

ESG Report 2021



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Ladies and Gentlemen, for us at GTC - a responsible investor and asset manager - environmental and social issues have been at the heart of all our activities for years.

Our business strategy relies on the principles of sustainable development, and we strive to manage our Group applying the best ESG practices. During the planning stage and while managing our investments, we place a high value on the environment and people - tenants, employees and local communities. We want GTC buildings to be ecological, safe and friendly, create value for the local community and contribute to the development of sustainable cities.

For GTC, 2021 was a milestone year as it was when we issued our Green Eurobonds, which allowed us to refinance secured loans and deliver green projects. The issue took place under the Green Bond Framework, a document setting out the guidelines for the issuance of Green Bonds by our Group companies. Sustainalytics issued a second party opinion confirming the credibility, stability and compliance of the Green Bond Framework with the Green Bond Principles 2018. The benchmark 500 million euro bond issue was possible due to obtaining positive assessment of reputable rating agencies, which appreciated the company's performance and prospects, commitment to sustainable development, and environmentally friendly business conduct.

We have also improved our business to meet demanding ESG goals. All our Polish and Romanian office properties are currently powered by green energy, and local offices are also involved in environmental activities.

Since 2015, our portfolio has been developed with the application of sustainable construction methods. We strive to deliver environmentally neutral projects, equipped with the latest solutions that meet the stringent BREEAM or LEED requirements. Last year marked our great success with all our properties in Poland obtaining green certificates. The highlights of 2021 also include a LEED certification of Advance Business Center I office building in Bulgaria and Cascade in Romania with the Gold certificate, as well as the completion of the certification process for Advance Business Center II, also with Gold LEED. In total, we obtained and renewed green certificates for 18 buildings in 2021 and for another twelve, early in 2022. We are proud to announce that currently 88% of all GTC office buildings hold such a certificate, and the remaining buildings are currently undergoing certification.

Last year, we made every effort to meet the needs of our clients and continued the support started in 2020 due to the COVID-19 pandemic, to minimize the risk of them losing their business continuity and ensure the safety and comfort while using our buildings.



We also see ourselves as a responsible investor in terms of care for the local community where we create an open space for residents through restoration of post-industrial areas.

In 2021, we continued our support by providing space in our shopping centers for social and charitable activities. Moreover, in 2021, we started cooperation with the Virtuosa Foundation, which helps to improve medical facilities for children with cardiological diseases.

In the past year, GTC’s activities towards sustainable development received recognition twice - we were awarded by EPRA, an industry organization, for reporting on ESG issues and in the Sustainable

Development Reports Competition. Our practices were also included in the Responsible Business Forum Report “Responsible Business 2021”, which debuted in May 2022.

GTC’s employees are the foundation on which we build value for our tenants, investors and our social environment. At this point, we would like to thank all employees and associates of GTC for understanding the challenges of sustainable development, enabling us to achieve our goals together.

We are fully aware of the importance of the ESG issues for our Group and our investors, and that is why GTC is committed to continuing its engagement in the development of environmentally friendly solutions and care for relations with its key stakeholders.

We encourage you to read our second ESG report which provides insights into our results and initiatives delivered in 2021.

**Sincerely yours,
management board members Globe Trade Centre S.A.**



Zoltán Fekete
Chief Executive Officer



Ariel A. Ferstman
Chief Financial Officer



János Gárdai
Chief Operating Officer



Pedja Petronijevic
Chief Development Officer

Introduction

1. About us
2. Our activities in 2021
3. Approach to sustainable development
4. Delivery of the UN Sustainable Development Goals
5. Our stakeholders
6. Partnerships and awards

01 chapter



Francuska Office Centre, Katowice, Poland

About us

■ [GRI 102-1] [GRI 102-2] [GRI 102-3] [GRI 102-5] [GRI 102-6] [GRI 102-7] [GRI 102-10] [GRI 102-11] [GRI 102-12] [Cert-Tot] [Own index: Description of the goals and results of relationships with customers/tenants during the COVID-19 pandemic]

With special attention to carrying out business in accordance with the principles of sustainable development, it focuses on green and certified buildings in its portfolio.

GTC Group¹ is a major investor and developer operating in the commercial real estate market in Central and Eastern Europe and South-Eastern Europe.

¹ "GTC", "Group" or "GTC Group".

Our operations include:



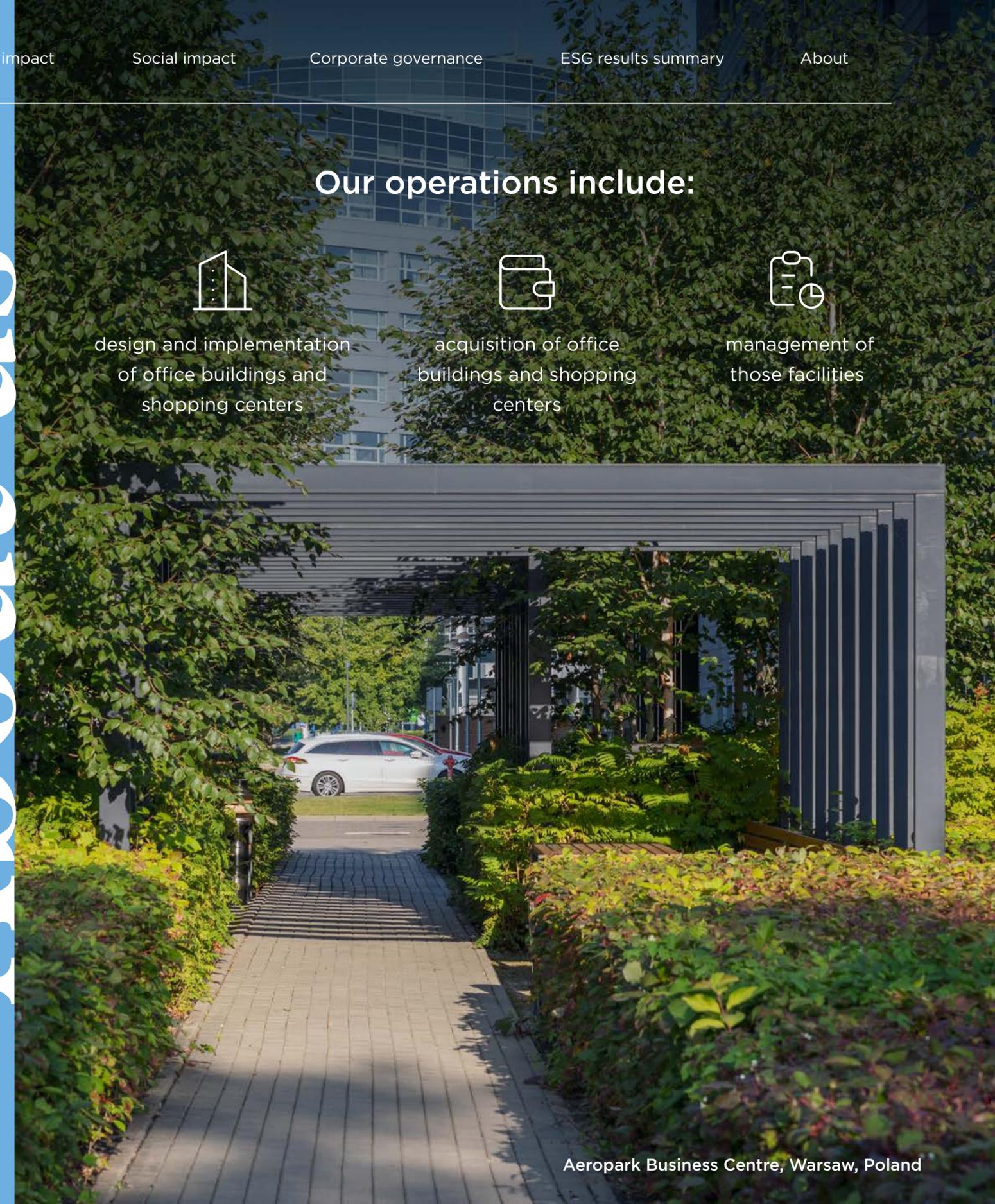
design and implementation of office buildings and shopping centers



