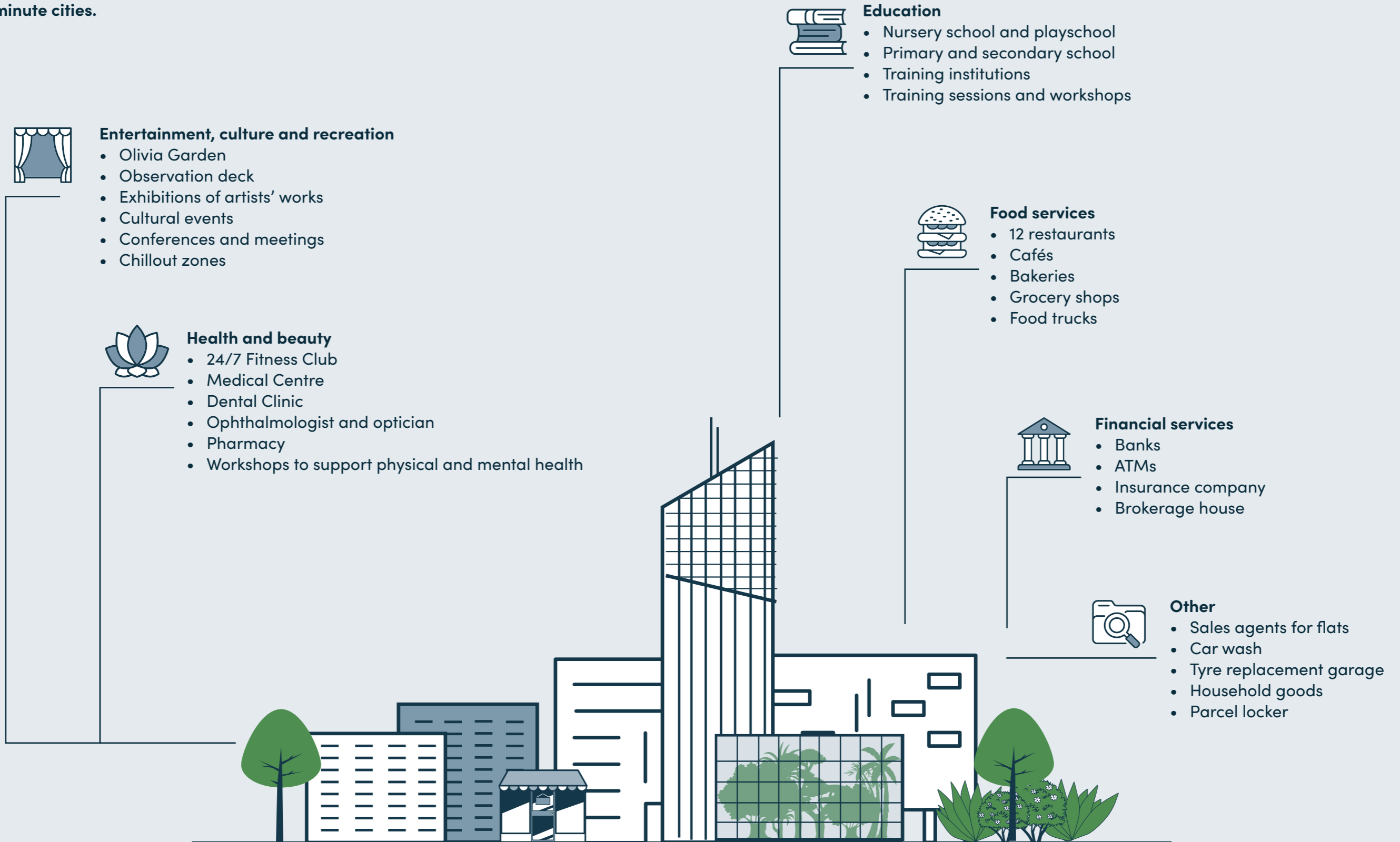
Proximity to nature, i.e. approximately 26,000 m² of outdoor green space and Olivia Garden: 740 m² filled with 4,000 plants of as many as 150 species, many of which intensely ionise and purify the air.



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



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



Infrastructure supporting micromobility



My Olivia app allows the Residents of Olivia Centre to:

- read the latest news about Olivia



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



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



- benefit from concessions, promotions, and discounts
- benefit from Natka's or Natka Bistro's loyalty programmes
- sprawdzą menu naszych restauracji

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



Location of Olivia Centre buildings



Olivia
Point

Olivia
Gate

Olivia
Tower

Olivia
Four

Olivia
Star

Olivia
Six

Olivia
Prime B

Olivia
Prime A

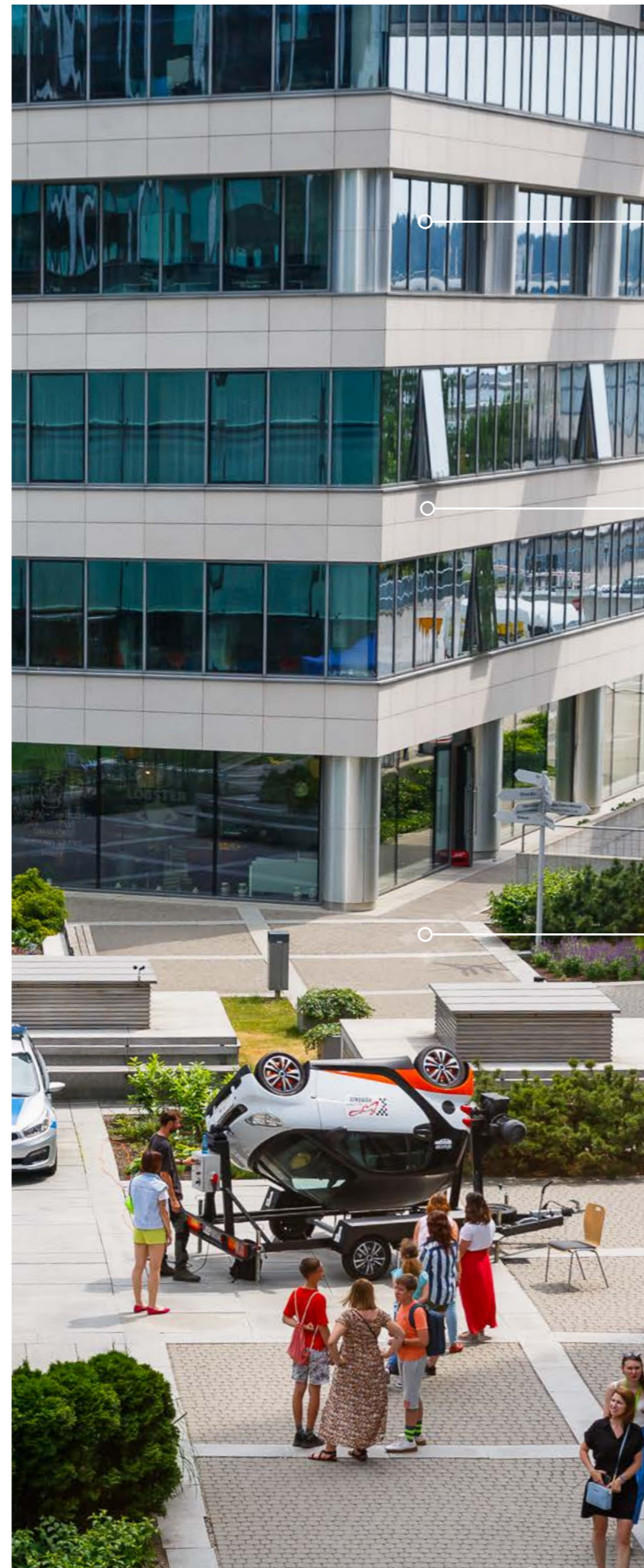
Olivia Gate



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

 Total area | **30 514 m²**

 Floor area | **28 660 m²**



Awards and distinctions

- BREEAM certificate, ranking: Very Good
- WELL Health-Safety Rating seal
- Europa Property Global Occupier Forum & Green Buildings Awards - BREEAM Precertified
- Environmentally Friendly Project Award from BOŠ Bank



Ecology

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



User comfort

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



Security

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

Olivia Point&Tower



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

 Total area | **38 780 m²**

 Floor area | **34 035 m²**



Awards and distinctions

- BREEAM certificate, rating Very Good
- Construction Site of the Year in the competition held by the PZITB (Polish Association of Construction Engineers and Technicians)



Ecology

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



User comfort

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



Security

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

Olivia Four



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

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

 Total area | **23 051 m²**

 Floor area | **20 760 m²**



Awards and distinctions

- BREEAM certificate, rating Excellent
- WELL Health and Safety certificate
- Pomorskie Szstormy Award
- Distinction in 5th PLGBC Green Building Awards



Ecology

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



User comfort

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



Security

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

Olivia Six



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

 Total area | **31 381 m²**

 Floor area | **27 761 m²**



Awards and distinctions

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



Ecology

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



User comfort

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



Security

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

Olivia Star



Olivia Star is 180 metres tall, which makes it the tallest building in the Tri-City and one of the tallest buildings in Poland. The height of Olivia Star refers to the birth of Solidarity in Gdańsk in August 1980 and the architecture of its summit to the neighbouring Olivia Hall.

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

This year, Olivia Star received a Green Loan - simultaneously from three existing lenders; a consortium of the banks Santander Bank Polska S.A, BNP Paribas Bank Polska S.A. and Bank Millennium S.A. Obtaining green financing is confirmation that the solutions implemented at Olivia Star meet international stan-



dards and are in line with good, ecological practices that the entire real estate market should implement. The assessment included energy efficiency, stability and faultlessness of building systems, including a monitoring system to counteract faults and risks to the environment and employees, as well as pro-social solutions affecting their well-being.

 Total area | **67 672 m²**

 Floor area | **59 791 m²**

Olivia Star

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

- Greenery around the building and on the terrace
- Heating system with heat pumps using geothermal springs
- Individual utility meters
- Flexible spaces
- BMS
- LED lighting
- Motion detectors
- Changing rooms and bicycle racks
- Triple-glazed glass façade
- Freecooling
- Energy saving devices and systems

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



Awards and distinctions



Security

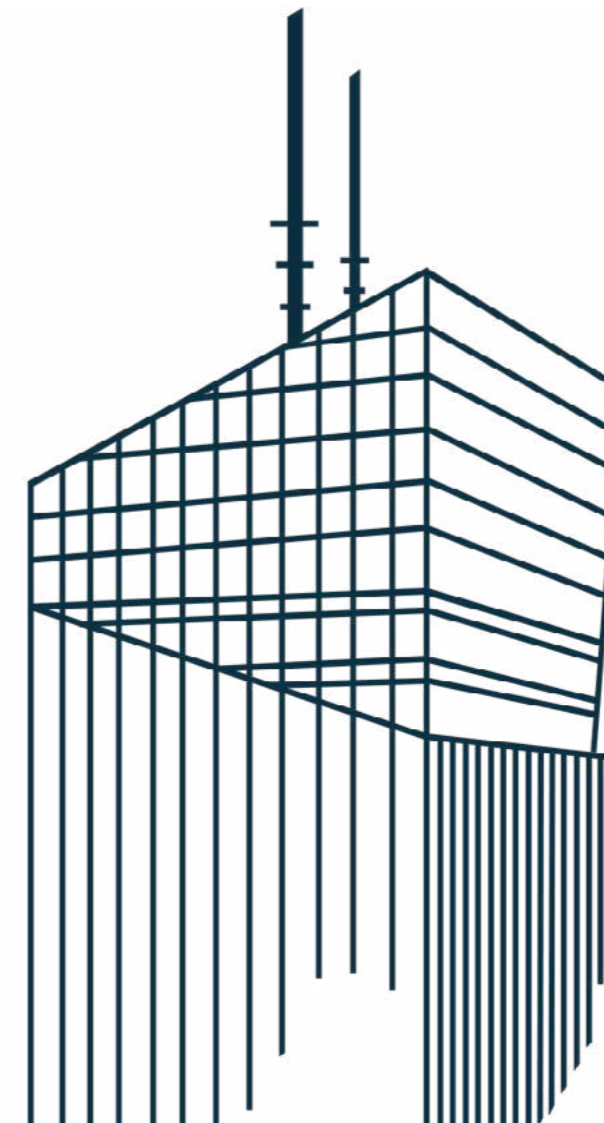


Ecology



User comfort

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



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

Olivia Star

FLOOR 34

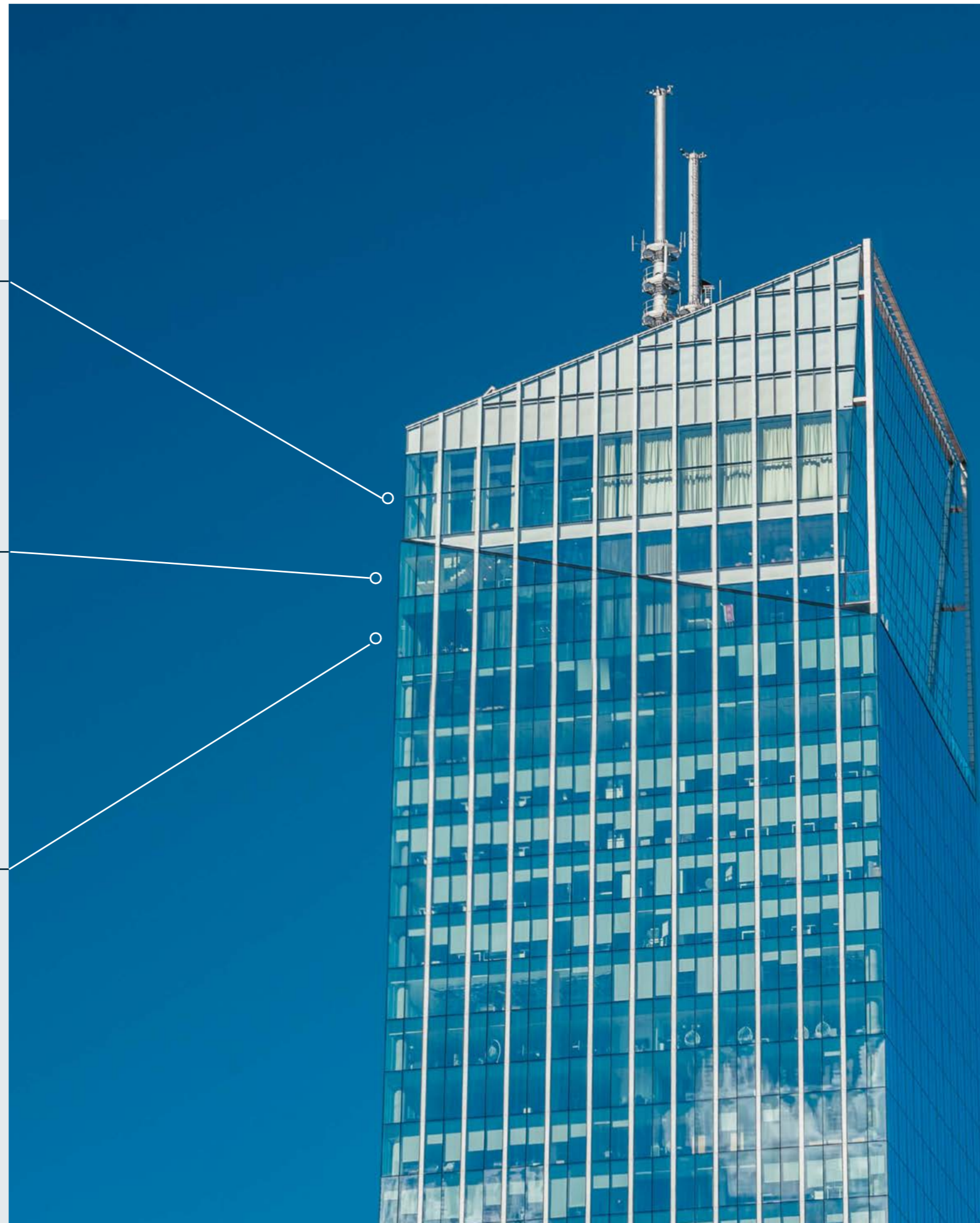
At over 130 metres above the ground, there is a multipurpose conference centre with a unique view of the Tri-City and an acoustic, stucco-decorated ceiling suspended more than 7 metres above the guests. It is a unique event space for up to 400 people.

FLOOR 33

Restaurants: Treinta y Tres serving Mediterranean dishes and Arco by Paco Pérez, run by one of the most prize-winning chefs in the world. Located in Europe's largest cities, restaurants run by Paco Pérez are distinguished by a total of five prestigious Michelin stars.

FLOOR 32

Vidokówka restaurant and the publicly accessible Observation Deck with a 360-degree panorama of Oliwa, Gdańsk and Gdynia. Visitors are also guaranteed good food, intimate concerts and other cultural attractions.



FLOOR 1

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



GROUND FLOOR: OLIVIA GARDEN

A 9-metre-high exotic garden with an area of 740 m² and a mezzanine of over 100 m². The garden contains 4,000 plants from over 150 species. In 2021, the garden won a prize in the CIJ Awards Poland contest in the Best Interior Design/Exterior Design category, and in 2022 the garden was distinguished by the 2022 European Property Awards. Olivia Garden also offers culinary experiences and entertainment, with intimate concerts, dance courses, yoga classes and creative workshops.



THE SPACE AROUND THE BUILDING

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



The garden contains 4,000 plants from over 150 species

Olivia Prime



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

 Total area | **75 970 m²**

 Floor area | **71 000 m²**



Awards and distinctions

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



Ecology

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



User comfort

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



Security

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

Olivia Centre is our main asset, but we have set ourselves the goal of diversifying our business and expanding into the residential market. In our real estate portfolio, we have land for commercial and residential development. In 2023, we completed the **Platynowa Park** residential development on one of them, and in 2024 we plan to launch the **Leśna development in Sopot** and **Olivia X** in the vicinity of Olivia Centre.

Platynowa Park

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

The project is distinguished by:

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

As a result, all the amenities needed for living are within walking distance.



Platynowa Park
the Oliwa district of Gdańsk



Entertainment, culture and recreation

- Orunia Park
- Augustowska water reservoir
- Orana amphitheatre
- Five Brothers Hill
- Vantage point
- Playgrounds

Sport

- Fitness clubs
- Sports fields
- Tennis courts
- Outdoor gyms
- Cycling paths
- Bowling alley

Food services

- Restaurants
- Cafés
- Bakeries
- Grocery shops

Healthcare

- Medical Centre
- Veterinary clinic
- Pharmacies
- Dentists

Other







- Playgroups
- Primary school
- Church
- General stores
- Services



Platynowa
Park

Platynowa Park

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

	Plot area	4 257 m²
	Total area	3 399 m²
	Number of buildings	2
	Number of flats	48
	Construction completion	2023
	Green area	2 017 m²



Awards and distinctions

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



Ecology

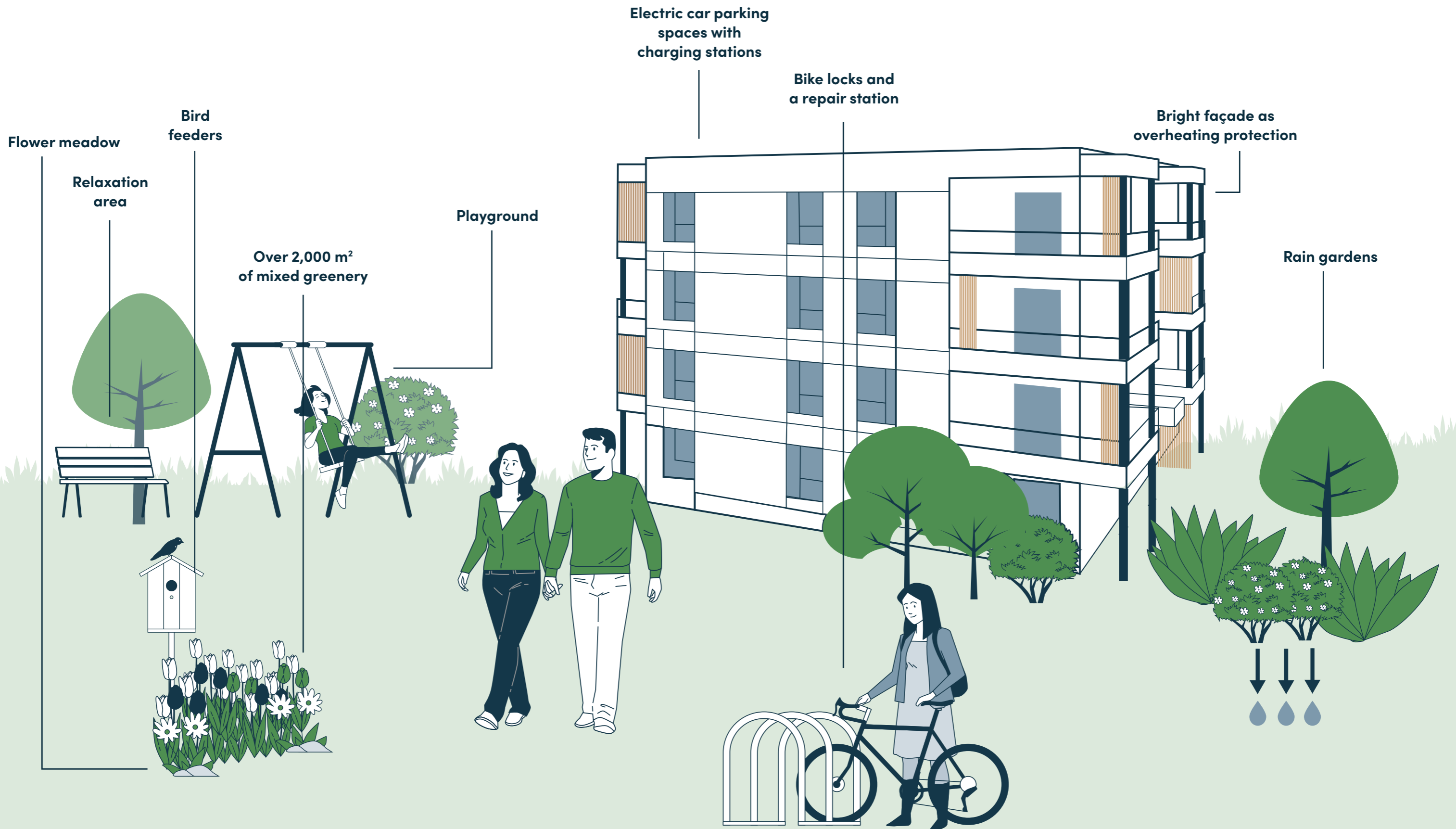
- Over 2,000 m² of mixed greenery
- Rain gardens
- Bird feeders
- Energy-efficient systems and appliances
- Electric car parking spaces with charging stations
- Bike parking spaces and a repair station
- Close to green areas
- Bright façade as overheating protection



User comfort

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

Platynowa Park



Olivia X

Olivia X will be built in the northern part of the centre and will reach a similar height to that of the last development, Olivia Prime. The first building to be developed as part of Olivia Home on the Olivia Centre site will provide a long-term rental function. This rental formula, which is becoming increasingly popular, provides residents with the opportunity to occupy the premises for many years, but also to benefit from standardised service approach and ancillary services. On the other hand, it is hoped that the direct location next to the office centre will reduce traffic in the area and revitalise the urban fabric for the benefit of the entire district. This project should be completed in 2026.

 Construction completion | 2026

 **Leśna**
Sopot

 **Olivia X**
the Oliwa district
of Gdańsk

Leśna

Leśna is an intimate residential development to be built in Sopot on Leśna Street, adjacent to the Świe-mirowska Valley (Dolina Świe-mirowska). The project is currently in the concept phase. It is scheduled to be completed by the end of 2025.

 Construction completion | 2025



Our organisational structure

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

The following directors are the members of the Management Board of Tonsa Commercial REI N.V.:

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

The Tonsa Group's activities are complemented by the services of other entities included partly in this Report:

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

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

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



Selected specializations of our teams





Maciej

Grabski

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



Markus Josef

Leininger

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



David

Luksenburg

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



Jeroen Edwin

Missaar

Managing Director B. Jeroen E. Missaar worked as a lawyer for over 29 years in various law and international advisory firms. Since April 2018, he has been running his own law firm called Scales Legal B.V. in Rotterdam, the Netherlands. He also held various directorships in multinational companies and corporations from 1996 until early 2018. He is a lawyer with vast experience in legal matters arising within companies with specific expertise in corporate law, labour law and international contracts. Jeroen E. Missaar studied Dutch law at the Erasmus University in Rotterdam, the Netherlands and graduated in 1991 and chose business law as his specialty. He speaks and writes fluently in English and German. He has been acting as Director of Legal Affairs within the company as of 1st September 2021, with a focus on the legal governance and compliance of the company, also concerning the whole Group.

The Management Board of Tonsa Commercial REI N.V. decides on its strategic objectives and how they will be achieved, as well as on the activities at the interface with the subsidiaries where the approval of Tonsa Commercial REI N.V. is required. Among the strategic objectives, responding to the needs of the Stakeholders, was the implementation of the Group's broadly-understood ESG strategy in the broadest sense - from preparing a thematic report to adapting internal procedures related to sustainability in the broadest sense.

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

**Sustainable development
is an integral part of the
Group's long-term
value-creation strategy**



ESG strategy

G3

Cooperation for sustainable development

very material

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



STAKEHOLDERS

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



ENVIRONMENT

striving to reduce the carbon footprint in day-to-day operations.



SAFETY

active response and involvement in action for safety.



COMMUNITY

organizowanie i wspieranie inicjatyw społecznych oraz wspomaganie rozwoju lokalnej gospodarki.

