

WWW.CAVATINA.PL



SUSTAINABLE DEVELOPMENT REPORT

2023

TABLE OF CONTENTS

	LETTER FROM THE MANAGEMENT BOARD	4
)1	ABOUT THE CAVATINA HOLDING GROUP	6
	I CAVATINA HOLDING GROUP AND ITS ACTIVITIES	7
	OUR BUSINESS MODEL	10
	OUR PROPERTIES	13
	DIRECTIONS OF OUR STRATEGY	15
	STAKEHOLDER RELATIONS	17
	PARTNERSHIPS AND AWARDS	20
	NATURAL ENVIRONMENT	22
	OUR RESPONSIBILITY FOR CLIMATE CHANGE	23
	WE REDUCE THE ENVIRONMENTAL IMPACT OF OUR PROJECTS	27
	GREEN CERTIFICATIONS	36
	CLIMATE RISKS AND OPPORTUNITIES	38
	CORPORATE SOCIAL RESPONSIBILITY	42
	THE IMPORTANCE OF SOCIAL RESPONSIBILITY	43
	WE CREATE CITY-FORMING PROJECTS	47
	IMPLEMENTING THE MISSION OF EXTENDED SOCIAL RESPONSIBILITY	51
	HEADCOUNT IN THE CAVATINA HOLDING GROUP	58
	WE CARE ABOUT THE SAFETY, HEALTH AND WELL-BEING OF OUR EMPLOYEES	62
	WE CARE ABOUT OUR EMPLOYEES	64
ŀ.	CORPORATE GOVERNANCE	66
	I WE CONDUCT OUR BUSINESS RESPONSIBLY	67
	CAVATINA HOLDING S.A. GOVERNING BODIES AND CORPORATE	
	GOVERNANCE PRINCIPLES	72
	WE BUILD VALUE BY ACTING ETHICALLY	76
ŀ	ABOUT THE REPORT	78
	REPORTING APPROACH	79







LETTER FROM THE MANAGEMENT BOARD



GRI: 2-22 DEAR SHAREHOLDERS, CUSTOMERS, PARTNERS, EMPLOYEES

for another consecutive year, we are summarising the activities we have implemented in the areas of the environment, society and corporate governance. The year 2023 was an extremely important year for us from a business perspective - we began a process of strategic change, increasing the diversification of our development portfolio with a significant component of residential projects. The fact that we are now a creator of spaces not only for work and leisure, but also simply for everyday life, further increases our level of impact on urban space and people. We invariably ensure that this influence of ours is positive - taking into account the sensibly identified needs of local communities, exerted through sustainable designs created with passion and respect for the environment. As part of our transparent policy of communicating with key stakeholders, we are putting Cavatina Holding S.A.'s ESG report into your hands for the third time.

With our new business strategy, we are gradually changing the proportion of projects we are launching. We are continuing the development and commercialisation of Class A office buildings, as well as ensuring the highest quality of management in the facilities remaining in our portfolio. Mixed-use (mixed-use) developments, which fit into the idea of the 15-minute city, continue to form a significant part of our portfolio. When launching new residential projects, we ensure that their future residents have quick access to the services, communications and cultural offerings and green spaces of the cities in which we operate. We understand very well the need to take care of all everyday matters without having to waste time on long journeys - which is why we support the trend away from mono-districts towards multifunctional complexes with different functions and entire city quarters.

The city-building character of our projects is invariably accompanied by distinctive modern design and high-quality architecture. There are no two locations with exactly the same needs - in preparing the concept for our investments we each time carefully analyse the conditions, the gaps in the surrounding urban fabric and the changing needs of the residents and users of the space in question. Housing, services, offices, cultural facilities, places for relaxation and activity, as well as necessary



infrastructure elements such as reconstructed local roads - we combine all these elements in a thoughtful manner in different layouts and proportions.

The diversity of our projects is linked to the fact that some of them involve the revitalisation of post-industrial urban areas, thanks to which we restore undeveloped spaces to cities - examples of such projects include WIMA Widzew Manufaktura in Łódź, Grundmanna Office Park in Katowice and Palio Office Park in Gdańsk. The evolution of cities, the need to prevent them from overflowing beyond their existing boundaries with a shrinking base of vacant land in the vicinity of city centres - these are challenges to which revitalisation and reinvention of buildings that do not meet market standards today is the answer.

We feel responsible for the process of positive change, which is why we invariably take care at every stage of our developments to make them sustainable and to integrate them into the green space surrounding our developments. We aim to systematically reduce the negative impact of our projects on the environment, while at the same time providing opportunities for the community of the city.

In 2023, we completed further investments meeting the requirements of the BREEAM green certification - buildings B and D within the Ocean Office Park complex in Kraków, Cavatina Hall B in Bielsko-Biała and WiMa Widzewska Manufaktura D in Łódź, with a total area of 40 thousand m2 GLA. In addition, in the first quarter of 2024, we completed Quorum A in Wrocław with an area of 18.2 thousand m2 GLA, and we are currently completing the first office building A within Grundmanna Office Park in Katowice.

We are also assessing the new projects entering our portfolio according to the WELL Health-Safety Rating certification systems to help the tenants of our office spaces create a safe working environment.

The past year has brought further industry and architectural awards for our projects - Cavatina Hall (Property Design Awards), Grundmanna Office Park (European Property Awards, Paris Design Awards, International Architecture & Design Awards), Ocean Office Park (Office Investment of the Year, Prime Property Prize) and Quorum (European Property Awards). In addition, the unique, culture-creating mixed-use project Cavatina Hall in Bielsko-Biała was selected as the 'lcon of the City' in the Supermunicipal and Superregional competition of Gazeta Wyborcza. We endeavour to have ESG criteria sewn into every one of our processes, making key business decisions - a result of our guiding idea of extended social responsibility. We continue to be active in areas related to education, health, culture and the arts. We also activate our employees and the surrounding area to pursue sporting passions, and we support rising sports stars.

It is particularly noteworthy that in 2023 the Cavatina Hall in Bielsko-Biała not only hosted numerous and varied concerts providing the region's inhabitants with new opportunities to experience culture, but also that the first Cavatina Guitar Festival, which lasted five days, was successfully held. In total, Cavatina Hall has already hosted more than 220 concerts and scrolled through 135,000 event participants. Within the non-profit Cavatina Studio, more artists have recorded their albums. Cavatina Film Production, which produces and promotes independent cinema, is also continuing its activities. The Holistic Think Tank's work on education has also increased in scale. These are just a selection of projects that illustrate how we understand and implement our mission of extended social responsibility.

We are continuing to implement the business strategy adopted in 2023, which allows us to fully exploit the current market potential. We also want to continue to strengthen the Group's position in the capital market. These actions must go hand in hand with a continuous increase in the positive impact we can have on the environment in each of the ESG aspects. As a listed company and a promoter of setting new standards in the Polish real estate market, we intend to permanently link the development of the company with the sustainable development of Polish cities.

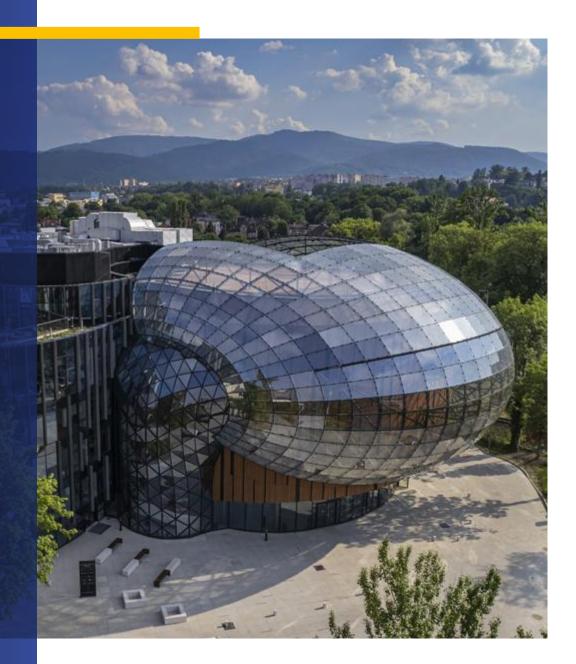
We invite you to read this report carefully.

Yours sincerely, Management Board of Cavatina Holding S.A.*

Rafat Malarz, President of the Management Board of Cavatina Holding S.A.. Daniel Draga, Vice President of the Management Board of Cavatina Holding S.A.. Szymon Będkowski, Vice President of the Management Board of Cavatina Holding S.A.







ABOUT THE CAVATINA HOLDING GROUP

CAVATINA HOLDING GROUP AND ITS ACTIVITIES

LEADER OF THE OFFICE REAL ESTATE MARKET IN POLAND

GRI: 2-1; 2-2

In terms of the scale of our operations, including the number of cities where we implement our projects, we are one of the leading office developers in Poland. Our core business is to execute development projects consisting in the construction of large Class A office buildings, and to manage the properties, earn rental income and sell the commercialized buildings. GDAŃSK WARSZAWA UODZ WROCLAW BIEŁSKO BIALA KATOWICE KRAKÓW

Kraków, Łódź, Wrocław, Gdańsk and Katowice.

Poland, particularly in Warsaw,

The Group operates in most major cities in



Our head office is located in Kraków,, and we also have a branch in Bielsko-Biała and regional sales offices in each of the cities where we carry out our projects.



We specialise in development projects ranging from 20,000 m² GLA¹ for single buildings to 100,000 m² GLA for multi-functional complexes.



Our business is based on a unique business model that involves developing a wide range of competences within the Group. This enables us to manage all the key stages of the investment process ourselves.



Our projects are characterised by exceptional design, which wins awards in national and international competitions, and the highest quality finishes.

	٢	_	_		
•	L			Τ	
	1	•			
	Ш	1	2	ч	

Our priority is sustainable construction and ensuring the comfort and safety of the users of our buildings, as evidenced by the BREEAM certificates we have earned.



We attach great importance to the city-forming role of our projects, taking care to integrate them harmoniously into the existing urban fabric and to meet the needs of the local community.

* * GLA (gross leasable area). An area measure used to determine the leasable area in commercial buildings.



WE MAINTAIN A STRONG POSITION IN THE MARKET THANKS TO:

- a stable capital base, which we systematically strengthen with external financing, which allows us to increase the profitability of projects,
- many years of experience of the team of managers and associates, who are responsible for the implementation of each stage of the investment,

GRI: 2-2 COMPOSITION OF THE GROUP

The Cavatina Holding SA Group (referred to in the text as the Cavatina Holding Group or the Group) at 31.12.2023 consisted of the parent company Cavatina Holding SA and 44 subsidiaries (Cavatina GW - general contractor; Cavatina CUW - shared services centre; and 42 special purpose vehicles dedicated to individual investment projects) and one jointly controlled entity - Cavatina Office. Subsidiaries are consolidated using the full method, while the jointly controlled entity is consolidated using the equity method. The composition of the Group is presented in the Group's consolidated financial statements for 2023, available at https://ir.cavatina.pl/sprawoz-

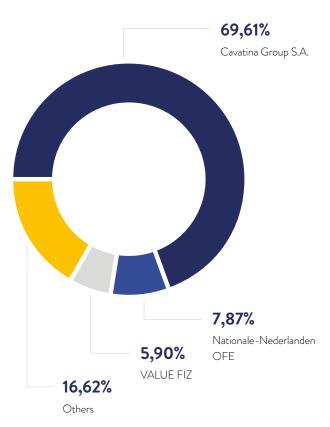
- the Group's extensive in-house expertise, which enables us to provide comprehensive implementation of development projects, including acting as the designer and general contractor, which allows us to optimise project timetables and budgets,
- cooperation with proven and trusted subcontractors, responsible for the execution of specific scopes of construction and assembly works, and with leading suppliers of construction materials.

dania/sprawozdania-finansowe/ in the section 'Group composition', page 10. The ultimate parent entity of the Group to which the Issuer belongs is Cavatina Sp. z o.o.. The direct parent entity of the Issuer is Cavatina Group S.A.. On 23 July 2021, Cavatina Holding S.A. made its debut on the Main Market of the Warsaw Stock Exchange.

The Sustainability Report relates to Cavatina Holding Group entities and companies: Cavatina sp. z o.o.; Cavatina Group S.A., Fiducia Foundation, Globiana sp. z o.o., Pensieri sp. z o.o..



Chart 1. SHAREHOLDING STRUCTURE AS OF 31.12.2023



EY INFORMATION ABOUT THE GROUP AS AT THE REPORT DATE sold projects **NEARLY 150 THOUSAND SOM GLA** - NEARLY PLN 1.6 BILLION completed projects **OVER 325 THOUSAND** SQM GLA 9 1 facilities commissioned new project started **EMPLOYEES AND** in 2023 in 2023 ASSOCIATES **NEARLY 40 1 PHASE** THOUSAND SQM GLA 19,500 SQM GLA PLN 5 PLN bln bln TOTAL VALUE OF ASSETS **NET REVENUES FINANCIAL LIABILITIES**

FROM THE BEGINNING OF OUR OPERATIONS UNTIL THE DATE OF THIS REPORT, WE HAVE COMPLETED THE CONSTRUCTION OF 21 OFFICE PROJECTS WITH A TOTAL AREA OF OVER 325 THOUSAND SQM GLA.

Eight of them, with a total area of nearly 150 thousand sqm GLA, we sold to external parties in transactions with a total value exceeding PLN 1.6 billion. The remaining properties in the Group's portfolio, with a total area of more than 175 thousand sqm GLA, were, on average, 60% commercialized at the end of 2023. In 2023, we delivered another four projects - Widzew Manufaktura D in Łódź, Ocean Office Park B and Ocean Office Park D in Kraków, and Cavatina Hall B in Bielsko-Biała. We are currently constructing office projects with a total area of about 20,000 sqm.



OUR BUSINESS MODEL

CAVATINA HOLDING CAPITAL GROUP OPERATES BASED ON A UNIQUE BUSINESS MODEL THAT PROVIDES FULL CONTROL OVER ALL KEY PROCESSES RELATED TO THE IMPLEMENTATION OF REAL ESTATE PROJECTS – BOTH OFFICE AND RESIDENTIAL.

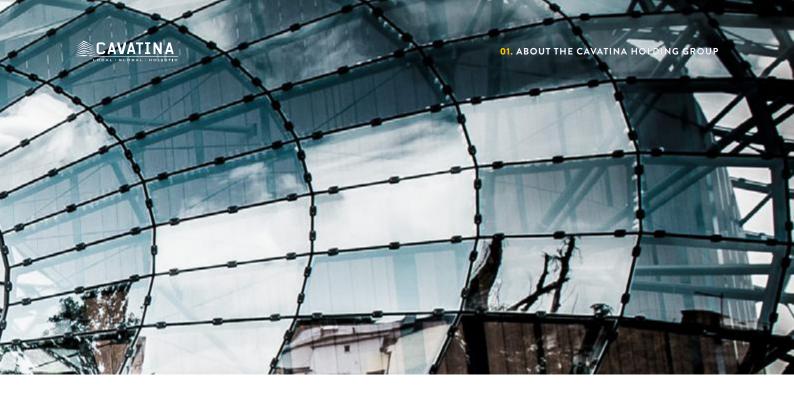
This model includes independent design, procurement, construction and supervision activities, which enables the Group to act as general contractor for each project. The Group's in-house resources allow it to be independent of external design firms, which in turn contributes to a reduction in the cost of purchasing construction and finishing materials and full control over the quality of execution.

One of the key elements of the Group's business model is its emphasis on sustainable construction, confirmed by the environmental certifications it has obtained, such as BREEAM. By accurately identifying market needs, the Group attracts reputable tenants, including international corporations and leading Polish companies.

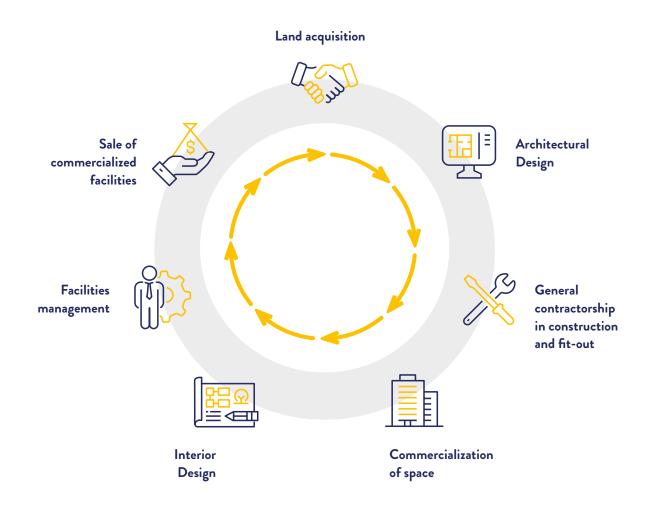
The Group's main areas of expertise include:

- **land acquisition** the Group is active in acquiring attractive land properties in key commercial and residential property markets using an extensive network of intermediaries.
- architectural design the Group independently undertakes complex architectural and construction projects, as well as interior design. The Group's team is made up of experienced architects and engineers, which enables it to fully adapt its projects to market needs.