acquisition of office buildings and shopping centers



management of those facilities



GTC in 2021

74

companies operating in **6 countries**



54

buildings with a total area of **854 000 sq. m**



84%

of properties with environmental certification, valued at **EUR 1.8 billion**



211

people, including **180 employees²** and **31 consultants**



GTC in January 2022

43

buildings with a total area of **732 000 sq. m**



88%

of properties with environmental certification, valued at **EUR 1.7 billion**



> 1 000

over 1 000 tenants



2 000

subcontractors and contractors



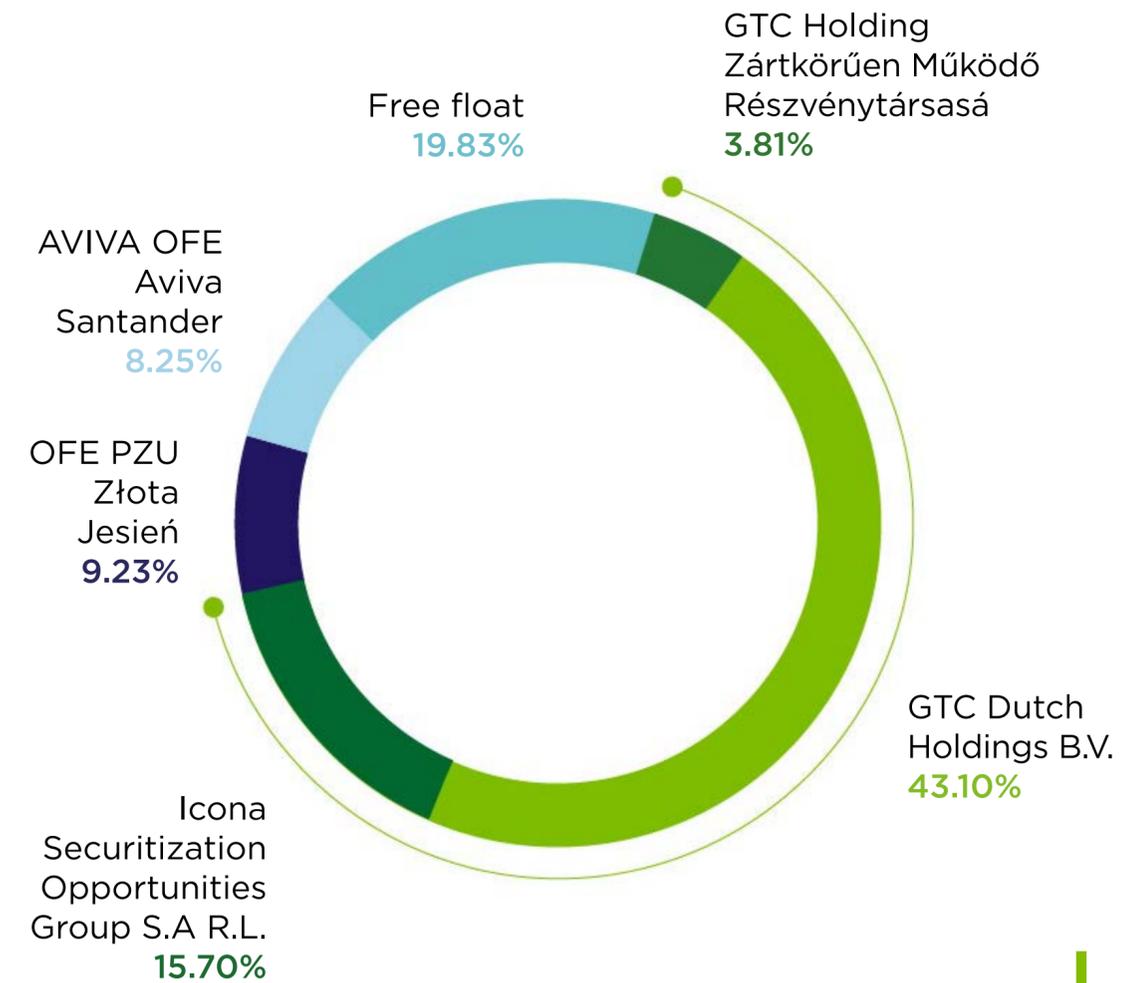
You will find figures on the scale of our 25-year activity in our 2020 ESG Report: [2020 ESG Report, page 7](#)

² as at 31 December 2021, converted into FTEs.

Shareholding structure

Our largest shareholder is GTC Holding Zártkörűen Működő Részvénytársaság (“GTC Holding Zrt”), which holds directly 3.81% of the capital and indirectly, through its wholly-owned subsidiary GTC Dutch Holdings B.V. (“GTC Dutch”), 43.10% of the share capital of GTC S.A.

The parent company of our Group is Globe Trade Center S.A.³, listed on the Warsaw Stock Exchange and inward listed on the Johannesburg Stock Exchange (JSE).



³“GTC SA”, “Company”



In December 2021, the Company increased its capital through a share issue. The shareholder structure of GTC S.A. changed as a result of these actions.

Moreover, on 1 March 2022, Icona Securitization Opportunities Group S.à r.l., acting on behalf of its fund structure Central European Investments, became the holder of 15.7% of the total number of votes at the GTC shareholders' meeting, while transferring all Voting Rights to GTC Holding Zrt.

As a result of the Transaction, GTC Holding Zrt holds a total of 269 352 880 shares of the Company, entitling to 46.9% of the total number of votes in the Company.

Since 1 March 1 2022, GTC Holding Zrt., GTC Dutch, and Icona have been operating pursuant to a shareholders' agreement to act in concert on a common policy towards the Company and to exercise voting rights in an agreed manner on selected matters at the Company's General Meeting (see current report 19/2022).



The following table presents the shareholders holding at least 5% of votes at the company’s General Meeting.

The table was prepared using information obtained directly from the shareholders or during subscriptions for new shares, and presents the shareholding structure as at the date of publication of the Report:



SHAREHOLDER	NUMBER OF SHARES (NOT IN THOUS.)	% OF SHARE CAPITAL	NUMBER OF VOTES (NOT IN THOUS.)	% OF VOTES
GTC Dutch Holdings B.V.	247 461 591	43.10%	337 637 591	58.80%
Icona Securitization Opportunities Group S.A R.L. ²	90 176 000	15.70%	0	0%
GTC Holding Zártkörűen Működő Részvénytársaság ¹	21 891 289	3.81%	21 891 289	3.81%
OFE PZU Złota Jesień	53 500 000	9.23%	53 500 000	9.23%
AVIVA OFE Aviva Santander	47 364 000	8.25%	47 464 000	8.25%
Others	113 862 242	19.83%	113 862 242	19.83%
Total	574 255 122	100.00%	574 255 122	100.00%

¹ holds directly 21 891 289 shares of the Company and indirectly through GTC Dutch Holdings B.V. 337 637 591 shares of the Company. GTC Dutch Holdings B.V. is a company 100% controlled by GTC Holding Zártkörűen Működő Részvénytársaság.

² Icona Securitization Opportunities Group S.A. R.L. („Icona”) directly holds 15.70% of the share capital of the Company, with the proviso that all voting rights attached to their shares have been transferred to Dutch Holdings B.V. and that Icona has granted a power of proxy to Dutch Holdings B.V. to the voting rights of the shares held by them.



Avenue Centre, Zagreb, Croatia

Strategy and Results 2021

The Group's goal is to create value by actively managing a growing portfolio of commercial real estate and maximizing shareholder value.

In 2021, we made no changes to the business model and strategy.



We build and purchase properties, office, and commercial buildings in observance of the principles of sustainable development.



Each building we develop holds a green certificate. We modernize buildings we acquire pursuant to the requirements of the certificates.



We manage properties in such a manner as to maximize operational results and the efficiency of our operations.