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



We will ensure universal access to water and proper sanitation



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



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



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



We will ensure sustainable consumption and production patterns



We will combat climate change and its effects



We will protect and promote the sustainable use of ecosystems and combat biodiversity loss



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



We are a partner for the Goals



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

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

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

We have joined the largest global initiative bringing together sustainable business

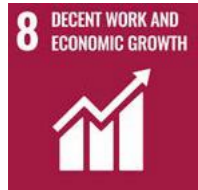


The 10 UNGC principles

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

Our impact on the climate is very complex, and effective action to combat global warming requires the involvement of many individuals. We therefore undertake numerous sustainability, environmental and community initiatives that increase education and awareness of climate change mitigation, climate change impacts and adaptation. In doing so, we increase the effectiveness of our joint activities. Every year, together with our Business Partners, we undertake activities that encourage social and environmental activism. We have written more about these partnerships and activities in 2023 in the section ***We are a trustworthy partner.***

We influence sustainable economic growth

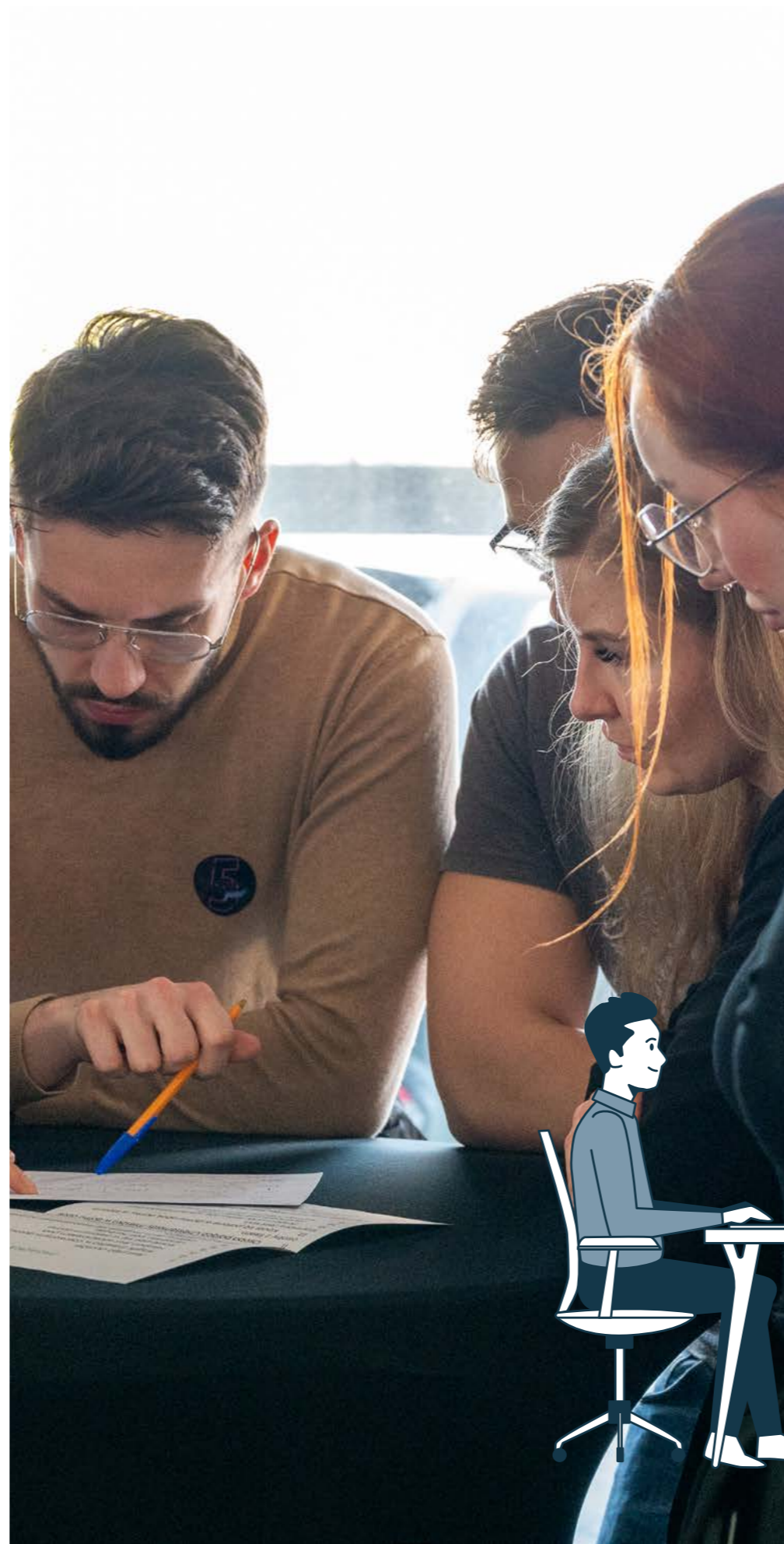


Promote stable, sustainable and inclusive economic growth, full and productive employment and decent work for all

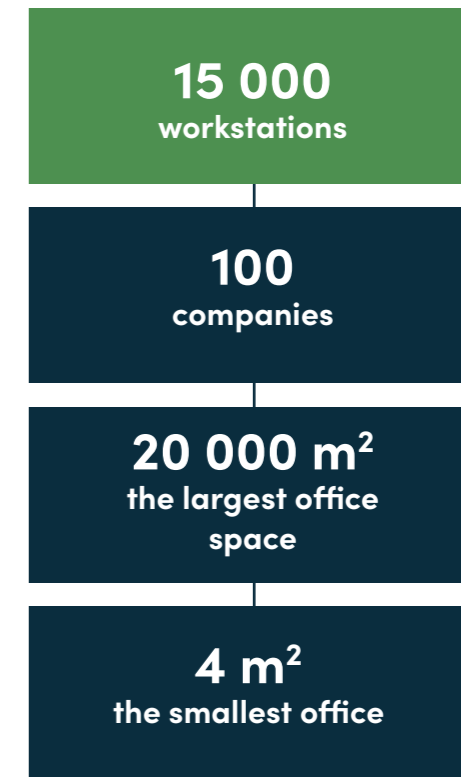
At Olivia Centre, we have enabled investments that create jobs for nearly 15,000 people. Our Residents work in almost 100 companies and O4 Coworking brings together an additional 150 entrepreneurs subletting Olivia's space. Our projects support entrepreneurship, creativity and innovation, help promote business and decent job creation, and encourage micro-, small- and medium-sized businesses to grow.

The largest office space rented by one of the Residents is approximately 20,000 m², while the smallest office rented in one of the buildings is 4 m². Our Residents range from multinational corporations to smaller, local companies. We have representatives of many nationalities here, which encourages the establishment of interesting relationships, learning about other cultures and customs, exchanging views, and education. In addition, owing to the presence and development of many useful facilities and functionalities in Olivia (services, food services, leisure and entertainment spaces, educational facilities), we have opened up to the residents of the Tri-City and to tourists, which fits perfectly with the assumption of inclusivity.

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



Goal No. 8 is also related to promoting a healthy and safe working environment. One of the most important measures demonstrating our concern for those at Olivia Centre was the implementation of procedures and the proactive undertaking of related activities, which enabled us to achieve the WELL Health-Safety Rating seal with the maximum possible score of 25 out of 25. In the years to come, we want to maintain a high level of scoring of our building management.



Creating sustainable cities and communities



Make cities and human settlements safe, stable, sustainable and inclusive

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

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

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



Striving for climate neutrality



Take action to combat climate change and its impacts

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

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

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

We know that our impact extends beyond the boundaries of our organisation, so we intend to educate, encourage and support all our employees and associates, as well as business partners, in the implementation of green actions. We will strive to effectively implement our environmental care expect-



tations, as described in the ***Olivia Centre's Code of Conduct***, among other things, throughout our value chain.

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

Striving for a circular economy



We will ensure sustainable consumption and production patterns

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



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



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



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



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

while balancing environmental impact, social needs and economic values.



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

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

We aim for a circular economy, maximising the use of raw materials and materials and minimising waste

Protecting water resources



We will ensure universal access to water and proper sanitation

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

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

Saving energy



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

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

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



Protecting and enhancing green spaces



We will protect and promote the sustainable use of ecosystems and combat biodiversity loss

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

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

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

We strengthen our immunity

E3

Resilience to climate change

very material

3-3

2- 16

2-25

201-2

203-2

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

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

Any risks associated with the Group's operations are first analysed by teams set up for this purpose, which include decision-makers, in particular the Managers, and people with the expertise necessary for the Group and its assets. If a situation arises where specific action is required, individual issues are referred for further discussion:



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

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

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



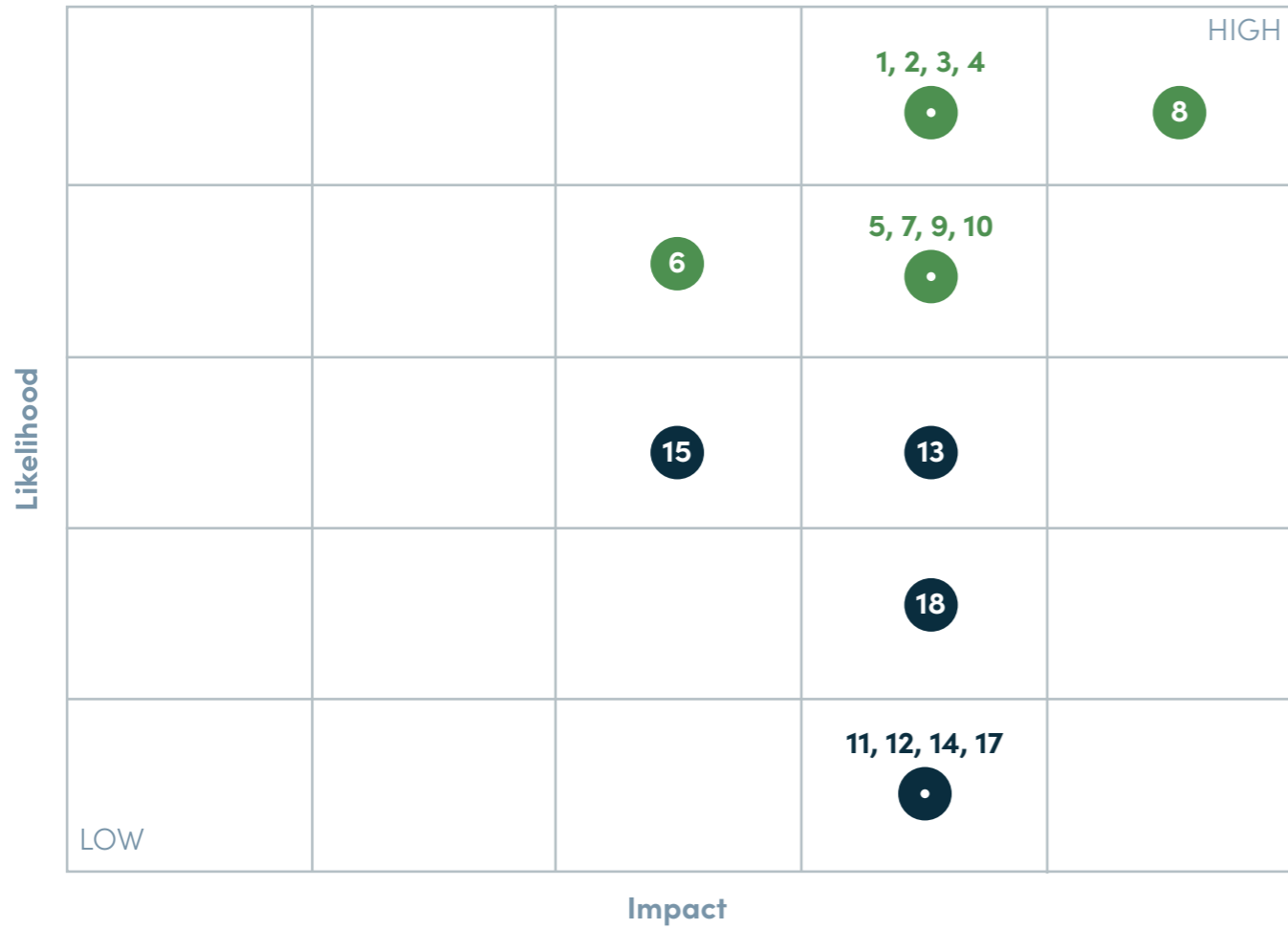
physical, which are directly related to weather conditions,



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

The table presented below shows the critical climate risks that could significantly affect us - either threatening our business or giving us an opportunity to grow. We have conducted the analysis over three time horizons - short-term (to 2025), medium-term (to 2030) and long-term (to 2050).

Short-term Climate Risk Matrix



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

TCFD category	Identification of the risk factor	Risk				
		2025	2030	2050 <1,5°C <3,5°C		
Transition risks	Policy and Legal	●●●●●	—	—	↓	
	Technology	●●●●●	—	—	—	
	Market	Higher expectations of financial institutions and insurers	●●●●●	↗	↗	↓
		Higher expectations of Residents and investors	●●●●●	↗	—	↓
		Higher demands on suppliers	●●●●●	—	—	↓
		Higher employee expectations	●●●●●	—	↑	↑
		Limited availability of raw materials	●●●●●	—	—	↑
	Restrictions on the supply of utilities	●●●●●	↘	↓	—	
	Reputation	Stigmatization of the sector	●●●●●	—	—	↓
		Greater stakeholder concern	●●●●●	—	↘	↘
Zagrożenia fizyczne	Extreme weather events	Cyclones	●●●●●	↗	↑	↑
		Earthquake	●●●●●	—	—	—
		Heat waves	●●●●●	—	↗	↑
		Floods	●●●●●	—	↗	↑
	Chronic weather events	Variability of weather patterns	●●●●●	—	↗	↑
		Rising mean temperatures	●●●●●	—	—	—
		Rising sea levels	●●●●●	—	↗	↑
		Air pollution	●●●●●	↗	↗	↑



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

In the medium term, the levels of risk in each category are similar to the levels forecast in the short term. By 2030, however, our stakeholders' expectations and the likelihood of cyclones and greater air pollution may increase. Due to developments in water and energy infrastructure, the risk of utility supply constraints may decrease.

In the long term, we have considered two scenarios:

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

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

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



	TCFD category	Identification of the risk factor	Risk management methods in use
Transition risk	Policy and Legal	Extended ESG obligations and new regulations	<ul style="list-style-type: none"> ✓ Annual publication of ESG reports using global standards (such as GRI and TCFD). ✓ Internal ESG audits using the guidelines provided by global standards (e.g. CRREM analysis). ✓ Annual audit and carbon footprint calculation based on the GHG Protocol standard. ✓ Implementation of improvements to enhance ESG indicators (e.g. use of low-carbon energy sources, use of new circular economy solutions, retrofitting of buildings towards a zero-carbon and circular economy). ✓ Implementation of ESG strategies (e.g. decarbonisation, social issues) and ESG policies (e.g. Code of Conduct). ✓ Use of third-party certifications and consultations with experts in the field. ✓ Monitoring of ESG-related legislation processes. ✓ Participation in ESG courses and conferences.
	Technology	Development of sustainable technology	<ul style="list-style-type: none"> ✓ Retrofitting of buildings towards zero emissions and a circular economy. ✓ Monitoring of the state-of-the-art technologies and those which still under development. ✓ Use of innovative sustainable solutions. ✓ Use of third-party certification and consultation with experts in the field.








TCFD category	Identification of the risk factor	Risk management methods in use	
Transition risk	Economy	Higher expectations of financial institutions and insurers	<ul style="list-style-type: none"> ✓ Annual publication of ESG reports in line with global standards (such as GRI). ✓ Internal ESG audits using guidelines set out by global standards. ✓ Implementation of improvements to enhance ESG indicators ✓ Use of third-party certification and consultation with experts in the relevant ESG field.
		Higher expectations of Residents and investors	<ul style="list-style-type: none"> ✓ Annual publication of ESG reports in line with global standards (such as GRI). ✓ Internal ESG audits using guidelines set out by global standards. ✓ Implementation of improvements to enhance ESG indicators. ✓ Use of third-party certification and consultation with experts in the relevant ESG field. ✓ Flexibility in the intended purpose of land, buildings, space fit-out and service offerings.
		Higher demands on suppliers	<ul style="list-style-type: none"> ✓ Gradual introduction of ESG requirements when working with suppliers. ✓ Diversification of the supply chain.
		Limited availability of raw materials	<ul style="list-style-type: none"> ✓ Diversification of the supply chain. ✓ Seeking alternative solutions. ✓ Provision of prudently planned stock.
		Restrictions on the supply of utilities	<ul style="list-style-type: none"> ✓ Diversification of building energy supply sources. ✓ Possibility of decentralising utility carriers. ✓ Contacts to safeguard against utility supply constraints. ✓ Measures to safeguard against constraints.

TCFD category	Identification of the risk factor	Risk management methods in use	
Transition risk	PR	Stigmatisation of the sector	<ul style="list-style-type: none"> ✓ Analysis of sustainable development issues from the Stakeholders' perspective and planning of activities with their opinion taken into consideration. ✓ Use of third-party certification and consultation with experts in the relevant ESG field.
		Greater Stakeholders' concern	<ul style="list-style-type: none"> ✓ Stakeholder opinion survey ✓ Day-to-day actions to mitigate the adverse impact. ✓ Annual publication of ESG reports in line with global standards (such as GRI). ✓ Use of third-party certification and consultation with experts in the relevant ESG field.
Physical risks	Extreme weather events	Cyclones	<ul style="list-style-type: none"> ✓ Use of durable and resistant materials and protective components. ✓ Design and implementation of building structures resistant to sudden weather events. ✓ Use of solutions for rapid detection and response to risk factors (weather stations in each building, automatic response of equipment as a result of alarms, remote control option for equipment in buildings) ✓ Implementation of emergency preparedness procedures.
		Earthquake	<ul style="list-style-type: none"> ✓ Implementation of emergency preparedness procedures.
		Droughts	<ul style="list-style-type: none"> ✓ Use of recommendations of a qualified hydrologist. ✓ Use of non-standard installation components (e.g. oversized storage tanks). ✓ Use of easy-care plants that can withstand periods of both drought and flooding well.
		Heat waves	<ul style="list-style-type: none"> ✓ Providing Olivia's buildings with efficient HVAC equipment. ✓ Use of individual thermal comfort control set-points in the lease areas with +/- 3 degrees temperature control and airflow rate control.

TCFD category	Identification of the risk factor	Risk management methods in use
Physical risks	Extreme weather events	Heat waves <ul style="list-style-type: none"> ✓ Use of systems in the buildings that do not allow the dew point temperature to be reached. ✓ Use of durable and resistant materials and protective components.
		Floods <ul style="list-style-type: none"> ✓ Use of solutions enabling quick detection and reaction to risk factors. ✓ Use of durable and resistant materials and protective components. ✓ Design and implementation of building structures resistant to sudden weather events. ✓ Implementation of emergency preparedness procedures. ✓ Use of above-standard the system components (e.g. oversized storage tanks). ✓ Use of analysis and recommendations by third-party experts in the field.
	Chronic weather events	Variability of weather patterns <ul style="list-style-type: none"> ✓ Equipping Olivia’s buildings with weather stations communicating with the BMS to provide early response to adverse weather conditions.
Rising mean temperatures <ul style="list-style-type: none"> ✓ Providing Olivia’s buildings with efficient HVAC equipment. ✓ Use of individual thermal comfort control set-points in the lease areas with +/- 3 degrees temperature control and airflow rate control. ✓ Use of systems in the buildings that do not allow the dew point temperature to be reached. ✓ Use of durable and resistant materials and protective components. 		

TCFD category	Identification of the risk factor	Risk management methods in use
Physical risks	Chronic weather events	Rising sea levels <ul style="list-style-type: none"> ✓ Use of analysis and recommendations by third-party experts in the field. ✓ Use of durable and resistant materials and protective components.
		Air pollution <ul style="list-style-type: none"> ✓ Regular checks of the air quality in our region. ✓ Implementation of measures in accordance with the water and air quality management procedure based on the WELL Health-Safety Rating certification guidelines. ✓ Use of high-grade filters (including F7). ✓ Use of individual air purifiers. ✓ Use of plants with air-purifying properties. ✓ Use of air ionisers. ✓ Regular measurement of indoor and outdoor air quality. ✓ Providing upper respiratory tract protection.

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

-  **market leader's status**
-  **increasing demand**
-  **increasing competitiveness**
-  **increasing revenues**
-  **increased asset value**
-  **better availability and lower cost of capital**
-  **lower insurance costs**



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



Community

- Planning of activities based on social participation, taking into account the various Stakeholder groups.
- Ongoing very good contact with Stakeholders through numerous community projects.
- Ability to respond quickly to emerging or changing Stakeholder needs.
- Maintaining and designing buildings in line with the concept of creating sustainable, healthy, inspiring, and flexible environments that improve the quality of life.
- Creating functional space providing the Residents with easy access to basic services or products.
- Annual verification by the independent certification body IWBI of building maintenance activities affecting user comfort and health.
- Ongoing assessment of opportunities to meet the expectations of potential Residents as well as responding effectively and quickly to market changes.
- Designing very flexible spaces to meet the future needs of the Residents.



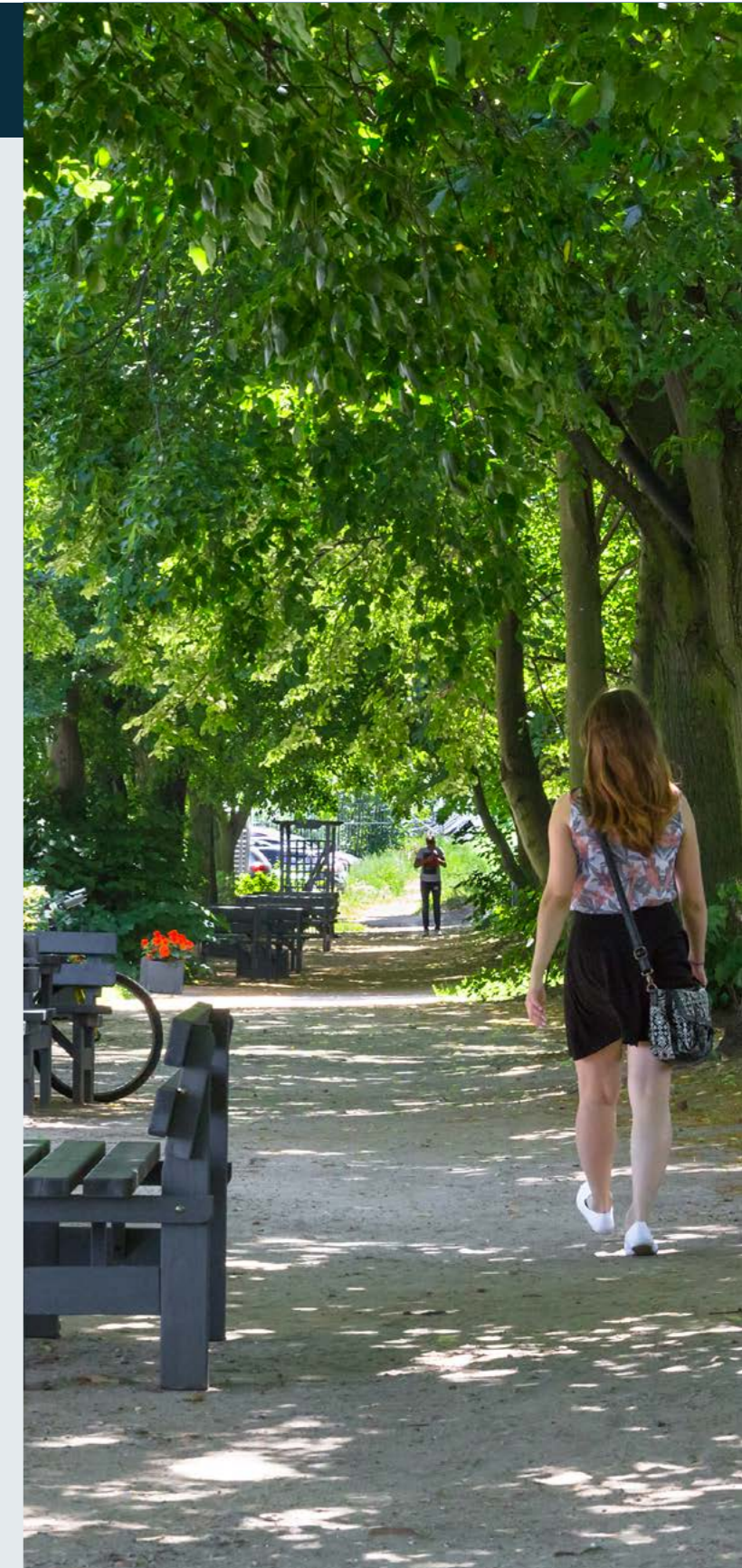
Environment

- Basing organisational decisions on the idea of sustainable development and climate strategy.
- Internal ESG audits using the guidelines set out by global standards (e.g. CRREM analysis).
- Focus on minimising our carbon footprint.
- Annual publication of ESG reports using global standards (such as GRI and TCFD).
- Ongoing positive evaluation of the Group's activity in terms of environmental impact solutions.
- Investment in buildings that meet the strict requirements necessary for the BREEAM and WELL HSR building certification.
- Highly flexible surface design to ensure universal functionality and reduce the need for extensive rearrangements.
- Using appropriate solutions in buildings that minimise the risk resulting from potential flooding, high temperatures, strong winds, or air pollution, as well as other factors.



Corporate Governance

- Implementation of ESG strategies and ESG policies (in particular the Code of Conduct).
- Use of third-party certification and consultation with experts in the relevant ESG field.
- Monitoring of legislation processes pertaining to ESG reporting.
- Careful attention paid to ensuring physical, energy and internal IT security with a focus on service continuity and availability.
- Credit risk control while maintaining full liquidity.
- Operational risk control, which is possible owing to, among others, advanced management systems applied in the buildings.
- Regular employees and associates training enabling an effective and quick response to changes in legal and market regulations.



We are implementing a Code of Conduct

G1

Ethics



very material

G4

Sustainable value chains (responsible suppliers and customers)



very material

- 2-14
- 2-15
- 2-16
- 2-23
- 2-24
- 2-26
- 2-30
- 3-3
- 205-2
- 205-3
- 206-1
- 308-1
- 308-2
- 406-1
- 407-1
- 408-1
- 409-1
- 411-1
- 414-1
- 414-2
- 417-1

Cooperation in the area of climate risk mitigation with employees, associates, suppliers, contractors, customers, and Residents is very important to our entire Group. Therefore, we have developed a Code of Conduct, which will allow us to work even better with all our business partners for sustainable development.

We believe that our success is possible only when all the activities undertaken in the Group's companies are based on transparency, respect, fair principles and high moral standards. The business ethics we follow play a key role in what we do. In developing the Group, we operate according to the following principles: responsibility, meeting targets, sustainable development, protection of local resources, and responsibility for the environment and climate.

Our aim is to go beyond the existing requirements, promote ever-higher standards and apply best practices. Therefore, in 2023, as a result of consultation with Stakeholders, we have developed a Code of Conduct, which we want to promote across the entire value chain. Owing to the implementation of the Code of Conduct, ESG criteria will become more important as early as at the stage of selecting potential business partners, customers, and contractors.