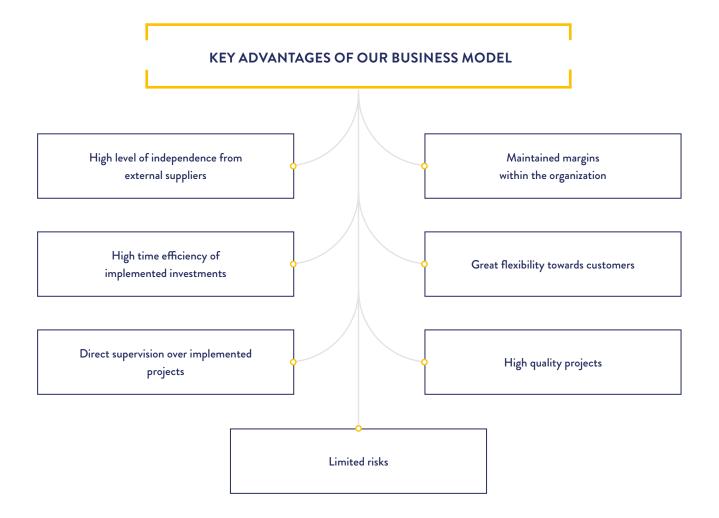
- **general contractorship** the Group acts as a general contractor, which allows it to optimise the costs, schedules and quality of project implementation, while managing the budget and selecting the best subcontractors and suppliers.
- **commercialisation of space** the Group actively manages the commercialisation process of its facilities, cooperating with key real estate agencies in Poland, which ensures effective service to tenants and adaptation of space to their needs. Facility management - The Group manages its properties from the completion of commercialisation to their sale, taking care to minimise operating costs and provide high quality services.
- **facility management** The Group manages its properties from the completion of commercialisation to their sale, taking care to minimise operating costs and provide high quality services.
- **sale of commercialised facilities** The sale of office properties is coordinated by the Group's Management Board and legal services are provided by experienced law firms.
- sales of flats The Group uses the resources of the related company Resi Capital S.A. for the efficient sale of flats, which is carried out taking into account flexibility and customer needs.

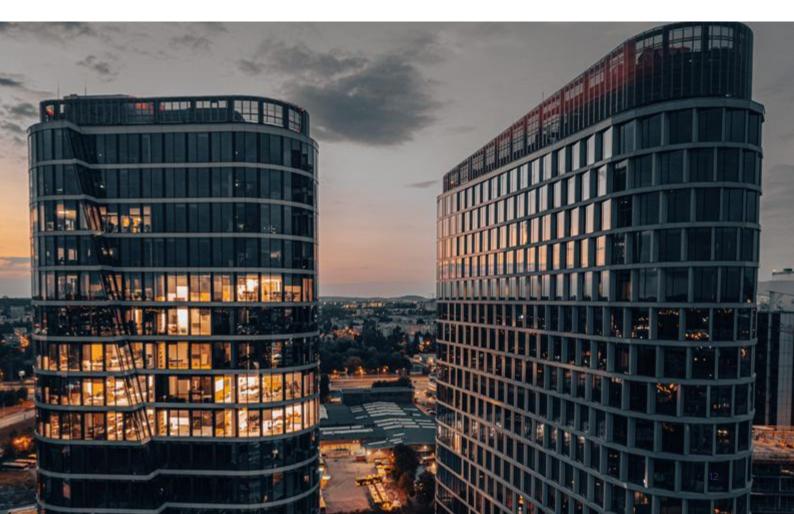


The Group's business model allows for high margins on implemented projects, which is one of the key elements of Cavatina Holding's market strategy. It is distinguished by exceptional flexibility in adapting to customer needs and efficient management of the process of adapting space to tenants' requirements, which is a key factor when choosing a building. Thanks to the comprehensive competences within the Group, we ensure very high quality of our implementations.









OUR PROPERTIES

WE CARRY OUT PROJECTS IN POLAND'S BIGGEST CITIES



gdańsk **PALIO OFFICE PARK**

A modern office complex located in a historic location on the site of the former Gdańsk Shipyard. The project combines tradition with modernity, offering class A office spaces that are part of a larger revitalization initiative. Cultural and social spaces are also being created around the office buildings, creating a dynamic business and cultural center in the heart of Gdańsk.



WARSZAWA CHMIELNA 89

A modern office building with unique architecture inspired by the shape of a crystal. Its distinctive silhouette fits perfectly into the vibrant center of Warsaw, offering top-class office space with access to numerous amenities, including green terraces. This office building is a symbol of modernity and an innovative approach to urban architecture.



LÓDŹ WIMA WIDZEWSKA MANUFAKTURA

A project that brings life back to the historic textile mills in Łódź. Respecting tradition, the complex has been transformed into a modern mixed-use center that combines office, residential, commercial and recreational spaces. A key element of the project is the revitalization of a century-old park that will become the green heart of this part of the city.

KRAKÓW OCEAN OFFICE PARK

The modern office complex stands out with its architecture inspired by the aquatic ecosystem. Situated in a prime location in Krakow, the project offers extensive infrastructure for cyclists, numerous green areas and technologically advanced solutions for managing office space. It is a place that promotes innovation and a modern work style, combining functionality with aesthetics inspired by nature.

wrocław **QUORUM**

The largest multifunctional complex in Wrocław, which harmoniously combines office, residential and recreational spaces. The project stands out not only for its size, but also for its innovative approach to creating urban spaces - from green roofs and viewing terraces to numerous service premises available to residents and employees. Quorum focuses on the integration of city life with nature, offering spaces that are conducive to both work and relaxation.



BIELSKO-BIAŁA CAVATINA HALL

A unique facility that goes beyond the traditional definition of an office building. It is a place that combines commercial and cultural functions – it offers not only modern offices, but also one of the best acoustic concert halls in Poland. Thanks to its versatility, Cavatina Hall has become an icon of Bielsko-Biała, attracting both business and cultural events of national and international scope.





KATOWICE GRUNDMANNA OFFICE PARK

The modern office complex, which is currently under construction, is an example of an innovative approach to sustainable development. It was designed to fully meet the needs of modern tenants, offering workspaces that meet the highest ecological standards. The priority is to minimize the carbon footprint, which is achieved through the use of energy-saving technologies and the creation of green spaces that facilitate regeneration and rest.



SOLD PROJECTS

Table 1 COMPLETED AND SOLD PROJECTS AS OF DECEMBER 31, 2023

NR	PROJECT	СІТҮ
1	Global Office Park C	Katowice
2	Cavatina Hall A (office and retail part) i B	Bielsko-Biała
3	Palio Office Park A i B	Gdańsk
4	Equal Business Park D	Kraków
5	Global Office Park A1 i A2	Katowice
6	Quorum Office Park A i B	Wrocław
7	Widzewska Manufaktura D	Łódź
 8	Ocean Office Park B i D	Kraków
9	Chmielna 89	Warszawa
10	Diamentum Office	Wrocław
11	Equal Business Park A, B, C	Kraków
12	Carbon Tower	Wrocław
13	Tischnera Office	Kraków
14	Ocean Office Park A	Kraków

Table 2PROJECTS IN PROGRESS AS OF DECEMBER 31, 2023

NR	PROJECT	CITY
1	Grundmanna Office Park A	Katowice
2	Cavatina Hall A	Bielsko-Biała

DIRECTIONS OF OUR STRATEGY

KEY AIMS OF OUR STRATEGY

ſ	۵	<u>~</u>
I	V-//	/
I	VV	

			_
		12	-
	-		
		-	
	12	-	-
			-
		-	-
_			-
			-
	_		_
	_		

Dynamic development in the market for the construction of apartments intended for sale to direct customers.

Active management of the portfolio of completed commercial projects.

5.

6.

7.

8.



Continuation of operations in the best locations in most of the largest cities in Poland.

In order to effectively implement its strategic goals, the Group conducts a number of key operational activities, both within the organization and in interaction with the business environment. The most important of these activities are presented below:

- Focusing on the development of large-scale projects, including those that are part of mixed-use developments characterised by unique architecture and above-average quality and design. These projects are located in the largest Polish agglomerations, which ensures maximisation of margins due to the economies of scale and attractive sales prices.
- 2. A focus on identifying and meeting the needs of future commercial space tenants and flat purchasers by carefully selecting locations, monitoring market trends in construction technology, architecture, design and environmentally friendly solutions, and optimising the scale of projects to offer competitive rental rates and attractive sales prices while maximising the value of the property. The Group guarantees the highest quality of project execution, an exceptional commitment to interior design and the continuous improvement of qualifications of the staff responsible for working with clients.
- 3. Regular monitoring and analysis of the office property market and its participants, with an emphasis on maintaining relationships with potential investors through participation in trade fairs and industry meetings, as well as systematic study and analysis of market reports prepared by international consulting agencies.
- 4. Developing and strengthening the expertise of a team of experts to independently manage the entire investment process of each project. This includes engineering and architectural design, acting as general contractor, space commercialisation and property management, which translates into maximising the margin on each project.

Taking care of the quality of cooperation with the Group's partners, in particular with subcontractors and suppliers of construction materials, by flexibly setting payment deadlines on the basis of individual arrangements, thus preserving the liquidity of partners, shortening payment deadlines as necessary, after agreement with partners, and building long-term relationships with proven subcontractors by offering them cooperation on the Group's next projects.

- **Optimising project timetables** to achieve the best possible results and minimise organisational, time and financial risks, by conducting thorough absorption analyses of plots of land prior to acquisition to accurately determine the scale of the investment, carrying out detailed due diligence for each plot of land acquired to minimise the legal and business risks associated with the investment, and planning land payments at the stage of obtaining planning permission.
- **Ensuring diversified and stable sources of funding** to support the Group's dynamic growth, while enabling optimal rates of return to be achieved while maintaining financial security, by allocating a significant proportion of profits generated to financing the Group's operations and raising debt financing both on the public market and in the form of loans, bonds and borrowings.
- Minimising the time between the completion of commercialisation and the sale of projects, while maintaining the assumed rates of return on investment, allowing for the most effective reinvestment of capital in new projects.

WE SHAPE THE STRATEGY ON THE BASIS OF SUSTAINABILITY PRINCIPLES

GRI: 2-22

Aware of the environmental impact of the real estate industry, we know the important role we play in the fight against climate change. We begin each of our projects with these challenges in mind. We create spaces that meet the needs of local communities and modern business, while taking care of the environment and the comfort of users. We are currently in the process of developing a comprehensive ESG strategy that will allow us to meet the expectations of the market and investors even better.

Our efforts to date are producing tangible results, confirming our responsible approach to environmental issues. All our buildings are certified according to the BREEAM standard, one of the most prestigious international environmental assessment systems, at Excellent and Outstanding levels. The buildings receive high marks for location, transport accessibility, water and energy efficiency, and the use of environmentally friendly materials.

In the coming years, we intend to set priorities and directions for progressive decarbonisation, based on analyses of stakeholder needs and an assessment of climate-related risks and opportunities. Our goal is to implement the European Green Deal and achieve climate neutrality by 2050. We believe that a sustainable approach to business will contribute to better financial performance, increase our competitiveness, improve profitability and minimise operational risks, while strengthening our positive environmental impact.



STAKEHOLDER RELATIONS



GRI: 2-29

WE TAKE INTO ACCOUNT THE OPI-NIONS OF OUR STAKEHOLDERS

As a company that cares about the social and environmental dimensions of our business, we prioritise dialogue with our stakeholders to better understand their expectations and incorporate them into our decision-making processes (see Table 3). This approach enables us to implement projects and carry out activities in line with the needs of different stakeholder groups.

An example is the Palio Office Park project in Gdańsk, which was carried out in close cooperation with the city's conservation officer. This investment, which fits perfectly into the trend of revitalising post-industrial spaces, offers residents modern and functional space while meeting high ecological standards. Thanks to the use of environmentally friendly construction and technical solutions and the conservation officer's positive assessment of the landscaping project, this project is an excellent example of effective cooperation with stakeholders.

The next steps we take towards the gradual decarbonisation of the Group will also be based on an analysis of the needs and expectations of our stakeholders. Given the nature of our business, in addition to achieving our business objectives, we place a strong emphasis on the impact we have on communities and urban spaces. We are committed to addressing the environmental challenges faced by the real estate industry. Our activities go beyond standard commitments, implementing initiatives in areas such as education, health, culture, arts and urban planning - often overlooked by other companies in our industry. Since 2021, we have regularly documented our activities and successes in sustainability reports to serve as a valuable resource for all our stakeholders.

WE ACTIVELY ENGAGE IN ONGOING AND TRANSPARENT DIALOGUE WITH OUR STAKEHOLDERS

OWN INDICATOR:

Quality of communication with stakeholders

The stakeholder map has allowed us to identify the key groups we work with, based on the type and intensity of collaboration. In the table below, we set out the stakeholder groups we influence the most and those that have the greatest impact on our business. We communicate regularly with each of these groups, using a variety of communication tools and channels.

Our priority is to make communication accessible, understandable and valuable to stakeholders, and to support the building of positive relationships.

Table 3 COMMUNICATION WITH STAKEHOLDERS

STAKEHOLDER GROUP	HOW DO WE COMMUNICATE WITH THEM?
Clients/tenants	face-to-face meetings,
	e-mail and telephone contacts,
	 industry conferences,
	• sustainability report, ,
	• website,
	online information channels,
	• webinars and online conferences,
	• social media,
	media publications,
	 corporate materials in the form of brochures and folders,
	 videos,
	• information system in the form of a public, external newsletter on office space,
	• periodic research and surveys among managers and tenants, including surveys of customer satisfaction
	and expectations, creating products and services tailored to their needs
	 good purchasing practices among suppliers and service recipients.
Business partners	face-to-face meetings,
	e-mail and telephone contacts,
	 industry conferences,
	 periodic financial reports and performance presentations,
	 sustainability report,
	• website,
	Internet information channels,
	investor relations website,
	• webinars and online conferences,
	• social media,
	media publications,
	• corporate materials in the form of brochures and folders,
	• videos,
	 good purchasing practices among suppliers and service recipients.
Banks and funds	 face-to-face meetings,
	e-mail and telephone contacts,
	 industry conferences,
	 periodic financial reports and performance presentations,
	 result meetings after publication of periodic financial reports,
	 investor relations website,
	 sustainability report,



STAKEHOLDER GROUP	HOW DO WE COMMUNICATE WITH THEM?		
	webinars and online conferences,		
	media publications.		
Investors and analysts	face-to-face meetings,		
	• email and telephone contacts,		
	• periodic meetings with investors and shareholders, such as at industry conferences,		
	periodic financial reports and performance presentations,		
	 result meetings after publication of periodic financial reports, 		
	sustainability report,		
	investor relations website,		
	• webinars and online conferences,		
	• social media,		
	media publications.		
Rating companies	 financial reports and performance presentations, 		
	investor relations website,		
	sustainability report,		
	media publications.		
Environmental organizations	• sustainability report,		
	• website,		
	• social media,		
	 media publications, 		
	 videos. 		
Employees	 internal meetings with employees, 		
	 internal information sharing system (newsletter, internal publications) to provide employees with development opportunities and build understanding of strategy implementation, engaging employees to participate in internal initiatives, 		
	• social media,		
	• media publications,		
	• videos,		
	sustainability report.		
Local communities	• website,		
	• social media,		
	• media publications,		
	• videos,		
	sustainability report,.		



One of the main elements of our strategy towards our various stakeholder groups is to identify and meet the needs of potential tenants. We achieve this through the following activities:

- We carefully and precisely select the locations of our investments.
- We regularly analyse trends in the office property market, focusing on modern building technologies, architecture, design and expectations for environmentally friendly solutions.
- We optimise the scale of each project to ensure the best possible technical, operational and financial performance.
- We carry out projects with the highest quality, taking care of technological, technical and aesthetic aspects.
- We are actively involved in the processes of arranging and finishing the interiors according to the wishes of future tenants, which is our advantage in the market.
- We regularly upskill our staff, who are responsible for working with tenants, in terms of subject matter expertise and interpersonal skills.

PARTNERSHIPS AND AWARDS

MEMBERSHIP ASSOCIATIONS

GRI: 2-28

We are a member of the Polish Chamber of Commercial Real Estate (PINK), promoting good standards in the commercial real estate market by providing its members with a platform for the exchange of knowledge and contacts and business opportunities.

One of PINK's initiatives is cyclical meetings dedicated to the employees of member companies. This is an opportunity to exchange knowledge, experience and opinions, enriched by the authority of external experts.

Membership of this organisation allows us not only to actively participate in shaping the property market, but also to benefit from best practice and networking, which translates into real benefits for both our company and the sector as a whole. These activities are an integral part of our strategy to strive for sustainable development and improve standards in the industry.

AWARDS RECEIVED

OWN INDICATOR: Awards received

The Group's 2023 activities, carried out with the utmost attention to aesthetic, quality and technical standards, have resulted in a number of prestigious awards and accolades, which further highlight the exceptional quality and unique character of our projects. Each of these accolades is an acknowledgement of our consistent work to create architecture that not only stands out, but also raises standards in the real estate industry.





January 2023: Our flagship development, Cavatina Hall, was honoured with an award in the Commercial Interior Built category at **the Property Design Awards**. This particular accolade is testament to our ability to create interiors that not only meet the highest standards, but also exemplify modern commercial spaces. The award confirms that our approach to interior design combines functionality with sophisticated aesthetics.

March 2023: Cavatina Hall is once again in the spotlight, winning the title of 'City Icon' in the prestigious Super Cities and Super Regions competition organised by Gazeta Wyborcza. This accolade underlines our ability to create architecture that not only fits into the character of urban spaces, but also becomes a symbol of them. This investment is an example of how our projects can gain recognition not only for their innovation, but also for their relevance to local communities.