The following elements are the foundation of GTC Group's strategy:



constantly expanding the income-generating portfolio by acquiring profitable properties



optimizing operations and financial results



disposing of stabilized properties⁴



delivering high-quality commercial projects (considering environmental standards in the construction of facilities)



maintaining a balanced mix of investments in CEE and SEE regions and adapting to changes on the real estate markets



acting with consideration for sustainability issues along the entire value chain



V188, Budapest, Hungary

More detailed information on the business model and strategy can be found here: [2020 ESG Report, pages 9 and 10](#)

⁴ Completed commercial properties that generate a stable stream of rental revenue and, in the Group's opinion, have achieved their long-term value.

In 2021, GTC had a portfolio of EUR 2.5 billion, which included completed modern office and retail properties with value of EUR 2.2 billion.

Office buildings are a home to many multinationals and large listed companies.

More information about the buildings in our portfolio in 2021 can be found in the following subsection

[1.2. Our investment portfolio](#)

Data on key performance indicators (KPIs) in 2021 are presented in [Chapter 5. ESG Results Summary](#)

Total revenues of the Group amounted to

EUR 171 951 thous.

90%

The occupancy rate for the property portfolio



Rating

The Group received ratings from rating agencies that appreciated its solid financial position.

Fitch Ratings and Scope Ratings gave GTC an investment grade of BBB - with a stable outlook, and the Group received a Ba1 rating with a positive outlook from Moody's Investors Service. The agencies awarded the

Group high ratings for its resistance to external factors, i.e. economically stable markets in which the Group operates, good financial standing and high liquidity position.

[More information on the ratings](#)

Green Bonds

GTC's award of ratings and appreciation of its approach to the issue of sustainable development impacted the Group's green bond issue.

In 2021, the Group issued, for the first time, unsecured green bonds with the value of EUR 500 million. The issue received a big welcome from European investors, who placed orders valued at over EUR 1.4 billion.

More information on the bond issue in 2021:

<https://gtc.com.pl/success-beyond-expectation-gtcs-green-bonds-meet-strong-investor-demand/>

and

http://ir.gtc.com.pl/en/bonds/green_bonds

The issue of green bonds allows the Group to obtain funds on attractive terms for financing or refinancing green properties under the Green Bond Framework, as well as for financing future projects. Sustainalytics issued an opinion confirming the credibility, stability and compliance of the Green Bond Framework with the Green Bond Principles 2018.

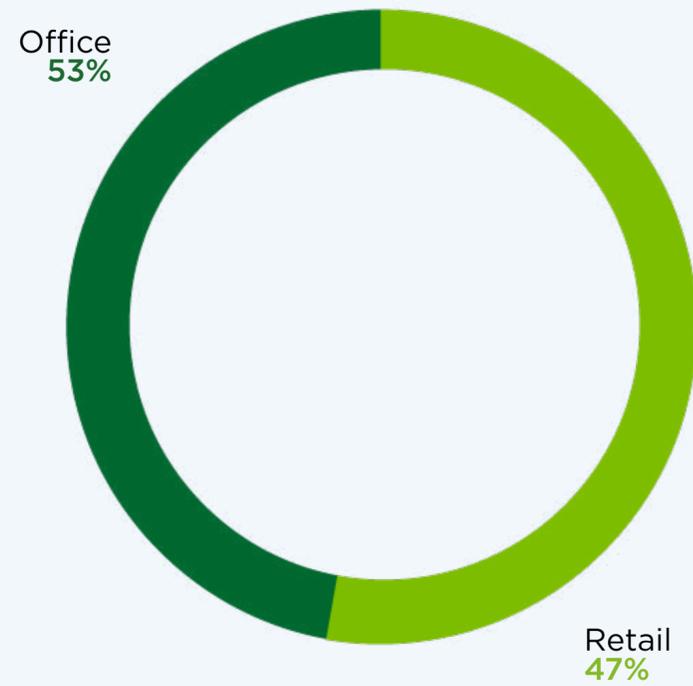
More information on this matter can be found in the [2020 ESG report, page 17](#) and in Sustainalytics' a second party opinion http://ir.gtc.com.pl/~media/Files/G/Gtc-IR/bonds/GREEN_BONDS/2021/GTC%20Sustainalytics%20Green%20Bond%20Framework%20Second%20Party%20Opinion%207%20Jun%202021.pdf

We used the green bonds issue's net proceeds of **EUR 610.4 million** in 2021 to finance green projects with a total area of 403 400 sq. m⁵

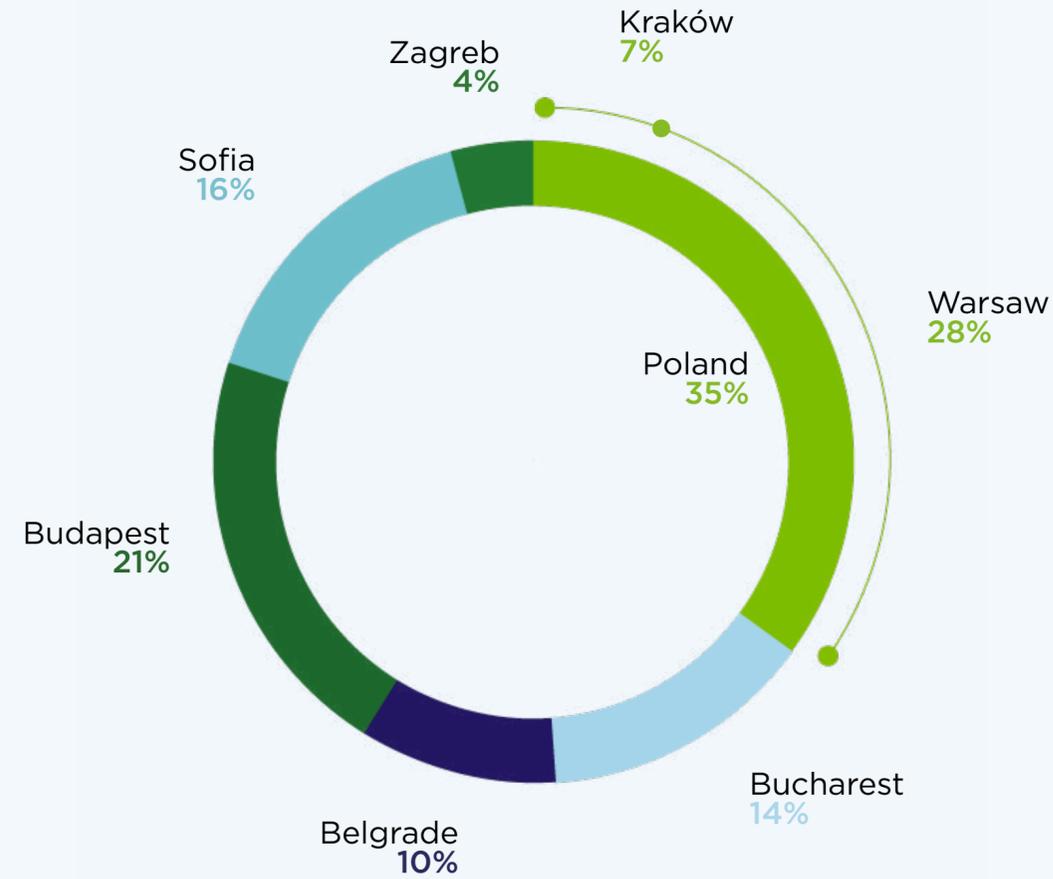
- **82%** of the funds were used to refinance loans for the existing green projects: Ada Mall in Serbia, City Gate, Premium Point and Premium Plaza in Romania, Center Point 1&2 and GTC Metro in Hungary, Advance Business Center I&II, and Sofia Mall and Sofia Tower in Bulgaria, Matrix A&B in Croatia, Galeria Północna and Korona Office Complex in Poland;
- **18%** of the funds for the acquisition of completed green projects: Vaci Greens D, Ericsson HQ, and evosoft in Hungary.

⁵ According to the eligibility criteria under Green Bonds Framework.