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



Business expectations

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



Social expectations

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



Environmental expectations

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

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

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

 esg@oliviacentre.com

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





3

Community

We are implementing
the concept of a
15-minute city



**Community
of Olivia
Centre**

Every year we organise
hundreds of events
and are a platform for
thousands of meeting

Olivia Centre means work places
for nearly **15 000 people**



We have implemented the highest level
of care for health and safety - we obtained
25/25 points
in the WELL Health-Safety Rating system

We maintain good relationships with the surroundings

Key Stakeholders

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

-  **Residents, that is the Tenants of Olivia Centre**
-  **Customers of Olivia Home**
-  **Employees and Associates**
-  **Investors and Lenders**
-  **Local Community**
-  **Local Administration**
-  **Business Partners**
-  **Schools and Universities**



Residents of Olivia Centre

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

- day-to-day relationships,
- Olivia's dedicated assistants,
- sports and hobby clubs,
- My Olivia app,
- quarterly meetings with the Residents,
- occasional and special events,
- screens in Olivia's corridors and lifts,
- contact by phone and e-mail,
- newsletter,
- reporting system,
- oliviacentre.com website,
- social media,
- surveys.



Customers of Olivia Home

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

- face-to-face meetings,
- social media,
- oliviahome.com website,
- online meetings,
- phone,
- e-mail.





Employees and Associates

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

- regular company meetings with top management,
- engagement ambassador’s meetings,
- integration meetings,
- operational meetings,
- online meetings,
- day-to-day relationships,
- surveys: employee and associate satisfaction,
- e- screens in Olivia’s corridors and lifts,
- oliviacentre.com website,
- social media,
- My Olivia app.



Investors and Lenders

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

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



Local Community

Dialogue with our environment and understanding its needs are crucial for us. The most important forms of dialogue with our neighbours are:

- local events, conferences and face-to-face meetings,
- cooperation with foundations,
- contact by phone and e-mail,
- display screens in Olivia Centre’s corridors and lifts,
- oliviacentre.com website
- social media,
- My Olivia app.



Business Partners

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

- ongoing cooperation,
- face-to-face meetings,
- conferences,
- conversations by phone and e-mail,
- formal correspondence,
- our website.



Schools and Universities

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

- ongoing cooperation,
- dedicated workshops and special events,
- cooperation with the Inspiring Examples Foundation (Fundacja Inspirujące Przykłady),
- cooperation on joint projects,
- conferences,
- meetings,
- website,
- social media.



Local administration

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

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

It is important for the Group to develop not only the specific area associated with the investment, but also the **city of Gdańsk and the entire region**



We care for health and safety

Health of building users

One of our biggest successes in 2023 was the renewal of the WELL Health-Safety Rating seal and maintaining the highest score in the world achieved in 2021. We obtained 25 points out of the maximum of 25 for the Olivia Centre project. We subjected our buildings to the most restrictive analysis conducted by 600 experts from the International Well Building Institute (IWBI), a leading global platform for the development of healthy buildings and space, including virologists, scientists, architects, designers, business leaders, specialists in construction, real estate and the WELL construction standard.



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

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

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

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

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



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

The care of water quality is crucial for us.

Therefore we have it tested at least once a year as recommended by, for example, the *WELL Performance Verification Guidebook*. We analyse parameters such as turbidity, pH, free chlorine, Cola and Legionella bacteria. The HVAC Engineer, who is obliged to use the services of accredited testing laboratories, is responsible for carrying out water tests in our buildings in accordance with the schedule of inspections of installations and devices.



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

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




One of our biggest successes in 2023 was the renewal of the WELL Health-Safety Rating













Building-user safety

In 2023, the most important security challenges were related to dynamic changes in the geopolitical situation. We therefore strengthened cooperation with the state services responsible for state security. Here, the exchange of information was key to taking appropriate and adequate action. However, we consider the greatest achievement of last year to be all the events that didn't actually turn up, precisely because of the preventative measures we took.

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

-  **Security systems management** in all the Group's buildings. At Olivia Centre, we implanted a PSIM (*Physical Security Information Management*) class security integration system. The selected technology is the most modern standard that integrates a variety of security systems and applications, allowing their control through a consistent, transparent and homogeneous user interface. This interface enables the collection and correlation of events from multiple distributed information and security system devices.
-  **Early detection systems in lift shafts** that minimise the potential adverse effects of random accidents. The devices of the early smoke detection system continuously collect air samples from the monitored rooms using suction fans and transport them through the pipe system to the detection module. Aspiration systems are especially useful when the highest detection sensitivity is required.
-  **Gaseous fire suppression systems** combine a highly sensitive smoke detection system and a modular design of devices. It is worth mentioning here that the gas used in the systems has a very low GWP (*Global Warming Potential*). This indicator determines the potential for creating the greenhouse effect, which means the gas is environmentally friendly. Our decisions regarding the selection of the gases used are deeply thought over and governed by our concern for the climate.

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

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

In 2023, we paid special attention to the day-to-day operations of the security company at all of its subordinate facilities. We trained security staff in emergency preparedness as many as 49 times. In addition, we ensured even more effective emergency evacuation which included painting evacuation lines on the floors for all escape routes in the buildings (fortunately, we verified their effect only during cyclical exercises). We have undergone and carried out a number of training courses, thanks to which we are able to ensure an exceptionally high level of safety at Olivia Centre on a daily basis.



Olivia Centre's Security Department honed its skills in 2023 with many things, including:

-  qualified first aid training,
-  joint exercises with the State Fire Brigade on the evacuation of office buildings,
-  the national scientific and practical seminar: „*Preparing organisations and facilities for war, hybrid, and terrorist threats. Good practices and recommendations*”,
-  the international scientific conference: „*Crisis Management - Civil Protection - Rescue*”,
-  the scientific and practical seminar: „*State response to terrorist attacks*”,
-  the international science and technology congress: „*Resilience of public facilities and critical infrastructure against war, hybrid and terrorist threats*”,
-  practice in static and dynamic shooting (for eligible participants).

Last year, we completed a total of 78 training sessions for Olivia's associates and Residents, as well as the local community. We have conducted training in the field of:

- fire protection,
- first aid,
- appropriate behavior in crisis situations (criminal, war, hybrid and terrorist threats).

We also shared our safety knowledge during an outdoor event entitled „Safety Day”, organised by us in June 2023 for all Residents. State safety services also participated. It was possible to see live demonstrations of the various police and fire brigade formations in action, take a close look at the equipment they use, and test the reaction of one's own body on crash and rollover simulators. Those wishing to do so attended a number of lectures on safety. We have written more about this event later in this Report.



Information for Residents, visible on screens at Olivia Centre.

Employee safety

Safety is a key value for us. Therefore, we are glad to have prevented any accidents last year. The Tonsa Group considers the health and safety of all its Business Partners - employees, associates and contractors' employees - to be of the highest value and integral to the work they do.

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

- ① ensuring safe and hygienic working conditions;
- ① minimising hazards at the workplace;
- ① implementing safe and innovative working techniques;
- ① improving the organisation, working conditions and skills of employees and associates;
- ① complying with the laws and the principles of occupational health and safety.

These activities are based on the following security pillars:

- ① involvement of top management in safety management;
- ① regular training;
- ① involving all employees and associates and encouraging them to offer their own proposals for improving safety;
- ① conversation with stakeholders to implement solutions to prevent possible risks of accidents at work;
- ① risk management through monitoring working environment conditions, identifying hazards and keeping risk to a minimum;
- ① monitoring health and safety performance;
- ① responsible selection of persons to carry out tasks, taking into account the assessment of relevant safety competences.



In 2023, all our employees and associates were trained before they started working and collaborating with the Group. Each newly hired employee and associate undergoes OHS training tailored to cover the scope of duties and hazards at the workplace. Before starting work, the qualifications required for a given position are verified. Employees and associates regularly undergo periodic OHS training with a regularity depending on the nature of their work and occupational hazards.

The management is regularly informed about current changes in OHS and trained in this area. However, we make every effort to ensure that the employer's representatives have access to changes in the law on an ongoing basis so that good safety practices are constantly applied.

We react to all reported accidents and near-misses that may lead to an accident, disaster, or another hazard. So far, no suspicion of any occupational disease has been identified, and, as we have mentioned before, we have successfully avoided all accidents. We are aware that our employees are most often exposed to back, neck, wrist, and eye pain. Therefore, we fight to ensure that appropriate work tools are in place and to raise prevention awareness.

We carry out workstation inspections and the *Safety Walk & Safety Talk* programme. Safety walks are friendly safety rounds during which we pay special attention to proper employee and contractor work performance. A safety walk results in a conversation, a safety talk, about the essence of safety and the importance of paying attention to the issues of safe work performance, hazard identification and joint responsibility for safe development. Employees are provided information on the proper seating position, movement and safe work habits.

Safety is a key value for us

Construction and fit-out work

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

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

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

- reviews of working conditions,
- working in a standing and sitting position,
- entry to the construction site and the minimum requirements for contractors,
- working at height and proper acceptance inspections of scaffolding,
- use of personal protective equipment,
- hot works,
- work in rooms with increased hazard levels,
- transport and hoisting works,
- working at heights,
- fire protection,
- working with electricity,
- demolition, renovation and assembly work,
- driving vehicles,
- working with refrigerants and f-gases,
- working with hazardous substances,
- working with equipment and installations under pressure,
- manual handling and removals,
- workplace health and safety (administration and office



- workers, carpenters, steel fixers),
- first aid.

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

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

Service work

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

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

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

We are a trustworthy partner

G3

Cooperation for sustainable development

very material

S5

Diversity and equal treatment

material

2-28

3-3

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

Biznes	Polish-Swedish Chamber of Commerce (Polsko-Szwedzka Izba Gospodarcza)
	Polish-German Chamber of Industry (Polsko-Niemiecka Izba Przemysłowa)
	Pro Progressio – an organisation dealing with the development of the modern business services sector (BSS), which runs a club associating companies that are market leaders in this sector and its environment.
	Business Centre Club – an association of Polish entrepreneurs and employers involved in promoting the development of the Polish economy and entrepreneurship and combatting unemployment.
	Pomeranian Employers (Pracodawcy Pomorza) (formerly the Gdańsk Employers' Union) – an organisation associating companies mainly from the Pomerania region. The union's mission is the dynamic development of the employers and business entities operating here. It is the largest and oldest employers' organisation in Pomerania.
	Gdańsk Business Club (Gdański Klub Biznesu) – an organisation of entrepreneurs, owners and managers of the leading companies in the Pomerania region. The association's mission is lobbying and making the economy more active in all aspects that may pertain to companies' economic condition.
	PZFD – Olivia Home is a member of the Polish Association of Developer Companies (Polski Związek Firm Deweloperskich).

Biznes

HR Club (Klub HR) – The mission of the Club, which was established on the initiative of Olivia Centre, is to support its members in shaping work patterns and developing soft skills based on advanced solutions and trends. The Club creates a space for conversations and the exchange of professional experience and knowledge. In 2023, the Club met five times. The topics included:

- Global, regional and Tri-city labour and investment market
- Neurodiversity and supporting staff development
- The manager's role in team building and management of own energy resources for the sake of efficiency
- ESG: what it is and prospects for increasing its impact on corporate governance
- New benefits and dynamic changes in the labour market

Additionally, in 2023:

Strategic partnership of the **GFKM Leadership Conference 2023** ,Organisation of Tomorrow'.

Nauka

The Economic Convention under the Rector of the Gdańsk University of Technology (Konwent Gospodarczy przy Rektorze Politechniki Gdańskiej) – a platform for cooperation between scientific and economic circles.

The CRUNCH research project – its primary goal is to test the closing of energy, water, heat, food, and information flows into a closed circuit to take advantage of combined potentials and adapt innovative solutions to Polish conditions. Olivia Centre is implementing the project (under the auspices of the Gdańsk University of Technology) in an international consortium. The presentation of the project took place at the Venice Biennale of Architecture.

Nauka

Cooperation with the Inspiring Examples Foundation (Fundacja Inspirujące Przykłady). We want to share our knowledge about the market, career opportunities and various career paths with those who will soon enter the labour market. We take young people around, introduce them to our companies and their business models, and inspire young people by ensuring the presence of mentors from various fields. Such meetings were held in 2023, combined with a tour of Olivia Garden, the Observation Floor, and our Residents' office space.

Cooperation with the Energa Group in the „Planet of Energy” (“Planeta Energii”) educational programme. A lesson was held to inaugurate the 11th edition of the „Planet of Energy” programme in Olivia Garden, Olivia Centre's green enclave. We invited students from Primary School No. 35 in Gdańsk Oliwa to take part in the activities, which were combined with an art workshop. The students also took part in workshops in which they built bird feeders, painted environmentally friendly fridge magnets and decorated nesting boxes that will be hung on trees around their school.

Additionally, in 2023:

Strategic partner in the PULA/Greencoin project. The City Initiative Association (Stowarzyszenie Inicjatywa Miasto) and an international consortium of universities (University of Gdańsk, Gdańsk University of Technology, Warsaw School of Economics, Academy of Special Education, Oslo Metropolitan University, University of Stavanger) and organisations from Poland and Norway invited us to participate in the development of an innovative solution - the PULA application. It allows local residents to benefit from changing their habits, improve their environment and be part of a sustainable community in Gdańsk. Among the strategic partners of the application, on the basis of whose experience the way it works was developed, were business (Olivia Centre), scientific (Fahrenheit Universities) and educational (Experiment Science Centre (Centrum Nauki Eksperyment), Hevelianum) partners. PULA also had a number of local partners, including Avocado - a chain of shops,

Nauka

restaurants and bistros promoting responsible gastronomy, Good Deal (Dobry Deal) - a social economy shop, Zeroban - a social cooperative offering upcycled products, and institutions such as GIWK Sp. z o.o., the Centre for Environmental Information and Education (Centrum Informacji i Edukacji Ekologicznej), Hevelianum.

The Greencoin project benefited from a grant of €1.62 million received from Iceland, Liechtenstein and Norway under the EEA funds. The aim of the Greencoin project was to create a system for promoting environmental behaviour through an alternative virtual currency, which will be made available to a wider audience as open source software in the future.

Additionally, in 2023:

Cooperation with the *Centre for Talent Development* (Centrum Rozwoju Talentów) in the organisation of workshops for students from VII LO in Gdańsk.

Kultura

Venue partner of the Knights of Malta Christmas Gathering (Opłatek Maltański) - a Christmas gathering for people most in need. The 22nd edition of the meeting was held in 2023. For the 3rd time, the event was organised in Gdańsk, on the top floors of Olivia. It was attended by two hundred invited guests, who had the opportunity not only to enjoy an exquisite dinner, but also to admire the picturesque views. The organisation of the gathering was an initiative of the Association of Polish Knights of Malta (Związek Polskich Kawalerów Maltańskich).

Zdrowie

Participation and organisational and communication support in the second edition of the “Pier(w)si wygrywają!” („The best breast wins the test!”) educational and prevention campaign, initiated by female volunteers - the Residents of Olivia Centre. October has for years been recognised worldwide as Breast Cancer Awareness Month. During this special period, we address topics related to prevention, diagnosis and modern treatment of breast cancer and promote oncological vigilance.

Cooperation with the Drop of Energy Foundation (Fundacja Kropelka Energii). For years, we have cooperated with the Drop of Energy Foundation by organising mobile blood donations at Olivia Centre. In 2023, Olivia Centre hosted 6 open blood donation campaigns which nearly 400 people took part in. Together, we donated 233 litres of this precious gift to the Regional Centre for Blood Donation and Haemotherapy.

Additionally, in 2023:

Collaboration with Santander Work Cafe and DKMS Group.

Additionally, in 2023:

Participation in the scientific conference **Gdańsk Health Days** (Gdańskie Dni Zdrowia), organised at the Medical University of Gdańsk.

The international environment of Olivia Centre is a basis for building valuable relationships and excellent trade and service exchange



We look after our Residents

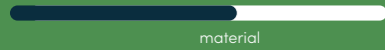
S2

Promoting a sustainable city



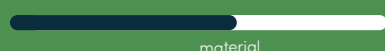
S5

Diversity and equal treatment



S6

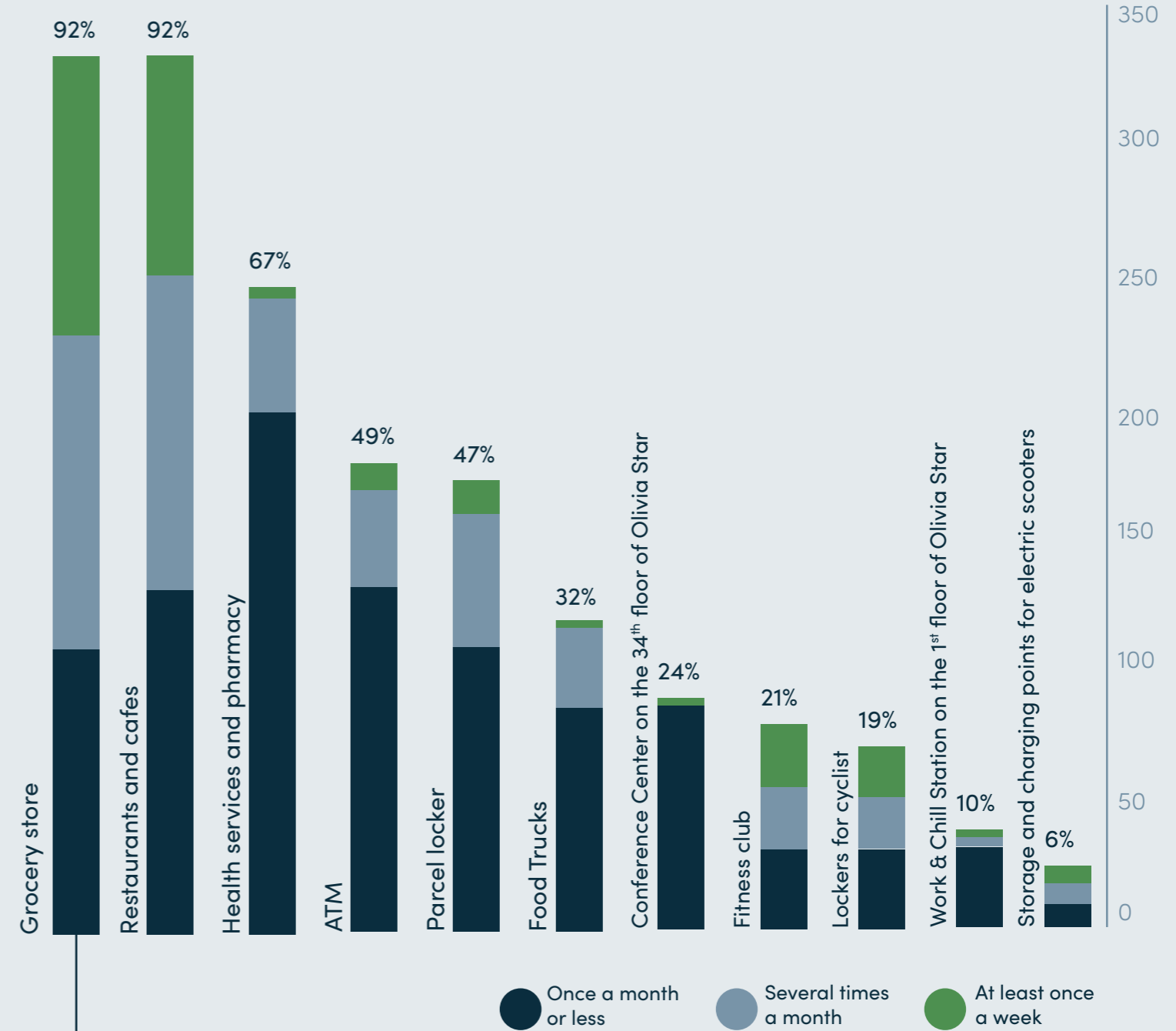
Anti-discrimination



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413-2

Olivia's Residents include global consulting brands, ICT companies, energy, medical, financial services, and government sectors. The environment we create is also advantageous to smaller entities, e.g. entrepreneurs or start-ups developing dynamically as part of O4 Coworking, located in as many as four Olivia buildings. We also have a coworking area dedicated to women (O4 Flow) so that they can support each other in their personal and professional lives.

Several thousand people of different ages work at various positions and organisations in Olivia every day. What they have in common is the opportunity to participate in numerous events and thematic activities and, above all, 24/7 access to offices and a shared space with rich infrastructure. Owing to the previous Residents' Survey, we discovered which functions are currently most important to them:

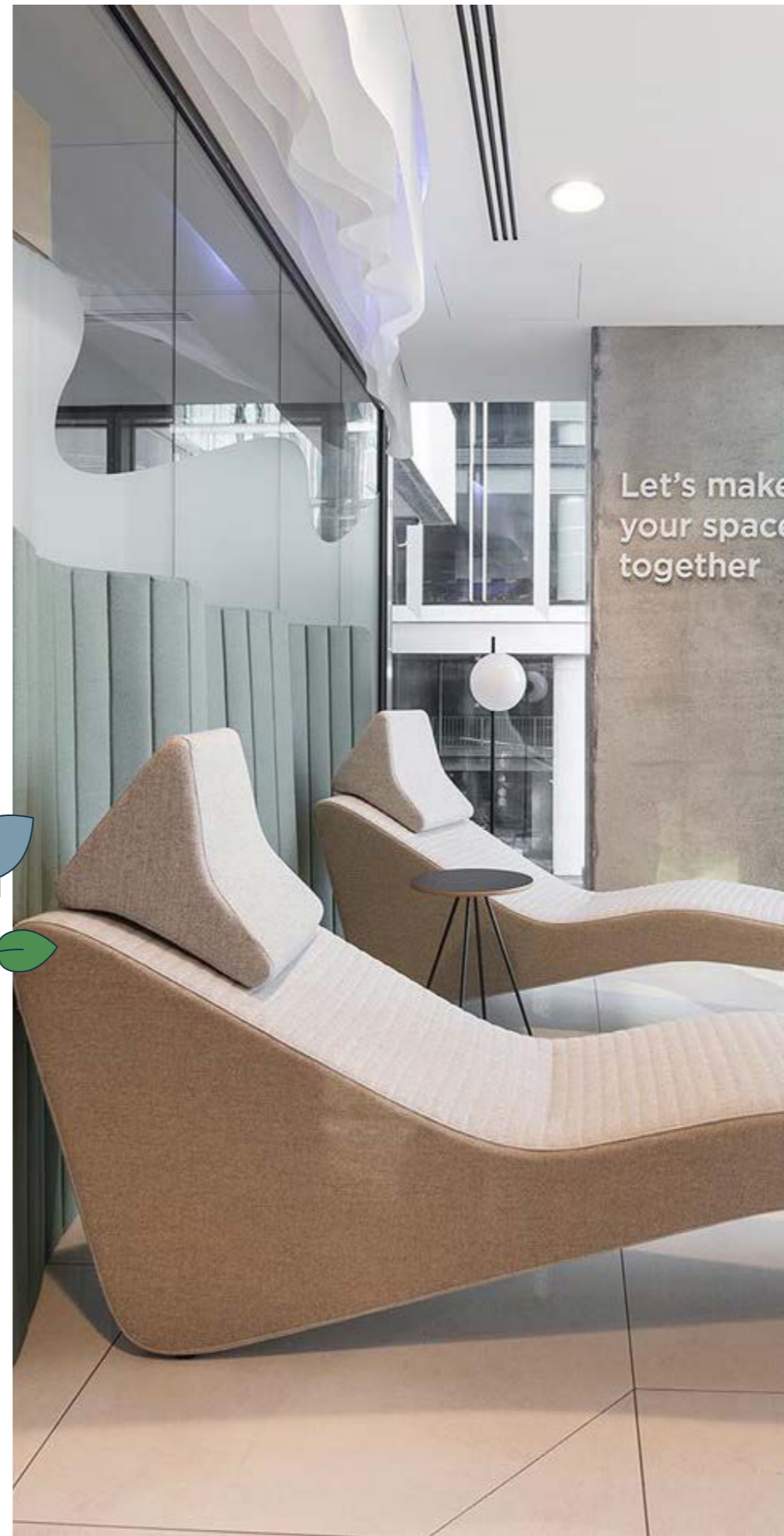


Residents appreciate, above all, **grocery shops and food services outlets**. Healthcare services – an outpatient clinic, pharmacy, dentists and opticians – were next in terms of meeting the Residents' needs. Facilities such as an ATM or parcel locker ranked further down the list. The presence of other functionalities – food trucks, the conference centre, fitness club, etc. also matters to the Residents.

In 2022, we provided the Residents and visitors to our centre with another unusual, multi-functional space: the **Work&Chill Station**. It offers comfortable places for casual conversations over coffee, teamwork, and independent activities with total concentration. It is also a perfect place to relax. In addition, thanks to the OMIDA Group, the Omidia Billiard Corner was created here in 2023, where you can also play billiards!



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



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

So in 2023, we have once again focused on initiatives that allow our Residents to feel that Olivia is a special place, but above all – that it is their place. This is where they establish relationships, carry out projects that are important to them in many fields and industries, having a sense of community and feeling proud to belong to Olivia. Throughout the year we have tried to build a strong and engaged community that co-creates and develops Olivia Centre, the Oliwa district, Gdańsk and the Tri-City.

The year 2023 was also marked by us cementing Olivia's image as a friendly, multifunctional place, fully alive after 5pm, supported by the offer of Olivia Star TOP (the top floors of Olivia Star) and Olivia Garden, as well as others. For many business centres, after-hours life still sounds like an unattainable ideal, however, giving potential tenants a strong signal that employee-friendly features are available in the centre. „After-hours life” is an important city-building factor, ensuring that cities do not develop mono-functions, shutting down entire neighbourhoods for most of the day. In this way, business development and the shops, food outlets and neighbourhood integration spaces required by local residents can be combined.

S2

Promoting
a sustainable city

very material

3-3
403-6
416-1

We also think about the local community

Although Olivia is the largest business centre in Poland, it is also consistently being developed with residents and tourists in mind. Thus, on the 32nd floor of Olivia Star, the centre's tallest building, a viewing deck is open to the public. It offers not only a stunning 360-degree panorama of the Bay of Gdańsk, the Tri-City Landscape Park and Gdynia's cliff coastline, but also originally designed interiors, dining and leisure facilities. On the 33rd floor of the building, there are two prestigious restaurants: Arco and Treinta y Tres, run by Paco Pérez, one of the world's most successful chefs, so far honoured with 5 stars from the prestigious Michelin culinary guide. The 34th floor is a state-of-the-art conference centre.

The top floors of Olivia Star are, incidentally, not the only event and conference spaces within Olivia. All of them can accommodate up to 1,000 people at a time, and they host more than 140 events per month. This means that the total number of publicly accessible events reaches 1,700 per year. These include conferences, training courses and debates with foreign guests, theatre performances and concerts by stars such as Krystyna Janda, Leszek Moździerz, Daria Zawiałow, Mrozu and Krzysztof Zalewski.