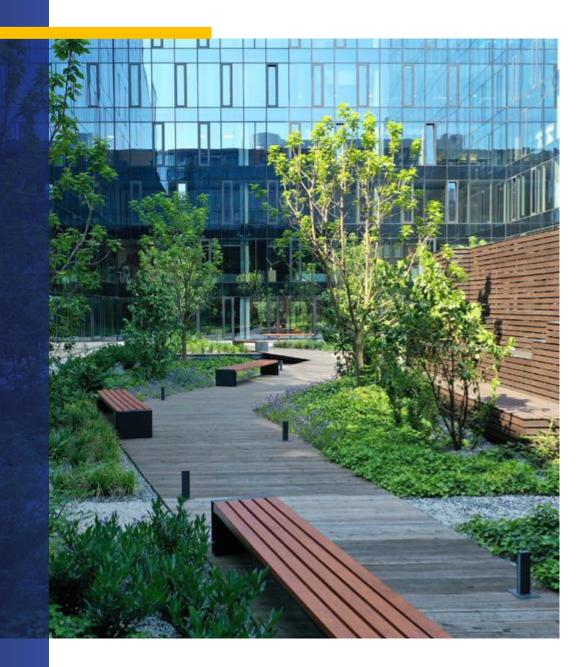
July 2023: The Grundmanna Office Park development stood out among European projects, winning an award in the Office Architecture category of the prestigious European Property Awards 2022-23. In addition, our commitment to quality and innovation was recognised at the Paris Design Awards 2023, where Grundmanna Office Park received an accolade in the Architecture - Commercial & Offices category. In the same month, another of our projects, Quorum, won recognition in the Residential High Rise Development category of the European Property Awards 2022-23, confirming our place among the leaders in the residential market. These achievements are testament to our ability to deliver projects that meet the highest international standards while making a significant contribution to urban architecture.

September 2023: Grundmanna Office Park continued its string of successes, winning the Office Building Architecture category at the International Architecture & Design Awards 2023, while the Ocean Office Park B development was named Office Investment of the Year at the prestigious Prime Property Prize 2023, a significant recognition for the best investment project of the year. These awards not only highlight the uniqueness of our projects, but also confirm our ability to anticipate and respond to changing market needs and investors' expectations.

Each of these awards is not only a source of pride for us, but also an inspiration to continue raising the bar. We believe that these awards are proof that the Group is consistently pursuing its vision of creating spaces that not only stand out from other developments, but also set new standards in the real estate industry. Our commitment to quality, innovation and sustainability means that we can look back on our performance to date with pride, while looking to the future with hope and ambitious plans.







NATURAL ENVIRONMENT

3.1 OUR RESPONSIBILITY FOR CLIMATE CHANGE

ACCORDING TO THE 2023 GLOBAL STATUS REPORT FOR BUILDINGS AND CONSTRUCTION ISSUED BY THE GLOBAL ALLIANCE FOR BUILDINGS AND CONSTRUCTION, THE CONSTRUCTION SECTOR IS RESPONSIBLE FOR 21% OF GLOBAL GREENHOUSE GAS EMISSIONS. THESE FIGURES HIGHLIGHT THE SIGNIFICANT CLIMATE IMPACT OF THE REAL ESTATE SECTOR AND POINT TO THE KEY ROLE THE INDUSTRY CAN PLAY IN TACKLING CLIMATE CHANGE AND DECARBONISATION.

As an impact-conscious organisation, we aim to make a real, positive difference to our business. Therefore, sustainable construction is fundamental to every stage of our investment process, and we aim to systematically reduce the negative environmental impact of our projects while ensuring maximum comfort for their users. We strive to make all our office projects as energy-efficient as possible, which will contribute to lowering their emissions. In the coming years, we intend to clarify the Group's assumptions and needs for gradual and sustainable decarbonisation, taking into account the objectives of the Paris Agreement. Our ambitious goal is to achieve climate neutrality by 2050.





WE HAVE BEEN CONSISTENTLY IMPLEMENTING THE UN SUSTAINABLE DEVELOPMENT GOALS IN EVERY AREA OF OUR BUSINESS



SUSTAINABLE CITIES AND COMMUNITIES

Tasks implemented in connection with this goal:

- **11.1** By 2030, ensure that all people have access to adequate, safe and affordable housing and basic services, and improve living conditions in slums.
- 11.6 By 2030, reduce the city's adverse per capita environmental impact, paying particular attention to air quality and the management of municipal waste and other pollutants.
- **11.7** By 2030, ensure easy and universal access to safe and inclusive green spaces and public spaces, especially for women, children, the elderly and people with disabilities.

How do we implement them?

- Mixed-use projects: we create mixed-use projects that support the idea of the 15-minute city by integrating various complementary functions. In our developments, workspace harmoniously coexists with zones for relaxation, recreation, catering and other services, all in close proximity to residential infrastructure.
- **Revitalising urban spaces:** some of our developments are created by revitalising post-industrial urban areas that no longer fulfil their previous functions and the expectations of residents. We adapt these spaces to the current needs of future users, creating new projects respecting the limited availability of development sites. In this way, local communities gain new, functional fragments of urban space.



CLIMATE ACTION

Tasks implemented in connection with this goal:

13.1 Strengthen adaptive capacity and resilience to climate risks and natural disasters in all countries.

How do we implement them?

- **BREEAM certification:** All our projects are certified under the international BREEAM system (as Excellent or Outstanding) and receive high scores in all environmental categories.
- Climate change reports: For every building we develop, we produce climate change adaptation assessment reports for BREEAM certification. These reports are designed to predict the effects of extreme weather conditions caused by climate change and to recommend mitigation measures for the lifetime of the building.





CLEAN WATER AND SANITATION

Tasks implemented in connection with this goal:

- 6.3 By 2030, improve water quality by reducing pollution, eliminating landfills, reducing the use of harmful chemicals and other harmful materials. Halve the amount of untreated wastewater and significantly increase recycling and safe reuse of materials globally.
- 6.4 By 2030, significantly increase water use efficiency in all sectors and ensure sustainable water abstraction and drinking water supply to address water scarcity and significantly reduce the number of people suffering from of people suffering as a result.

How do we implement them?

Water efficiency: Our developments are designed with water quality and conservation in mind. All buildings are BREEAM certified, which confirms the implementation of water efficiency solutions. We achieve high scores with state-of-the-art fittings, leak detection systems and rain and soil moisture sensors to optimise green watering. Health and safety of users: Our buildings are designed for safe and effective use in the face of a pandemic, as evidenced by WELL Health-Safety certifications. These certifications are awarded to office spaces that minimise the risk of disease transmission and provide a healthy, safe working environment. Our buildings are committed to high air and water quality, rigorous cleaning and decontamination procedures, emergency response plans, transparent communication with tenants and access to medical supplies.



AFFORDABLE AND CLEAN ENERGY

Tasks implemented in connection with this goal:

7.3 Double the rate of increase in global energy efficiency by 2030.

How do we implement them?

Energy efficiency: We use installations and solutions that meet the highest energy efficiency standards. Our buildings are equipped with energy-efficient lifts, energy consumption monitoring systems, exclusively LED lighting, motion and twilight sensors and green roofs that increase the biologically active area and improve the energy efficiency parameters of the investment.





RESPONSIBLE CONSUMPTION AND PRODUCTION

Tasks implemented in connection with this goal:

- 12.5 Significantly reduce waste generation by 2030 through prevention, reduction, recycling and reuse.
- **12.6** Encourage companies, particularly large and multinational ones, to implement sustainability practices development and include information on this in their cyclical reports.

How do we implement them?

- Life cycle analysis of buildings: For our projects, we have carried out life cycle analyses of buildings in accordance with BREEAM certification. The aim of these analyses is to assess the environmental impact of the building materials used at each stage of their life cycle - from production to use to disposal.
- **Waste management on construction sites:** On our construction sites, the general contractor is required to comply with waste management regulations, to use construction materials efficiently and to follow the Construction Waste Management Plan we have developed.



WE REDUCE THE ENVIRONMENTAL IMPACT OF OUR PROJECTS

AT EVERY STAGE OF OUR PROJECTS WE TAKE CARE TO REDUCE THE ENVIRONMENTAL IMPACT

Protecting the environment is a priority for us, which is why we take a comprehensive approach. Our aim is to minimise the environmental impact of our activities through actions taken at all stages of our projects - from site selection, through design and construction, to building operation. Our activities include, above all: effective waste management, reduction of pollutant emissions, reduction of energy and water consumption, use of high-quality building materials and implementation of ecological solutions.





LOCATION

Land is a limited resource and its availability is decreasing, which is why we believe that a responsible developer should also make investments in revitalised areas. Currently, two of our investments are being developed in post-industrial areas. The first is Palio Office Park in Gdańsk, an office and service complex being built on the site of the Gdańsk Shipyard, where the Palio A-B buildings have already been completed as part of a multi-phase project. The other is Widzew Manufaktura in Łódź, a project still under construction on the site of a former factory complex. We believe that this approach supports local communities, bringing neglected parts of urban space back to life and giving them new functions.



DESIGN

In the design of our buildings and installations, we use solutions that meet the highest standards of energy efficiency and minimise water consumption. We pay particular attention to the design of green roofs, terraces and green areas around our developments, so that they are environmentally friendly and serve both building users and local communities. In planning green areas, we work with an ecologist who, after analysing the surroundings of a particular development, supports us in the selection of appropriate plant species. We choose species that are native, nectariferous, fruiting and create habitats for animals. We prepare a biodiversity report for each project, which confirms that the level of biodiversity after construction is higher than before.



The vast majority of the building materials we use have Type III environmental declarations - EPDs (Environmental Product Declarations) - and are sourced from suppliers compliant with the international environmental standard ISO 14001. We prefer local and sustainable materials. We have also performed an LCA (Life Cycle Analysis), assessing the environmental impact of these materials over the lifetime of the building, taking into account the impact on global warming, ozone layer degradation, environmental acidification and CO_2 emissions.

We ensure that the general contractors we work with not only comply with waste management regulations, but also use construction materials efficiently, minimising the amount of waste to be disposed of. To this end, we have developed a Construction Waste Management Plan.



We have also introduced a Sustainable Procurement Policy to ensure that all consumables purchased by our suppliers and business partners are procured in a way that protects the environment and public health. This policy aims to conserve natural resources, reduce waste and reduce toxicity..



OPERATION

We consider environmentally friendly solutions as early as the design stage of our buildings and then use materials that meet environmental standards during construction. This minimises the negative impact of the building on the environment during its operation. This also benefits the tenants, as the expenditure incurred at the design and construction stage translates into lower operating costs and greater comfort in the facilities. The greatest impact on the environment is made at the construction stage. Being aware of this, we take numerous measures to minimise this impact:

- **Tree protection:** We protect trees on and adjacent to construction sites.
- **Cleanliness maintenance:** We ensure that the construction site and the entrance and exit of construction trucks and vans are kept clean.
- **Reducing light pollution:** We reduce light pollution by using directional lighting.
- **Monitoring water consumption:** We monitor water consumption based on invoice data, analysing any increased consumption so that it can be reduced.
- **Reducing energy consumption:** We use energy-efficient lighting solutions on site.
- **Waste management:** We consciously manage waste, have developed a Waste Management Plan, monitor the waste generated and ensure it is properly stored and recycled.

ENERGY

GRI: 3-3 302, 302-1

The efficient use of energy is a key environmental aspect for us at every stage of the building life cycle.

Electricity is mainly used for the construction tasks of our projects.

ENERGY CONSUMPTION

Total electricity consumption in 2023:

318,56 мwh

Data determined on the basis of Cavatina Holding S.A. documentation. The statement includes electricity used at construction sites in 202 Total electricity consumption in 2022:

918,76 MWh

Data determined on the basis of Cavatina Holding S.A. documentation. The statement includes electricity used at construction sites in 2022.

The lower total electricity consumption in 2023 compared to the total electricity consumption a year earlier is due to the lower number of square metres of space under construction.



ENERGY INTENSITY

GRI: 302-3

ENERGY INTENSITY INDEX

The energy intensity index for buildings commissioned in 2023 was:

106,18 kWh / (m² × YEAR)

The indicator was calculated based on the methodology of energy performance certificates for buildings. Electricity, thermal energy and cooling were included in the indicator. The indicator takes into account consumption inside and outside the organization. The energy intensity index for buildings commissioned in 2022 was:



The indicator was calculated based on the methodology of energy performance certificates for buildings. Electricity, thermal energy and cooling were included in the indicator. The indicator takes into account consumption inside and outside the organization.

EMISSIONS

GRI: 305-4

With the construction sector accounting for 21% of global greenhouse gas emissions according to the 2023 Global Status Report for Buildings and Construction, reducing emissions by companies in the industry is crucial to achieving the EU's climate neutrality targets. In our operations, the main source of Scope 1 and 2 greenhouse gas emissions is the construction process of investments.

GREENHOUSE GAS INTENSITY

Indicator for buildings put into use in 2023:

0,032 T CO₂ / (m² × YEAR)

Indirect emissions (resulting from electricity consumption and heating of buildings) based on the methodology of energy performance certificates for buildings were taken into account.

Our aim is to design energy-efficient solutions at both systems and building equipment level. Priority is given to the sustainable use of energy and the effective management of facility operations. We aim to improve the internal energy efficiency of buildings, reduce carbon emissions and support effective management in the use phase. The use of energy efficient solutions, confirmed by BREEAM certificates for all our buildings, allows us to significantly reduce energy consumption. The BREEAM certification process enables the developer and general contractor to monitor the impact of installations on energy consumption and CO_2 emissions, allowing them to minimise these impacts by selecting energy efficient Indicator for buildings put into use in 2022:

0,037 T CO₂ / (m² × YEAR)

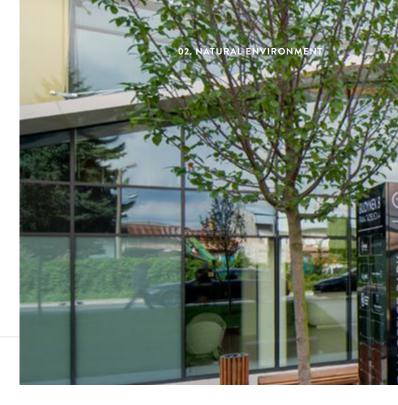
Indirect emissions (resulting from energy consumption electricity and heating of buildings) based on the methodology of energy performance certificates for buildings..

vehicles and systems. Monitoring is based on analysis of supplier invoices and any exceedance of standards is investigated and explained in detail.

We aim to implement projects so that as many of them as possible fit into the concept of the 15-minute city. This means creating urban spaces where residents can meet their daily needs within a 15-minute walk, bike ride or use public transport. In this way, we contribute to reducing greenhouse gas emissions and air pollution, leading to improved air quality. Furthermore, in line with our sustainable procurement policy, the general contractors we work with are committed to avoiding refrigerants that contribute to global warming. Therefore, they choose cooling systems



using modern refrigerants that have a minimal impact on global warming and meet the requirements of practical application. In addition, all disposal and collection of redundant cooling equipment must be carried out in full compliance with legislation, including degassing or emptying by qualified personnel.



RAW MATERIALS

GRI: 3-3 301, 301-1

The rational use of raw materials is extremely important in our projects and is one of the key elements of doing business sustainably.

Main materials used in 2023

CONCRETE **28 596,1** m³



The statement includes data on materials used on construction sites in 2023.

In addition to the main materials listed in the table, we also use the following in our projects: glass, aluminium for facades, silicate blocks, XPS (extruded polystyrene), rock wool, HPL boards and ceramic tiles.

In line with our sustainable procurement policy and relevant contractual provisions, the developer and general contractor are required to source materials that comply with ISO 14001 or other applicable standards whenever possible. Timber and wood-based materials used in our projects must be legally sourced and FSC or PEFC certified wherever possible. It is the policy of the developer and general contractor to identify, promote and influence decision--making processes for the selection of sustainable materials, taking into account full life-cycle costs.

WASTE

GRI: 3-3 306, 306-1

According to GRI Standards, inputs include any type of material introduced into the organisation and used in a way that generates waste, with significant actual and potential environmental, social and economic impacts. In the Cavatina Holding Group, these inputs mainly include:

- Construction inputs: such as wood and steel, used in construction processes.
- [Office operation inputs: such as paper, used in daily office work.
- Other inputs: such as company car tyres, used in operations.

During the construction and operation of buildings, we generate construction and municipal waste, some of which is recovered and recycled. For example, steel is remelted and wood is reused. The majority of waste comes from construction and finishing work, and the amount of waste depends on the number of projects being carried out and the degree of progress. Construction work generates debris, waste soil and water pollution.

When we use the office, we generate various types of waste, including household waste, waste associated with the operation of cars, social waste water and waste generated by printing on paper.

The pollution we generate comes from construction and finishing work, and the amount is dependent on the number of projects unde-



rway at any one time and the level of progress. During construction work, debris, waste soil and water dirt are generated.

At the office use stage, we generate: household waste, waste associated with the use of cars, social waste and waste associated with printing on paper.

In the offices, we use coffee in capsules made of aluminium. By recycling 3,000 capsules a month, we reduce our environmental impact. They are returned back into the aluminium value chain, where they have a range of uses, such as car engines, bicycles, computers, fizzy drink cans and even new capsules. We also reuse used coffee to create nutrient-rich compost or green energy.

GRI: 306-2

As a result of a sustainable procurement policy and appropriate planning, procurement and logistics processes, we optimise the amount of materials ordered and reduce the amount of waste generated by our operations. We expect the same from our partners. Investors and main contractors must source materials that are reusable or recyclable and minimise the environmental impact of our projects. Every material supplied is verified in detail for compliance with declarations, performance characteristics, hygienic approvals and certificates held. This process is overseen by the As-Built Documentation Department, following our internal procedures. We are convinced that this approach can inspire other companies to follow similar good practices, which will benefit the entire industry.