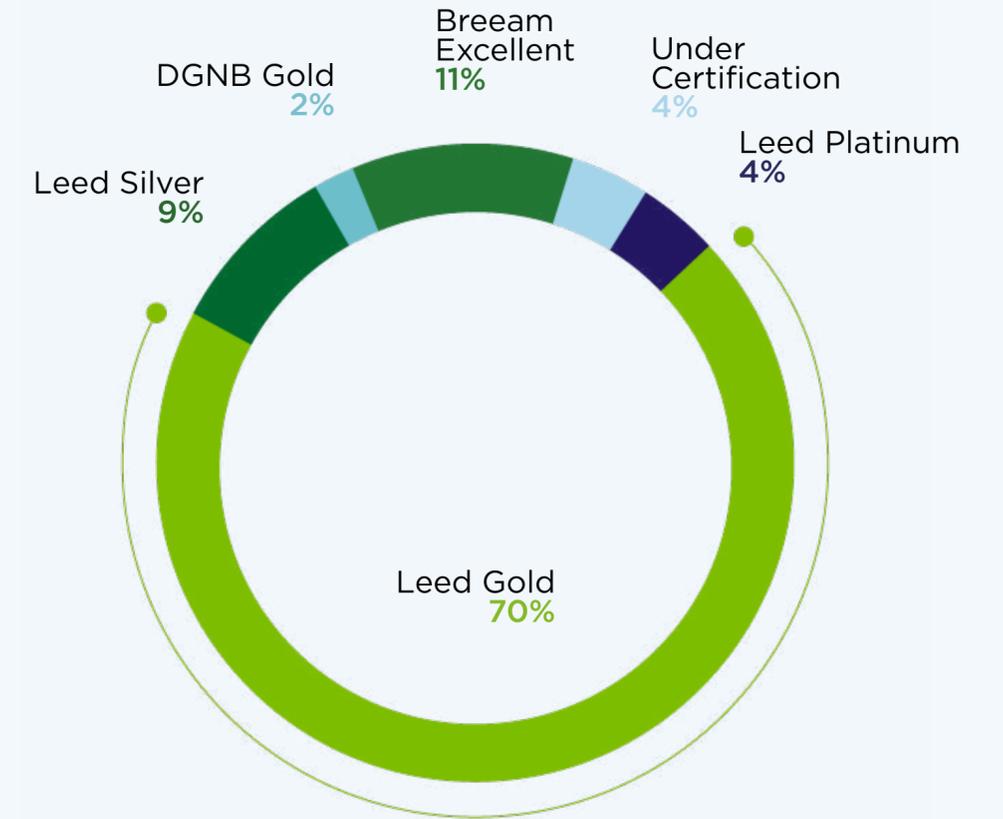
1. By sector



2. Geographically



3. By type of green certification



More information on this topic can be found in the Allocation report:

http://ir.gtc.com.pl/~media/Files/G/Gtc-IR/bonds/GREEN_BONDS/2021/GTC_Allocation_report_Green_bonds.pdf

 [GRI 102-6] [GRI 102-7]

Our activities in 2021



Our Investment Portfolio in 2021:

Bought

We acquired six commercial buildings, including five offices⁶ and one shopping buildings:



- Forest Offices, Debrecen, Hungary;

- V188, Budapest, Hungary;

- Ericsson Headquarters, Budapest, Hungary;



- Evosoft Headquarters, Budapest, Hungary;

- Vaci Greens D, Budapest, Hungary;



- Hegyvidek office and shopping center, Budapest, Hungary.

Built

We have built and modernized five buildings:

- Pillar, Budapest, Hungary (completed in Q1 2022);
- Center Point 1, Hungary (under modernization);
- Center Point 2, Hungary (under modernization);
- Globis Poznań, Poland (after modernization);
- Zephyrus, Aeropark, Warsaw, Poland (after modernization).

Summary

As at the end of 2021, we owned properties with a total value of EUR 2.5 billion:

- **54** commercial buildings, including: 48 office buildings with a total leasable area of over 649 100 sq. m (including 11 office buildings in Serbia of 122 100 sq. m for sale) and six shopping centers with a total leasable area of over 205 100 sq. m.;
- **3** office buildings under construction with a total leasable area of over 54 100 sq. m;
- land for commercial development;
- land for housing development.

The total value of GTC Group's leasable space in 2021 was 854 200 sq. m, including 76% of offices and 24% of shopping centers.

Data on income-generating investment properties in 2021 by country is presented in Chapter 5. ESG Results Summary: [Chapter 5. ESG Results Summary](#)

Major certificates and prizes awarded to our buildings

We strive to ensure that all our investments, both those that we build and those that we modernize, are fully compliant with sustainable construction certificates.

Currently⁷ 88% of our facilities hold LEED or BREEAM certificates confirming the use of specific and measurable solutions for sustainable development. 100% of our investments in Poland have green certification.

Since January 2022, approximately 88% of GTC Group's properties are green certified, and our goal is to achieve 100% portfolio certification.

In 2021, the Group certified or maintained certification of 18 properties, including:

- Advance Business Center I&II in Bulgaria
- Green Heart (N3 building) and Ada Mall in Serbia
- three office buildings Premium Point & Premium Plaza and Cascade in Romania.

Chapter 5 includes data on certified buildings:

[Chapter 5. ESG Results Summary](#)

Development of Safety Standards in the Group

In 2021, we introduced uniform standards across the Group regarding the safety of our employees, tenants and service providers, based on the experience from the first year of the pandemic. Our priority was to provide protection and minimize the risk of SARS-

CoV-2 infection, human health and safety and ensure business continuity for our tenants.

The standards of the Group included:

- regular initiatives regarding occupational health and safety procedures;
- COVID-19 preventive actions by implementing all epidemiological protection measures recommended by experts in the field;
- preventive actions performed by our companies, such as remote work, hybrid work, additional ventilation of rooms, maintaining distance between workstations.

⁷As at the end of 31 March 2022

[GRI 102-12] [GRI 102-42] [GRI 102-43] [EU/TCFD]

Approach to sustainable development

To respond to the challenges of sustainable development in our industry, we focus on projects that utilize sustainable construction by creating green solutions around the investments that are friendly to tenants and local communities.

GTC Group invests and manages properties with environmental, social and governance issues at the heart. In 2021, the ESG Policy we adopted identified material areas of sustainable development. The Group's ESG policy is based on three pillars and eight subject areas.



The Group's ESG policy is based on three pillars and eight subject areas:

The environmental pillar

care for the environment

- We reduce our carbon footprint.
- We build and manage certified buildings, saving energy and other raw materials.
- Reduce carbon dioxide emissions.
- We contribute to the circular economy.

We focus on the following areas:

- green buildings,
- combating climate change.

The social pillar

development, respect and diversity

- We provide our tenants with office and shopping space where they can carry out and develop their business.
- We care for employees, who are our pillar.
- By investing in the local community, we prove to be a good neighbour.

We focus on the following areas:

- our tenant,
- our employees and associates,
- the society.

The organizational governance pillar

best management practices

- We act ethically, ensuring compliance in all our operations.
- We implement processes that minimize ESG risks.
- We maintain open and honest communication with our stakeholders.

We focus on the following areas:

- legal compliance,
- risk management,
- transparency.

At GTC, we contribute to the implementation of the UN Sustainable Development Goals, and we also take into account the provisions of the 2015 Paris Climate Accords under the United Nations Climate Change Conference.

We are a member of the European Public Real-estate Association (EPRA), where we participate in task groups, working on solutions for effective and environmentally friendly property management.