The 32nd floor is permanently occupied by one of Gdańsk's lions, which, following the example of Wrocław's brass dwarves, have appeared in the city's most popular spots.

The Instaspot, developed on the top floor of Olivia, proved to be the hit of the summer of 2023. In a short period of time, the space, developed with fun and photography lovers in mind, attracted thousands of visitors. Olivia Star TOP is not idle outside the holiday season either. Nearly 1/3 of all proms held in the Tri-City take place on the 34th floor of Olivia Star. It may come as a big surprise to learn that every Friday discos are held on the 32nd floor of the office building, attracting a steady stream of lovers of good music, stunning views and delicious cuisine in the late evening hours.

On the first weekend of November, Olivia Star Top took part in an action to thank the people of Gdańsk for the record turnout at the parliamentary elections. The Olivia Star Terrace was visited by 9.5 thousand people at that time! From the top floors, residents were able to admire the forests of the Tri-City Landscape Park, the Bay of Gdańsk, the Gdańsk cranes, the Sopot pier and the Orłowo cliff.

Key to the facility's success as a mixed-use centre is the development of features that contribute to its attractiveness in the eyes of people who office space investors would not original-



**Read about the program
created for our neighbors
- the residents of
Gdańsk Oliwa**

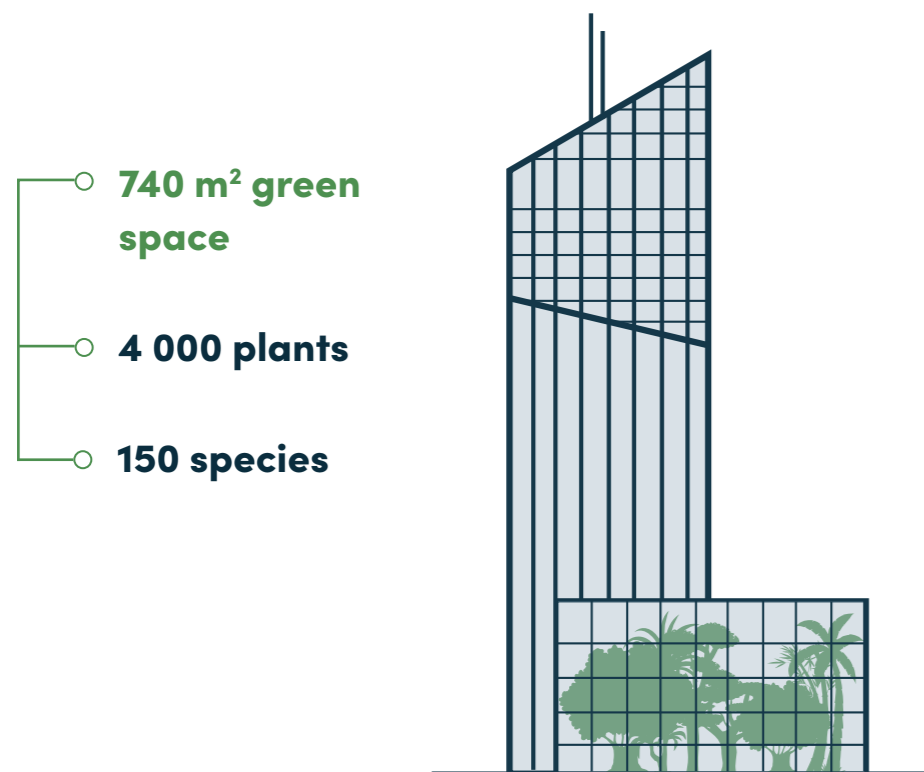


ly have thought of. Not only is this important in making the facility more community-friendly, but it also has the effect of diversifying investors' revenue streams after the iconic 5pm hour when most office buildings turn off their lights.

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

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

We know that local residents can be adversely affected by the increased number of cars parking in the vicinity of Olivia Centre, which means increased traffic and potential traffic



difficulties during rush hour. We strive to respond to this challenge by encouraging the use of alternative means of transport, providing our extensive infrastructure, making it easier to choose these options, and enhancing the comfort and satisfaction of their use.

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

Olivia Garden - the green jungle at the heart of the complex - is also open to all, providing a constant opportunity to commune with nature

We look after our associates

S4

Employee rights

material

S5

Diversity and equality

material

S6

Anti-discrimination

material

2-7

3-3

404-2

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

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

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

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

Those working for Olivia have the opportunity to benefit from a range of benefits such as those shown next.

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

- ✓ Allianz life insurance
- ✓ TU Zdrowie medical insurance

- ✓ English classes
- ✓ opportunity for professional development

- ✓ Multisport card
- ✓ lockers and showers for cyclists

- ✓ entry to the Olivia Star observation deck
- ✓ entry to Olivia Garden
- ✓ participation in cultural projects, webinars, workshops and sports activities organised by Olivia and O4 Coworking at preferential conditions



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



Regular workshops concern the organisational culture and company values. We engage managers and employees in the process of building corporate culture and updating company values. The workshops cover areas such as the commonality of strategy and business goals, unified communication, and the setting out of collaboration standards.



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



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



Substantive, thematic, and industry-specific training. We offer the opportunity to participate in courses and conferences on improving qualifications, updating knowledge necessary for a given position, and acquiring information on current trends and new technological solutions (in a given field or industry). The Group offers all its employees and associates extensive medical packages and access to numerous benefits, such as life insurance, medical insurance or the Multisport card. They may also actively take part in cultural projects, webinars, workshops, and sports events held at Olivia.



Olivia is definitely more than a business

Olivia Centre clubs

We integrate our community and take care of the work-life balance through activities carried out as part of Olivia's passion clubs, attended by our Residents and their friends, families, and acquaintances. Most of these meetings are also attended by the residents of the Tri-City, as the clubs are open to the public.

Olivia's Choir

A group of people of different ages, working at various jobs in many companies in the Centre. What they have in common is their great love of music. The choir is actively involved in concerts, not just at events held by Olivia Centre (e.g. „Discover Your Inner Child,” „Olivia Festival”). It is also involved in charitable activities (the „Heart with Ukraine” concert, „Good Concert”) and takes part in local Oliwa district events (Viva Oliwa, Olivia Christmas Festival). In 2023, the choir organised a concert: „The Fifth ROCK of the Olivia Centre Choir”, part of the proceeds of which were earmarked for scholarships for students of the Feliks Nowowiejski Music School in Gdańsk.

Olivia's Photography Club

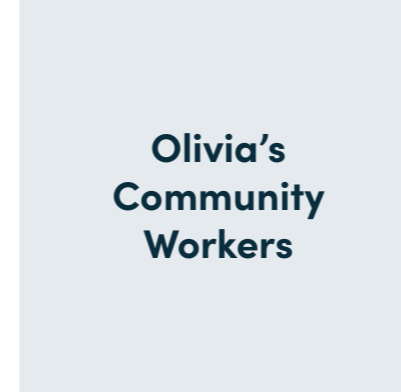
The club offers photo sessions, webinars, workshops and all kinds of artistic challenges to anyone who would like to explore photography with Olivia. The club members are the authors and co-organisers of many exhibitions presented in the Olivia Star lobby. They used the knowledge gained at workshops with experts to amaze the spectators with the result of their creative work: places, events and people frozen in frames. Together with the club members, we invited the Residents and Tri-City locals to the exhibitions titled: „Unobvious Gdańsk” („Gdańsk Nieoczywisty”), „Good Tones: Meet the Olivia Choir” („Dobre Tony: poznajcie chór Olivii”), „Sea You” (documentary photography), „Oliwia in Olivia” (landscape photography) and „12 Faces of Olivia” („12 twarzy Olivii”) (architecture photography).



Olivia's Choir



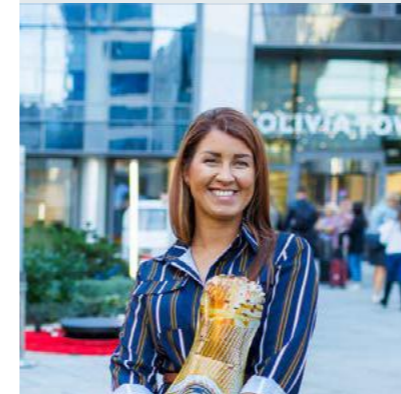
Olivia's Photography Club



Olivia's Community Workers



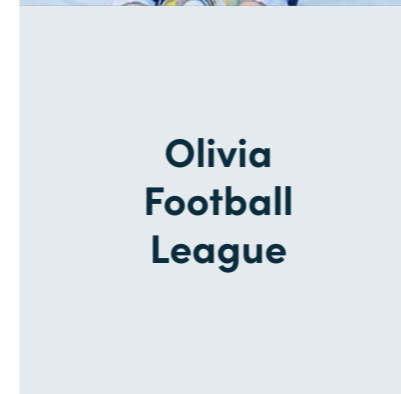
Olivia's Adventure League



Olivia Centre clubs



Flora Olivia



Olivia Football League



Olivia Yacht Club



Olivia's Runners Club



Olivia's Volleyball Club



Olivia's Community Workers (Spółecznik Olivii)

We initiate aid projects and support existing welfare projects. We were actively helping, among others, the war refugees from Ukraine (owing to the involvement of the Community Workers, we collected, sorted out and delivered over a ton of gifts gathered in Olivia to the warehouses of the Polish Red Cross). Together, we donate blood as part of the Energy Drop initiative, support senior citizens, act to help animal shelters and hold fundraising campaigns for those in need.

Olivia's Adventure League (Liga Przygód Olivii)

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

Flora Olivia

The club brings people with a passion for plants together. We save orchids, plant tulips, decorate Olivia with flowers, and care for greenery in our offices and homes. During workshops, we discussed the home-growing of healthy herbs, the care of the popular monstera, and the care of succulents, as well as other topics.

We say that Olivia is definitely more than just a business. We promote health and physical activity by organising numerous sports activities open to all. One can take part in volleyball tournaments (we have built a beach volleyball court), hiking, cycling and fitness classes - yoga, stretching and learning how to breathe correctly. We also initiated several sports clubs.

Olivia Football League (Liga Piłkarska Olivii)

After the pandemic, we returned to the much-loved football league. In the 2022/2023 season, almost 140 players from 7 teams played matches. They took part in as many as 46 games, which resulted in 408 goals.



Olivia Yacht Club

We encourage our community to engage in regular sports activities. One such initiative is the sailing club, established in 2018, which unites water recreation enthusiasts among our Residents. The club includes both experienced sailors and novices just beginning their maritime adventures. As part of the OYC in 2023, we organised short Wednesday after-work cruises and all-day Sunday sailing trips. From May to October, several hundred Olivia residents participated in 57 such sea events.

Olivia's Volleyball Club (Klub Siatkarski Olivii)

For volleyball lovers. Those at the master level and those who are just learning. We play indoor volleyball all year round and beach volleyball on our own court right next to Olivia Centre in the summertime. We also organise volleyball tournaments. We also offer Residents access to a beach volleyball court, which we designed and prepared ourselves.

Olivia's Runners Club (Klub Biegowy Olivii)

The club brings together people at beginner, intermediate, and advanced levels. Together they train and take part in local runs and marathons. The club's coach is Radosław Dudycza, a multiple medallist in the Polish Championships at the half-marathon and marathon distances.

**We integrate our
community and take care
of the **work-life balance****

Olivia Art

We initiated the Olivia ART project many years ago with the intimate concerts of the *Olivia Camerata* series. Shortly after them, we decided to present in Olivia not only excellent Tri-City musicians, but also other artists - painters, sculptors, and photographers. Open to all guests, we opened a mini-gallery in the lobby of Olivia Star. It is here that the works of Pomeranian artists have been on display for many years. They include employees of Olivia's companies.

An exhibition of works by Leonid Shevchuk. On the 365th day of war in Ukraine.

On 24 February 2022, Russia launched its assault on Ukraine. On the 365th day of the conflict, we sought to reaffirm our solidarity with those enduring the horrors of war. In the lobby of Olivia Star, we showcased the work of Ukrainian photographer Leonid Shevchuk, focusing on human emotions. The photos did not depict battle scenes or wounded soldiers; instead, the artist captured how, despite the surrounding war drama, life continues 'normally,' though overshadowed by fear and anxiety about the future.

Leonid Shevchuk is a photographer whose work has been published in both Ukrainian online and print media. He has led a photography group for young residents of Zhytomyr for over 20 years and has organised numerous solo photographic exhibitions in Ukraine and abroad. Shevchuk's works have been exhibited in France, Switzerland, Germany, and Italy, and other countries. For several years, his exhibition titled „Against Hate” (*Przeciw nienawiści*) has been on display at the Council of Europe Youth Centre in Strasbourg.

Circles of Life

As part of the 26th exhibition of the Olivia Art series, we presented the works of the Tricity-based artist Maja Mach-Jodłowska. Maja is a digital artist, painter and talented ceramicist. By day, she is the co-owner of Talker-si.pl, a language school that is famous for its interesting, proprietary method of instant English learning, and which for years resided in O4 Coworking in Olivia.



Open-air exhibition of sculptures on the patio

From March to May 2023, an excerpt from the *Warriors* collection by the Gdańsk-based sculptor, Professor Tomasz Sobisz of the Academy of Fine Arts, could be admired on Olivia's patio. The artist has to his credit many exceptional works exhibited in various corners of Europe. He is also the author of the commemorative statuettes presented to the winners of the Olivia Prize competition, held annually at the Olivia Centre.

Prof. Tomasz Sobisz, Ph.D., is Vice-Dean of the Faculty of Sculpture and Intermedia at the Academy of Fine Arts in Gdańsk. His sculptural realisation achievements have been honoured with many prestigious awards, including the award of the Minister of Culture and Art, the award of the Mayor of Gdańsk in the field of culture, the award of the Rector of the Academy of Fine Arts in Gdańsk, the award at the 1st Pomeranian Art Triennale. In 2012, he received the PRO PATRIA Medal, and in 2014 he was awarded the Ormuzda Skra and received the Medal of the Senate of the Republic of Poland.

Protect the Baltic

The Baltic is today one of the most polluted seas in the world. It is a body of water that is undergoing massive eutrophication, or fertilisation, a sea under great pressure from climate change and, finally, a sea that, although it is not dying, needs our care and active measures to remain as close as we know it.

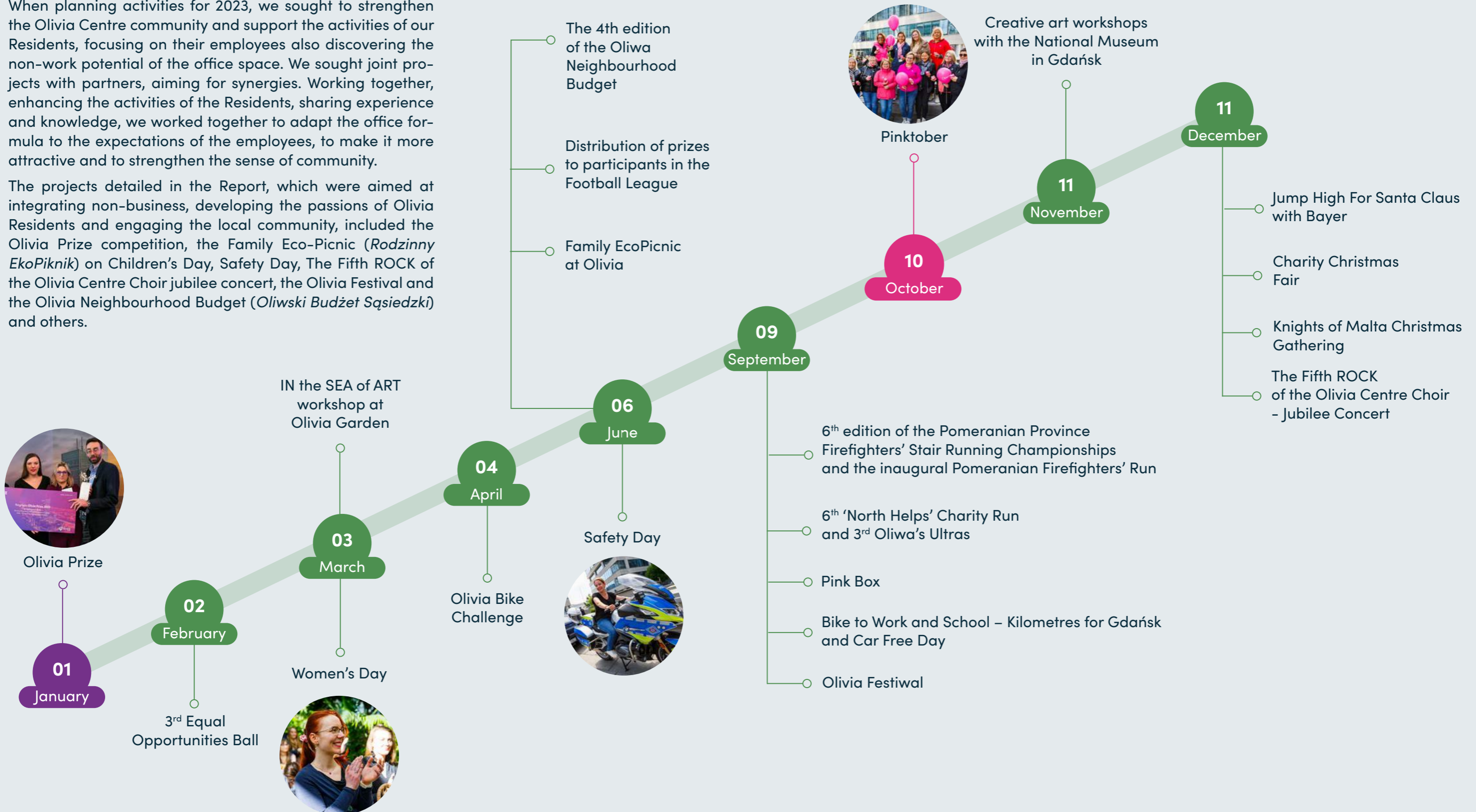
The 'Protect the Baltic' (*Chrońmy Bałtyk*) exhibition in the lobby of Olivia Star was part of our educational campaign to promote active measures to improve the condition of the Baltic Sea waters. We invited a duo of photographers from Silesia, Agata Logiewa and Wojciech Radwański, who have been photographing the Baltic Sea from a bird's eye view since 2017.

Information for Residents, visible on screens at Olivia Centre.

A year of social commitment





When planning activities for 2023, we sought to strengthen the Olivia Centre community and support the activities of our Residents, focusing on their employees also discovering the non-work potential of the office space. We sought joint projects with partners, aiming for synergies. Working together, enhancing the activities of the Residents, sharing experience and knowledge, we worked together to adapt the office formula to the expectations of the employees, to make it more attractive and to strengthen the sense of community.

The projects detailed in the Report, which were aimed at integrating non-business, developing the passions of Olivia Residents and engaging the local community, included the Olivia Prize competition, the Family Eco-Picnic (*Rodzinny EkoPicnik*) on Children's Day, Safety Day, The Fifth ROCK of the Olivia Centre Choir jubilee concert, the Olivia Festival and the Olivia Neighbourhood Budget (*Oliwski Budżet Sąsiedzki*) and others.



Olivia Prize

We believe that Olivia Centre is created by people full of ideas. Although such people work in different organisations and industries, they regularly implement valuable and innovative initiatives. With them in mind, we have therefore initiated the Olivia Prize competition. This is yet another way we want to appreciate unconventional projects and the outstanding activity of Olivia's Residents. Winners have been selected over the years by experienced representatives from among the executive officers of the companies based in our centre. Olivia Prize is awarded in four categories.

-  **Olivia Business** - for an economic or business project, implemented individually or in teams by Olivia Centre Residents.
-  **Olivia Pro Bono** - for a project of a social nature, implemented individually or in teams by Olivia Centre Residents.
-  **Olivia Eco** - for a project of an ecological nature, implemented individually or in teams by Olivia Centre Residents
-  **Olivia Impact** - for the project that had the greatest positive impact on its surroundings in the business, social or environmental area in a given year.

In the third edition of the Olivia Prize, held in January 2023, the Olivia Business award went to **Speeron Polska sp. z o. o.** for developing the Guest Portal application for hotel guests. It integrates at the level of smartphones, TVs and tablets all the services they need during their stay at any property in the world.

An honourable mention was awarded to **Zaplify** which offers an automated sales support platform for companies that cannot afford to employ a bunch of salespeople and sales representatives due to their early stage of development.

The award in the Olivia Pro Bono category went to **Bayer GBS Gdańsk for the Border Angels, UA support hotline project**. Within days of the outbreak of war in Ukraine, Bayer employees around the world organised themselves from the bottom up, creating things such as a list of so-called shelters, i.e. flats or rooms that were prepa-



red to be made available to refugees. The Border Angels group was formed, consisting mainly of field workers, whose job was to pick up Ukrainian workers from the border and transport them to safe places. An in-house support coordination centre in the form of the UA Support Hotline was also developed.

In this category, awards went to **thyssenkrupp, the Centre for Talent Development (Centrum Rozwoju Talentów) and the Olivia Choir**. All the projects of the awardees were related to helping refugees and those affected by Russia's aggression against Ukraine.

The award in the Olivia Eco category went to **SII Poland** for EVAA (Ecological Vertical Agriculture Assistant), a concept that uses artificial intelligence to solve world hunger.

Honourable mentions were received by **ZR Trade** and **Nowy Styl** with the former being honoured for its project to distribute fully functioning toys with broken packaging to children in need and the latter for creating an eco-design management system. The system allows the life cycle of furniture to be planned in the spirit of the circular economy and designed in such a way that it can be fully recycled. The Olivia Eco award partner was the **United Nations Global Compact Network Poland**.

Olivia Impact was awarded to **Infoshare** - the creators of one of the largest conferences in the IT industry in Europe. The event creates a unique space for exchanging knowledge, establishing business contacts and attracting investors.



Information for Residents, visible on screens at Olivia Centre.

February

3rd Equal Opportunities Ball (Bal Równych Szans)

On 11 February 2023, the 3rd Equal Opportunities Ball organised by the ME TOO The Foundation for Developmental Support (*Fundacja Wspierania Rozwoju JA TEŻ*) in partnership with Olivia Centre and the City of Gdańsk took place at the Gdańsk Shakespeare Theatre. The Ball inaugurated the #Iam21 (*#jestem21*) campaign, which is a joint action of the City of Gdańsk and the ME TOO Foundation for the inclusion of people with Down's syndrome in everyday life, learning, work and friendship.

The charity auctions during the ball raised funds for two projects of the foundation. The first was to support inclusive education carried out in Gdańsk as part of the Gdańsk Model of Education for Children and Young People with Down's syndrome, and the second was to develop assisted housing.

March

IN the SEA of ART workshop at Olivia Garden

In March, the Olivia Centre and the Polish Committee of the International Association for Education through the Arts InSEA (*Polski Komitet Międzynarodowego Stowarzyszenia Wychowania przez Sztukę InSEA*) invited people to discover and develop their talents during workshops held at Olivia Garden.

Amidst the calming greenery, one could receive training in mindfulness, self-work, planning and achieving personal and professional goals. There were also choir workshops. Additional inspiration was provided by a multicultural children's and youth exhibition entitled. „Always green, always blue” (*“Zawsze zielono, zawsze niebiesko”*), featuring works by young artists from 37 countries. prace młodych artystów z 37 krajów.

Women's Day

Celebrating Women's Day at Olivia is now our tradition. In 2023, we provided the ladies with many activities – from relaxation to fun to the opportunity to gain some additional knowledge.

It's possible to visit a mini-workshop and meet a nutritionist, traveller, or self-defence expert, take a yoga class or just relax in the Olivia Garden. There was no shortage of healthy cocktails and giveaways, including vouchers for coffee and cake. The day was rounded off with a workshop with a barista and a 'Ladies of Soul' concert.



April

Olivia Bike Challenge

Earth Day was the perfect day to start promoting action for the planet. Olivia then inaugurated a major cycling challenge, the Olivia Bike Challenge. All you had to do was join the Olivia Centre's cycling club on the Strava mobile app and take on sporting challenges to overcome your own weaknesses, break records and win prizes.

We offered cyclists two routes: Olivia Reja (9 km) and Olivia Tri-City Landscape Park (25 km). Eager residents could take part in a competition for the fastest ride. Throughout May, competition took place on two routes and in two categories: men and women.

CityFit employees proved to be the most active, followed by Aspire, Deloitte, Sii and Efficient Insurance Solutions. Prizes to be won included sports packages for the Kaszebe Runda cycling marathon and vouchers to the Wysepka bicycle shop for an annual bicycle inspection and for parts, accessories and clothing.

June

Distribution of prizes to participants in the Football League

After a long Covid break, we rebooted the Football League. In the 2022/2023 season, nearly 140 players from 7 teams bringing together employees of Olivia companies took part in the competition. A total of 46 matches were played, in which 408 goals were scored.

In the match for third place in the League, **Arrow** and **Omidia** players faced each other. In the end, Arrow players beat their opponents 4:2, winning bronze. The final belonged to **Energa** and **Epam**. Last season's champions, **Dream Team Niezniszczalni Energa**, this time let themselves get beaten by the valiant **Epam Systems** team (4:2), winning silver. The Olivia Centre Cup went to **Epam's** players.

Arrow recorded the most goals scored in the regular season (75). The record for goals in a single game, meanwhile, belonged to **Omidia** – 15. Only one draw was recorded in the entire competition.

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

The football awards and medals were presented on 21 June 2023 at Olivia Garden. r. w Olivii Garden.

The 4th edition of the Oliwa Neighbourhood Budget

We actively engage in the life of the local community. An excellent example of this is the **Oliwa Neighbourhood Budget (ONB)**, which we have been implementing for 4 years - a programme that allows the residents of Gdańsk Oliwa and the Przymorze district to submit their ideas for social and infrastructural projects that can contribute to improving the quality of life in these neighbourhoods. The fourth edition of ONB was launched in June 2023. Olivia Centre, as the organiser of the initiative, provides funds that cover the costs of implementing the projects selected and submitted by residents. Olivia district councillor Andrzej Stelmasiewicz also participates in the budget. The Oliwa Neighbourhood Budget has become a permanent part of Oliwa's schedule of community initiatives. At the same time, it is the only permanent project in Pomerania supporting local communities by the private sector and in the form of a neighbourhood budget.

The jury, made up of Andrzej Stelmasiewicz, a councillor from Gdańsk, Małgorzata Skwira, director of Oliwa Primary School No. 35, Tomasz Strug, chairman of the Oliwa District Council, and Grzegorz Kidybiński, a member of the Olivia Centre Management Board, recognised a total of 11 applications for funding, selecting four initiatives.