We select the building materials and structural elements used in our projects in such a way that they can be replaced quickly and easily if the need arises, e.g. if a component is worn out. External walls are made of glass panels and cladding that can easily be replaced with other panels without interfering with the structure of the building. We create the elements of the individual floors based on modular and panelled systems, allowing any arrangement of space and replacement.

When finishing the interiors of buildings, we opt for products from reputable brands to repair and service appliances. We use high-quality materials to ensure a longer service life. We use high abrasion grade tiles that can be polished, washable cladding and prefabricated staircases. We also strive to use recycled materials and products in our projects, such as recycled flooring and recycled ceilings.

We strive to protect users, including workers, from potentially toxic or harmful materials. The developer and main contractor are obliged to seek and use non-toxic materials or, if this is not possible, to choose less harmful alternatives. Concerned for the health of our employees and subcontractors as well as the environment, we opt for materials with low VOC (Volatile Organic Compounds¹) emissions.

To reduce the amount of waste produced and its impact on the environment, we require general contractors and all subcontractors on construction sites to comply with our Construction Waste Management Plan. This document requires them to manage materials and waste in a way that minimises consumption and reduces the amount of final waste sent for disposal.

We deal responsibly with the waste we generate. We carry out selective waste collection during the construction phase, which helps to reduce disposal costs and reduce the amount of mixed waste going to landfill. We place all waste in containers provided by external companies. The waste is then collected, transported and processed by these companies, which operate in accordance with the law on the basis of entries in the BDO register issued by the provincial marshals.

¹ VOC is a group of organic air pollutants with distinctive properties. First of all, they easily vaporize, becoming vapours or gases. They make up a complex mixture of gases containing coal as well as atoms of oxygen, hydrogen, fluorine, chlorine, sulfur, nitrogen, bromine.



One of our goals for the years ahead is to raise the standards of construction waste segregation. According to our plan, from 2025 onwards, only separate waste collection will be carried out on all construction sites.

In addition, as part of our implementation of the principles of a circular economy, we have introduced practices such as the reuse of soil and earth from excavations and brick rubble from demolitions for re-paving areas.

We recycle steel and wood to external companies. We return all pallets on which building materials are delivered to suppliers.

After construction, we analyse the benefits of implementing a Construction Waste Management Plan, such as:

reduction in the amount of waste generated,

reduction of construction waste through accurate calculation of material requirements (e.g. modular calculation of the number of tiles). We believe that the application of the waste hierarchy is key to the builder's and general contractor's approach to waste management, especially to reduce waste. The supply chain plays an active role by designing standard-sized products, controlling packaging, managing deliveries appropriately, preventing damage and offering return and reuse options.

The data presented in this study is derived from waste records kept on the basis of waste transfer notes (WTPs) in the BDO system, in accordance with the Waste Act.

GRI: 306-3

WASTE GENERATED

Amount of waste generated in 2023:

Amount of waste generated in 2022:

3 204,4 Mg

1167,7 мg

* Mg = metric ton

In 2023, our operations generated 0.210 Mg of hazardous waste. This was waste with the waste code 15 0110, i.e. packaging containing residues of or contaminated by hazardous substances.



Table 4. BREAKDOWN OF THE MASS OF WASTE GENERATED BY ITS COMPOSITION

WASTE CODES	TYPE OF WASTE	MG
17 09 04	Mixed waste from construction, renovation and dismantling other than those mentioned in 17 09 01, 17 09 02 and 17 09 03	789,59
17 01 01	Concrete waste and concrete rubble from demolition and renovation	130,54
17 01 07	Mixed waste concrete, brick rubble, waste ceramic materials and components other than those mentio- ned in 17 01 06	106,28
17 02 01	Wood	119,06
17 04 05	Iron and steel	19,948
15 01 01	Paper and cardboard packaging	0,90

The data comes from annual reports submitted via the BDO system (Database on Products and Packaging and Waste Management) to the Marshal's Offices.

WSE: E-D5

We comply with all obligations under the Building Act and other applicable regulations. As a waste generator, we act in accordance with the Waste Act, ensuring full compliance with waste management regulations.

WATER

GRI: 3-3 303, 303-1, 303-5 **WSE:** E-D1, E-D2

We approach water resources in a responsible way and we try to minimize water consumption in our buildings.

We use water resources on the basis of water permits and in accordance with their requirements, constantly monitoring our impact on these resources. As a result of construction projects, groundwater levels on plots of land may change, but we carry out all works in accordance with current building regulations and building standards.

The water supplied to our buildings is sourced from external suppliers who are responsible for maintaining its quality in accordance with current standards. Our buildings meet the technical requirements of water systems1 to prevent the proliferation of legionella bacteria. The water in the HVAC systems is treated in special water treatment plants. Water drainage from the building site is discharged into rainwater or general sewers in accordance with the water permit issued for the project. We identify our impact on water resources through a Life Cycle Assessment (LCA) of each project. We carry out analyses of current water demand in the context of technological and domestic needs, allowing us to manage water consumption effectively.

We keep accurate records of water consumption and the volume of municipal wastewater, from administrative and social sections, in all Group companies. We do not operate in areas affected by water scarcity.

Regulation of the Minister of Health of 22 April 2005 on biological agents harmful to health in the working environment and the protection of the health of workers occupationally exposed to these agents; Regulation of the Minister of Health of 13 November 2015 on the quality of water intended for human consumption; Technical requirements for water and HVAC installations to avoid the proliferation of legionella bacteria, COBRTI Instal. Notebook 11. Warsaw, October 2005..



ZUŻYCIE WODY

Total volume of water consumption in 2023:

6,153 мі*

Total volume of water consumption in 2022:

5,593 мі

Data based on the documentation of Cavatina Holding S.A. Data refer to water consumption during construction.

megalitres

We use water mainly when carrying out construction work, including for:

- setting the mix in the concreting, masonry and plastering processes,
- concrete care during summer periods to ensure that the cement hydration process is carried out correctly and that the designed strength parameters are guaranteed,
- F plant flushing.

In addition, we use water for domestic purposes. In accordance with current regulations, we use retention tanks to store rainwater. This water is used for fire purposes and retained for further use.

Water is also consumed by our tenants. To help them minimise its consumption, we use fittings that save water, water leak detection systems and rain and soil moisture sensors to optimally manage the watering of the greenery around our developments. We also analyse the possibility of using rainwater to water the greenery. To purify the water in our buildings, we install oil separators and grease traps.

GRI: 303-2

We comply with all legally required Polish, European and international standards for wastewater quality and water quality testing.

Before being discharged into the sewerage system, wastewater is treated in oil and grease separators.





BIODIVERSITY

GRI: 3-3 304, 304-2

Our construction work is carried out in accordance with regulations, taking great care to minimise the impact on local ecosystems, both within the project and in the immediate vicinity. For example, we carry out tree felling outside the breeding season, and we prevent the introduction of hazardous and oil-based substances into the ground at construction and administrative and storage facilities.

In 2023, none of our construction sites were protected or provided habitat for protected species. Due to their urban locations, our developments typically involve areas of limited ecological value.

In preparation for development, we work with an ecologist to undertake a variety of activities such as:

- [Identification and mapping of natural habitat types,
- Drawing up an inventory of plants on the site, with a particular focus on protected species,
- Assessment of potential presence of animal species based on habitat types,
- Verification of the presence of animals in the area of the planned project,
- Analysis of threats to biodiversity during the project implementation phase.

During project implementation, we implement recommendations to enhance biodiversity, allowing us to:

- Create ecologically active areas within the site that support the life of different animal species, improve the heat balance, microclimate and retention of the site,
- Increase species diversity, especially birds and insects, within the project.

GRI: 304-3

In 2023, we continued to implement three key construction projects in areas where historical contamination of the ground surface has been identified. These projects include WIMA Widzew Manufaktura in Łódź, Palio Office Park in Gdańsk and Grundmanna Office Park in Katowice. Prior to acquiring these lands, we conducted a detailed risk analysis to identify potential compensation claims and remediation cost obligations. The development of these investments required the development and implementation of remediation plans, which were approved by the relevant regional environmental director.

GREEN CERTIFICATIONS

OWN INDICATOR: Certified buildings in the property portfolio

We employ a range of technologies that enable the sustainable use of our developments, including solutions that minimise energy consumption and improve energy efficiency. We also optimise the management of office space, providing tenants with access to comprehensive space plans, reception registration facilities, conference room management and parking spaces.

We want to make sure that our buildings are friendly to both the users and the environment and this is why we develop in accordance with the principles of sustainable construction. We apply a number of technical solutions which allow for using our investment projects in a sustainable manner. These include solutions that minimize energy consumption and improve energy efficiency of an investment as well as optimize office space management, providing tenants with access to complete space plans, possibility of registration at reception desk, conference rooms management and available parking spaces.

Our developments meet high standards as regards materials used, energy efficiency, water consumption and application of other solutions limiting the adverse impact on the environment. This is confirmed by BREEAM (one of the most well-known international environmental certification systems) environmental certification at Excellent and Outstanding levels granted to all the projects which have been completed by us to date. To achieve high certification levels requires very good marks in all categories – from location and transportation accessibility, through the water and energy saving solutions, to the application of materials obtained from legal and local sources, holding appropriate environmental certificates.

As of 31 December 2023, there were 18 certified buildings in our investment portfolio. They represented 100% of the value of the Group's property portfolio.







IN 2023, 3 OF OUR COMPLETED DEVELOPMENTS RECEIVED BREEAM CERTIFICATION.



CAVATINA HALL B- EXCELLENT

Cavatina Hall B has achieved BREEAM certification at Excellent level, confirming its high standards in terms of sustainability, energy efficiency and minimising environmental impact. The building received top marks in the categories of water management and quality of materials used. In addition, the complex is also WELL Health-Safety certified, which emphasises the concern for the health and safety of users.

OCEAN OFFICE PARK D - EXCELLENT

Ocean Office Park D is part of a modern office complex located in Kraków, on Klimeckiego Street. The building has been awarded a BREEAM certificate at the Excellent level, confirming its high standards in terms of sustainability, energy efficiency and user comfort. The Ocean Office Park complex, of which building D is a part, offers modern Class A office space with full infrastructural facilities.





OCEAN OFFICE PARK B - EXCELLENT

This building, as well as the other parts of the complex, has been awarded a BREEAM certificate of Excellent. This certificate confirms advanced standards that contribute to sustainable development, high energy efficiency and user comfort. Receiving this certificate demonstrates the care for the environment and the quality of the technologies used, making the complex unique in terms of modern solutions and ecological standards.

CLIMATE RISKS AND OPPORTUNITIES

GRI: 3-3 201, 201-2

WE HAVE REVIEWED AND UPDATED THE IDENTIFIED CLIMATE CHANGE RISKS AND OPPORTUNITIES THAT MAY AFFECT OUR OPERATIONS AND COSTS. WE ARE ADAPTING OUR SOLUTIONS TO THE SPECIFICS OF EACH PROJECT UNDER CONSTRUCTION TO EFFECTIVELY MANAGE THESE FACTORS.

Table 5.

FINANCIAL IMPACTS, RISKS AND OPPORTUNITIES ASSOCIATED WITH CLIMATE CHANGE

RISK: INUNDATIONS

RISK DESCRIPTION

Increased load on the facility's stormwater drainage system, involving drainage from the building environment and roof, as well as increased exposure of the façade to rain (resulting from more intense rainfall).

HOW RISK AFFECTS THE ORGANISATION

It can affect the strength of the structure, the weather resistance of the building and the durability of the materials used. Excessive rainfall in the drainage system can lead to flooding and reduce the durability of the building structure. Excessive rainfall can cause dampness of the building facade.

FINANCIAL IMPLICATIONS OF RISK BEFORE AN ORGANISATION TAKES ACTION

High: High financial impact. .

METHODS USED TO MANAGE THE RISK

The projects use emergency drainage systems such as storm overflows to remove rainwater in the event of a disruption to the main system and retention basin.

2 RISK: TEMPERATURE

RISK DESCRIPTION

Deterioration of indoor thermal comfort due to increased daily heat gains for the building (as a result of increased air temperature).

HOW RISK AFFECTS THE ORGANISATION

It can affect the health and safety of occupants. Improperly selected thermal transmittance can compromise the comfort of those using the building. Internal conditions must not exceed the values established in the thermal comfort analysis for the building.

FINANCIAL IMPLICATIONS OF RISK BEFORE AN ORGANISATION TAKES ACTION

Medium: Medium financial impact.

METHODS USED TO MANAGE THE RISK

The maximum permissible heat transfer coefficient (U) for the building envelope is taken into account in the designs. A higher external temperature of $+32^{\circ}$ C or more is assumed for the calculation of the cooling system performance of the building.



RISK: WIND

RISK DESCRIPTION

Increased exposure of the façade to extreme weather events such as gales and strong wind gusts.

HOW RISK AFFECTS THE ORGANISATION

May affect the building structure (stability of the façade) and the safety of users. The façade of the proposed building will be exposed to strong winds, which could lead to damage or detachment of its elements, endangering the safety of the users and people in the vicinity of the building.

FINANCIAL IMPLICATIONS OF RISK BEFORE AN ORGANISATION TAKES ACTION

High: High financial impact..

METHODS USED TO MANAGE THE RISK

The projects have removed all external elements that could be detached during high winds and pose a risk to users.

RISK: AIR POLLUTION

RISK DESCRIPTION

Despite the educational and preventive measures taken by the local authorities to prevent air pollution, it is necessary to implement measures to improve the air quality of the proposed facility.

HOW RISK AFFECTS THE ORGANISATION

All building users and visitors will be exposed to the harmful effects of polluted air. Air pollution also contributes to contamination of watercourses and soil.

FINANCIAL IMPLICATIONS OF RISK BEFORE AN ORGANISATION TAKES ACTION

Low: Low financial impact.

METHODS USED TO MANAGE THE RISK

Solutions implemented in projects include:

- avoiding the use of natural ventilation (opening windows) during the winter season.
- use of F7 rated filters or higher in air handling units.

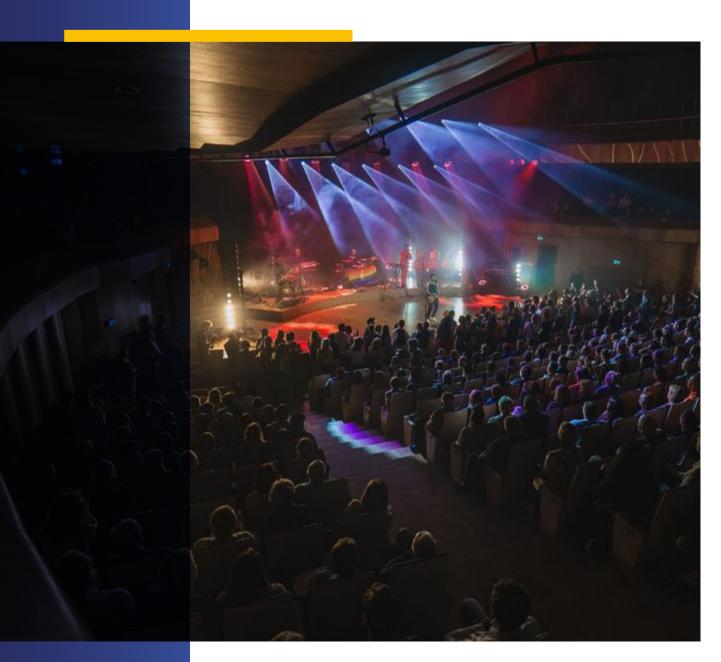
use of local air purifiers.

the use of plants with air-purifying properties in offices.

At present, the Group does not have a system in place for calculating the financial impact or forecasting revenues related to climate change. The Group's management continuously monitors all aspects of the companies' operations in terms of the profitability of investments. These activities are aimed at making decisions that take into account risks and opportunities in the short and long term.







CORPORATE SOCIAL RESPONSIBILITY

THE IMPORTANCE OF SOCIAL RESPONSIBILITY

WE SHAPE THE FUNCTIONALITY AND AESTHETICS OF PUBLIC SPACE, SEEKING TO PROMOTE POSITIVE SOCIAL TRENDS.

When designing and implementing our investments and conducting our operations, we strive to meet the needs of city residents, tenants and local communities, in accordance with the principles of sustainable development, creating space conducive to their development.

IN EVERY AREA OF OUR OPERATIONS WE CONSISTENTLY PURSUE THE UN SUSTA-INABLE DEVELOPMENT GOALS OF



GOOD HEALTH AND QUALITY OF LIFE

Tasks implemented in connection with this goal:

- **3.8** Ensure universal health care, including financial risk coverage, access to primary and quality health care and safe, effective, quality, affordable medicines and vaccines.
- **3.c** Significantly increase health financing, as well as the recruitment, development, training and retention of the health workforce in developing countries, particularly in the least developed and small island developing states.

How are we implementing them?

- **WELL Health and Safety Rating Certificates:** all our buildings are certified, ensuring that people in our facilities feel safe and comfortable. This certification ensures a healthy, ergonomic and friendly working environment.
- Health-oriented programmes and policies: We invest in healthoriented programmes and policies for our employees. We focus on designing and building spaces that help maintain good health and look after wellbeing.
- Globiana Medical Centre: As part of the Cavatina Group, we have created a state-of-the-art medical centre that is adapted to the changing needs of patients. We offer a wide range of specialist services, including diagnostic tests, laboratory tests and specialist consultations.