Ada Mall, Belgrad, Serbia

GTC Group’s sustainable development goals and areas of responsibility under the ESG Policy:



Promoting a sustainable approach to property development and management



Contributing to the protection of the natural environment and the development of local communities in which the Group operates



Actively managing the Group’s assets to continuously improve their environmental performance, quality and resilience



Encouraging all employees, tenants, customers, and stakeholders of the Group to actively participate in the implementation of all objectives consistent with this policy

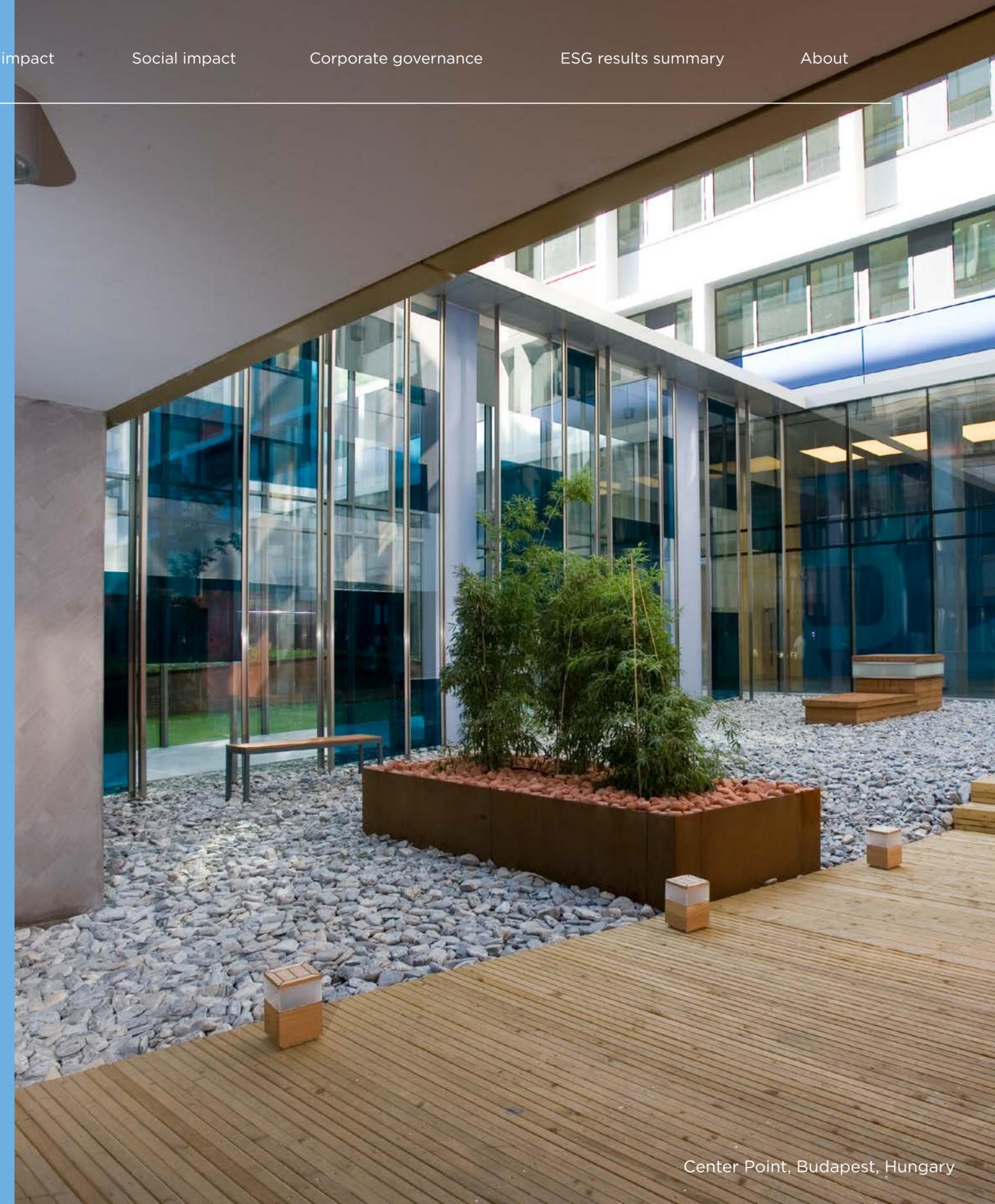


Striving for a sustainable business model that allows the Group to achieve its business goals without exploiting the environment

■ [GRI 102-12] [GRI 102-42] [GRI 102-43] [EU/TCFD]

Delivery of the UN Sustainable Development Goals

At GTC, we carry out our business in a manner contributing to the implementation of 17 Sustainable Development Goals (SDGs) defined by the United Nations for 2015–2030 and to support sustainable development in areas that are important to us.



Sustainable Development Goal (SDG)



Goal 5:

Achieve gender equality and empower women and girls

- We apply the principles of equal treatment at work, regulated in internal documents of GTC Group.
- All our employees and associates are bound by the “Anti-mobbing and Anti-Discrimination Policy”.
- GTC employs **64% women**, including **12% in managerial positions** (employees and associates).



Goal 6:

Provide all people with access to water and sanitation through the sustainable management of water resources

- Our buildings are LEED and BREEAM green certified with the purpose of protecting water resources.
- The solutions we implement reduce water consumption in our buildings.
- In 2021, **10%** (LfL) of water saved on 2020 thanks to the technologies applied.



Goal 7:

Provide everyone with access to sources of stable, sustainable and modern energy at an affordable price

- Our buildings are LEED and BREEAM green certified to improve energy efficiency and save money.
- We deliver solutions increasing the energy efficiency of buildings (e.g. the use of geothermal energy in the Matrix complex in Croatia, automation of the BMS).
- In 2021, in Poland and Romania we purchased green energy confirmed by a certificate of origin.
- In 2021, we invested EUR 610 million funds from green bond in green projects with a **total area of 403 400 sq. m**
- 5% (LfL) electricity energy consumed in office portfolio saved in 2021 on 2020.



Goal 8:

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

- We are a responsible employer.
- We employ **84 employees** and associates in Poland and 127 in the other five countries where we operate.
- Our business is based on a diversity policy, employing people varying in terms of gender, age, work experience, education, and cultural origin, and ensuring an equal treatment in the workplace for them.
- We pay our taxes in Poland.
- We promote local entrepreneurs and regional products (e.g., providing space in shopping centers).
- In 2021, we organized local fairs in individual countries.



Goal 9:

Build resilient infrastructure, promote sustainable industrialization and foster innovation

- We contribute to the development of modern city infrastructure.
- We undertake initiatives supporting community development.
- We implement projects that improve the infrastructure.
- In 2021, our portfolio included **18 buildings** with newly obtained or renewed certification.



Goal 10:

Reduce inequalities within and between countries

- We invest in Central and Eastern European countries, including Serbia, Hungary, Romania, Bulgaria, and Croatia, contributing to the development of local property markets.
- Our employees earn fair wages, receive social protection and benefits.
- We develop accessible and open buildings for everyone. We make sure that our shopping and office projects are accessible to everyone, including the elderly and people with disabilities. We remove architectural barriers.
- In 2021 in Poland, we started auditing buildings regarding their accessibility to people with disabilities and we carried out **two „A building without barriers” audits.**

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

- Our buildings are LEED and BREEAM green certified with the aim to create healthier places for people and care for the preservation of green areas.
- We obtain financing for the delivery of green projects under green bonds.
- In 2021, we obtained financing for **22 buildings** with the area of **403 400 sq. m**
- As part of the development processes, we revitalize degraded and post-industrial areas, integrating them with the urban tissue yet again.
- We create an inclusive and friendly urban space.
- We consult our projects with the local community before starting their implementation.

**Goal 12:****Provide patterns of sustainable consumption and production**

- Our buildings are LEED and BREEAM green certified with the aim to reduce the consumption of non-renewable resources and create a closed loop in waste management.
- We use recycled and quickly renewable materials in our buildings.
- We reduce the amount of waste generated during the construction phase and implement effective waste management systems in our buildings.
- We publicly disclose our sustainability performance.
- In 2021, we recycled **24%** of waste generated.
- We have reduced waste production in shopping centers by **2%** as a result of management effectiveness.

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

- We develop GTC's property portfolio in line with the principles of sustainable development.
- We deliver safe, durable and environmentally friendly buildings. Since 2015, we have made every effort to ensure that all new projects meet the requirements of the LEED or BREEAM certification.
- We strive for green certification of all our projects. Currently, **88%** of our portfolio holds such certificates.
- In Poland, **100%** of our buildings are certified, and all common areas of office buildings are powered by green energy.
- In 2021, we financed green projects under green bonds.