The project that caused the biggest stir was the **crochet workshop** submitted by Oliwa resident **Alicja, a 7th grade student at Primary School No 23**. Other beneficiaries included: **ParkOn Association for People with Parkinson's Disease and Degenerative Brain Diseases (Stowarzyszenie dla Osób z Chorobą Parkinsona i Chorobami Zwyrodnieniowymi Mózgu ParkOn)**, which prepared a series of Tai Chi classes for people with disabilities, the RC Foundation with an ecological workshop, and **Małgorzata Martusewicz**, submitting a project for a puppet-making workshop; the project ended with a mini-theatre performance.

Previous editions of the neighbourhood budget have funded projects worth a total of more than PLN 65,000.



Family EcoPicnic (Rodzinny EkoPicnik) at Olivia

On 3 June 2023, as part of the Children's Day celebrations and the VIVA Oliwa neighbourhood festival, a Family EcoPicnic was held at the Olivia Centre. We invited not only our Residents with their families and friends, but also our closest neighbours, including pupils, parents, the teaching staff of Primary School No. 35 with Sports Branches in Gdańsk, as well as residents and visitors to the Oliwa district of Gdańsk.

The main objective of the event was to promote the principles of sustainable development, raise the level of environmental awareness and shape ecological attitudes in society. As part of the EcoPicnic, we disseminated knowledge on climate and environmental protection with particular emphasis on the role of new technologies in serving the environment. A significant contribution to this part of the programme was made by the University of Gdańsk Development Foundation, which cooperated with us.

Numerous games, competitions with prizes and sports activities awaited the children. The organisers had prepared a highly interesting educational workshop, during which visitors could make fragrant, floral eco-cosmetics, get to know the animals of the Baltic Sea, indulge in wild cuisine and recycle unnecessary things themselves, turning them into something useful.

The picnic served the purpose of social activation and building a sense of community among the residents of Gdańsk, Oliwa and the employees of Olivia Centre. The activities organised were intended to emphasise the community of goals of caring for the space in which we live, work and develop.

The Family EcoPicnic was made possible by many, such as a grant awarded by the Provincial Fund for Environmental Protection and Water Management in Gdańsk (Wojewódzki Fundusz Ochrony Środowiska i Gospodarki Wodnej w Gdańsku). The picnic was co-organised by the Olivia Centre, the University of Gdańsk Development Foundation (Fundacja Rozwoju Uniwersytetu Gdańskiego), Oliwa Town Hall of Culture (Oliwski Ratusz Kultury) and the Gdańsk Community Foundation (Fundacja Wspólnota Gdańska). oraz Fundacja Wspólnota Gdańska.

June

Safety Day

June's Safety Day was a day full of inspiring encounters. On the Olivia Centre's patio, you could feel like a hero of the uniformed services: a firefighter, police officer, mountain rescuer or paramedic.

Residents and guests were able to attend mini-lectures given by experts. The Specialised Search and Rescue Group of the State Fire Service discussed the activities of Polish firefighters during a mission in Turkey, representatives of the Police spoke about cyber security, while the Olivia Centre Security Department gave two lectures; „Responding to attacks: active killer, hostage situations.” and „Emergency situations: external threats (warfare)”.

It was also possible to take part in several demonstrations - firefighting, medical rescue, first aid, police dog training and tests, such as a crash and rollover simulator. Many of the event's participants had the opportunity to see police vehicles and combat fire engines up close for the first time.

September

Olivia Festival

For the past 3 years, Olivia has been celebrating the end of summer together with Residents and residents of the Tri-City. On 14 September 2023, Olivia's patio was transformed into a festival space, filled with a play of lights, rousing music and fun.

The theme of the event was the iconic 1990s and there were games and activities from „that era”, as well as dance shows and sports competitions to encourage a healthy lifestyle, which is always on trend.

The atmosphere of the event was selected by the centre's employees themselves, who, in an open vote on the My Olivia app, chose 90s music as the music to accompany them that day. The grand finale of the Olivia Festival was a disco on the patio, attended by several hundred people.



September

Bike to Work and School

– Kilometres for Gdańsk and Car Free Day

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

The project 'Bike to Work and School – Kilometres for Gdańsk' in 2023 was joined by **6,215 active Gdańsk residents, who together cycled 3.6 million kilometres**. 29 active cyclists of the Olivia Centre cycled 12,209.4 km during the project and potentially saved emissions of about 3 tonnes of CO₂. We were then ranked 6th among 138 companies of similar size.

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

6th edition of the Pomeranian Province Firefighters' Stair Running Championships (Mistrzostwa Województwa Pomorskiego Strażaków w biegu po schodach) and the inaugural Pomeranian Firefighters' Run (Pomorski Bieg Strażaków)

The Olivia Star, Pomerania's tallest building, hosted the 6th Pomeranian Province Firefighters' Stair Running Championship and the inaugural Pomeranian Firefighters' Run. Competitors took part in a run to the 34th floor. The fastest firefighters, Jakub Narloch and Józef Hiller from the District Headquarters of the State Fire Service in Wejherowo, ran to the top of the Star in 6 minutes and 32 seconds.

The event was not only an opportunity for sporting rivalry, but also for cooperation between firefighters from different regions of the Pomeranian Province.

Pink Box

In September, we supported the Pomeranian Team for Women and the Pink Box campaign. The most important task of the Pomeranian Team for Women is to raise public awareness of the equal treatment of women in terms of work, pay and career advancement. The Team monitors and analyses the needs related to equal professional and economic opportunities for women. Importantly, it analyses the activities of organisations, local governments and other actors in the field of equality practices. It develops comprehensive information on the situation in the region, identifies barriers to be overcome, and recommends systems to promote equality practices and policies. In addition, the Team's work involves establishing cooperation and exchanging good practice with other bodies and institutions carrying out similar activity.

We actively encouraged our Residents to join the Pink Box initiative and get to know about the activities of the Pomeranian Team for Women by popularising things like reports on menstrual poverty, prepared on behalf of the **Kulczyk Foundation**. They show that **one in five Polish women do** not have enough money to buy hygiene products necessary for menstruation and **almost 40% of women** from poorer homes had to give up buying hygiene products for other expenses.

Hygiene boxes are already in some of our toilets - and we congratulate **the Gdańsk Foundation for Management Development (Gdańska Fundacja Kształcenia Menedżerów)** for joining the Pink Box Foundation initiative - and we hope that many more will follow!



6th 'North Helps' Charity Run (VI Bieg Charytatywny Północny Pomaga) and 3rd Oliwa's Ultras (III Ultras Oliwski)

In 2023, we actively supported two running initiatives: The 6th 'North Helps' Charity Run and 3rd Oliwa's Ultras. Each involved different groups of people.

The 6th 'North Helps' Charity Run, organised by Santander Foundation volunteers, was a different kind of run for respite. You could take part by running or walking, rollerblading, or riding a bike or scooter. The goal was one: to help equip the Respite Care Centre for family carers, which was set up in Gdańsk on the initiative of the Hospice Foundation (Fundacja Hospicyjna). The start was from the patio at the Olivia Centre, and this is where the pre-run warm-up took place. In the five previous editions of the event, 6,875 people participated and a total of PLN 312,000 was raised.

The 3rd Oliwa's Ultras (the ultra-difficult half marathon in Oliwa's forests), on the other hand, is a run for people who are preparing for marathons and mountain ultra marathons and for off-road running enthusiasts. The

organisers' aim is to popularise running and integrate the local community of Gdańsk-Oliwa. Olivia Centre was a partner of this sporting activity for the fourth time.



Pinktober

October has been recognised worldwide as Breast Cancer Awareness Month for many years now. During this special period, we address topics related to prevention, diagnosis and modern treatment of breast cancer at Olivia. In 2023, we encouraged things like breast self-examination by promoting among our centre's employees an instructional film prepared by the Pink Butterfly Association, which supports patients undergoing treatment at the Breast Cancer Centre of the University Clinical Centre in Gdańsk.

Nearly 150 residents also took part in the Pink Ribbon March, which we co-organised for the third year in a row. It was all part of the „The best breast wins the test!” („Pier(w)si wygrywają!”) campaign, whose originators are the ORLEN Group volunteers from Energa. During the event on the patio, which culminated in the aforementioned march around the centre, it was possible to take part in activities such as breast self-examination classes. Advice was given by Dr. Wojciech Smyk from the University Clinical Centre Breast Clinic. The „pinkest” participants in the march were awarded with BREAST soaps (BIUSTOmydło - special soap for washing and self-examination of breasts), the purchase of which supports the 'I Touch = I Win' (@dotykamwygrywam) foundation. There were plenty of sweet refreshments sponsored by our resident Santander Bank Poland.

The slogan for the 2023 Pink Ribbon March (which is symbolic and in support of breast cancer sufferers) was ‚Tie a ribbon with us’. Participants walked a route around Olivia – the route shape resembled the pink ribbon that symbolises Pinktober around the world. Before the march, children from the **Olivia Centre's Non-public 'White Kitten' Nursery School (Niepubliczne Przedszkole Biały Kotek)** were introduced to the idea of the pink ribbon started by Evelyn H. Lauder.



Creative art workshops with the National Museum in Gdańsk

In November, we collaborated with the **Ethnography Department of the National Museum in Gdańsk**, inviting Gdańsk residents from abroad to a creative artistic workshop entitled ‚Winter garlands’. During these, it was possible to learn about Kashubian traditions and customs related to Christmas decorations, and create Christmas garlands.

Jump High For Santa Claus with Bayer

We got involved in the charity volleyball tournament ‚**JUMP HIGH FOR SANTA CLAUS!**’, which was once again organised by the volunteers of our resident company, Bayer. Fourteen teams **took part** in the event on 9 December. Olivia Centre was represented by Bayer Externals, EPAM Poland, Bayer Global Business Services Gdańsk, Olivia Centre, PwC, and Sii Poland. A total of PLN 15,950 was collected, which went to Father Eugeniusz Dutkiewicz Hospice (Hospicjum im. ks. Dutkiewicza) in Gdańsk.

Charity Christmas Fair

On 14 December, the Olivia Centre once again hosted a Charity-Christmas Variety Fair in the Olivia Star lobby. During the event, you could buy incredible pieces from Tri-City artisans and from talented charges of foundations or associations, including the **Good Deal Foundation (Fundacja Dobry Deal)**, **ZEROBAN**, the **Lena Grochowska Foundation** and the **Navel of the World Foundation (Fundacja Pepek Świata)**.

The entire amount raised from exhibitors was donated to the medical treatment of one O4 Coworking resident's wife. A special collection for this purpose was run by the coworking itself. Each person **donating PLN 50 or more received a unique, original O4 calendar for 2024.**

Knights of Malta Christmas Gathering (Opłatek Maltański)

On 18 December 2023, on the 34th floor of Olivia Star, a unique celebration took place – The Knights of Malta Christmas Gathering, being the 22nd edition of this unique festive meeting, for the 3rd time organised in Gdańsk on the top floors of Olivia Centre. This Christmas Gathering is a nationwide charity event which aims to support poor families, lonely people and those in need of help. The activities are coordinated by the Association of Polish Knights of Malta (*Związek Polskich Kawalerów Maltańskich*) in cooperation with Municipal Social Welfare Centres.

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

The Fifth ROCK of the Olivia Centre Choir - Jubilee Concert

'The Fifth ROCK of the Olivia Centre Choir' – jubilee concert took place on 6 December 2023. It gathered an audience of more than 300 people on the 34th floor of Olivia Star, confirming the uniqueness of the project, which is a choir operating in a business centre.

During the pandemic, nearly 80% of choirs in Poland were forced to suspend their activities, and after the pandemic only a handful of them continue. Against many odds, the Olivia Centre Choir not only continues, but thrives, contributing to the strengthening of the Olivia community. Created in a business environment and bringing together employees from dozens of Resident companies, it is a unique venture proving that passion can bring people together in any place.

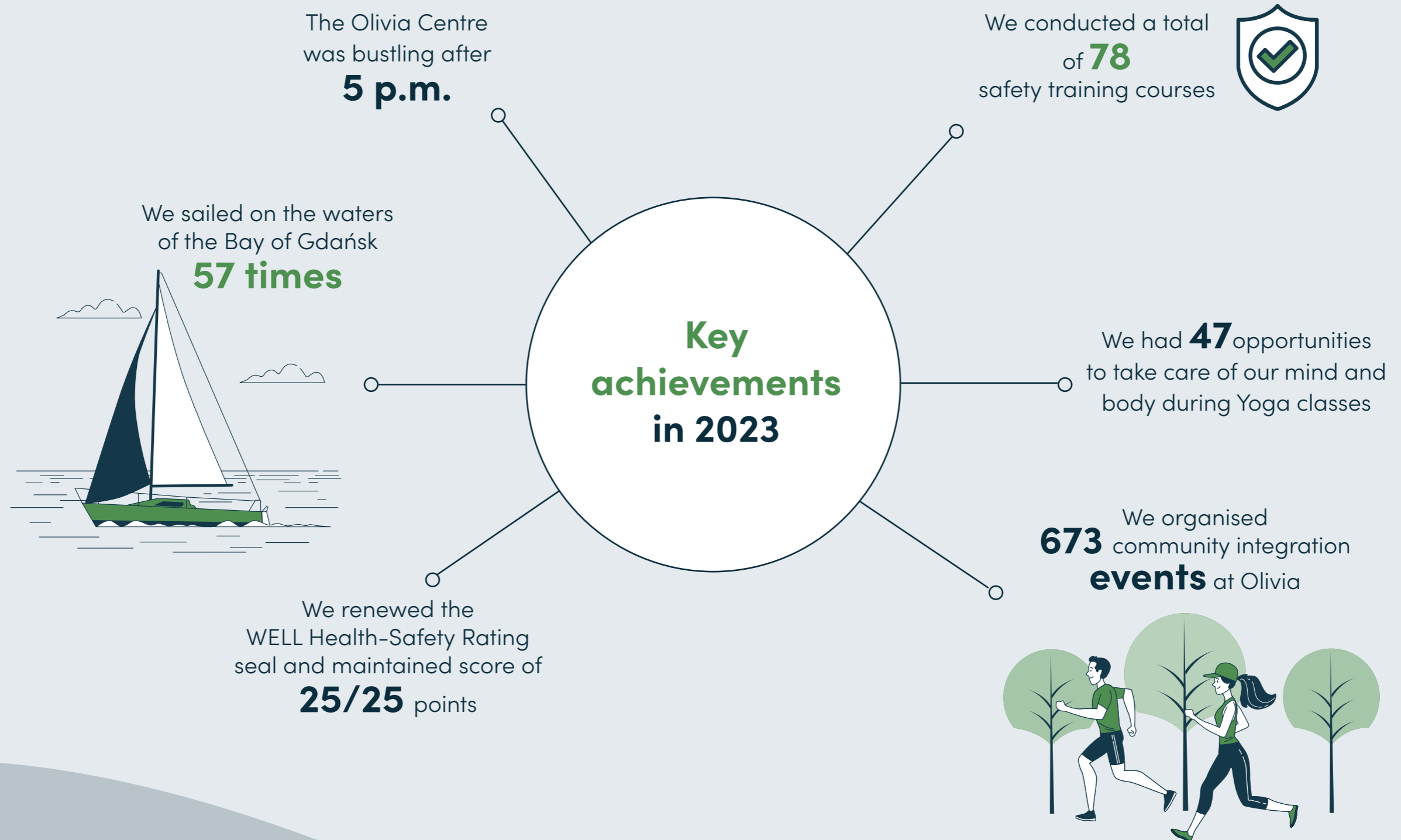
The Olivia Centre Choir is one of the most active clubs for developing passions at Olivia. It is part of the project to create an active community in Olivia, which has been implemented for many years, and which manifests itself in the operation here of a number of teams focused on various interests. For years, there have been clubs for enthusiasts of photography, football, volleyball, run-



ning and singing. These clubs have repeatedly demonstrated the important role they play in the local community, uniting forces for important initiatives. During the pandemic, their members organised events such as the collection of computers for children studying remotely, the collection and distribution of Christmas gifts for the sick, the needy and those in isolation, and the collection of equipment and food for Ukrainians following Russia's aggression against their country.

The choir is Olivia's most prolific project, having released its debut album 'Good Tones' ('Dobre Tony') in 2022 and already celebrated its fifth anniversary in 2023. Guests at the jubilee concert, in keeping with its title 'The Fifth ROCK', let themselves be carried away by a wave of rock sound. They heard Nirvana's Smells Like Teen Spirit, U2's With or Without You and Queen's We Will Rock You in choral arrangements.

Everyone who bought a ticket to the concert made a contribution to the charitable aim of the event. This is because part of the proceeds from the tickets was earmarked for scholarships for students of the Feliks Nowowiejski Music School in Gdańsk.



Our plans for the future

In 2024, we want to perceive and understand the needs of our Stakeholders even better. We are committed to ongoing, constructive dialogue and thus to implementing solutions that satisfy them. The most important thing for us is not to have a perfect understanding of market trends, but to have an in-depth understanding of the expectations of our environment.

In the light of the so-called agorisation, it is important for us to create an increasingly attractive non-business offer that will allow the centre's users to build relationships here and to develop outside of work. The hybrid working model is associated with a loosening of ties, hence all activities that support social functions are also so important for Olivia in 2024. A priority for us, as in previous years, is *community building*.

So 2024 will pass us by in the spirit of continuing to build a strong community. Connecting people, creating a sense of community and belonging is our big challenge. We have set ourselves ambitious goals: to increase social interaction and increase engagement. We are committed to ensuring that Olivia Residents not only feel that this is their place, but that they want to co-create it by being a source of knowledge, valuable insights, showing interest, informing and helping us to develop the place.

Moreover, community building is now more important than ever. It gives every brand a direct line of communication with customers and employees. It allows us to build relationships, provide support and get real-time feedback. Why is this so important? Because through community, we can offer much better products and services, ensuring that they meet the expectations not only of our Residents, but also of the local community, our associates and our Business Partners.

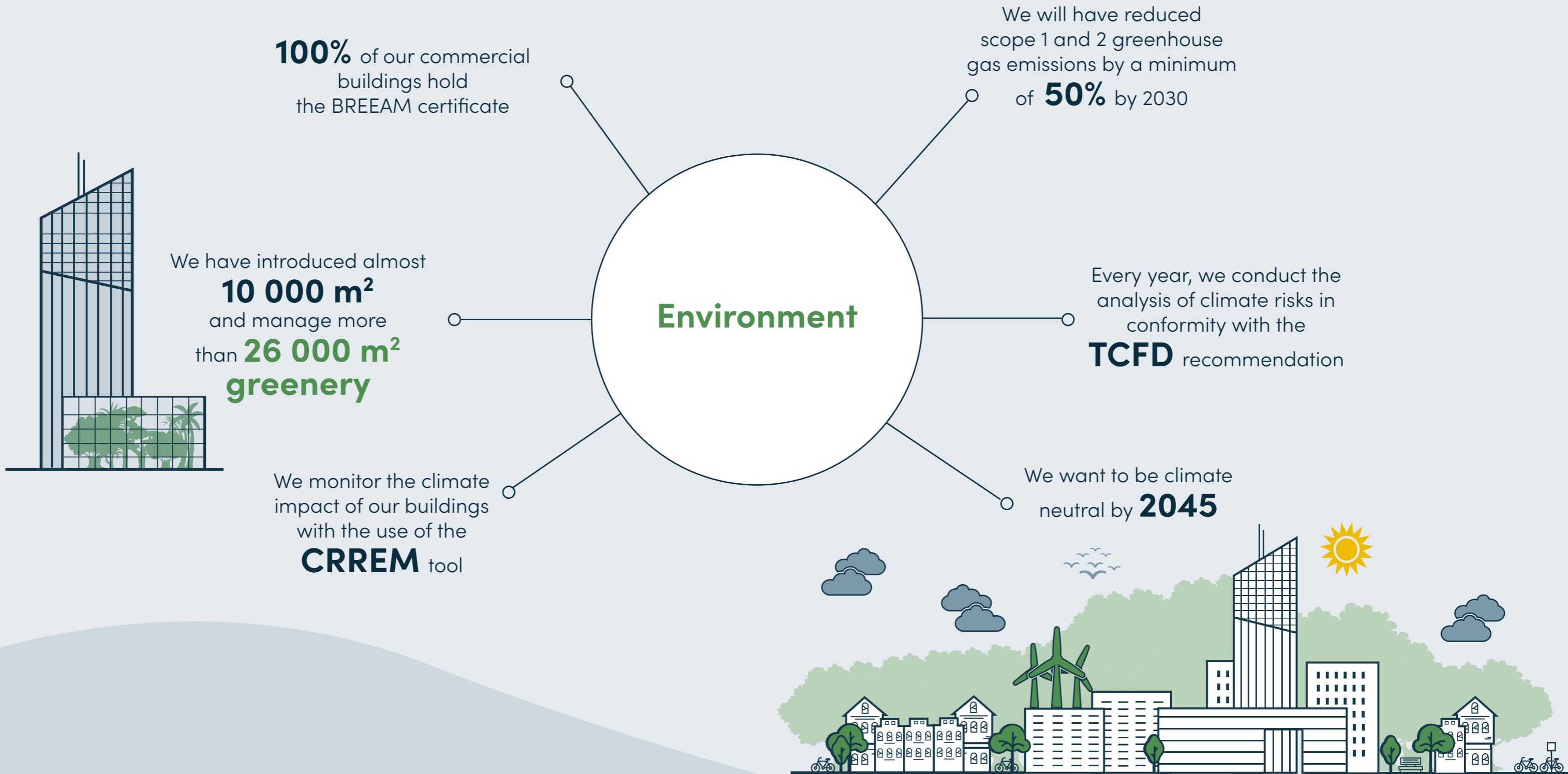
**Community building
is now more important
than ever**





4

Environment



We build based on best sustainable practices

We are a conscious investor and we know how important it is to take care of the building infrastructure, integrated with the environment in which it is located. All our investments are subject to certification processes according to world classifications. We wrote about the implemented recommendations of the WELL Health-Safety Rating standard in the previous section of the Report, but considering our environmental impact it is important that we use the guidelines of the BREEAM certification system for sustainable construction industry. Our portfolio includes 7 commercial buildings, each assessed on the basis of the BREEAM certification standards.

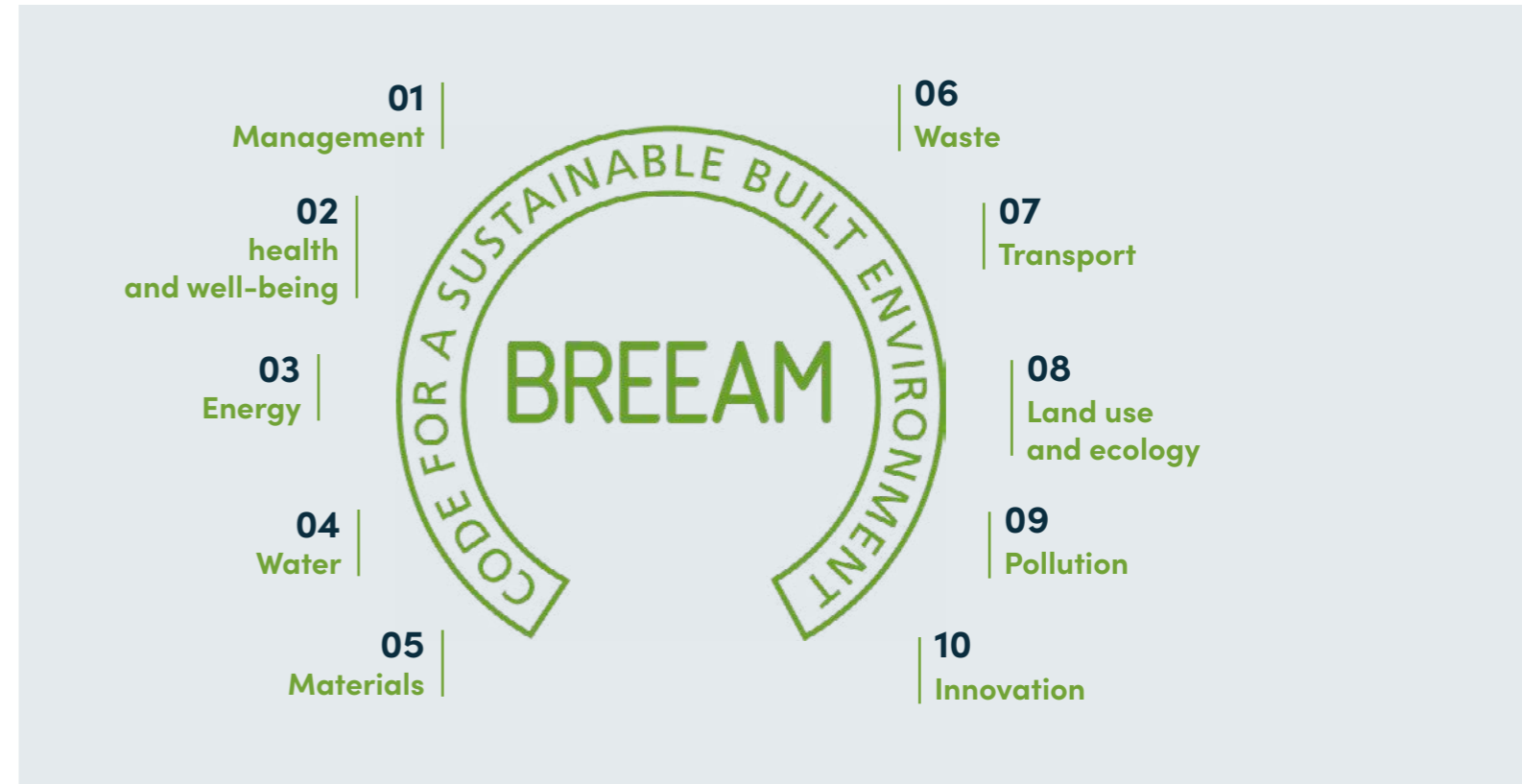
Third-party certification means that we have to meet additional requirements. These are based on global best practice, owing to which we ensure that we benefit from the best available knowledge in environmental and social optimisation, and a holistic approach to project implementation that leads to the construction of greener, safer, more comfortable, and more environmentally friendly buildings.

An independent certification body assesses compliance with the criteria. The project verification process ends with the award of a certificate in line with the scores obtained. A score of one of five levels is obtained:

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

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

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



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

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

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

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

The high quality of our projects is confirmed by BREEAM certification. In 2024, we plan to obtain the final BREEAM certificate for the Olivia Prime A building with a rating of at least Excellent in its full version (including tenant space). This certifies that we use global best practice in sustainable building design, construction and use and, therefore, operate in line with the SDGs listed below.