QUALITY EDUCATION

Tasks implemented in connection with this goal:

- **4.4** By 2030, significantly increase the number of young people and adults who have the appropriate skills, including technical and vocational skills needed for obtaining employment, finding decent work and developing entrepreneurship.
- **4.c** By 2030, significantly increase the number of qualified teachers, including through international cooperation in teacher training in developing countries, particularly in least developed countries and small island states.

How are we implementing them?

Holistic Think Tank: In collaboration with the Fiducia Foundation, we have established a Holistic Think Tank, which consists of experts specialising in implementing change in education. Since the beginning of 2023, the HTT has implemented a number of activities to develop the Interdisciplinary School Subject (IDS), including participation in international conferences, the publication of interviews and the launch of the Polish edition of the K'IDS programme. Another achievement was the organisation of an international scientific conference that brought together prominent experts in the field of education. These activities underline HTT's commitment to promoting a holistic approach to education internationally.

5 GENDER EQUALITY

GENDER EQUALITY

Tasks implemented in connection with this goal:

- 5.4 Value unpaid care and work in the home by providing public services, infrastructure, social protection and by promoting shared responsibility in the household and family, in accordance with national circumstances.
- 5.5 Ensure women's full and effective participation in decision-making processes at all levels in political, economic and public life and equal opportunities in leadership roles.
- 5.6 Ensure universal access to sexual and reproductive health care and the enjoyment of reproductive rights in accordance with the Programme of Action of the International Conference on Population and Development, the Beijing Platform for Action and the outcome documents of their review conferences.
- 5.c Adopt and strengthen policies and effective legislation that promote gender equality and empower women and girls at all levels.

How are we implementing them?

We implement our diversity policy by hiring employees who are diverse in terms of gender, age, work experience, education or cultural background.. We support infertility treatment: the Globiana medical center operating within Cavatina Group S.A is a shareholder of Fertility, a state-of-the-art infertility treatment clinic.





DECENT WORK AND ECONOMIC GROWTH

Tasks implemented in connection with this goal:

- **8.2** Achieve higher levels of economic productivity through diversification, technological modernisation and innovation, and by focusing on high value-added and labour-intensive sectors.
- 8.3 Promote development policies that support productive activity, decent job creation, entrepreneurship creativity and innovation. Encourage the formalisation and development of micro, small and medium-sized enterprises, including through access to access to financial services.
- **8.8** Protect labour rights and promote a safe working environment for all, including workers, migrant workers, particularly for migrant women and those in precarious employment.

How are we implementing them?

With regard to sustainable procurement policies: General contractors and investors are obliged to comply with it. When selecting locations for new investments, we take into account the diversity of suppliers and the availability of their services, thus optimising the supply chain.



INDUSTRIES, INNOVATION AND INFRASTRUCTURE

Tasks implemented in connection with this goal:

9.b Support national technological development, research and innovation in developing countries, including by pursuing conducive policies for, inter alia, industrial diversification and adding value to goods.

How are we implementing them?

- Our investments are characterised by unique, innovative design and advanced building technologies, which have been confirmed by numerous awards and prizes in national and international competitions.
- We introduce cutting-edge technologies in our buildings and innovative tools that allow us to effectively manage our properties and office space.





SUSTAINABLE CITIES AND COMMUNITIES

Tasks implemented in connection with this goal:

- **11.3** By 2030, increase inclusiveness, ensure sustainable urbanisation and participation in integrated and sustainable planning and management of human settlements in all countries.
- 11.6 By 2030, reduce the city's adverse per capita environmental impact, paying particular attention to air quality and the management of municipal waste and other pollutants.
- **11.7** By 2030, ensure easy and universal access to safe and inclusive green spaces and public spaces, especially for women, children, the elderly and people with disabilities.

How are we implementing them?

- We implement mixed-use projects We integrate multiple functions into a single space, in line with the idea of the 15-minute city.
- **We create recreational spaces:** We design open areas for relaxation and recreation, as well as numerous green spaces, so that

our buildings are accessible to all residents and offer respite from the daily hustle and bustle of urban life.

We ensure full accessibility: Our buildings are designed with all users in mind, including the elderly and disabled, so that everyone can use them without hindrance.



PARTNERSHIPS FOR PURPOSE

Tasks implemented in connection with this goal:

11.3 Encourage and promote effective public, public-private and civil society partnerships, built on experience and necessary partnership strategies.

How do we implement them?

- We support local communities: We are involved in various initiatives, such as running a recording studio and organising concerts and events in the modern Cavatina Hall concert hall in Bielsko--Biała. In addition, we carry out the culture-creating project Cavatina Film Production, which produces and promotes independent cinema.
- We promote a modern approach to education: As part of the non-profit Holistic Think Tank initiative, we bring together scientists, researchers and education experts to promote modern teaching methods and provide schools with proven solutions that can change the way children around the world acquire knowledge.

WE CREATE CITY-FORMING PROJECTS

OWN INDICATORS: Revitalisation, 15-minute city

WE DEVELOP URBAN SPACE, TAKING SOCIAL NEEDS INTO ACCOUNT

We believe that it is very important that the designs we implement have a convenient location, which is an important factor affecting their attractiveness. This means providing appropriate infrastructure, location in close proximity to residential areas and optimal connectivity of the facilities with other areas of a city where they are being built. This way, we are satisfying the current needs of the users of our buildings, who appreciate convenient access to the workplace. It saves them time and enhances quality of life. Since we believe that multifunctionality is the future of the real estate development industry, a large part of our portfolio consists of mixed-use projects.





GLOBAL OFFICE PARK, KATOWICE

In 2022, we delivered the two Global Office Park office towers, part of a complex in the centre of Katowice. The development, which was built on the site of a former wild car park, has given this space a completely new function. Global Office Park consists of office, service, residential (being developed by Resi Capital S.A.) and recreational parts. Users of the facility have easy access to public transport and the train station, as well as extensive infrastructure for cyclists. They can also relax from work and the hustle and bustle of the city on the green terraces. The towers, which tower over the centre of Katowice, have received BREEAM certification at the Outstanding level, the highest possible.

QUORUM, WROCŁAW

Quorum D in Wrocław is another building that we have completed in 2022. The Quorum project under construction will combine modern offices with flats and a service and retail part (the residential part is being developed by Resi Capital S.A.). In the city centre, on the banks of the Oder River, approximately 100,000 sqm of multifunctional space for work, living and recreation is being created. Among other things, the building will serve the residents of Wrocław and tourists as an attractive leisure destination. The top floor will feature an observation deck, offering a panoramic view of Wrocław and the entire region. It is currently the largest multifunctional project under construction in the city. Quorum Office Park D, the first completed building in Wrocław's mixed-use complex, was awarded a BREEAM certificate at the Excellent level in 2022.







PALIO OFFICE PARK, GDAŃSK

One of our largest mixed-use projects, which is also part of the trend associated with the revitalisation of post-industrial urban spaces (in this case port areas), is Palio in Gdańsk. According to the project, which received a positive opinion from the provincial conservator, the Young City is gaining a multifunctional space. In addition to an office and service area, a meeting place, sports and relaxation area, restaurants and cafés and green areas will be created. In 2022, we delivered Palio Office Park B, the second building belonging to the complex, which has been awarded a BREEAM certificate at the Excellent level.

It is a project that aims, on the one hand, to fit in with the historical image of the Shipyard and, on the other, to meet the needs of the residents and develop the urban fabric. Indeed, the plan is to recreate the original road order and refer to the shipyard's urban layout with separate zones of various services and activities open to residents.

WIMA WIDZEWSKA MANUFAKTURA, ŁÓDŹ

As part of our contribution to urban redevelopment in Łódź, work is in progress on the post-industrial complex of Widzewska Manufaktura. In the revitalised four post-industrial buildings from the 19th century, a mixed-use project combining office, service and residential space will be created. The investment will be maintained in a post-industrial atmosphere, characteristic of Łódź.





OFFICE DESIGN

When designing office spaces, we always consider the needs of future tenants and the latest industry trends. Such approach is possible thanks to our flexibility and the Group's own team of architects, who can efficiently prepare proposals for changes in the building under construction at the stage of negotiations.

In our designs, we provide attractive and functional common areas to allow direct interaction between employees, foster the exchange of experiences and encourage creativity. We also pay attention to the availability of green terraces and landscaping around the building. Our team provides comprehensive services in design, planning and space arrangement (turnkey standard). We offer services tailored to high requirements, ensuring not only cost optimization, but also responsible and efficient management of the entire project. The proposed solutions are tailored to both the space and the organizational culture of the companies, which improves efficiency and comfort of employees.

As a socially responsible company, we take part in discussions on topics such as urban management or revitalization of post--industrial sites. This way we want to draw public attention to important phenomena, contribute to development of positive social attitudes and change the world in which we live.



MISSION OF EXTENDED CORPORATE SOCIAL RESPONSIBILITY

OWN INDICATORS: Community engagement, Fiducia Foundation, Company's involvement in educational activities,

BEST PRACTICE

WE ARE PURSUING THE MISSION OF EXTENDED CORPORATE SOCIAL RESPONSIBILITY

Since our inception, social issues have played an important role in our business strategy. We have a particular affinity with **the Extended Social Responsibility approach, which goes beyond the standard ESG framework.** This way of working allows us to effectively use our influence as a developer to bring positive change to the environment. For years, we have been actively involved in areas such as education, culture and the arts.

Our community outreach goes far beyond industry standards, which sets us apart from other office developers. We take a holistic approach, taking into account the various aspects of community life in the locations where we develop our projects. Through carefully planned charitable and sponsorship events and active support for cultural projects, we stimulate and support the development of these communities. We carry out these initiatives both on a corporate level, within the Cavatina Holding Group, and in collaboration with external partners. One of these partners, whose activities we support on many levels, is the Fiducia Foundation. The activities conducted in 2023 as part of our extended corporate social responsibility include:

- supporting the Fiducia Foundation and the activities of the Holistic Think Tank,
- organisation of cultural events in the Cavatina Hall,
- activities within Cavatina Studio and Cavatina Film Production,
- promotion of sport and physical activity through the Cavatina Bike Club,
- maintenance and development of the Enduro Trails sports complex in Bielsko-Biała,
- supporting charity projects, including the Noble Package..

The involvement of the Cavatina Holding Group in the specific initiatives in 2023 is described further in this chapter.

FIDUCIA FOUNDATION

The Fiducia Foundation was established in 2019 and operates with the support of Cavatina Holding Group, among others.

The Fiducia Foundation was established in 2019 and operates thanks, amongother things, to the support of the Cavatina Holding Group. The Fiducia Foundation was created on the basis of humanist values, while being an expression of a modern approach to social activities originating from the Cavatina Group. Its activities include projects such as Cavatina Hall, Holistic Think Tank, Holistic Talk and Holistic News - its own media in the form of a web portal and magazine. The overarching aim of the Fiducia Foundation is to level the playing field, increase accessibility to culture and the arts, improve the quality of education in schools and spread goodness, truth and humanism in a broad sense. It also carries out tasks that encourage the local community to be active and pursue their passions. As part of its activities, the Fiducia Foundation conducts interdisciplinary programmes in the field of education that lead to the development of new systemic solutions for the education of children and young people around the world. In addition, in order to provide young talents with the opportunity to develop artistically, the Foundation funds numerous training courses for musicians, offers free recordings with technical and professional support, and organises concerts and musical gatherings.





HOLISTIC THINK TANK

Holistic TT aims to implement the K¹IDS Transposition Method in primary schools around the world. Through specially developed lesson plans and teacher training, we want to put the teaching of values first, while maintaining existing education programmes.

The K'IDS scenarios have been prepared by experts from Poland, the USA and the UK. The authors of the K'IDS Programme are both teachers and academics from the University of Sheffield (UK) and the American educational NGO, the Human Restoration Project. The scenarios will soon be available for download on the app. Teachers will be able to both download scenarios from the database and propose new ones. The international exchange of know-how on scenarios will serve to improve the quality of subject teaching with the primary goal of applying knowledge to value learning. Teachers will be free to use the scenarios without making curricular changes.

During the pilot K'IDS programme carried out with 485 students and 26 teachers, the need to change and expand education with the values we have listed was confirmed: 'What a school should teach (CPUS)'.

WHAT SHOULD A SCHOOL TEACH?

According to our mission statement, the goal of a good education should be to develop 10 key competencies steeped in humanistic values to prepare students for life in a changing world.



TALKING

listening attentively to others, reading signals and intentions, being able to formulate one's own thoughts, being able to accept criticism



SAFETY

vigilance of thought, spotting attempts at manipulation and deception, responding effectively to them, online safety, communication safety, financial security, personal safety, understood as prevention and the ability to stop acts of physical aggression



SELF-AWARENESS

knowing one's strengths and weaknesses, wise humility, the ability to read, control and regulate emotions, self-reflection and constructive self--criticism, the ability to learn from one's mistakes, distancing oneself from things beyond one's control, discerning one's path in life, taking care of physical and mental health, including reading bodily messages



COMMUNITY

building and nurturing relationships with others, cooperation, conflict management, empathy, working for the common good, negotiation skills, empathic leadership



RESPONSIBILITY

responsibility for oneself, one's own actions and words, but also for nature and the heritage of civilisation; meeting commitments in a timely manner, self-education



DIGNITY

self-confidence, perseverance, entrepreneurship and motivation to learn and act, consistency, assertiveness, ability not to give up, self-discipline, ability to prioritise tasks



INTEGRITY

towards other people, communities, institutions, employers; honesty, loyalty, ethics; understanding that one's actions should not harm anyone, awareness that hacking - also on the Internet - can lead to this, taking into account the welfare of others, reacting to situations in which others are harmed, but also scientific honesty



CRITICAL THINKING

distinguishing truth from falsehood and fact from opinion, being able to verify information and its sources, being aware of the existence of phenomena such as fake news and propaganda and reacting effectively to them

CREATIVITY

ability to go beyond the usual patterns and paths of action, seeking and pursuing one's passions, learning from and developing through experience, cultivating an aesthetic and artistic sense, recognising the role of art, serenity and humour



DIVERSITY

moral, civic and exploratory, ability to take risks, stepping out of one's comfort zone, belief in the meaning and success of one's actions, courage to speak out against injustice, adaptability and resilience



WHAT WE DID:

Research

HTT's research across five continents in 2021 and 2022 confirmed that teachers, parents and students expect value-based education delivered through knowledge.

CPUS list

The research resulted in a list of values entitled 'What should a school teach?' (CPUS), which forms the foundation of the K'IDS programme. Elements of the list:

- 1. CONVERSATION
- 2. SAFETY
- 3. SELF-AWARENESS
- 4. COMMUNITY
- 5. RESPONSIBILITY
- 6. JUSTICE

WHAT WE ARE CURRENTLY DOING:

- We are building a database of original lesson plans, 500 of which have already been created in two language versions,
- We are creating a K'IDS manual to guide the programme and teach how to transpose knowledge into values,
- We are developing an app that will provide a platform for sharing scenarios,
- We are training teachers link to the report on the implementation of K'IDS in Polish schools in the school year 2023/2024,
- We support all those who like us want change in education,
- We implement and commission educational projects as a non--profit organisation.

This year we have collaborated with:

- other teams within the Fiducia Foundation, in particular Holistic News,
- more than twenty primary schools in Poland and abroad,
- the Chancellery of the Sejm and Senate of the Republic of Poland,
- └ the Ministry of National Education,

- 7. INTEGRITY
- 8. CRITICAL THINKING
- . CREATIVITY
- 0. COURAGE

K'IDS programme

K'IDS (Interdisciplinary School Subject) is an innovative primary school curriculum that implements the core curriculum by teaching CPUS values. The task of K'IDS is to change the main purpose of education - from the mere acquisition of knowledge to the formation of humanistic attitudes, which we do by transposing existing lesson topics into the transmission of CPUS values.

- Ministry of Science and Higher Education,
- Ministry of Justice,
- Ministry of Foreign Affairs,
- Institute of Educational Research
- University of Sheffield
- University of Gdansk
- University of Silesia in Katowice
- Jagiellonian University,
- Network of Social Organisations for Education as an active member,
- City of Katowice European City of Science 2024, Warsaw Enterprise Institute,
- Rzeczpospolita,
- Institute for the Development of the Polish Language and the Human Restoration Project.

HOLISTIC NEWS

Holistic News is a portal and magazine that explores the role of the human being in the modern world. We present current events, commenting on them from the perspective of science, culture and social values. Our aim is to provide reliable information and inspire reflection on the future. We believe that education and awareness-raising are the key to solving the problems of the present and building a better tomorrow.

We publish articles in the unique categories Truth and Goodness and Humanism, as well as: Education, Science and Culture. We publish in both Polish and English. Every month we are visited by more than 440,000 users who generate half a million page views per month (GA4 data: August 2024).

The editorial team of Holistic News consists of journalists, scientists and experts.

HOLISTIC TALK

Holistic Talk is a conference and live meeting where invited experts present issues related to our reality from the stage. The formula of the meetings is partly similar to that of academic lectures, with the difference that the speakers present important issues in a more concise and accessible way. Holistic Talk events are aimed at people with wide-ranging interests, who are focused on developing their knowledge and values in their everyday lives.

Holistic Talk conferences are an opportunity for audiences to meet and discuss with experts, and to learn more about the offerings of the many publishers we work with.

The unique character of the Holistic Talk conferences is also linked to the additional cultural offer. Each event is enriched by a film screening or concert.