**Goal 17:**

Strengthen the means of implementation and revitalize the global partnership for sustainable development

- As part of green certificates, we create a community around sustainable construction.
- We are involved in local and international industry initiatives.
- We work with local authorities with the aim to implement social projects.

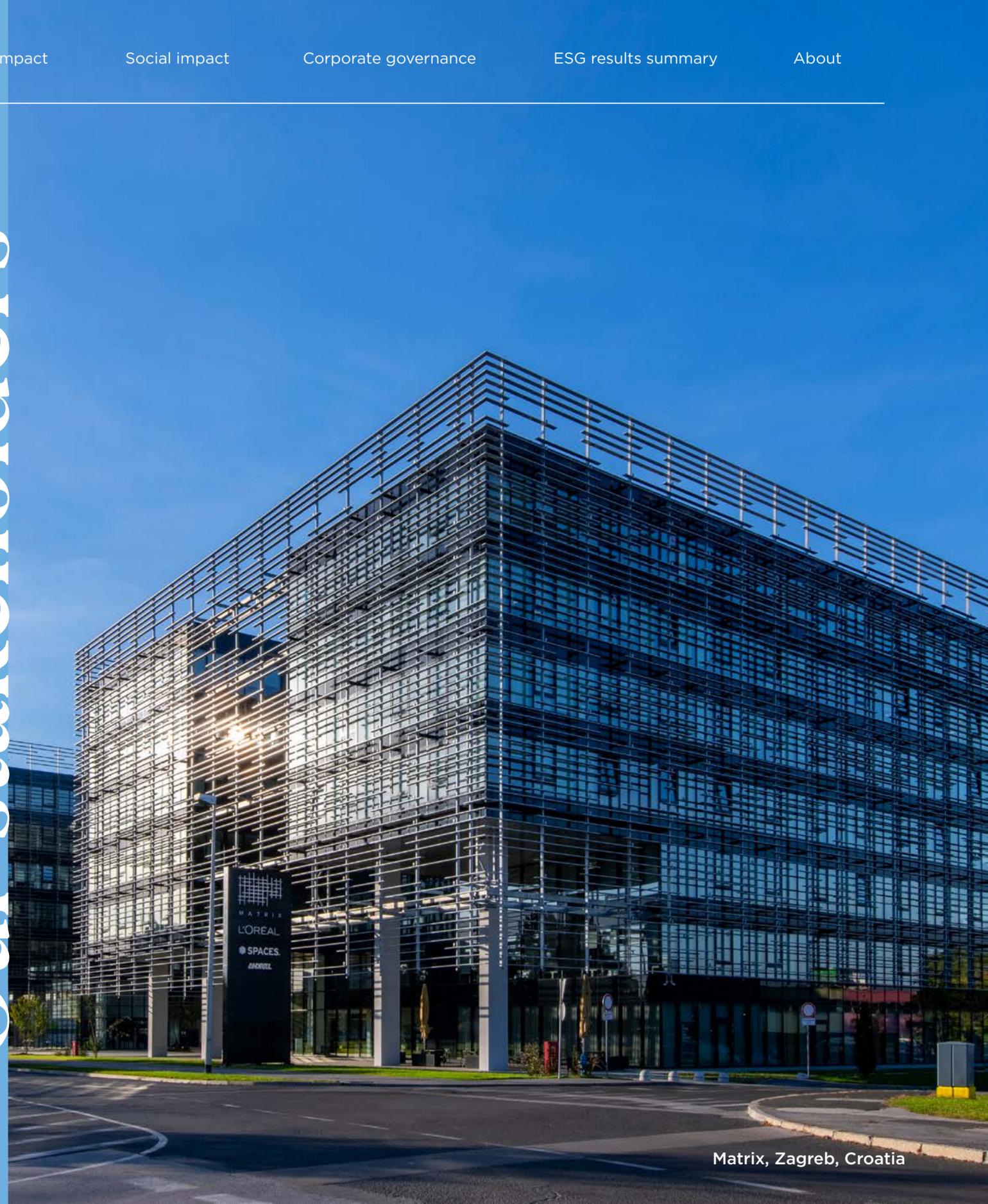


Korona Office Complex, Cracow, Poland

■ [GRI 102-40] [GRI 102-43] [GRI 102-44]

At GTC, we actively build relationships with our key stakeholders, rely on well-identified needs and regular communication with them, and include their opinion in the decision-making process.

Our stakeholders



Equity and fixed income Investors and capital market participants

- implementing advanced technologies and innovative solutions,
- in particular those serving the environment and mitigating climate change,
- providing financing for investments, delivering value to investors.

Tenants, real estate agents and clients

- a high-quality offer,
- safety,
- timeliness,
- credibility,
- value creation, co-creation of socially and culturally important places in cities,
- joint creation of a sustainable value chain.

General contractors and business partner

- safety,
- quality assurance and the highest standards of project implementation,
- resource efficiency and environmental protection,
- ethical standards of cooperation.

Employees and associates

- security,
- employment stability,
- friendly and ethical work environment,
- promotion of diversity and equality,
- sustainable development of the company.

Social environment

- development of local infrastructure,
- revitalization of post-industrial areas with respect for the environment and history,
- support for social initiatives that respond to the problems and needs of local communities,
- contribution to educational, pro-health, ecology and art-related activities.



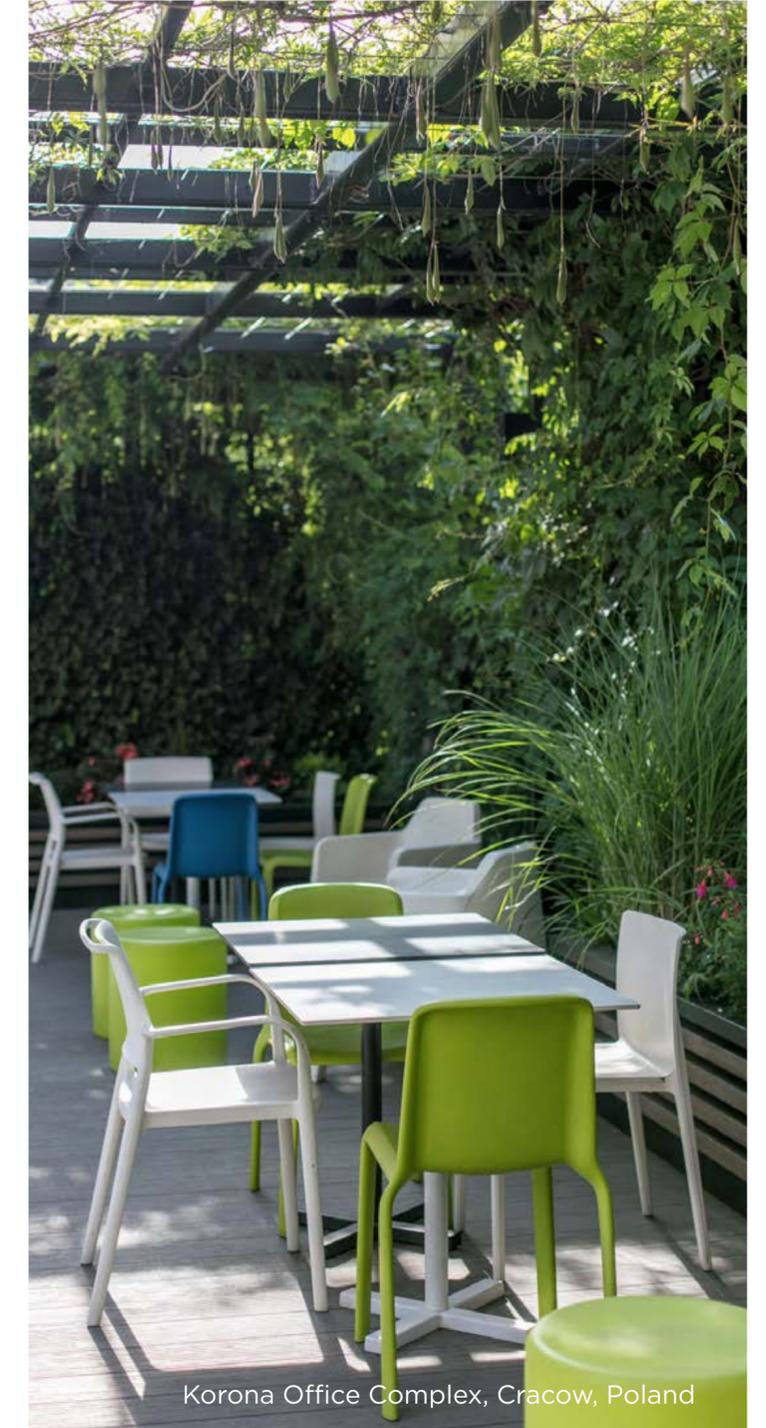
In 2020, for the needs of the ESG Policy and ESG Report 2020, we conducted stakeholder opinion surveys, which we used to identify the most important issues for GTC, sustainable development and responsible business.