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

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



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

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



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

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



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

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



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

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



Goal 12: Ensure sustainable consumption and production patterns

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

13

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

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

15

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

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



We have made use of expert knowledge and taken care to adapt our buildings to climate change

We care for biodiversity

E1

Biodiversity

very material

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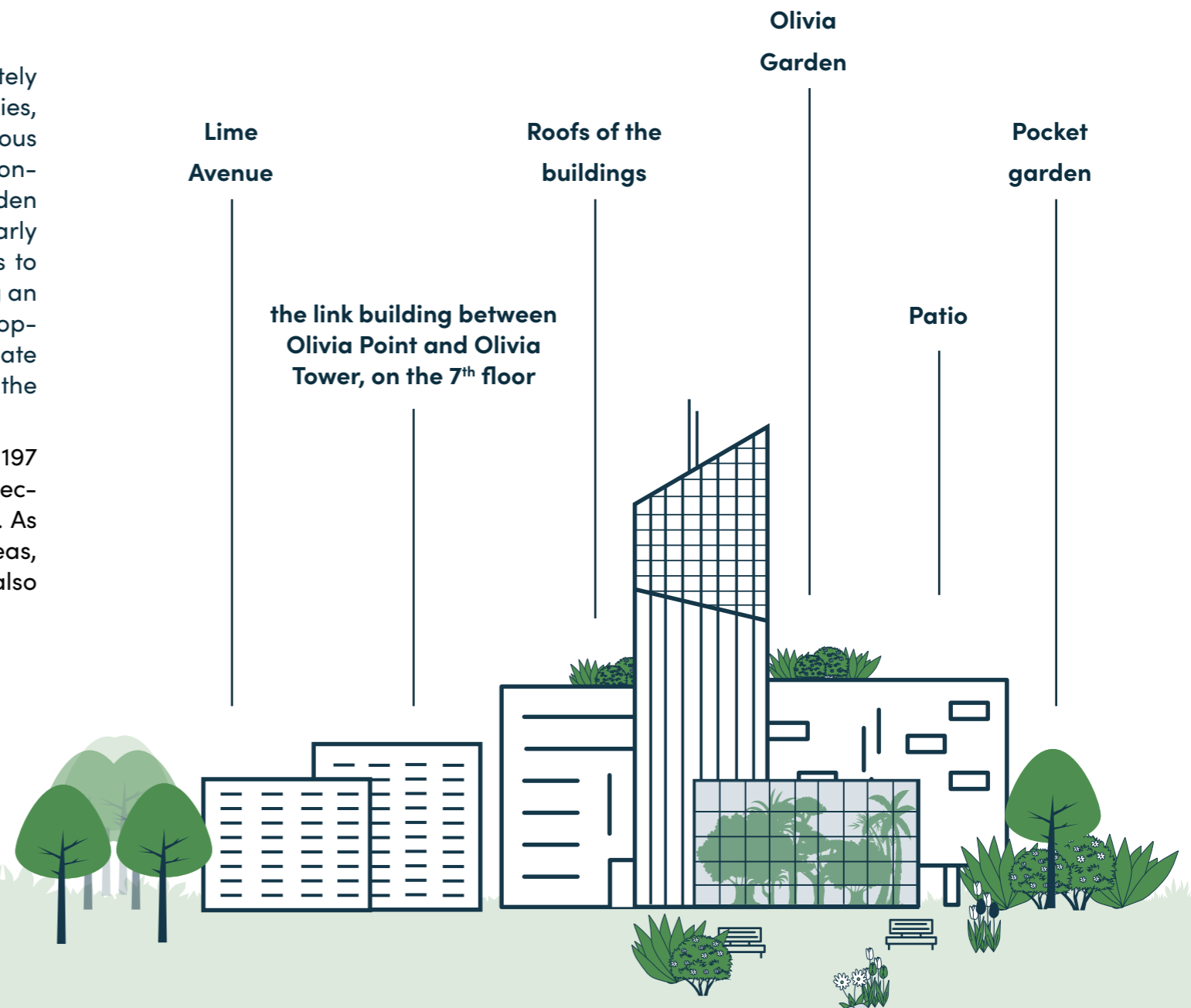
We carry out construction processes with respect for the natural environment and the land on which they take place. **When preparing investment projects, we consult with an ecologist, and when implementing those projects, we follow their recommendations, so that our interference with the environment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

Olivia Centre

In the outdoor area of Olivia Centre, we have approximately 7,000 m² of green spaces and more than 100 plant species, both low- and high-cropping. Among them are numerous species attractive to insects, adapted to our climatic conditions and naturally occurring in Poland. The pocket garden at Olivia Prime has enriched the Olivia space with nearly 50 plant species. The concept of the pocket garden was to create green areas between built-up plots, thus providing an enclave of greenery in more or less dense urban development. When implementing that concept, we wanted to create a friendly space that stimulates all the senses and shapes the environment differently at different times of year.

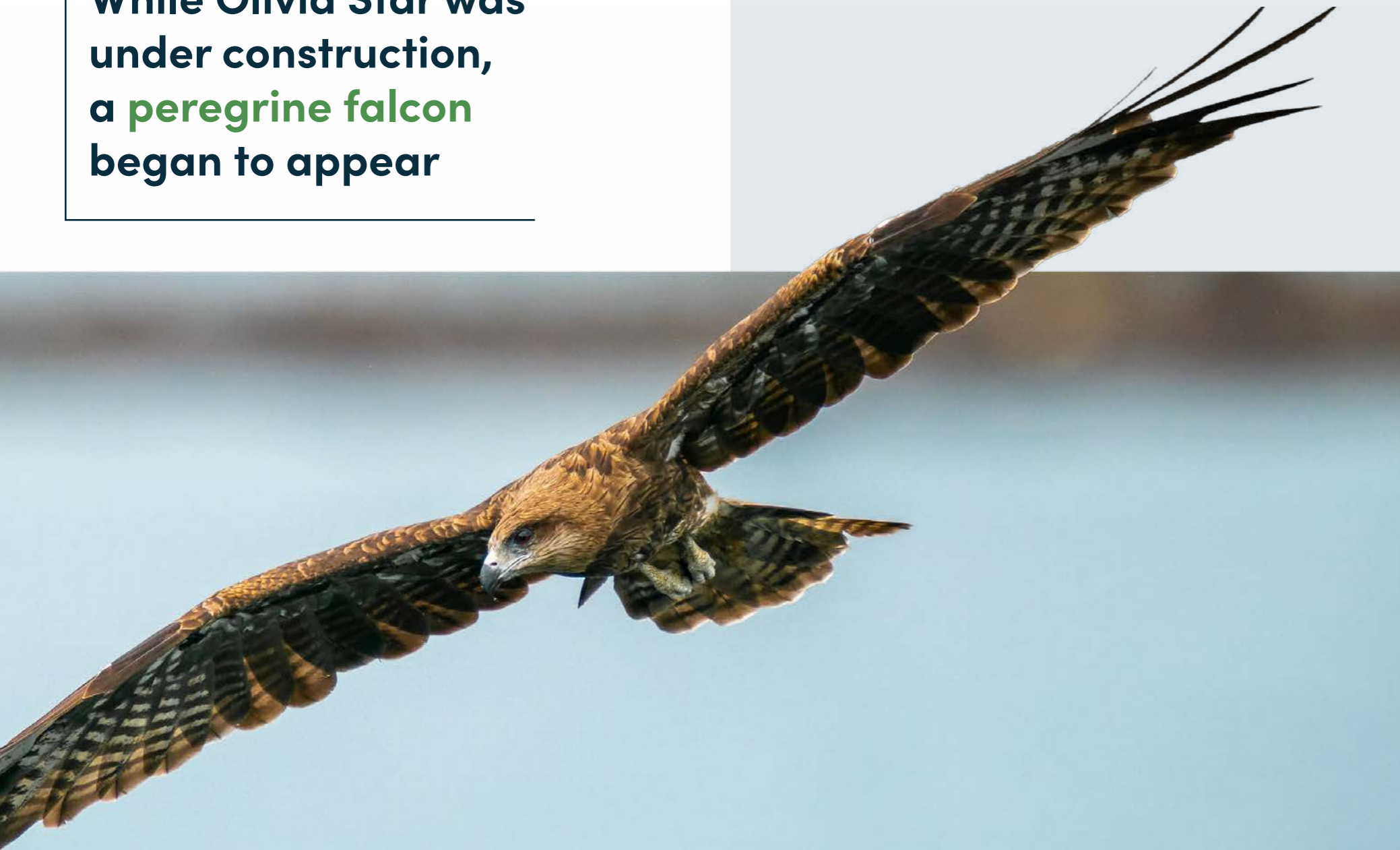
Last year, we enriched the space at Olivia Prime A with 197 plants, including endangered, partially protected and insect-attracting species. More are still to be planted in 2024. As a result, our centre will have even more friendly green areas, which not only have a positive impact on all its users but also mitigate the effects of urban heat islands.

Owing to our projects, we have provided nearly **10,000 m² of greenery**, and we take care of a total of 26,000 m² and we intend to expand this space!



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

While Olivia Star was under construction, a peregrine falcon began to appear



Our buildings are less than half a kilometre away from the eastern limits of the Tri-city Landscape Park. Olivia Star offers an amazing view of the southern part of the park: from Gdańsk through Sopot to Gdynia. Olivia's residents, as well as local residents, could participate in walking and cycling trips to the Oliwa forests. In 2022, Olivia organised regular hiking and cycling trips to the forests of Oliwa. Tours were offered by, for example, local guides, who introduced participants to the beauty of the area and shared knowledge about the wild inhabitants of the park and the principles of nature conservation.

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

- 🌿 **Oliwskie Nocki (Oliwa's Bat Roost)**
Bunkier w Oliwie (Bunker in Oliwa)
 - ecologically protected area
 - the largest bat wintering grounds in Gdańsk
 - Natura 2000 Special Protection Area
 - special area of habitat protection
- 🌿 **Alpine Newt in the Gravel Pit (Traszka Górska w Żwirowni)**
 - ecologically protected area
 - a small water reservoir which is one of the 8 breeding sites of the protected Alpine newt and common newt in the Oliwa Forest and the whole Polish Lowlands
- 🌿 **Toad Pond at Manor III (Ropuszy Staw przy Dworze III)**
 - ecologically protected area
 - a complex of bodies of water which are important breeding sites for the protected common newt and common toad
- 🌿 **Clean Water Valley (Dolina Czystej Wody)**
 - ecologically protected area
 - a wet meadow with orchids; hydrogenic habitats and plant communities associated with the watercourse of the moraine upland edge zone are present here
 - easternmost locality of blunt-flowered rush in Poland
- 🌿 **Springs in the Ewa Valley (Źródlika w Dolinie Ewy)**
 - nature reserve
 - erosion valley of Potok Prochowy (Prochowy Brook) also called Potok Ewy (Ewa's Brook) with its spring and forest communities located in the valley and on its slopes
 - The species found here include, among others, the partially protected common twayblade and *Daphne mezereum*

Olivia Home

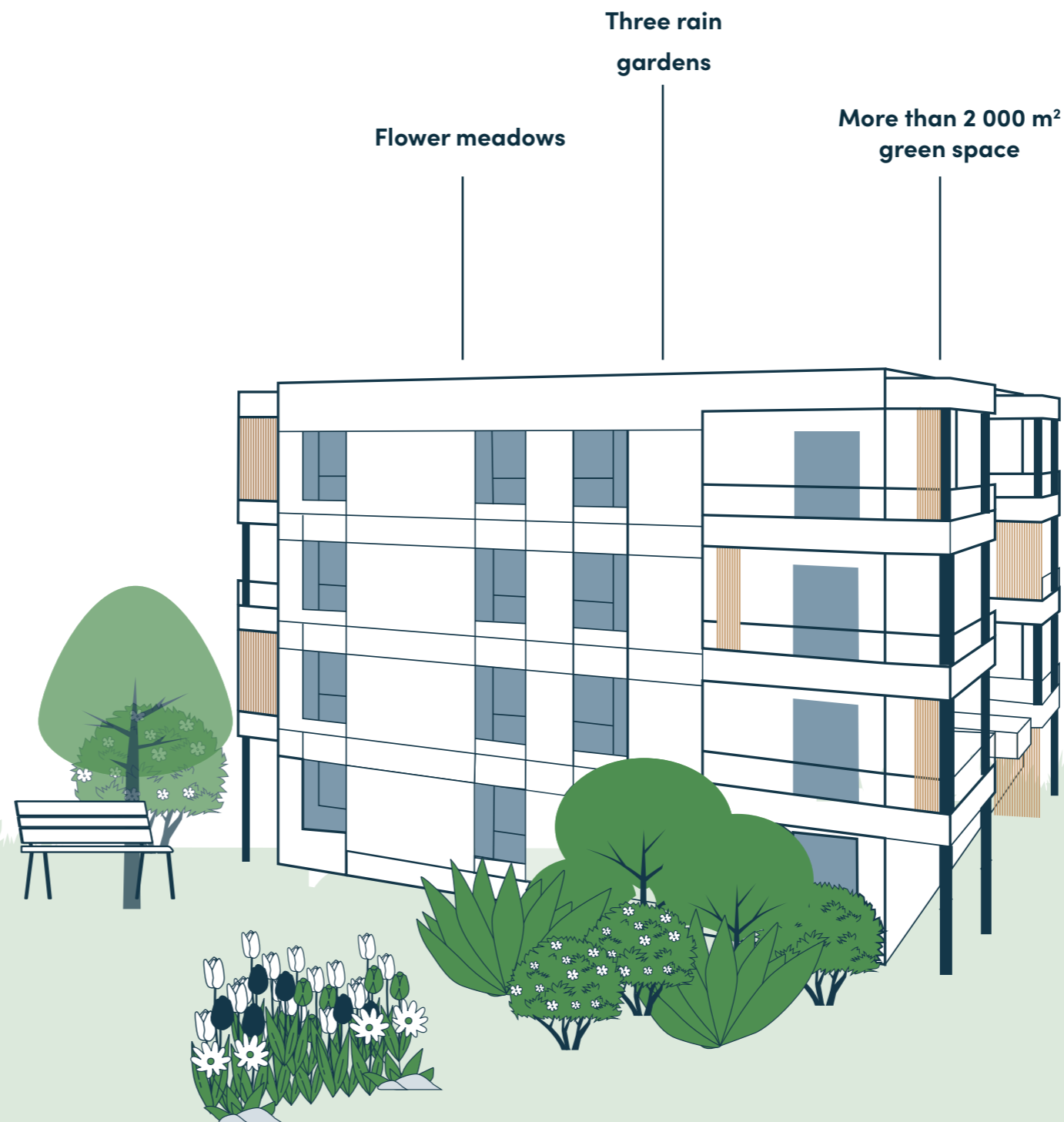
Completed area of green space at the Platynowa Park estate is 2,017 m². As many as three rain gardens with hydrophytic plants will be created here. Hydrophytic plants clean rain-water of pollutants (nitrogen, phosphorus and heavy metals). These plants also tolerate periods of drought and flooding well, which makes them easy to care for.

Rain gardens have a positive impact on the environment by:

- reducing the amount of water flowing into the drainage system,
- removing pollutants in rainwater,
- increasing local resilience to extreme rainfall, flooding and waterlogging,
- improving the aesthetics of the area,
- reducing the urban heat island effect,
- increasing biodiversity.

It is also important for the future inhabitants of the project that the neighbourhood of the estate under construction includes the revitalised, historic, 19-hectare Orunia Park, two ponds, and vast green areas. Orunia Park is one of the most precious old parks in Gdańsk. Its revitalisation, based on iconography from the mid-19th century, won the prestigious award of the Society of Polish Town Planners.

Completed area of green space at the Platynowa Park estate is 2,017 m². As many as **three rain gardens with hydrophytic plants will be created here.**



E2

Energy saving

very materia

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

Olivia Centre

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

- 💡 *the Building Management System (BMS) and Power Management System (PMS), which help us optimise energy consumption depending on the building type and area;*
- 💡 smart devices switching into the ECO mode when the user is absent;
- 💡 energy recovery systems;
- 💡 heat pumps and high-efficiency heat exchangers;
- 💡 triple-glazed façades;
- 💡 room comfort control panels;
- 💡 sun blinds;
- 💡 air quality monitoring;
- 💡 high quality filters treating the air supplied to the premises;
- 💡 air ionisers;
- 💡 motion detectors;
- 💡 reduction of outdoor lighting intensity at night;
- 💡 individual electricity meters.

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

In 2023, we carried out many upgrades to enhance energy security and user comfort and optimise utility consumption. We introduced new software into the appliances to optimise their operation. In the Point&Tower building, we installed a new device to allow reactive and capacitive power compensation. We paid careful attention to setting schedules that enable us to rationalise the consumption of utilities.

Our priority is to ensure an adequate supply of heat and electricity. We care not only about the safety and comfort of our Residents but also about the rational use of energy. We pay close attention to the independence and continuity of supplies, which is why our projects have additional power

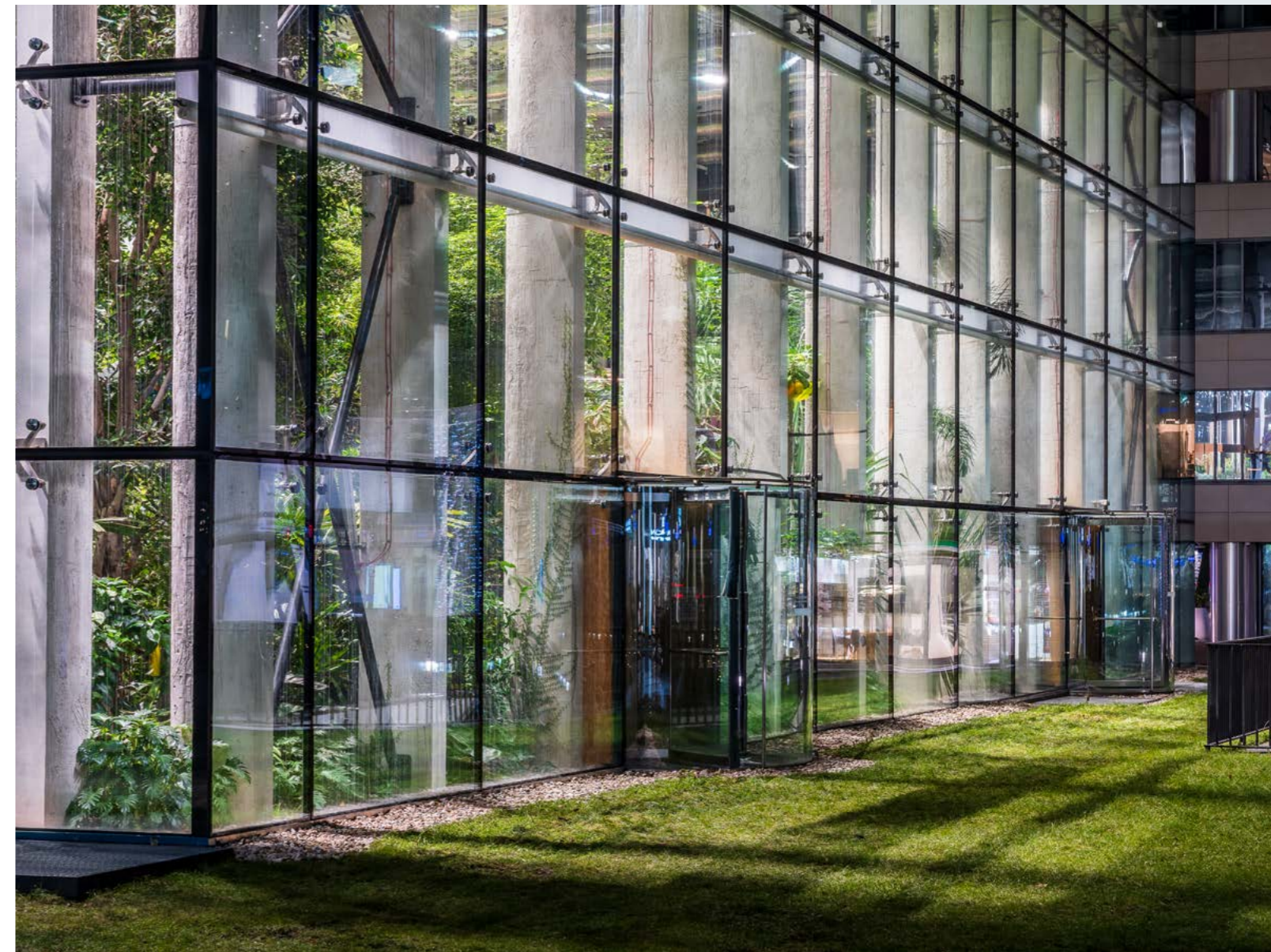
sources: power generators, UPS batteries, and appropriate internal installations. Owing to this, we can keep emergencies related to energy supplies under control.

A comparison of the reporting year 2023 with the year 2022 showed a decrease in electricity consumption by 1%. The electricity savings are more noticeable when we analyse the data for the common areas. Here, despite a 12% growth in the number of building users, **we were able to significantly reduce the increase in electricity consumption by 4%.**

Owing to optimisation in the area of system heat, thermal energy consumption dropped by 8% compared to 2022. **Heat consumption decreased by as much as 9% in the common areas.**

In addition, we reduced the amount of diesel oil used in the generators, by 3% compared to the previous year.

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





Good practices

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

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



Olivia Home

When designing the Platynowa Park estate, we paid particular attention to the energy efficiency of the buildings and the surrounding space. We are aware of the impact of environmentally friendly solutions not only on future residents but also on the local energy economy. A responsible approach to energy conservation contributes to the implementation of regional objectives regarding the management of this resource, translating into long-term benefits related to improving the quality of life, health, and immunity of the users of our facilities. This approach also has an impact on carbon emission reduction. All of this means meeting the climate policy.

Energy efficiency is also affected by the innovative modular technology we use. We equip the modules with smart membranes that control the migration of water vapour depending on the season of the year. On the outer layers, we use vapour-permeable and wind-proof materials. All modules are built under controlled conditions to achieve better insulation quality and reduce thermal bridges resulting from assembly errors.

During the construction of the Platynowa Park project itself, we pay attention to energy savings too. To this end, we use, among other things, clocks limiting energy consumption at night and pictograms to promote rational energy use. In 2023, for the Olivia Home Platynowa Park development, we consumed approximately 72 MWh of energy.

We are aware of the impact of environmentally friendly solutions not only on future residents but also on the local energy economy

We strive for climate neutrality

E4

Reducing the carbon footprint



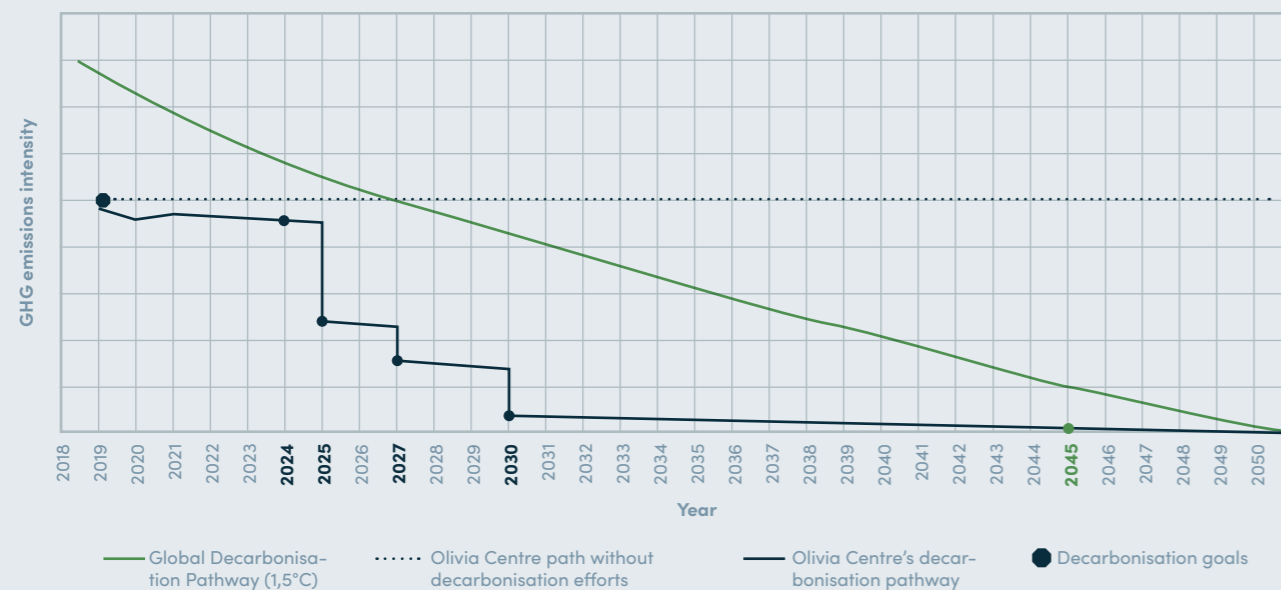
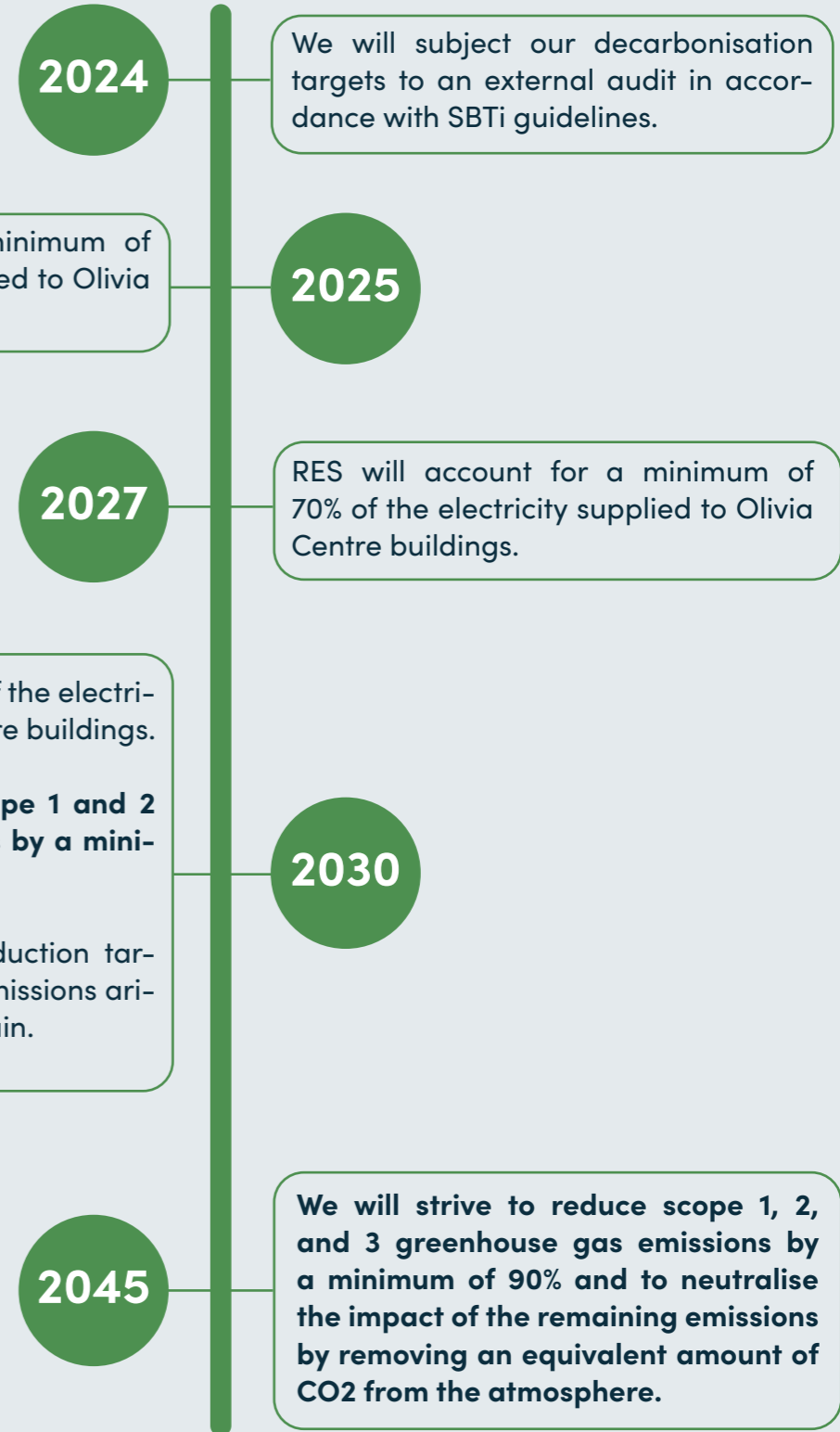
- 3-3
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- 305-2
- 305-3
- 305-4
- 305-5
- 305-6
- 305-7