Current and planned events can be found at: <u>https://holistictalk.pl/</u>



CAVATINA HALL

Cavatina Hall is a symbol of freedom and independence - a place that goes beyond the traditional framework of institutions such as schools, academies or politics. Rather than imposing definitions on music, it puts its interpretation in the hands of listeners, focusing on the original power of music - the sounds and emotions available to everyone. It is the only private concert hall in Poland.

Cavatina Hall combines commercial functions with a mission to promote culture, art and music. The venue features three unique spaces: a large concert hall with 1,000 seats, an intimate hall with 100 seats and the Cavatina Hall roof, which can accommodate 250 people. The Cavatina team is constantly working to fill these spaces with sounds that evoke positive emotions, bring people together, create chills and inspire openness and dreams of a better world.

- https://youtu.be/kUeBhDRaCAM
- https://www.instagram.com/cavatina_hall/
- https://www.facebook.com/CavatinaHall
- 🛞 <u>www.cavatinahall.pl</u>

CAVATINA HALL - EVENTS, STARS AND IMPRESSIVE NUMBERS

Since its first concert on 11 February 2022, Cavatina Hall has been dynamically developing its activities, becoming one of the most important venues on the cultural map of Poland. Already in its first year of existence, Cavatina Hall organised 69 concerts, attracting over 40,000 spectators. Prominent artists such as Alena Baeva of the Janáček Philharmonic Ostrava, Ralph Kamiński, Mari Samuelsen, Waglewski Fisz Emade, Ólafur Arnalds, the Royal Philharmonic Orchestra, the Glenn Miller Orchestra, Sanah, Nigel Kennedy and Gloria Campaner & Leszek Możdżer performed here.

The year 2023 continued this success with 100 concerts and cultural events, attracting nearly 50,000 people. The diversity of the repertoire, from the alternative sounds of Dawid Podsiadly and the pop energy of Sanah to the sophisticated classics of Jakub Józef Orlinski, attracted a wide range of music lovers. Other well-known artists such as Miuosh, Tommy Emmanuel, Esperanza Spalding, and Antonio Sánchez also performed on the Cavatina Hall stage, further enriching our programme and attracting numerous music lovers from all over the country.

In 2024, Cavatina Hall continues its rapid pace of development with an even more impressive programme. By August, we had already organised 133 events, and the whole year is expected to bring nearly 240 diverse concerts and cultural events. Among the artists who have appeared on our stage are such masters as Yann Tiersen and Dianne Reeves. In May, the international Cavatina Guitar Festival took place, attracting outstanding artists such as Fink, Miles Kane, Marcin Patrzałek, Kinga Głyk, Matteo Mancuso, and City of the Sun. The festival attracted more than 5,000 participants, offering 30 concerts on three different stages, underlining its importance as one of the most important music events in Poland.

The year 2024 is also special because of the founding of the Cavatina Philharmonic Orchestra, Poland's first private professional symphony orchestra. The orchestra is headed by Stanley Dodds, a distinguished conductor associated with the Berliner Philharmoniker for more than 30 years, who also serves as chief conductor of the Sinfonie Orchester Berlin. His experience and artistic vision bring a new quality to our institution, expanding the programming possibilities and raising the artistic level of Cavatina Hall.

We forecast that our events will attract over 120,000 spectators in 2024, underlining the growing interest and reach of Cavatina Hall. Through intensive growth and a comprehensive artistic offering, we continue to consolidate our position as a centre for culture and the arts in the region, attracting both local and global audiences.

CAVATINA HALL'S UNIQUE STAGE

Cavatina Hall is a unique venue where musical diversity meets excellent acoustics and a unique atmosphere. Since our first concert on 11 February 2022, we have had the honour of hosting more than 400 artists from all corners of the world on our stage, representing a wide range of musical genres. Below are just a selection of the artists who have graced our concert hall with their performances of classical, jazz, pop, rock, blues, soul and world music.



CLASSICAL MUSIC

Royal Philharmonic Orchestra & Anastasiya Petryshak, Vasily Petrenko

- ☐ Jakub Józef Orliński & II Giardino d'Amore
- F Hina Maeda with the NFM Wroclaw Philharmonic Orchestra
- Alena Baeva & Janáček Philharmonic Ostrava
- Hyuk Lee
- Janáček Philharmonic Orchestra
- Johannes Moser
- Mari Samuelsen
- Glenn Miller Orchestra

JAZZ/BLUES/SOUL

Nigel Kennedy Al Di Meola Tommy Emmanuel Stacey Kent Lizz Wright Esperanza Spalding & AntonioBrownDance Leszek Możdżer & Gloria Campaner Dianne Reeves Yann Tiersen Miles Kane Kinga Głyk Matteo Mancuso City of the Sun Fink Blanco White Roo Panes



POP/ROCK

Dawid Podsiadło

Mrozu

Sanah

Miuosh & The Song and Dance Ensemble Silesia

Ralph Kamiński

Daria Zawiałow

Me And That Man

- ØRGANEK & Choir of the Maritime University of Technology
- Grzegorz Turnau
- Agnieszka Chylińska
- Krzysztof Zalewsk

Karaś/Rogucki

Brodka

Natalia Przybysz

(FJ)

WORLD MUSIC

Ólafur Arnalds

World Orchestra Grzech Piotrowski

Indialucia

WORKSHOPS AND EVENTS FOR CHILDREN

- Music Workshop 'From Ear to Ear'
- Ethno Drumming Workshops

Workshops 'There is Power in Emotions

History of the Stradivarius Violin

Mr Beethoven's Academy - Bolek i Lolek Symfonicznie

Cavatina Hall Art Show

CAVATINA PHILHARMONIC ORCHESTRA

The Cavatina Philharmonic Orchestra is a new symphony orchestra in Bielsko-Biala, which began in September 2024 and is based in the modern Cavatina Hall. The orchestra is headed by Stanley Dodds, an experienced conductor and violinist associated with the Berliner Philharmoniker and Sinfonie Orchester Berlin.

The orchestra brings together passionate and professional musicians who combine their love of symphonic music with the pursuit of excellence. They perform the works of the great masters as well as discovering new compositions, with the desire to bring music to a wide audience. The ensemble is made up of experienced musicians and young artists who, under the baton of Stanley Dodds, provide an unforgettable musical experience.

CAVATINA GUITAR FESTIVAL

32 concerts, 5 days, 3 stages. Dozens of guitars, over 2,000 minutes of music and thousands of participants who spent this time in a variety of ways - playing, dancing, singing, talking and enjoying the music in a beautiful setting. The Cavatina Guitar Festival is a unique encounter with the guitar in all its guises!

The festival has featured great artists including: Miles Kane, FINK, Zalewski, Kinga Głyk, Marcin Patrzałek, Matteo Mancuso, Blanco White, City of the Sun, Jakub Żytecki, John J Presley, Bartek Królik, MATECKI, Roo Panes, Skubas, Tomek Ziętek, Dawid Tyszkowski, SBB, Misia Furtak, Izzy and the Black Trees, Agata Karczewska, Jacko Brango, Kathia, Leski, Runforrest, Oysterboy, The Saturday Tea, The Unrest, VHS, Niemoc RMX and PKS Trio.



CAVATINA STUDIO

Cavatina Studio is a state-of-the-art sound recording venue that combines advanced technical solutions, spacious and acoustically diverse rooms and professional and experienced staff to guarantee the highest quality of recor-

dings. The studio consists of a comfortable, air-conditioned director's room equipped with state-of-the-art technology, a large live-room of almost 130 m² and spacious recording rooms.

Cavatina Studio has excellent instruments, microphones and recording and listening equipment, making it the ideal place for artists looking for the best working conditions. The studio and chamber room perfectly complement the main concert hall, creating a cohesive cultural and technological environment. As a result, all the spaces in Cavatina Hall blend harmoniously together, offering versatile possibilities for artists and musical events.





NOBLE PACKAGE

In 2023, the Group was involved for the second consecutive year in supporting families in need or lonely people as part of the Noble Package initiative organised by the 'Stowarzyszenie Wiosna' Association.





2023 SUSTAINABLE DEVELOPMENT REPORT

-

The second

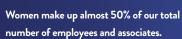
HEADCOUNT IN THE CAVATINA HOLDING GROUP

The employees are the very heart of the organization and they are the ones who shape it. That is why it is very important for us to provide them with an attractive and friendly workplace in which they can grow. We are committed to diversity in the teams and a good atmosphere, because we believe that this has a great impact on the company performance and the projects we carry out. The Group employees and workers who are not employees are provided with appropriate working conditions and are entitled to various benefits, such as professional medical care, among others.

GRI: 2-7

Table 6. TOTAL NUMBER OF EMPLOYEES AND WORKERS WHO ARE NOT EMPLOYEES BY GENDER AS AT 31.12.2023

NUMBER OF EMPLOYEES AND WORKERS WHO ARE NOT EMPLOYEES BY GENDER	WOMEN	MEN	SUMA
Number of employees	95	104	199
Number of permanent employees	52	88	140
Number of temporary employees	43	16	59
Number of non-guaranteed hours employees (on-demand employees).	0	0	0
Number of full-time employees	95	103	198
Number of part-time employees	0	1	1





GRI: 2-8

Table 7.

NUMBER OF WORKERS WHO ARE NOT EMPLOYEES BY TYPE OF WORK AS AT 31.12.2023

TYPE OF WORK	NUMBER OF COLLABORATORS	TYPE OF CONTRACT	SEASONALITY OF COOPERATION
Technical and engineering area	88	B2B contract	none
Financial and legal area	16	B2B contract	none
Sales and marketing area	17	B2B contract	none
Technical and engineering area	3	mandate contract	none
Financial and legal area	3	mandate contract	none
Sales and marketing area	0	mandate contract	none
TOTAL	127		

GRI: 401-1

Table 8.HIRING NEW EMPLOYEES AND WORKERS WHO ARE NOT EMPLOYEES ANDEMPLOYEE TURNOVER

TOTAL NUMBER AND RATE OF HIRING OF NEW EMPLOYEES AND ASSOCIATES DURING THE REPORTING PERIOD, BROKEN DOWN BY AGE AND GENDER

NUMBER OF NEW EMPLOYEES IN 2023	WOMEN	MEN	TOTAL
under than 30 years old	11	10	21
30 to 50 years old	13	12	25
over 50 years old	0	1	1
TOTAL	24	22	46

HIRING RATE OF NEW EMPLOYEES IN 2023	WOMEN	MEN	TOTAL
under than 30 years old	68%	172%	32%
30 to 50 years old	43%	39%	19%
over 50 years old	0%	100%	50%
TOTAL	47%	52%	23%



NUMBER OF EMPLOYEES IN 2023	WOMEN	MEN	TOTAL
under than 30 years old	32	34	66
30 to 50 years old	62	69	131
over 50 years old	1	1	2
TOTAL	95	104	199

TOTAL NUMBER OF DEPARTURES AND TURNOVER RATE OF EMPLOYEES AND ASSOCIATES DURING THE REPOR-TING PERIOD, BROKEN DOWN BY AGE AND GENDER

NUMBER OF EMPLOYEE DEPARTURES IN 2023	WOMEN	MEN	TOTAL
under than 30 years old	8	6	14
30 to 50 years old	26	24	50
over 50 years old	0	0	0
TOTAL	34	30	64

EMPLOYEE TURNOVER RATE IN 2022	WOMEN	MEN	TOTAL
under than 30 years old	25%	18%	21%
30 to 50 years old	42%	35%	38%
over 50 years old	0%	0%	0%
TOTAL	18%	35%	32%

WSE: S-P3

28	NUMBER OF EMPLOYEES WHO LEFT VOLUNTARILY in the reporting period	0,14	<mark>Rate of</mark> TURNOVER RATE
36	NUMBER OF EMPLOYEES WHO LEFT INVOLUNTARILY in the reporting period	0,18	<mark>Rate of</mark> TURNOVER RATE

GRI: 2-19

COMPENSATION

As of 2021, Cavatina Holding has a Remuneration Policy for members of the Executive Board, adopted by the Supervisory Board. The policy is based on remuneration for the achievement of set objectives, regardless of gender.

Variable remuneration for members of the Management Board may take the form of:

- Entitlements in the form of subscription warrants, which give the right to subscribe for shares in the company in accordance with the Incentive Programme.
- Cash benefits granted as part of the implementation of the Bonus Programme.
- Performance bonuses for the performance of specific tasks.

As part of their variable remuneration, members of the Executive Board may receive a performance bonus for the effective management of environmental issues related to the company's operations, including but not limited to:

- Managing potential or identified environmental risks associated with the company's activities.
- Taking action to minimise environmental damage caused by the company's activities.
- Reducing emissions, resource efficiency, recycling and replacing or reducing the use of environmentally harmful substances in the company's operations.
- Using raw materials from responsible sources.
- Promoting environmentally friendly attitudes among the company's customers.

A performance bonus can be awarded for effective company management that takes into account aspects of social responsibility. This assesses, among other things, the company's sustainability efforts, including concern for the health and well-being of employees, which increases their commitment and productivity. Additional criteria include initiatives to support local institutions and individuals, cooperation with local organisations and the implementation of programmes aimed at children and young people.

GRI: 2-20

Every employee and associate of the Group receives remuneration adapted to their competence, experience, education, position and level of responsibility. Differences in remuneration are based solely on competence, skills and quality of work performed. They are not influenced by gender, age or other non-work-related criteria. The process of determining remuneration does not involve independent remuneration consultants nor is it overseen by members of the governing body or an independent remuneration committee.

GRI: 2-21

ANNUAL TOTAL COMPENSATION RATIO

6,64

THE RATIO OF THE ANNUAL TOTAL COMPENSATION FOR THE ORGANIZATION'S HIGHEST-PAID STAFF MEMBER

to the median annual total compensation for all employees and workers who are not employees (excluding the highest-paid individual)



THE RATIO OF THE PERCENTAGE INCREASE IN THE ANNUAL TOTAL COMPENSATION OF THE ORGANIZATION'S HIGHESTPAID STAFF MEMBER

to the median percentage increase in the annual total compensation for all employees and workers who are not employees (excluding the highest-paid staff member)

WSE: S-P2 PAY EQUITY RATIO

-**26**,69%

THE FIGURE OBTAINED SHOWS THE PERCENTAGE BY WHICH MEN'S PAY ON AVERAGE IS LOWER THAN WOMEN'S PAY.

GRI: 3-3 406, 406-1

No case of discrimination or harassment was found in the Cavatina Holding Group in 2023.

GRI: 2-30 WSE: S-P4

COLLECTIVE BARGAINING AGREEMENTS

There are no collective agreements in operation in the Cavatina Holding Group. Nevertheless, the Group companies fully respect the right of employees to organise, acting in accordance with the applicable legislation, including the Labour Code. We care about safety, health and well-being

WE CARE ABOUT SAFETY, HEALTH AND WELL-BEING OF OUR EMPLOYEES

THE PRIORITY OF OUR BUSINESS IS TO ENSURE THAT OUR EMPLOYEES ARE PROVIDED WITH THE HIGHEST POSSIBLE HEALTH AND SAFETY STANDARDS.

GRI: 3-3 403, 403-1, 403-4, 403-5, 403-8

Health and safety regulations must be complied with by us and include all employees and colleagues. Every new employee participates in general health and safety training, which is carried out by a long-standing external partner, as well as job-specific training. We also regularly organise periodic training tailored to the specific nature of the job. Co-workers working on construction projects are also subject to mandatory health and safety training.



PEOPLE RECEIVED OHS TRAINING IN 2023.

Our aim is for all employees to consistently apply best practice in relation to health and safety. In addition to attending training courses, they can contact a health and safety officer at any time for additional information on workplace safety.

GRI: 403-7

Our top priority is safety, so we take care to create safe working conditions and rigorously enforce regulations and internal procedures on employees and external contractors.

We have prepared a Contractor Environmental Policy for each construction site, which demonstrates that the general contractor takes into account the environmental impact of the construction and implements appropriate preventive and mitigation measures. This document covers, among other things, safe access to the construction site and the creation of a friendly working environment. Guidance and guidelines are also included in the site regulations and the safety and health plan.

Construction work is carried out in accordance with Polish occupational health and safety regulations, and we comply with all employer obligations in this respect. Regular health and safety inspections take place on our construction sites to ensure the highest safety standards. In addition, we prepare detailed health and safety reports and analyses on a weekly basis. These reports are discussed at weekly industry coordination meetings, which include:

- Presenting conclusions and recommendations based on detailed photographic documentation of the construction site.
- Discussing the progress of preparatory work related to the planned tasks.
- Familiarising contractors with the scope of the tasks to be commenced, including hazard identification, protection measures adopted and safe execution methods.

GRI: 403-3, 403-4

Our health and safety partner regularly carries out surprise inspections of working conditions both at our head office and at our branches.

As part of our compliance, we provide our employees and associates, including those involved in construction projects, with mandatory initial, follow-up and periodic examinations. In 2023, our construction projects were subjected to three inspections by the State Labour Inspectorate in Łódź, Katowice and Wrocław, during which no irregularities regarding working conditions, safety, health and safety training or medical examinations were found.

Only HR staff, who are obliged to maintain full confidentiality and are duly authorised in accordance with the RODO, have access to employees' work-related health information. This information does not affect the careers of employees in the Group.

GRI: 403-2

At Cavatina Holding Group, we systematically carry out occupational risk assessments for all positions, which are regularly updated by our Health and Safety services. Thanks to our effective safety management, we have not recorded any occupational accidents among either our employees or colleagues in 2023.