In 2021, we introduced the "Welcome GTC" application for our office tenants in Poland to facilitate their communication in the office space.

More information about this innovation and other forms of communication with our employees, tenants and local communities in 2021 can be found in the following chapters of the Report.

More information about the manner of communicating with our key stakeholders is available here:

[2020 ESG Report, page 19, 20](#)



Korona Office Complex, Cracow, Poland

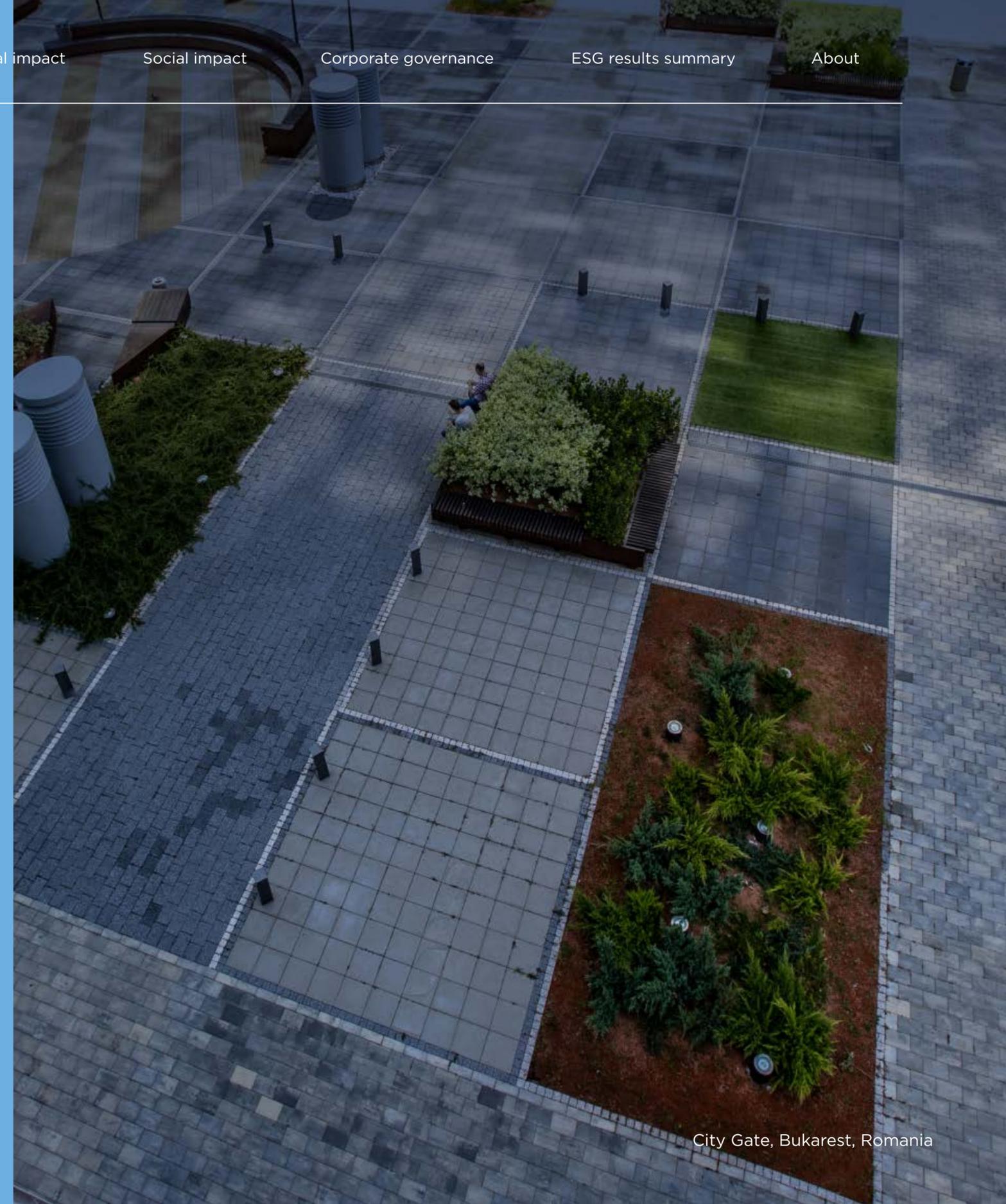
 [GRI 102-13]

Partnerships and awards



We pursue the UN Sustainable Development Goals

We actively work for the growth of the development industry, take part in events and meetings, exchange experiences and build best practices.



GTC is a member of industry organizations such as:

- Bucharest Real Estate Club;
- Foreign Investors Council;
- The Polish Council of Shopping Centers;
- The Association of Stock Exchange Issuers;
- The Polish Chamber of Commercial Real Estate Association;
- The American Chamber of Commerce;
- The Association of Chartered Certified Accountants;
- The Association of Financial Directors of Serbia;
- The Croatian Green Building Council;
- The European Public Real Estate Association (EPRA).

The most important awards and distinctions granted to GTC Group in 2021:



An award in the **EPRA Sustainability Best Practices Recommendations Awards** competition. GTC received a silver level of compliance (70–85% compliance) with EPRA recommendations

of good sustainable development practices. Practices in the social (diversity, health and safety) and environmental (solutions for saving energy and water consumption) areas received a high rating.



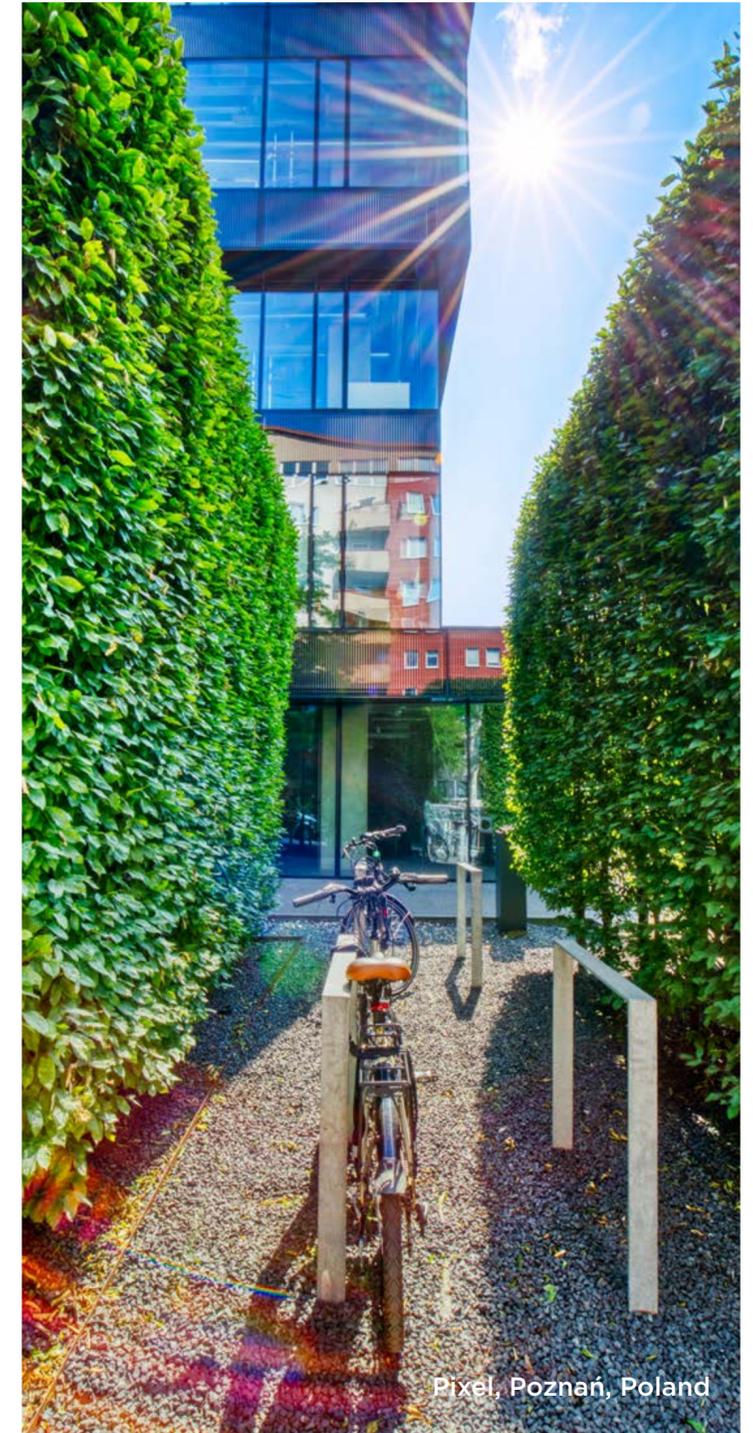
A distinction in the ESG 2020 Report in the best debut category in **the Sustainable Development Reports Competition** organized by the Responsible Business Forum and Deloitte.