Decarbonisation targets

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

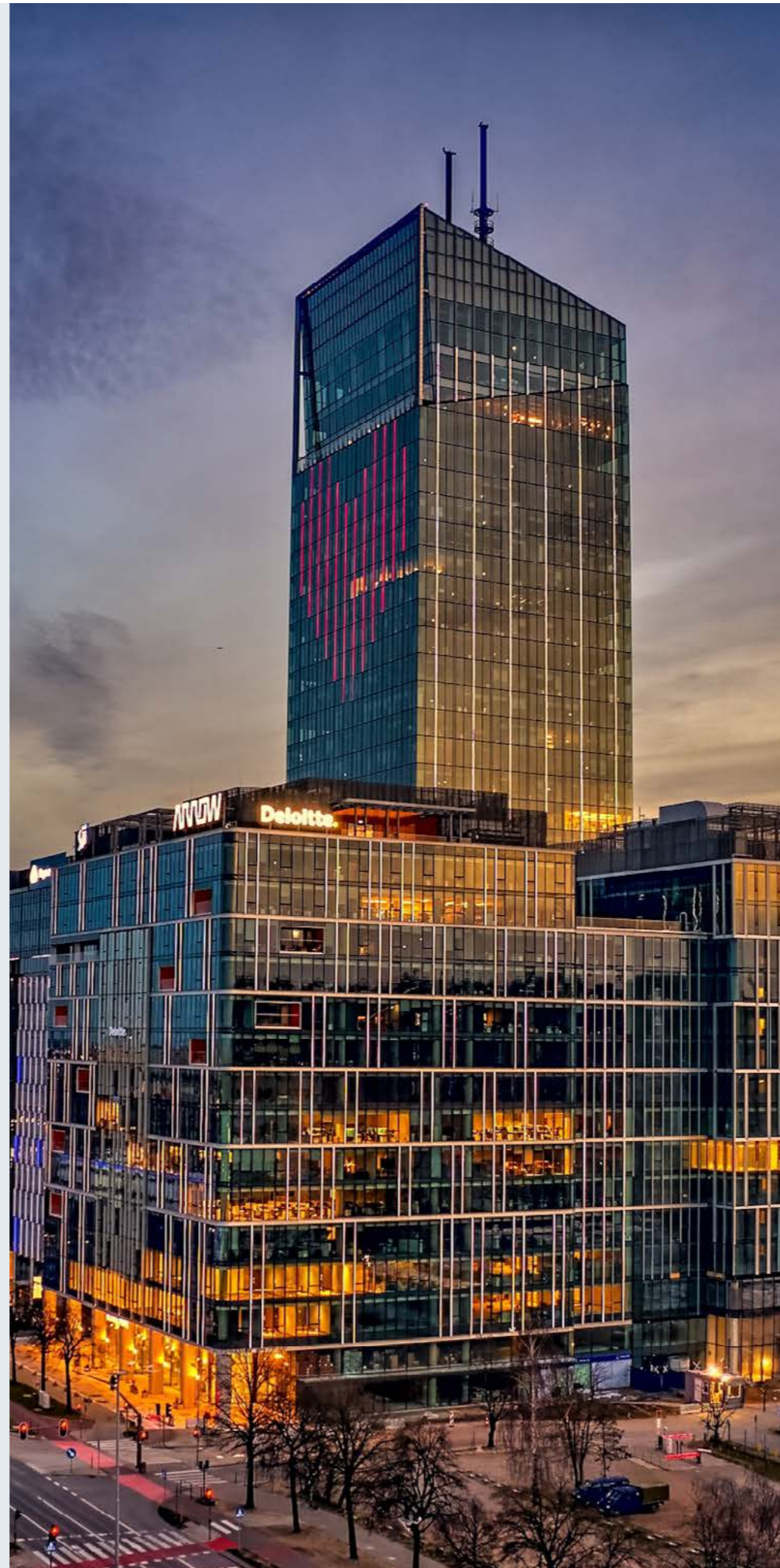
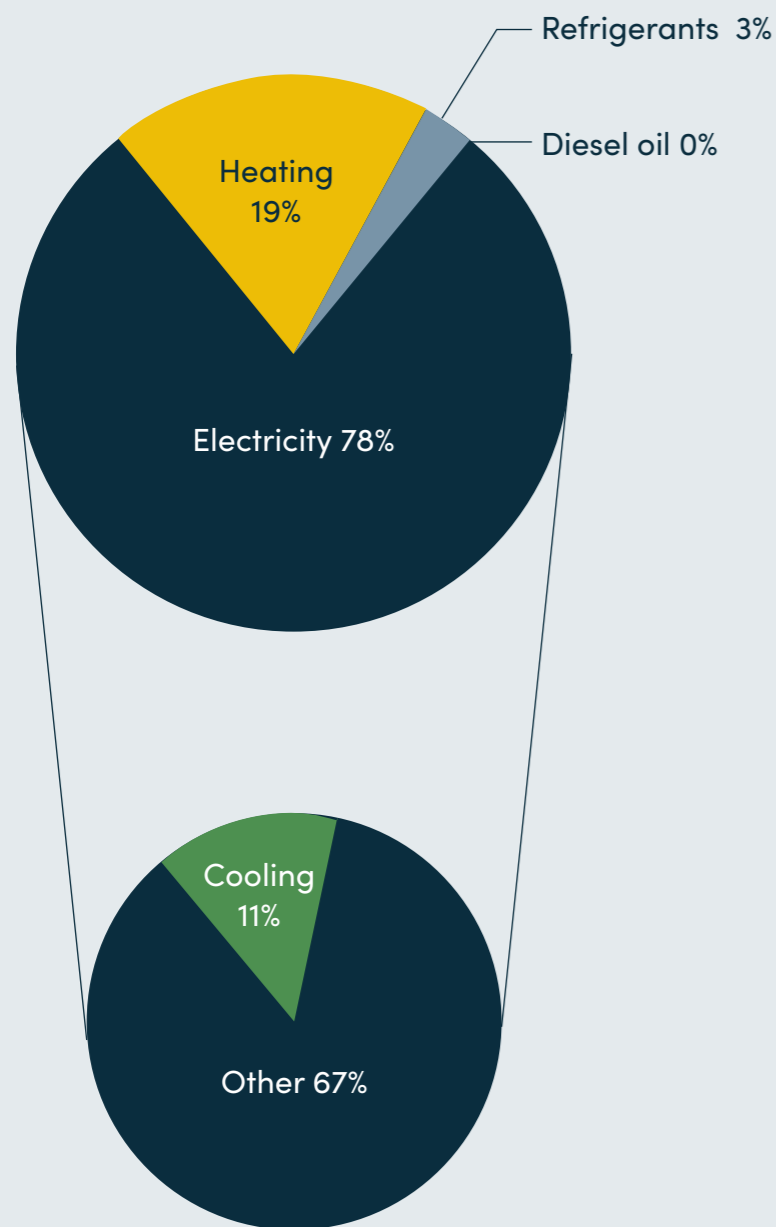
Using real-world data and the ability to tailor the decarbonisation pathway to our country and the real estate subsector, we have developed several options for possible decarbonisation projects in the CRREM tool that would align our business with integrated action to limit global warming to 1.5°C. We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

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



Olivia Centre's carbon footprint

Owing to the BMS and the monitoring of utility consumption that has been implemented, we can accurately determine and control the climate impact of the operation of our buildings. The factors that have influenced the greenhouse gas emissions associated with the operation of our buildings in 2023, as well as their contribution to the carbon footprint, are shown in the diagram below:



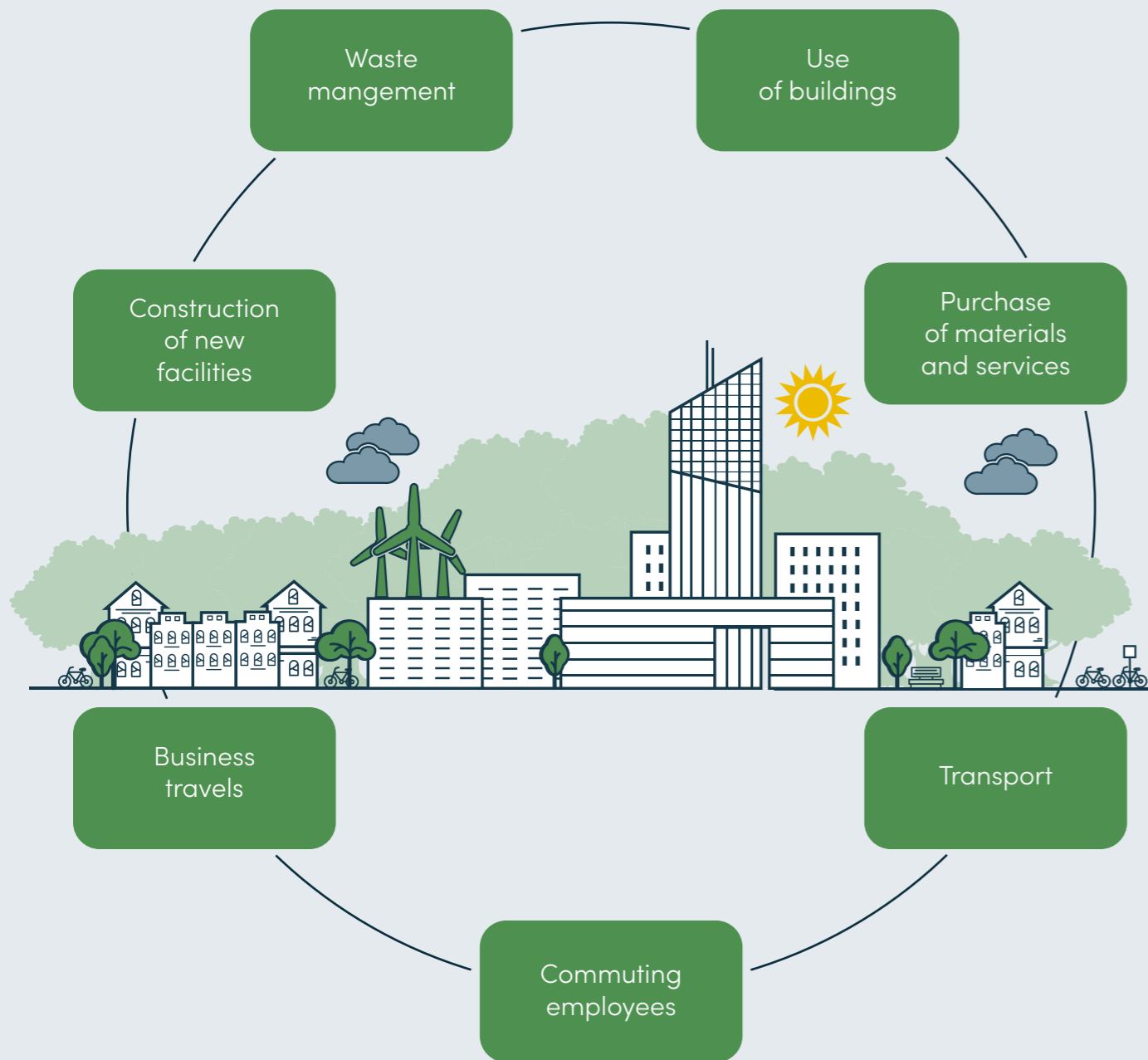
Electricity - its consumption, and source - has the greatest impact on the operational carbon footprint of our buildings, which is why we carefully select our energy supplier by paying attention to the fuel mix used to generate the electricity it sells. We currently use an electricity supplier whose share of electricity derived from RES is already over 40% and is steadily increasing each year. Detailed information on the share of individual electricity sources can be found on [our supplier's website](#).

Striving to implement our decarbonisation strategy in the coming years, in cooperation with the Residents, we will make every effort to ensure that by the end of 2025, 50% of the electricity supplied to Olivia Centre's buildings comes from renewable sources. By the end of 2027, renewable energy sources are to constitute 70% of electricity sources.

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

**Together with our Tenants,
we monitor consumption
and take initiatives
to make our office
buildings as energy
efficient as possible**

Factors influencing Olivia Centre's carbon footprint across our value chain



Olivia Centre's emissions are closely correlated with the number of people using our space. In 2023, there was an increase of nearly 12% in the number of users. This was primarily due to employees gradually returning to the office after the pandemic period of remote work. **Despite this, when comparing the 2023 reporting year with the previous year in scopes 1 and 2 measured using the location-based approach (i.e. using national emission factors), we saw a decrease in total greenhouse gas emissions and their intensity by 7%. However, using a market-based approach (i.e. taking into account the emission factors of purchased electricity and heat obtained from energy suppliers), we recorded a decrease in total greenhouse gas emissions and their intensity by as much as 20%.**

Using good practice, including but not limited to the recommendations of the SBTi (Science Based Targets initiative), we have set 2019 as the baseline year for determining our progress in reducing GHG emissions. **Last year, compared to the baseline year, we were able to reduce scope 1 and 2 emissions by 37%, while emissions intensity was reduced by as much as 33%.**

Olivia Home's carbon footprint

The development of Platynowa Park is based on engineering solutions (including modularity) that reduce carbon dioxide emissions into the atmosphere by 60% compared to traditional construction.

BREEAM certification requirements have set us on a path to calculate the carbon footprint associated with the project development process. By implementing similar practices for monitoring utility consumption, purchasing and transporting materials, as well as for waste generation and disposal, we can control our greenhouse gas emissions into the atmosphere. Carbon footprint analysis showed that in scopes 1 and 2, our greenhouse gas emissions intensity in 2023 was at 0.02 tonnes of CO₂ eq/m².

We protect water resources

E6

Efficient use of water

material





3-3
303-1
303-2
303-3
303-4
303-5

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

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

Olivia Centre

As early as at the building design stage, we take measures to reduce the demand for water, e.g. through its internal circulation, which is supplied with rainwater, as well as by:

-  applying the strict requirements of a given BREEAM assessment;
-  equipping the buildings with water meters and sub-meters, which are connected to the building management system;
-  using water-saving fittings and aerators to reduce water consumption;
-  implementation of water leakage detection and prevention systems.

We constantly strive to ensure that our internal building solutions contribute to the reduction of water use. We use rainwater, among others to irrigate our outdoor green areas. The fountain on Olivia's patio, which has a closed circuit, is supplied by rainwater, too. Olivia Garden also has devices designed to close the water cycle, recover water and minimise its consumption.

Water consumption is also closely correlated with the number of users of our spaces. Again, it is worth noting that there was an increase in the number of employees present at Olivia Centre in 2023, which resulted in a 14% increase in water consumption compared to 2022. The increase in water consumption in the common areas was 20%, so in the near future we plan to increase the share of rainwater use in irrigating the greenery, the amount of which has increased significantly at Olivia and which will soon occupy an even larger part of the patio area.



Good practices

We encourage water savings by:

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



Olivia Home

In the implementation of the Platynowa Park development, attention was also paid to solutions conducive to water savings. These include, first and foremost, water meters and sub-meters and water-saving fittings.

In order to protect the water resources at the Platynowa Park estate, large green areas have been designed, including small retention facilities, such as rain gardens with hydrophytic plants. Their purpose is to retain excess water in the area and gradually introduce it into the ecosystem. This type of concept is a sustainable alternative to traditional rainwater sewers.

Striving for a circular economy

E5

Circular economy

material

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301-2

301-3

3-3

306-1

306-2

306-3

306-4

306-5

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

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

while balancing environmental impact, social needs and economic values.

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

Materials

Olivia Centre

The day-to-day operation of Olivia's buildings and the desire to maintain a healthy, safe and welcoming indoor environment give rise to the need to purchase products that guarantee the quality of our spaces: offices, common areas, etc. For example, in order to ensure very good indoor air quality, which we wrote about in the chapter on **Health of building users**, we change the filters (in more than 100 air handling units) even if only one section is dirty. We also do this when the pressure switch indicates that even one section is dirty. This results in the need to purchase a few tons of filters per year.

There are similar implications for maintaining the 1,700 sanitary points on Olivia's premises and applying relevant cleaning and disinfection procedures, ensuring that we are WELL Health-Safety certified. In this area of our business, paper and cleaning agents are our most frequently used materials.

We were the first office centre in Poland to implement the Tork PaperCircle, an innovative recycling service for used paper towels. This type of waste management has an important aspect - owing to its implementation, the reduction in the amount of CO₂ generated from paper production is up to 40%, and for last year it could potentially be even more than 4,500 kg CO₂e. Following the implementation of the Tork PaperCircle at Olivia, almost 100% of the paper towels are recycled and can be reused. The scale of the project is significant; employees of companies with offices in similar facilities use more than 11 million paper towels each year. All the towels that end up in specially labelled bins in our centre's toilets are transported to Essity's local factories and processed into new paper products.

We were the first office centre in Poland to implement the Tork PaperCircle

Olivia Home

At the end of 2023, we launched the Platynowa Park estate project using modular technology, which allows us to optimise the use of materials and raw materials. In connection with these measures, last year we mainly used earth, concrete, stone, plaster board, plastics, steel, timber, aluminium, glass, and ceramics. Details of the materials used are shown in the data table at the end of this Report.



Fit-out

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

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

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

This year we are planning to implement several improvements in the management of procured materials:

- supply chain analysis,
- introduction of sustainable criteria into the materials ordering process,
- implementing training and education programmes for employees,
- supporting innovative engineering solutions,
- maintaining minimum stock levels,
- performance monitoring and reporting,
- signing framework agreements with key suppliers/ manufacturers containing the Group's ESG expectations.

In pursuit of a circular economy, we are also planning to test implementing a circular model for finishing office space.



Waste

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

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

Olivia Centre

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

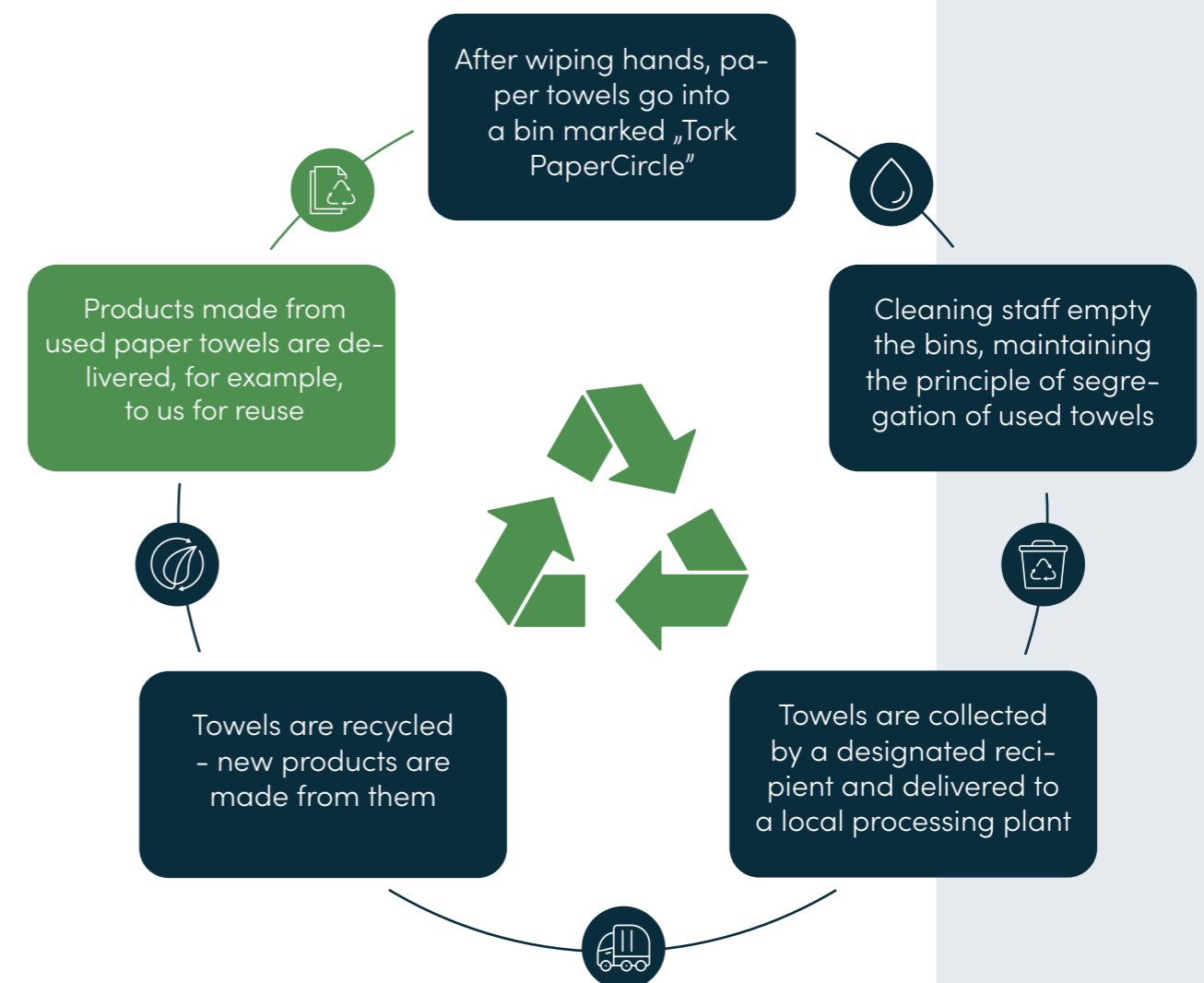
- paper,
- metals and plastics,
- glass,
- bio,
- residual.

As employees have returned to their offices, as is the case with the growth in the volume of the materials used, the volume of waste has increased. Last year, Olivia's space was used by 12% more people than the year before, but the volume of municipal waste increased only by 2%. **Compared to last year, the amount of BIO waste was reduced by 21% and paper by 5%.** Details of the municipal waste generated at Olivia Centre and sent for disposal are summarised in the [table](#) at the end of this Report.

Municipal waste is first sent to the Disposal Facility and then managed accordingly. The level of preparation for reuse and recycling of municipal waste was 37.26%.

In addition, the Olivia Centre takes care to close the circulation of resources and tries to keep them in use for as long as possible. Owing to the implementation of the Tork Paper-

Circle circular economy project at Olivia Centre, last year we handed over 10,450 kilograms of used paper towels to be transformed back into new paper products. This works as follows:



By recycling more than 10 tonnes of paper towels, we have reduced emissions by 4,524 kg CO₂e.

We have set ourselves the goal of managing municipal waste even more efficiently, so at the end of 2023 we started using a rotocompactor - a waste compactor. This reduces the volume of plastic and residual waste, which has the effect of reducing the frequency of disposal. Thanks to last year's tests, we know that we can reduce these collections by up to six times, effectively lowering the carbon footprint due to transport.

Olivia Home

By taking a **zero-waste** approach and moving much of the construction and finishing process to the factory, we significantly reduce waste compared to the traditional construction industry.

Working closely with subcontractors on the Platynowa Park residential project, we know that a total of 10.42 tonnes of waste was generated last year, all of which was handed over for disposal. We want to reduce our environmental impact along the entire value chain, which is why we implement, in cooperation with our business partners, a Code of Conduct that will minimise waste generation, encourage the reuse of materials, and improve the quality of their segregation and disposal.

The engineering solutions we use allow our project to be dismantled, relocated, and repurposed in the future, should the need or decision to demolish the building arise. The building or part of it can thus be used for another purpose/site, thus reducing its environmental impact. Controlled manufacturing conditions and a higher level of quality in the factory enable the standard product life cycle to be even doubled.

Fit-out

Regarding fit-out, the processes involved in moving towards a circular economy include the deliberate selection of products that are easy to repair, reuse, or recycle. It is also important to work with suppliers and customers to minimise waste. Where a third party manages waste generated by our operations, we monitor this process on an ongoing basis. To this end, we implement the relevant contractual obligations, and if irregularities or non-compliance with the contract or the law are detected, we take action to rectify the situation.







5

○ About the report

The process of defining the Report content

We are currently not obliged to prepare a sustainability report. However, considering the expectations of Stakeholders and legislative changes, including the Corporate Sustainability Reporting Directive (CSRD), we do prepare our ESG Reports. We are committed to even better communication with our Stakeholders and to highlighting important environmental aspects. The topics covered in this Report are the result of a materiality study of ESG issues, which we have detailed on the following page.

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

ESG materiality matrix

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

Our process for analysing the materiality of ESG aspects is detailed below:

1 We have updated the information on our Stakeholders and our operations.

This year, we again revised our business model, strategy, value chain and Stakeholder map. There were no significant changes in the first three areas. We decided to revise the fourth area - the Stakeholder map. We have divided the people interested in our business into eight main groups and described our communication methods in more detail. We have also revised information on mutual influences.