03. CORPORATE SOCIAL RESPONSIBILITY

GRI: 403-9

WORK-RELATED INJURIES AT CAVA-TINA HOLDING GROUP IN 2023

NUMBER OF FATALITIES DUE TO WORK-RELATED INJURIES

NUMBER AND RATE OF WORK-RELATED INJURIES WITH HIGH INJURY SEVERITY

NUMBER AND RATE OF WORK-RELATED INJURIES

GRI: 403-10

ILL HEALTH RELATED TO WORK AT CAVATINA GROUP HOLDING IN 2023

At each stage of construction work, there are significant risks for workers, such as working at height, operating construction machinery, the risk of destabilising structures or falling objects. These risks are detailed in the job-specific risk assessment. In order to minimise these risks, all employees and co-workers undergo health and safety training to raise their awareness of risks, teach them the appropriate responses in critical situations and encourage them to take care of their safety on site. As a result of these measures, there have been no injuries or accidents at work in the Group.



NUMBER OF FATALITIES DUE TO WORK-RELATED ILL HEALTH

NUMBER OF CASES OF RECORDABLE WORK-RELATED ILL HEALTH



WE CARE ABOUT OUR EMPLOYEES

THE COMMITMENT AND RESPONSIBILITY OF EMPLOYEES ALLOW CAVATINA HOLDING GROUP TO GROW CONTINUOUSLY. THEIR HEALTH AND WELL-BEING DIRECTLY AFFECT THE SUCCESS AND EFFICIENCY OF THE COMPANY.

Our key actions in promoting health among employees:

- Investing in programmes and policies that support employee health and well-being.
- Ensuring employees have access to high quality healthcare.
- Achieving the WELL Health and Safety Rating certification.
- Aligning health and wellness initiatives with the company culture.
- Promoting healthy lifestyles through private healthcare and cards allowing use of sports and leisure facilities.

WE OFFER EMPLOYEES A GENEROUS BENEFITS PACKAGE

The additional benefits we offer our employees are a key element of our organisational culture. Their scope varies depending on seniority and position, but they apply to all employees. Employees can benefit from private medical care, a medical support fund and a wide range of professional, soft skills and language training. In addition, we offer annual Christmas packages, team-building events, trips and events for children.

We care about the wellbeing of our employees and colleagues by promoting physical activity. Together with their family members, they have the opportunity to benefit from sports cards that allow access to sports facilities throughout the country, the cost of which is fully covered by the Group. In addition, as part of the Cavatina Bike Club, we organise cycling trips and rallies for them, and in winter we offer skiing trips both in Poland and abroad. For employees and associates involved in other sports, we provide financial support for the achievement of specific goals, upon prior submission of an individual application.

WE CARE ABOUT EMPLOYEE HEALTH

GRI: 403-6

Our employees and associates, together with their partners and children, can benefit from premium private medical insurance, the total cost of which is covered by the company. This package includes access to doctors of various specialities, outpatient and specialist examinations, as well as rehabilitation and physiotherapy. Our medical partner offers services throughout the country, both at its own and partner facilities, which ensures wide access to healthcare, regardless of where you live.

We have established a medical support fund for employees, associates and their family members. This fund is available to everyone in our organization, regardless of seniority or type of contract. Its purpose is to provide financial support in case of illness, including reimbursement of the costs of examinations, consultations with specialists, the purchase of medicines, medical supplies and rehabilitation.



GLOBIANA MEDICAL CENTER

In an effort to create medical centers that are modern and adapted to the changing needs of patients, Globiana was established within Cavatina Group S.A. to offer a range of services such as diagnostic tests, laboratory tests and specialized consultations. Group employees can use Globiana's services on preferential terms.

Globiana focuses on sustainable development and responsible and ethical business conduct, and actively supports diversity in the workplace. The company is implementing a "less waste" strategy, introducing solutions that reduce the amount of waste generated and eliminating paper consumption in favor of digital technologies. Globiana also engages in various social initiatives, including projects supporting local communities, organizing workshops and specialized training. Transparent and responsible management is the foundation of the company's operations.

In addition, Globiana is an equity shareholder in the Fertilita clinic, which specializes in protecting and restoring fertility in young women at risk of infertility related to cancer treatment or premature extinction of ovarian function. The Fertilita clinic uses an innovative method to harvest healthy ova from ovarian tissue stem cells, giving patients for whom traditional treatments are insufficient a chance at motherhood. With these cutting-edge procedures, the clinic avoids three major problems associated with traditional IVF techniques: can-



cer risks associated with estrogen hyperstimulation, low birth rates in young women with premature expiration of ovarian function, and the formation of embryos with genetic damage.

WELL HEALTH AND SAFETY RATING CERTIFICATION

We place special emphasis on ensuring that our buildings meet the highest standards of cleanliness, which have been further tightened in response to the pandemic. The health and safety of our employees and facility users are our top priority.

All of the buildings in our portfolio have been certified with the WELL Health and Safety Rating, demonstrating our commitment to the highest quality. This state-of-the-art safety standard, developed by the International WELL Building Institute (IWBI) based on World Health Organization (WHO) guidelines, was created in response to pandemic challenges. It ensures that buildings are equipped with systems that provide air and water of the highest quality and meet strict standards for cleaning and disinfection of all spaces. To educate our employees and tenants, we have developed a "BeWELL

Tenant Guide!" that explains detailed cleaning and disinfection procedures, emergency preparedness programs, health aspects, water and air quality management, as well as strategies for building engagement and effective communication.







CORPORATE GOVERNANCE

WE CONDUCT OUR BUSINESS RESPONSIBLY

THE CAVATINA GROUP CONSISTENTLY STRIVES FOR RESPONSIBLE AND TRANSPARENT MANAGEMENT, WHICH IS CLOSELY LINKED TO OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT.

As a leader in the commercial real estate market, we are aware of the impact of our activities on the environment and the communities in which we operate.

Our approach to corporate governance is based on implementing high ethical standards, compliance with legal regulations and promoting good practices throughout the value chain. Our activities are based on solid principles and procedures that aim to ensure the sustainable development of the organization, while taking care of the interests of all our stakeholders. In our decision-making processes, we are guided by transparency and responsibility, which allows us to build lasting and trust-based relationships with partners, clients and employees.

Our commitment to integrating the principles of sustainable development into everyday operations allows us not only to meet market expectations, but also to create added value for the communities in which we operate.

A MISSION OF SUSTAINABLE GOVERNANCE



DECENT WORK AND ECONOMIC GROWTH

Tasks implemented in connection with this goal:

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small and medium-sized enterprises, including through access to financial services.
- **8.8** Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

How we are implementing them?

We have been developing a diversity policy which is reflected in both our business operations and the hiring policy. Our team is composed of employees who are diverse in terms of gender, age, work experience, education or cultural background.





CLIMATE ACTION

Tasks implemented in connection with this goal:

13.2 Integrate climate change measures into national policies, strategies and planning.

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

How we are implementing them?

We perform our investments with respect for the environment and with future generations in mind. We take actions to counteract negative impacts of the economy on the natural environment. We are making changes to enable effective waste management and to reduce energy consumption and CO2 emissions. In pursuing our sustainability goals, we work with contractors who are aware of environmental requirements.



SUSTAINABLE CONSUMPTION AND PRODUCTION

Tasks implemented in connection with this goal:

- 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.

How we are implementing them?

We focus on the development of our investment portfolio based on the highest standards of "green" construction, i.e. construction of office spaces holding BREEAM certification. It is one of the most widely used methods for assessing the environmental performance of buildings in Europe, and satisfaction of its high standards makes it possible to reduce the costs of usage of properties, reduce their adverse environmental impact and create a place friendly for users and conducive to their health. During the evaluation procedure, aspects such as environment and ecology, energy efficiency, local infrastructure and convenience of use, among others, are taken into account.





Cavatina Holding S.A was established in 2017. It has been listed on the Warsaw Stock Exchange since 2021.

On 10 January 2022, the Polish Financial Supervision Authority approved the prospectus for Cavatina Holding S.A.'s bond issuance program. Transactions are executed in the form of public issues, and bonds are listed on the WSE. As part of the 2022 issue program, the following bonds went on the Catalyst market: 3.5-year P2022A series bonds, 3.5-year P2022D series bonds, 3.5-year P2022C series bonds and 3.5-year P2022D series bonds1.

As one of the leaders of the Polish market of commercial real estate, we are convinced that our company must developed based on a sustainable approach to governance. We develop our relations, both corporate, and with investors, with due diligence. We consider ethics and accountability to be among the fundamental principles of doing business. We adhere to them in relations with both our business partners and our employees and workers who are not employees.

As a public company, we also operate on the basis of regulations for the operation of the capital market, including the Act on Public Offerings, Act on Trading in Financial Instruments and MAR.

We apply the principles of corporate governance contained in the se of "Good Practices of Companies Listed on the WSE 2021." We comply with the Articles of Association, internal regulations and procedures which are available to every employee of our organization in HR newsletters.

compliance with

THE SYSTEM OF RULES AND PRACTICES APPLICABLE WITHIN THE CAVATINA GROUP CONSISTS OF:

occupational

health and safety



equal treatment and promotion of diversity in the workplace

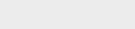


protecting and safeguarding confidential information

social coexistence standards



countering corruption and violations of law



¹ Further information on the public issue of bonds can be found on Cavatina website, under the <u>BONDS tab</u>.

CORPORATE RESPONSIBILITY POLICY

GRI: 2-6 WSE G-P3

At Cavatina Group, we apply a responsible business policy, which is based on exercising the utmost diligence in fulfilling our obligations. We pay particular attention to our relations with contractors, where our contracts contain anti-corruption clauses. These clauses oblige both parties to comply with anti-corruption laws in force both in Poland and within the European Union.

Our business partners undertake to comply with our ethical standards and internal regulations, which include, among other things, rules on avoiding conflicts of interest, the proper accounting of costs and transactions, and appropriate conduct in the giving and receiving of gifts.

GRI: 2-23

As part of our responsible business policy, we are guided by the precautionary principle. This principle consists of taking measures to minimise or completely avoid the potential negative effects of our actions. We place particular emphasis on its application in areas related to health, safety and environmental protection. At Cavatina Group, the precautionary principle is particularly important when searching for and assessing land for new developments. Before making a decision, we conduct a thorough analysis of the business attractiveness and legal status of the property in question. In addition, we carefully assess the risks associated with potential compensation claims and the costs of remediation, i.e. activities related to the clean-up and restoration of land degraded by previous activities. More details on our remediation activities can be found in the 'Environment' section of our report.

Through this approach, we seek not only to comply with applicable standards, but also to contribute to the creation of a sustainable environment by minimising our impact on the ecosystems in which we operate.

HUMAN RIGHTS POLICY

GRI: 2-23 **WSE:** S-P8, S-P9We consider respect for human rights to be a fundamental issue, there-fore we take actions to implement the human rights policy. It is our objective to make sure these principles are complied with by our suppliers and business partners. We are aware that our decisions and choices are key to conduct business focused on the highest ethical standards. That is why observance of human rights is crucial, especially at the stage of establishment of our supply chain. We want it to be based on good practice and in line with the sustainability standards. We have implemented regulations to ensure responsible supply chain management, including procurement guidelines and contractor selection procedures. With respect to risks in this area, the provisions of our contracts always provide for the possibility of termination in the event of serious violations.

Own indicator: Methods of checking subcontractors and verifying whether human rights are not violated

The Sustainable Procurement Policy is one of appendices to contracts with subcontractors. It defines the company position as regards the respect for human rights. This Policy applies from the conception stage until the completion of the construction stage. It is compliant with all the national and EU laws related to labor. We expect our partners and suppliers to comply with fair employment policies and to act in accordance with the law. Each time, our subcontractors submit statements on compliance with all the applicable internal requirements and regulations.

We strive to continuously improve respect for human rights and awareness of acting for the benefit of a better perception of applicable standards in this respect. All our employees have been trained in the area of human rights policies, with special focus on procedures relevant to our activity. We are committed to making the communication of these aspects to both employees and our stakeholders accessible, understandable and valuable, as well as one of the elements of building positive relationships. The company identifies and removes potential barriers related to informing about the obligations, for example by making them available in relevant foreign languages. The obligations resulting from the corporate responsibility policy are overseen by the Management Board, which directly supervises the Group's work and holds periodic meetings to control the team's work in this regard.

The Cavatina Group does not have in place a separate human rights policy document specifying in detail the company's position on respect for human rights. The applicable standards and legal norms are governed by internal regulations and procedures. The policy obligations pertain equally to the Group's operations and its business relationships.



GRI: 2-23, 2-24, 2-25

Since our debut on the Stock Exchange in 2021, we have been systematically implementing the "Recommended Standards for the Compliance Management System in the Area of Combating Corruption and the Whistleblower Protection System in Companies Listed on Markets Organized by the Warsaw Stock Exchange".

In the Cavatina Group, the implementation of anti-corruption procedures and the management of the risk of non-compliance with regulations are under the strict supervision of the Compliance Officer, who acts as a director and reports directly to the Group's management board. Our compliance management system (Compliance) was created to identify and manage the risk associated with potential violations of the law, internal regulations and ethical standards.

The Cavatina Group's internal documents constitute a clear declaration of our commitment to promoting ethical business conduct and a firm opposition to corruption. Employees are obliged to be familiar with these documents and actively use them in their daily work. Our procedures include transparent rules for accepting costs, expenses and cooperation with external partners, including intermediaries, agents, subcontractors and suppliers. Anti-corruption clauses are an integral part of each key contract, which aims to prevent the use of the Group's assets for illegal purposes.

2023 was a year for the Cavatina Group in which no complaints or incidents requiring corrective actions were recorded, which proves the effectiveness of our procedures. Currently, stakeholders do not participate in the design or review of our internal mechanisms, because previous practice has not shown such a need. Nevertheless, the Group constantly monitors and evaluates its procedures to ensure that they remain in compliance with the highest ethical and legal standards.

GRI: 2-26 WSE: G-P6

The Cavatina Group has an internal system that allows whistleblowers to report irregularities, such as violations of the law, procedures or ethical standards. This system has been designed so that reports can be made anonymously, using a dedicated e-mail address. Importantly, this mechanism is available not only to employees, but also to other stakeholders of the Group. In the case of external entities, information on this subject is included in clauses added to contracts. Each contractor has the opportunity to report irregularities via a specially dedicated e-mail address:

sygnalista@cavatina.pl

The procedures implemented in the Cavatina Group ensure the possibility of reporting irregularities without fear of possible negative consequences. All reports, including those that may indicate potential cases of corruption, are registered. It is worth noting that in 2023, no reports related to corruption were recorded.

Stakeholders also have the opportunity to consult on the implementation of the responsible business policy and related practices via e-mail. Additionally, after the publication of periodic financial reports, the Cavatina Group organizes regular meetings with stakeholders, during which the Management Board answers questions regarding the system for reporting concerns related to responsible business conduct.



CAVATINA HOLDING S.A. GOVERNING BODIES AND CORPORATE GOVERNANCE PRINCIPLES

GRI: 2-9, 2-10, 2-11 WSE: G-P1

THE CORPORATE BODY MANAGING THE ACTIVITIES OF THE CAVATINA GROUP IS THE MANAGEMENT BOARD OF CAVATINA HOLDING S.A. HEADED BY THE PRESIDENT OF THE MANAGEMENT BOARD. HE IS ALSO A SENIOR MANAGER IN THE ORGANIZATION, PERFORMING THE FUNCTION OF CORPORATE GOVERNANCE HEAD.

As of 1 February 2022, the Management Board of Cavatina Holding S.A. is composed of three members. The joint term of office of the Management Board members expires on 31 December 2027.

MANAGEMENT BOARD OF CAVATINA HOLDING S.A.



Rafał Malarz President of the Management Board



Daniel Draga Vice-President of the Management Board



Szymon Będkowski Management Board Member

Further information on the Group Management Board is provided on the Cavatina Holding Group's website, under the ABOUT US tab and in the "Consolidated annual report for 2022" ir.cavatina.pl/en/financial-statements/financial-statements/

The scope of competence and the rules relating to the appointment, dismissal and operation of the Management Board are set out in the provisions of the Commercial Companies Code, as well as in the provisions of the Articles of Association and the Rules of Procedure of the Management Board. In the interests of the highest standards of governance, only persons with the appropriate qualifications, skills and experience are appointed to the Management Board.

GRI: 2-10

At the Cavatina Group, the process of appointing members to the Board of Directors is based on several key criteria, which include:

- **Feedback from stakeholders,** including shareholders, which ensures that their perspectives are taken into account in the decision-making process.
- Impartiality and independence, which guarantees objectivity and the avoidance of conflicts of interest.

Competence related to the market, specialisation and location of the organisation, which are essential for the effective management and achievement of the Group's strategic objectives.

In addition, there is an Audit Committee within the Supervisory Board, consisting of three members, most of whom meet the independence criteria set out in the Auditors Act. Two members have knowledge and experience in accounting and auditing, and one of them is an expert in the industry in which the Group operates. The Audit Committee's tasks include monitoring the financial reporting process, assessing the effectiveness of the internal control and risk management and internal audit systems.

The Supervisory Board, as the supervisory body of the Cavatina Group, provides ongoing oversight of the organisation's activities in all its areas. The number of members of the Supervisory Board for a given term is determined by the General Meeting. The term of office of the members of the Board is five years and two of them meet the



criteria for independence. The Group's Articles of Association regulate the rights and duties of the Group's bodies, including the Supervisory Board, whose tasks include giving an opinion on the Group's strategy, reviewing the actions of the Board of Directors in achieving its strategic objectives and monitoring the Group's performance.

The members of Cavatina Group's Supervisory Board have been appointed for a joint term of office, which expires on 31 December 2025. Detailed information on the composition and activities of the Supervisory Board can be found on the Cavatina Holding Group's official website under About Us. In addition, more detailed information is available in the 'Consolidated Annual Report 2022'.

The representatives of the Cavatina Group Supervisory Board have been appointed for a joint term of office, which ends on 31 December 2025. More information about the Group's Supervisory Board can be found on the Cavatina Holding Group website under the About Us tab and in the Consolidated Annual Report 2023.

SUPERVISORY BOARD COMPOSITION AS OF 31 DECEMBER 2022

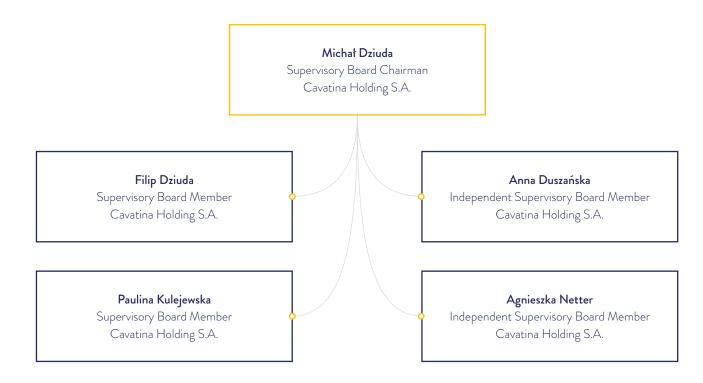


Table 9.

NUMBER OF MEMBERS OF THE MANAGEMENT BODY IN SPECIFIC CATEGORIES

IN SPECIFIC CATEGORIES	WOMEN	MEN	TOTAL
managers/persons in executive positions	3	6	9
persons not in executive positions	0	2	2
impartial persons, independent of the organization	2	0	2
representatives of social minorities (e.g., ethnic, religious, people with disabilities)	0	0	0
shareholders	0	0	0
Total	5	8	13



GRI: 2-12, 2-17, 2-18

Within the Cavatina Group, the ESG team, led by an experienced manager, is responsible for the full development, validation and regular updating of sustainability objectives and strategies. This team is made up of specialists dealing with various aspects of sustainable management, including investment processes, environmental, social and corporate governance issues. The continuous improvement of the team's competences and attention to the highest standards are priorities in every stage of the investments carried out.

Cavatina Group management directly oversees the activities of the ESG team, holding regular meetings to review progress and assess the economic, environmental and community impact of the company's activities. We feel committed to supporting the quality of life and the development of communities, especially in the cities where we make our investments. In our projects, we particularly emphasise the city-forming role of mixed-use developments, believing that thoughtful selection of functions can be an impetus for positive change in a given environment. We act holistically, taking into account the various aspects of local communities' functioning, so that our investments not only respond to their current needs, but also contribute to their long--term development.

We stimulate and support their development through well-conceived, diverse charitable and sponsorship activities, as well as projects aimed at cultural development. These are carried out on a corporate level within the Cavatina Group and through entities with which we work closely. An example of such a partnership is the collaboration with the Fiducia Foundation, whose initiatives we support in many areas of activity. More details on the Foundation's activities in 2023 can be found in the 'Society' section. The effectiveness of the Board's oversight of the implementation of our organisation's economic, environmental and social impact activities is assessed at least annually. In addition, the activities of the Executive Board, especially in the context of the impact on these key areas, are regularly reviewed by the Supervisory Board, which identifies new guidelines or activities that require special attention. This oversight structure allows us to continuously improve our operations and make sure that we meet the highest standards of social responsibility and sustainability.

- The Supervisory Board sets specific tasks for the Cavatina Group's Management Board, which include environmental objectives aimed at sustainable development and environmental protection. Among these tasks are:
- Measures to reduce emissions and manage resources efficiently, including recycling, and to replace or reduce the use of environmentally harmful substances in the Cavatina Group's operations.
- **Promoting responsible production practices,** which includes the use of responsibly sourced raw materials, and fostering environmentally friendly attitudes among the Group's domestic and foreign customers.
- **Promoting the sustainable development of the organisation**, which includes caring for the health and well-being of employees and colleagues. Taking care of these aspects increases their commitment and efficiency at work.







Managing in accordance with the corporate governance principles required by the Stock Exchange, which ensures that the company operates according to the highest standards of governance and business ethics.

GRI: 2-13, 2-14, 2-24

The management of the Cavatina Holding S.A. Group uses external experts who have expertise in environmental issues. This makes it possible to better manage the Group's economic, environmental and social impacts. As part of its corporate responsibility, executives at various management levels have been appointed in selected areas. They regularly report on the progress made in achieving the corporate responsibility objectives during periodic review meetings with the Board of Directors.

Each commitment related to the responsible business policy is implemented with the utmost care, both in terms of operations and business relations. Responsibility for implementing these commitments is shared between the Board of Directors, senior management and operational levels.

The Cavatina Group, at the moment, does not provide training on the implementation of the commitments arising from the responsible business policy.

WE BUILD VALUE BY ACTING ETHICALLY

GRI: 2-27

AS A PUBLIC COMPANY LISTED ON THE WARSAW STOCK EXCHANGE, CAVATINA GROUP IS SUBJECT TO THE SUPERVISION OF THE FINANCIAL SUPERVISION COMMISSION, WHICH OBLIGES US TO COMPLY WITH STRICT REGULATIONS IN MANY AREAS OF OUR BUSINESS.

In order to ensure full compliance, we have implemented a number of internal regulations concerning, among other things, the protection and safeguarding of confidential information, anti-corruption, discrimination and mobbing.

In addition, our organisation has a procedure in place that allows for the anonymous reporting of potential violations of the law and ethical standards (whistleblowing), which allows for effective risk management and the promotion of ethical behaviour among employees. It is noteworthy that in 2023 the Cavatina Group did not record any violations of applicable laws and regulations , which demonstrates the effectiveness of our internal procedures and our commitment to conducting our business in accordance with the highest ethical and legal standards.

GRI: 2-15, 2-16, 205-3

Members of the Cavatina Group's Management and Supervisory Boards are obliged to avoid engaging in professional or non-professional activities that could lead to conflicts of interest. In accordance with the internal bylaws, in the event of any conflict of interest, the members of the management and supervisory bodies are obliged to inform the other members immediately and to refrain from participating in the discussion and voting on matters to which the conflict of interest relates.

In addition, each member of the Supervisory Board is obliged to immediately provide the Management Board with information on his or her relationship with a shareholder holding at least 5% of the total number of votes at the General Meeting. This applies to economic, family or other relationships that may influence his or her position on the issues to be decided.

However, at the moment we do not have a procedure in place to safeguard against, or mitigate the effects of, conflicts of inte-

rest relating to the top management body should they arise. The following information is disclosed to Cavatina Group stakeholders:

- On the shares held in the Cavatina Group's supplier companies or in other entities that are stakeholders of the organisation.
- About the dominant shareholders in the ownership structure.
- About Cavatina Group's related parties, including their relationships, transactions entered into and any arrears of payments.

In line with the Cavatina Group's policy, all information regarding critical incidents is reported directly to the governing body, allowing situations that may affect the organisation's operations to be managed quickly and effectively.

In 2023:

no critical incidents have occurred,

- T there have been no confirmed cases of corruption,
- there have been no public corruption court cases brought against the Cavatina Group or its employees,
- we have not identified any cases of non-compliance of the business with the law or with generally accepted principles of social coexistence,
- all employees during the on-boarding process and members of the management and supervisory bodies have been informed of the procedures in force in the company,
- we have not identified any legitimate complaints about our operations and complaints regarding breaches of customer privacy and loss of customer data.

At Cavatina Group, we comply with all applicable tax and social security legislation. Any remuneration, any benefits and other allowances provided to employees are legal, accurately calculated, properly accounted for and reported.



Although the Cavatina Group does not have a separate anti-corruption policy document, we have been systematically implementing the 'Recommended Standards for an anti-corruption compliance management system and a whistleblower protection system for companies listed on the markets organised by the Warsaw Stock Exchange S.A.' since our IPO in July 2021.

Our approach ensures that the Cavatina Group's activities comply with the highest ethical and legal standards, while fostering a culture of transparency and accountability throughout the organisation. As the Cavatina Group grows, we place particular emphasis on the principles of sustainable development, particularly in the context of environmental protection. One manife-



station of this commitment is a rigorous approach to managing our supply chain, which includes material suppliers, consultants, service providers and subcontractors working on our investments.

Regardless of the size of our partners, from large companies to small one-person businesses, we make every effort to work with subcontractors who respect human and labour rights and apply the highest ethical standards.

For the Cavatina Group, it is also crucial to build local business relationships and responsibly manage cooperation with suppliers. We rely on partners who not only meet our requirements but also contribute to the sustainable development of the communities in which we operate.

GRI: 204-1

The Cavatina Group is strongly committed to supporting local communities by focusing on job creation and the selection of Polish suppliers. Our approach to cooperation is based on the principle of localness - 99% of our partners are companies registered in Poland . We only purchase foreign materials when their availability on the domestic market is limited.

To ensure responsible supply chain management, we have introduced comprehensive regulations covering all stages of the procurement process. From the selection of contractors, to detailed procurement guidelines, to precise standards for as-built documentation, our activities are strictly defined, guaranteeing the highest quality of project implementation. Our project management model is based on a precise breakdown of the budget into around one hundred detailed items, which allows us to work with specialised subcontractors who are experts in their fields.

Our Central Purchasing Department constantly monitors the market in search of new suppliers, which allows us to select materials with the best value for money. We purchase key construction materials directly, which allows us to control their quality and compliance with the project, while subcontractors handle the supply of less essential materials.

Adopting a Sustainable Procurement Plan allows us not only to optimise costs, but also to ensure competitive commercial terms. Through this model, we are able to effectively manage supplier relationships while supporting the development of local communities.







ABOUT THE REPORT

APPROACH TO REPORTING

GRI: 2-3, 2-4, 2-5, 3-1, 3-2

THIS REPORT IS THE THIRD PUBLICATION OF THE CAVATINA HOLDING GROUP, PRESENTING ITS ACTIVITIES ON SOCIAL, ENVIRONMENTAL AND CORPORATE GOVERNANCE.

It covers data for the period from 1 January to 31 December 2023, and its content has been reviewed and approved by Cavatina Holding Group's Board of Directors. The report has been prepared based on the guidelines contained in the GRI Standards (Global Reporting Initiative) and the 'Guidelines for ESG reporting' of the Stock Exchange. The document has not been externally verified. The Group plans to continue publishing sustainability reports on an annual basis.



Tabela nr 10.

MATERIALS TOPICS PRESENTED IN SUSTAINABILITY REPORT FOR 2023

	MATERIAL TOPIC	ESG AREA
1.	Contribution to the provision of services to the community through the development of infrastructure, the local market and the creation of new jobs	Society
2.	Revitalisation of brownfield, degraded and underused sites	Society
3.	Community involvement and company participation in charitable projects	Society
4.	Supporting the idea of sustainable cities, including the so-called 15-minute city	Society
5.	Company involvement in educational and cultural activities	Society
6.	Respect for human rights in the organisation and supply chain	Society
7.	Action for employees; training and education of employees and support for career development	Society
8.	Certified green construction in the Group's portfolio	Society
9.	Design and implementation of investments in line with a closed-loop economy	Society
10.	Efficient use of raw materials and materials	Society
11.	Action against climate change; adaptation and mitigation of climate change risks	Society
12.	Transparency and open dialogue with stakeholders and the environment	Management and corporate governance
13.	Transparent communication with customers and tenants in the context of information on products supplied	Management and corporate governance
14.	Ensuring high quality of implemented investments for the end user	Management and corporate governance
15.	Business ethics	Management and corporate governance

IF YOU HAVE ANY QUESTIONS ABOUT THE CONTENT OF THIS REPORT, PLEASE CONTACT US



GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER
GRI1		
Application statement	The CAVATINA HOLDING Group has prepared the report based on guidelines to GRI Standards for the period 1.01.2023-31.12.2023 r.	
Applied GRI 1	GRI 1: Foundation 2021	
Applicable GRI sector standards	Not applicable	
GENERAL DISCLOSURES		
GRI 2: General disclosures	1. The organization and its reporting practices	
	2-1 Organizational details	7
	2-2 Entities included in the organization's sustainability reporting	7
	2-3 Reporting period, frequency and contact point	79
	2-4 Restatements of information	79
	2-5 External assurance	79
	2. Activities and workers	
	2-6 Activities, value chain and other business relationships	70
	2-7 Employees	58
	2-8 Workers who are not employees	59
	3. Governance	
	2-9 Governance structure and composition	72
	2-10 Nomination and selection of the highest governance body	72
	2-11 Chair of the highest governance body	72
	2-12 Role of the highest governance body in overseeing the management of impacts	74
	2-13 Delegation of responsibility for key reporting areas	75
	2-14 Role of the highest governance body in sustainability reporting	75
	2-15 Conflicts of interest	76
	2-16 Communication of critical concerns	76
	2-17 Collective knowledge of the highest governance body	75
	2-18 Evaluation of the performance of the highest governance body	74
	2-19 Remuneration policies	61
	2-20 Process to determine remuneration	61
	2-21 Annual total compensation ratio	61
	4. Strategy, policies and practices	
	2-22 Statement on sustainable development strategy	5



GRI STANDARD	DISCLOSURE	PAGE NUMBER
GRI 2: General disclosures	2-23 Policy commitments	67
	2-24 Embedding policy commitments	71
	2-25 Processes to remediate negative impacts	71
	2-26 Mechanisms for seeking advice and raising concerns	71
	2-27 Compliance with laws and regulations	76
	2-28 Membership associations	20
	5. Stakeholder engagement	
	2-29 Approach to stakeholder engagement	17
	2-30 Collective bargaining agreements	61

TEMATY ISTOTNE		
	3-1 Process to determine material topics	79
	3-2 List of key areas	79
GRI 201: Economic Performance 2016	3-3 201 Management of material topics	38
	201-2 Financial implications and other risks and opportunities due to climate change	38
GRI 204: Procurement Practices 2016	3-3 204 Management of material topics	77
	204-1 Proportion of spending on local suppliers	77
GRI 205: Anti-corruption 2016	3-3 205 Management of material topics	76
	205-3 Confirmed incidents of corruption and actions taken	76
GRI 301: Materials 2016	3-3 301 Management of material topics	30
	301-1 Materials used by weight and volume	30
GRI 302: Energy 2016	3-3 302 Management of material topics	28
	302-1 Consumption of energy by the organization	28
	302-3 Energy intensity	29
GRI 303: Woda i ścieki 2018	3-3 303 Management of material topics	33
	303-1 Interactions with water as a shared resource	33
	303-2 Management of water discharge-related impacts	34
	303-5 Water consumption	33
GRI 304: Bioróżnorodność 2016	3-3 304 Management of material topics	35
	304-3 Habitats protected or restored	35
GRI 305: Emissions 2016	3-3 305 Management of key areas	29
	305-1 Direct greenhouse gas emissions (scope 1)	29
GRI 306: Waste 2020	3-3 306 Management of key areas	30
	306-1 Waste generation and significant waste-related impacts	30
	306-2 Management of significant impacts associated with waste	31
	306-3 Waste generated	32
GRI 401: Employment 2016	3-3 401 Management of key areas	59
	401-1 Recruitment of new employees and turnover	59



GRI STANDARD	DISCLOSURE	PAGE NUMBER
GRI 403: Occupational	3-3 403 Management of key areas	62
Health and Safety 2018	403-1 Occupational health and safety management system	62
	403-2 Hazard identification, risk assessment and accident investigation	63
	403-3 Occupational health and safety services	62
	03-4 Health and safety engagement, consultation and communication with employees	62
	403-5 Health and safety training for employees	62
	403-6 Promoting workers' health	64
	403-7 Prevention and mitigation of health and safety impacts directly related to business activities	62
	403-8 Workers covered by a health and safety management system	62
	403-9 Work-related injuries	63
	403-10 Work-related ill health	63
GRI 406: Non-discrimination 2016	3-3 406 Management of material topics	61
	406-1 Incidents of discrimination and corrective actions taken	61
OWN INDICATORS	Quality of communication with stakeholders	
	Awards received	20
	Intensity of CO_2 emissions	29
	Certified buildings in the real property portfolio	36
	15-minute city	47
	Revitalization	49
	Social engagement – Fiducia Foundation	51
	Company involvement in educational activity	51
	Aid to Ukraine	51
	Methods of checking subcontractors and verifying whether human rights are not violated	67
WSE INDICATORS	WSE E-D1 Water consumption 33	33
	WSE E-D2 Water resources management	33
	WSE E-D5 Waste management	33
	WSE G-P1 Company board structure	76
	WSE G-P5 Anti-corruption policy	70
	WSE G-P6 Whistleblower mechanism	60
	WSE S-P5 Remuneration equity indicator	60
	WSE S-P6 Labour turnover	71
	WSE S-P7 Freedom of association and collective bargaining	67
	WSE S-P8 Human rights policy	70
	WSE S-P9 Human rights due diligence procedures	63

WWW.CAVATINA.PL





CAVATINA Holding S.A. z siedzibą w Krakowie ul. Wielicka 20, 30-552 Kraków, PL tel. +48 536 288 119, +48 536 289 889 biuro@cavatina.pl