2 We developed a list of potentially relevant issues.

To do so, we used the results of annual analysis of sustainability risks and opportunities and of our Stakeholder survey, published in the previous ESG Report. Previous experience was also helpful, including: during dedicated expert panels (also with external Stakeholders), as well as the best global practices and recommendations - GRI 2021, ESRS and WSE guidelines.

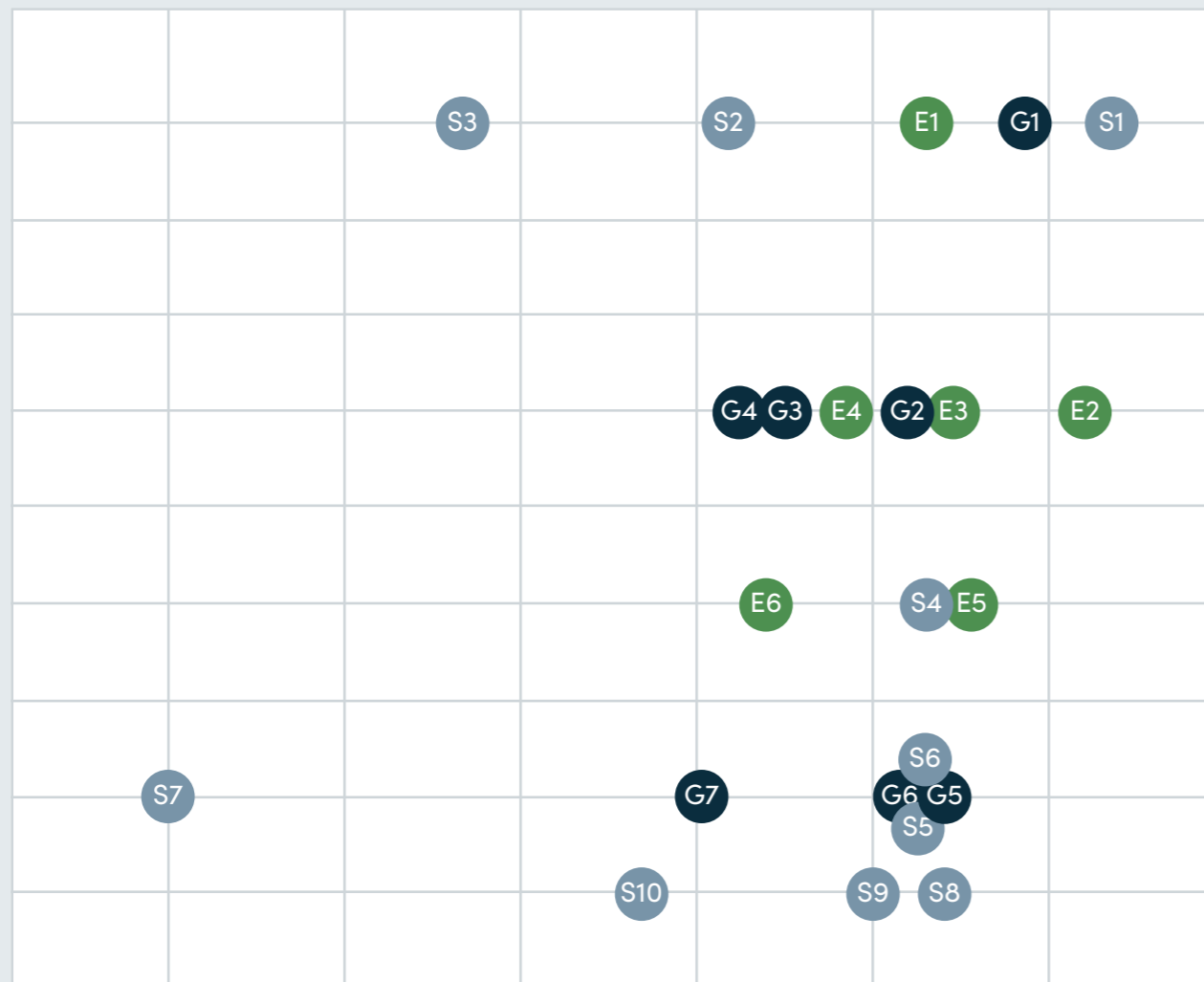
3 We conducted an assessment of double materiality.

We diagnosed which of the potentially relevant issues are important in terms of their impact on our Group and in terms of our influence. The materiality survey was performed individually for each identified Stakeholder group and included both expert workshops and direct questionnaires. We directed the survey to a wide group of interested parties with whom we had the opportunity to contact on matters related to sustainable development, which resulted in obtaining the views of 251 representatives of each Stakeholder group, to which we assigned appropriate weights. We integrated the survey results with the analysis of the Group's risks and opportunities (financial significance), which allowed us to develop a materiality matrix for ESG issues.

The results of the analysis are presented in the matrix below.



Wplyw na importance for Tonsa Group







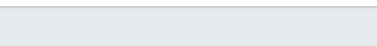


Importance for Stakeholders

● Corporate governance
 ● Society
 ● Environment

The matrix shows the materiality of the following issues in the various ESG areas:

		Location in the 2022 Report	Location in this Report	Comments
Society				
S1	Health and safety	Page 31	Page 54	Most material
S2	Promoting a sustainable city	Page 9	Pages 10, 27, 62, 64	Very material
S3	Community involvement and relationships with local communities	Page 32	Page 68	
S4	Employee rights	Page 69	Page 66	Material
S5	Diversity and equality	Page 69	Pages 59 i 66	
S6	Counteracting discrimination	Page 69	Page 66	
S7	Charitable activity	Page 29	-	
S8	Child labour counteraction	Page 69	-	Low materiality
S9	Forced labour counteraction	Page 69	-	
S10	Freedom of association	Page 69	-	
Environment				
E1	Biodiversity	Page 64	Page 86	
E2	Energy saving	Page 57	Pages 89 i 115	
E3	Resilience to climate change	Page 52	Page 83	Very material
E4	Carbon footprint reduction	Page 57	Pages 91 i 113	

Environment				
E5	Circular economy	Page 65	Pages 95 i 117	 Material
E6	Efficient water consumption	Page 63	Pages 94 i 116	 Very material
Corporate governance				
G1	Ethics	Page 69	Page 47	 Very material
G2	Fair competition and responsible marketing	Page 69	Pages 83 i 59	
G3	Cooperation for sustainable development	Page 69	Pages 33 i 59	 Very material
G4	Sustainable value chains (responsible suppliers and customers)	Page 69	Page 47	
G5	Corruption counteraction	Page 69	-	 Low material
G6	Customer privacy and data security	Page 69	-	 Low material
G7	Responsible purchasing of materials	Page 69	-	 Low material

All of the above-mentioned topics marked as highly material or important are described in detail in this Report. Topics that have now been shown to be relatively immaterial are still of interest to us, but will not be covered in this Report.



Basic reporting assumptions

2-1
2-2

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

Entity's name	Group's share in the capital	Principal activities
"Olivia Complex" Sp. z o.o.	100%	Land base and real estate development
"Olivia Gate" Sp. z o.o.	100%	Project development on the office market
"Olivia Point & Tower" Sp. z o.o.	100%	Project development on the office market
Olivia 4 S.A.	100%	Project development on the office market
Olivia Star S.A.	100%	Project development on the office market
"J-HOME" S.A.	100%	Project development on the office market
"Olivia Seven" Sp. z o.o.	100%	Project development on the office market
"Olivia Prime" B Sp. z o.o.	100%	Project development on the office market
Olivia Fin Sp. z o.o.	100%	General partner
Olivia Fin Sp. z o.o. SKA	100%	Funding
Olivia Home Platynowa Park Sp. z o.o.	100%	Project development on the residential market
TP3 Sp. z o.o.	100%	Project development on the residential market
Brillant 3756. GmbH	100%	The company went into liquidation in 2023.
ΘBC Sp. z o.o.	100%	The company was merged with Olivia Complex Sp. z o.o. on 29.11.2023.

The ultimate beneficial owner in the Group is Mr Maciej Grabski, who is also the beneficial owner of the other related entities partly included in this Report, among others:

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



Reporting frequency

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

This ESG Report was prepared for the period from January 1 to December 31, 2023. The authorised contact individuals related to the published ESG report are:




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Changes in reporting

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

Compared to the previous reporting period, there have been changes in the entities comprising the Group as described previously.



SDG Content Index

SDG	Location	SDG	Location
 3 GOOD HEALTH AND WELL-BEING	54, 84	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	38, 85
 6 CLEAN WATER AND SANITATION	39, 54, 84	 13 CLIMATE ACTION	37, 54, 85
 7 AFFORDABLE AND CLEAN ENERGY	39, 84	 15 LIFE ON LAND	39, 85
 8 DECENT WORK AND ECONOMIC GROWTH	35	 17 PARTNERSTWA NA RZECZ GELÓW	34
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	84		
 11 SUSTAINABLE CITIES AND COMMUNITIES	36, 84		



Compliance with TCFD

Area	Disclosure	Location
Management	<p>Description of the organisation management methods with regard to climate risks.</p> <p>Description of the role of management in the process of assessing and managing climate-related risks and opportunities.</p>	32, 40
Strategy	<p>Description of the climate-related risks and opportunities that the organisation has identified in the short, medium, and long term.</p> <p>Description of the impact of climate-related risks and opportunities on the organisation's business activities, strategy, and finances.</p> <p>Description of the resilience of the organisations' strategy in consideration of the 1.5 °C scenario.</p>	40-46
Risk management	<p>Description of the processes for identifying and assessing climate-related risks.</p> <p>Description of climate-related risk management processes.</p> <p>Description of the integration of climate risk management processes with general risk management</p>	40-46
Indicators and goals	<p>Indicators that the organisation uses to assess climate-related risks and opportunities in line with its risk management strategy and processes.</p> <p>Greenhouse gas emissions for scopes 1, 2 and, if relevant, 3 and a description of the associated risks.</p> <p>Description of goals used for climate risk management.</p>	33-39, 91, 113

GRI Content Index

Statement of use The Tonsa Commercial REI N.V. Group has filed the report for the period 01 January 2023 to 31 December 2023 in accordance with the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments
General information about the organization and material topics:				
G1 – Ethics				
G3 – Cooperation for sustainable development				
G4 – Sustainable value chains				
GRI 2: General Disclosures 2021	2-1	Organizational details	104	
	2-2	Entities included in the organization’s sustainability reporting	104	ESRS 1 ESRS 2
	2-3	Reporting period, frequency and contact point	105	ESRS 1
	2-4	Restatements of information	105	ESRS 2
	2-5	External assurance		None
	2-6	Activities, value chain and other business relationships	5-7, 29, 51	ESRS 2
	2-7	Employees	29, 66, 119	Due to the specific nature of the Tonsa Group companies (real estate portfolio) and external requirements set by, for example, financing banks, employment in the Group is significantly limited. ESRS 2 ESRS S1
	2-8	Workers who are not employees	29, 66, 119	The figures do not include employees and associates in related entities. ESRS S1
	2-9	Governance structure and composition	29-32, 119	ESRS 2 ESRS G1
	2-10	Nomination and selection of the highest governance body	29-32	
	2-11	Chair of the highest governance body	31	ESRS 2 ESRS G1

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	32	ESRS 2 ESRS G1
	2-13	Delegation of responsibility for managing impacts	32	ESRS 2 ESRS G1
	2-14	Role of the highest governance body in sustainability reporting	32	ESRS 2
	2-15	Conflicts of interest	47	
	2-16	Communication of critical concerns	40, 47	ESRS 2 ESRS G1
	2-17	Collective knowledge of the highest governance body	29-32	ESRS 2
	2-18	Evaluation of the performance of the highest governance body	32	
	2-19	Remuneration policies		Confidentiality constraints (internal politics) ESRS 2 ESRS E1
	2-20	Process to determine remuneration		As above ESRS 2
	2-21	Annual total compensation ratio		As above ESRS S1
	2-22	Statement on sustainable development strategy	3	ESRS 2
	2-23	Policy commitments	33, 47	ESRS 2 ESRS S1 ESRS S2 ESRS S3 ESRS S4 ESRS G1
	2-24	Embedding policy commitments	33, 47	ESRS 2 ESRS S1 ESRS S2 ESRS S3 ESRS S4 ESRS G1

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments	
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	40-47		ESRS S1 ESRS S2 ESRS S3 ESRS S4
	2-26	Mechanisms for seeking advice and raising concerns	47		ESRS S1 ESRS S2 ESRS S3 ESRS S4 ESRS G1
	2-27	Compliance with laws and regulations		No non-compliance identified	ESRS 2 ESRS E2 ESRS S1 ESRS G1
	2-28	Membership associations	34, 59		
	2-29	Approach to stakeholder engagement	51-53		SRS 2 ESRS S1 ESRS S2 ESRS S3 ESRS S4
	2-30	Collective bargaining agreements		None	ESRS S1
Material topics: G2 – Fair competition and responsible marketing					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	51, 101-103		ESRS 2
	3-2	List of material topics	102-103		ESRS 2
E1 – Biodiversity					
GRI 101: Biodiversity 2024	3-3	Management of material topics	33		ESRS 2
	101-1	Policies to halt and reverse biodiversity loss	33, 86		ESRS E4
	101-2	Management of biodiversity impacts	33, 86		ESRS E4

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments	
GRI 101: Biodiversity 2024	101-3	Access and benefit-sharing	86-88		ESRS E4
	101-4	Identification of biodiversity impacts	86-88		ESRS E4
	101-5	Locations with biodiversity impacts	86-88		ESRS E4
	101-6	Direct drivers of biodiversity loss	86-88		ESRS E4
	101-7	Changes to the state of biodiversity	86-88		ESRS E4
S2 – Promoting a sustainable city E3 – Resilience to climate change					
GRI 201: Economic Performance 2016	3-3	Management of material topics	33		ESRS 2
	201-1	Direct economic value generated and distributed	6, 33-36		
	201-2	Financial implications and other risks and opportunities due to climate change	40-46		ESRS E2
GRI 203: Indirect Economic Impacts 2016	3-3	Management of material topics	33-36		
	203-1	Infrastructure investments and services supported	6, 33-36		
	203-2	Significant indirect economic impacts	6, 33-36		ESRS S1 ESRS S2 ESRS S3
GRI 204: Procurement Practices 2016	3-3	Management of material topics	35		ESRS G1
	204-1	Proportion of spending on local suppliers	35		

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments	
G2 - Fair competition and responsible marketing					
GRI 206: Anti-corruption 2016	3-3	Management of material topics	47		
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		None	
E5 - Circular economy					
GRI 301: Materials 2016	3-3	Management of material topics	95-96		ESRS E5
	301-1	Materials used by weight or volume	95-96, 117		ESRS E5
	301-2	Recycled input materials used	95-96, 117		ESRS E5
	301-3	Reclaimed products and their packaging materials	95-96, 117		ESRS 1 ESRS E5
E2 - Energy saving					
GRI 302: Energy 2016	3-3	Management of material topics	89-90		ESRS E1
	302-1	Energy consumption within the organization	89-90, 115	The data is presented as a comparison to the previous year and the base year	ESRS E1
	302-2	Energy consumption outside of the organization	89-90, 115	As above	ESRS E1
	302-3	Energy intensity	89-90, 115	As above	ESRS E1
	302-4	Reduction of energy consumption	89-90, 115	As above	ESRS E1
	302-5	Reductions in energy requirements of products and services	89-90, 115	As above	ESRS E1
	E6 - Efficient water consumption				
GRI 303: Water and Effluents 2018	3-3	Management of material topics	94		ESRS E2 ESRS E3
	303-1	Interactions with water as a shared resource	94		ESRS E2 ESRS E3

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments	
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	94		ESRS E2
	303-3	Water withdrawal	116	The data is presented as a comparison to the previous year and the base year	
	303-4	Water discharge	116		
	303-5	Water consumption	116		ESRS E3
E4 - Carbon footprint reduction					
GRI 305: Emissions 2016	3-3	Management of material topics	91		ESRS E1 ESRS E2
	305-1	Direct (Scope 1) GHG emissions	113-114	The data is presented as a comparison to the previous year and the base year	ESRS E1
	305-2	Energy indirect (Scope 2) GHG emissions	113-114	As above	ESRS E1
	305-3	Other indirect (Scope 3) GHG emissions	113-114	As above, cat. 13	ESRS E1
	305-4	GHG emissions intensity	113-114		ESRS E1
	305-5	Reduction of GHG emissions	113-114		ESRS E1
	305-6	Emissions of ozone-depleting substances (ODS)		No data	ESRS E1
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		No data	ESRS E2
E5 - Circular economy					
GRI 306: Waste 2020	3-3	Management of material topics	97-98		ESRS E5
	306-1	Waste generation and significant waste-related impacts	97-98		ESRS 2 ESRS E5

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments	
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	97-98		ESRS E5
	306-3	Waste generated	118		ESRS E5
	306-4	Waste diverted from disposal	118		ESRS E5
	306-5	Waste directed to disposal	118		ESRS E5
S4 - Employee rights					
GRI 401: Employment 2016	3-3	Management of material topics	66-67		ESRS S1 ESRS S2
	401-1	New employee hires and employee turnover	119		ESRS S1
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	66-67		ESRS S1
	401-3	Parental leave	66-67		ESRS S1
S1 - Health and safety					
GRI 403: Occupational Health and Safety 2018	3-3	Management of material topics	54-58		ESRS S1 ESRS S2
	403-1	Occupational health and safety management system	54-58		ESRS S1
	403-2	Hazard identification, risk assessment, and incident investigation	54-58		ESRS S1
	403-3	Occupational health services	54-58		ESRS S1
	403-4	Worker participation, consultation, and communication on occupational health and safety	54-58		ESRS S1

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments	
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	54-58, 119		ESRS S1
	403-6	Promotion of worker health	54-58		ESRS S1
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54-58		ESRS S2
	403-8	Workers covered by an occupational health and safety management system	119		ESRS S1
	403-9	Work-related injuries		None	ESRS S1
	403-10	Work-related ill health		None	ESRS S1
S5 - Diversity and equality					
GRI 405: Diversity and Equal Opportunity 2016	3-3	Management of material topics	29-32		ESRS S1 ESRS S2
	405-1	Diversity of governance bodies and employees	119		ESRS S1 ESRS S2
S6 - Counteracting discrimination					
GRI 406: Non-discrimination 2016	3-3	Management of material topics	47		ESRS S1 ESRS S2 ESRS S4
	406-1	Incidents of discrimination and corrective actions taken		None	ESRS S1
S1 - Health and safety					
GRI 410: Security Practices 2016	3-3	Management of material topics	54-58		ESRS S3
	410-1	Security personnel trained in human rights policies or procedures		100%	ESRS S3

GRI Standard	GRI Number	GRI Disclosure	Page number	Comments	
S3 - Community involvement and relationships with local communities					
GRI 413: Local Communities 2016	3-3	Management of material topics	62-65		ESRS S3
	413-1	Operations with local community engagement, impact assessments, and development programs	62-65		ESRS S3
	413-2	Operations with significant actual and potential negative impacts on local communities	62-65		ESRS 2 ESRS S3
S1 - Health and safety					
GRI 416: Customer Health and Safety 2016	3-3	Management of material topics	54-58		ESRS S4
	416-1	Assessment of the health and safety impacts of product and service categories	54-58		ESRS S4
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		None	ESRS S4
G2 - Fair competition and responsible marketing					
GRI 417: Marketing and Labeling 2016	3-3	Management of material topics	47		ESRS S4
	417-1	Requirements for product and service information and labeling	47		ESRS S4
	417-2	Incidents of non-compliance concerning product and service information and labeling		None	ESRS S4
	417-3	Incidents of non-compliance concerning marketing communications		None	ESRS S4





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○ Data Tables

305-1
305-2
305-3
305-4
305-5
305-6

Methodology:

- *The GHG Protocol A Corporate Accounting and Reporting Standard*
In Scope 1, we consider direct emissions from fuel combustion and refrigerant leaks.
- *GHG Protocol Scope 2 Guidance - An Amendment to the GHG Protocol Corporate Standard*
Within scope 2 of GHG emissions, the emissions resulting from the Group's electricity and heat consumption are taken into account They are calculated in accordance with the location-based method, using the emission indicators publicly available on the website of KOBIZE (The National Centre for Emissions Management) and the ERO, and in accordance with the market-based method using indicators obtained from energy suppliers.
- Corporate Value Chain (Scope 3) Accounting and Reporting Standard Supplement to the GHG Protocol Corporate Accounting and Reporting Standard
We present the issue of Scope 3 in this Report as limited to the leased assets we own.



Olivia Centre

Location-based:

GHG emissions	Change 2023/2022	Change 2023/2019
Scope 1.	23%	5439%
Scope 2.	-8%	-41%
Scopes 1 and 2.	-7%	-37%
Scope 3.*	-3%	17%
Total operational carbon footprint	-5%	-11%

GHG emissions intensity	Change 2023/2022	Change 2023/2019
Scopes 1 and 2.	-7%	-33%
Scope 3.	-3%	3%
Total	-5%	-11%

Market-based:

GHG emissions	Change 2023/2022	Change 2023/2019
Scope 1.	23%	No data available
Scope 2.	-22%	
Scopes 1 and 2.	-20%	
Scope 3.*	-22%	
Total operational carbon footprint	-21%	

GHG emissions intensity	Change 2023/2022	Change 2023/2019
Scopes 1 and 2.	-20%	No data available
Scope 3.	-22%	
Total	-21%	





Olivia Home

Location-based:

GHG emissions	Change 2023/2022	Change 2023/2019
Scope 1.	0%	No Olivia Home activity in 2019
Scope 2.	160,34%	
Scope 3.	No data available	

Market-based:

GHG emissions	Change 2023/2022	Change 2023/2019
Scope 1.	0%	No Olivia Home activity in 2019
Scope 2.	117,84%	
Scope 3.	No data available	



Methodology:

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



Olivia Centre

	Change 2023/2022	Change 2023/2019
Energy consumption at Olivia Centre		
Electricity	-1%	-11%
Thermal energy	-8%	-8%
Diesel oil	-3%	19%
Energy consumption at common areas		
Electricity	-4%	-29%
Thermal energy	-9%	-30%
Diesel oil	-3%	19%
Energy consumption by the Residents		
Electricity	2%	21%
Cold	-2%	-4%
Thermal energy	-6%	71%

Energy consumption intensity at Olivia Centre	Change 2023/2022	Change 2023/2019
Electricity	-1%	-11%
Thermal energy	-8%	-8%
Cold	-2%	13%
Diesel oil	-3%	19%



Methodology:

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



Olivia Centre

Water consumption	Change 2023/2022	Change 2023/2019
Olivia Centre	14%	-24%
Residents' areas	8%	6%
Common parts	20%	-37%

Water consumption intensity	Change 2023/2022	Change 2023/2019
Olivia Centre	14%	-24%
Residents' areas	8%	24%
Common parts	20%	-51%



Olivia Home

Water consumption	Change 2023/2022	Change 2023/2019
Platynowa Park	39,9%	No Olivia Home activity in 2019



301-1
301-2
301-3

Methodology:

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



Olivia Centre

Materials used in the development of the green patio at Olivia Prime A	Unit of measure	Quantity in 2022	Quantity in 2023
Common yew	pcs	No data available	21
Hakonechloa macra	pcs		26
'Stella de Oro' Lilac	pcs		26
Japanese pachysandra	pcs		36
Common periwinkle	pcs		36
Allium 'Globemaster' size 18/20	pcs		52
Total	pcs		197

Materials used for building management services	Unit of measure	Quantity in 2022	Quantity in 2023
Liquid soap	l	2100	2403
Paper towel	pcs	8000	7346
Toilet paper	pcs	14200	25749
Air filters	t	5	No data available



Olivia Home

Quantity of materials used at the implementation of Platynowa Park project	Unit of measure	Quantity in 2022	Quantity in 2023
Non-recyclable materials:	t	5 069,7	2 020,9
Concrete	t	4 321,3	981,9
Stone	t	-	901,3
Plasterboard	t	270,4	42,0
Plastic	t	9,5	40,4
Steel	t	290,9	32,7
Aluminium	t	-	13,0
Glass	t	28,6	5,9
Ceramics	t	4,6	3,6
Mineral wool	t	24,3	-
Bitumen	t	9,6	-
Recyclable materials:	t	1 903,1	2 020,9
Earth	t	1 890,0	4 417,5
Timber	t	13,1	23,1
Greenery	t	-	9,7
Total	t	6 972,8	4 041,7





Olivia Centre

Methodology:

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

- the type of waste actually generated,
- information obtained from the recipients,
- the use of - to a greater extent than before - a waste press and a rotocompactor

We have also included these indicators in the calculations for 2022 and 2023.

Data is given for the entire Olivia Centre - including our Residents, the tenants of our buildings - due to the impossibility of separating waste data generated only by us.

In addition, we also separately segregate paper towels (Tork PaperCircle programme), as well as cardboard packaging and filters, sorbents, wiping cloths and protective clothing, which are individually weighed each time they are collected. The same is true of the waste that is generated on site - thanks to the BDO (waste database) cards provided from the Contractors, we are able to control the amount of waste generated.

Quantity of municipal waste	Unit of measure	2022	2023	Change
BIO	t	474	374	-21%
Paper	t	65	62	-5%
Metals and plastics	t	37	37	1%
Residual waste	t	615	663	8%
Glass	t	53	59	11%
Total	t	1 244	1 196	-4%

Quantity of waste additionally sorted and transferred to other recipients for recycling:	Unit of measure	2022	2023	Change
Filters, absorbents, wiping cloths and protective clothing	t	4,25	2,7	-36,47%
Paper and cardboard packaging	t	1,88	11,27	499,47%
Paper towels	t	7,02	10,45	48,86%
Total	t	13,15	24,42	85,70%



Olivia Home

Quantity of waste generated at the construction site	Unit of measure	2022	2023	Change
	t	10,42	60,95	484,98%

Employees

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

Methodology:

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

Number of employees in the Group (regardless of the type of employment)	Total	Women	Men
Total in the Group	31	1	30
Persons under 30	0	0	0
Persons aged 30-50	19	1	18
Persons over 50	12	0	12

Employee turnover in the Group	Total	Women	Men
Number of persons hired in 2023	17	0	17
Persons under 30	0	0	0
Persons aged 30-50	16	0	16
Persons over 50	1	0	1
Number of persons who left in 2023	6	3	3
Persons under 30	1	1	0
Persons aged 30-50	4	2	2
Persons over 50	0	0	
Rotation index	35,29		

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

Due to restrictions on hiring employees, there was no remuneration policy in place at the Group companies in 2023, and the process of setting salaries was part of a cost management structure conducive to the growth and security of the entire organisation.



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