Office Investor Awards, awarded under **CEE Investment & Manufacturing Awards**, organized by EuropaProperty. Our successful investments across the region were appreciated, including the acquisition of two top-class office buildings in Budapest: Ericsson Headquarter and evosoft Headquarters.



The Green Heart building in Serbia received a prestigious **BigSEE Interior Design Awards**.

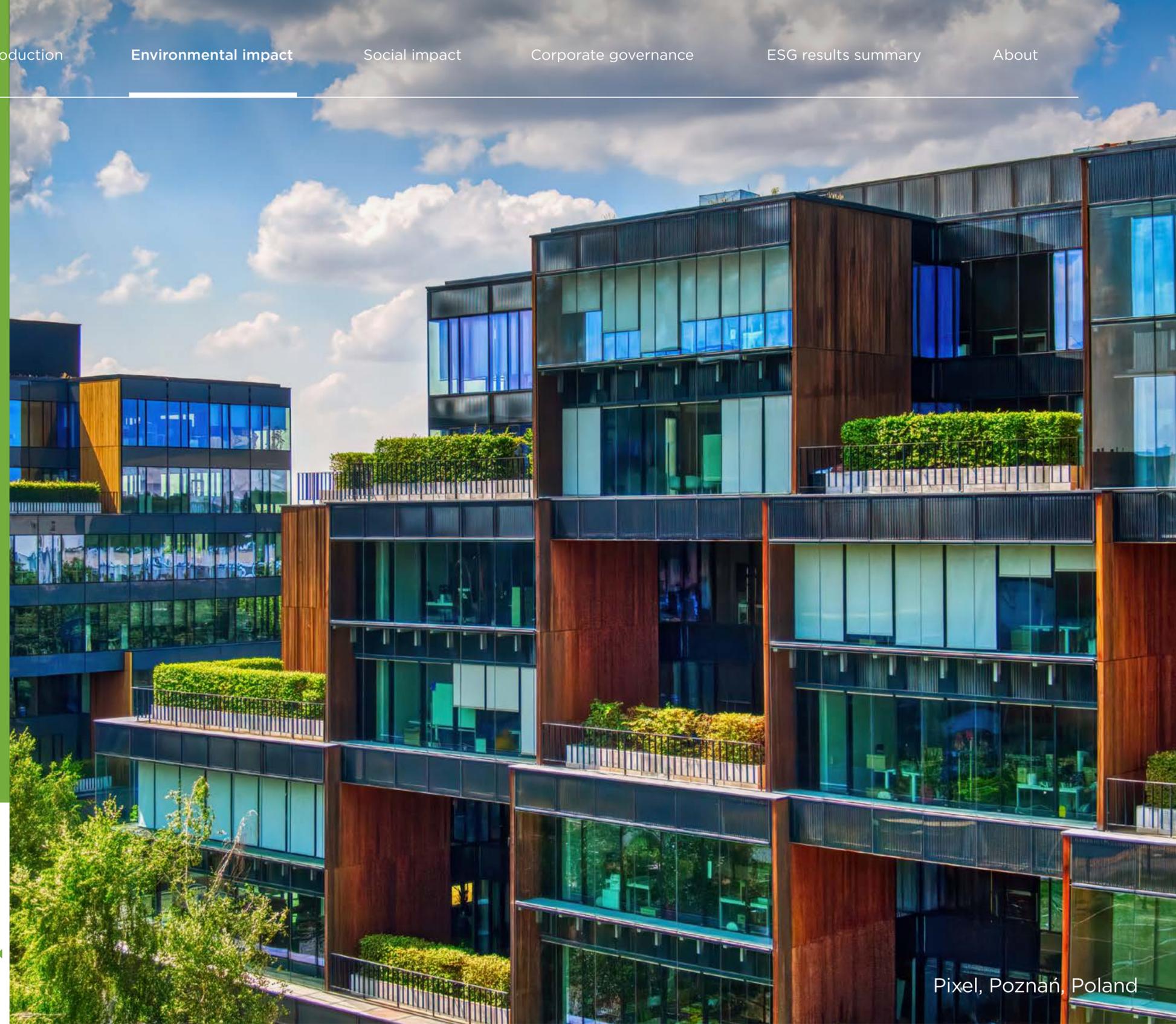


Pixel, Poznań, Poland

ENVIRONMENTAL IMPACT

1. Principles and main directions of involvement
2. Green buildings
 - 2.1. Reducing negative impact on the environment and climate
3. Investments for sustainable cities and societies
4. Results

02 chapter



Pixel, Poznań, Poland

Reporting topics: Green building certification, Climate change and carbon footprint reduction, Circular economy [GRI 103-1] [GRI 103-2] [GRI 103-3] [Own index: Number of green certified assets and their percentage share in the real estate portfolio] [EU/TCFD]

Principles and main directions of involvement

The real estate industry⁸ is one of the main consumers of energy⁹, responsible for 1/3 of global emissions. The decarbonisation of the sector in which we operate is crucial for the fulfillment of commitments undertaken by countries around the world under the Paris Climate Accords or by international organizations such as the United Nations.

⁸ Including the construction and use of buildings.

⁹ Responsible for 40% of energy consumption, source: International Energy Agency (IEA).





The design and use of buildings in an ecological way contributes to the benefit of the environment as well as society.

Reducing GHG emissions is also essential for tenants of GTC buildings, supporting their environmental policies as part of their ESG strategy.

These goals are the basis of our ESG Policy, and we implement them in two directions in the environmental area:

We pursue the UN Sustainable Development Goals



Green buildings

- we deliver sustainable buildings using green energy and reducing the consumption of natural resources, ensuring comfort for their tenants;
- we reduce carbon dioxide emissions;
- we operate in a closed loop system, minimizing the amount of waste and resource consumption;
- we strive to ensure that all our investments are confirmed with appropriate green certificates (LEED, BREEAM, DGNB and WELL).

Climate change mitigation

- we create new and modernize and manage acquired buildings to maximize environmental benefits;
- we increase the energy efficiency of buildings and reduce the amount of carbon dioxide emissions.

■ Reporting topics: Green building certification, Climate change and carbon footprint reduction, Circular economy [GRI 103-1] [GRI 103-2] [GRI 103-3] [GRI 303-1] [GRI 306-1] [GRI 306-2] [EU/TCFD] [Own index: The number of green certified assets and their percentage share in the property portfolio] [Cert-Tot]

At GTC, we strive to apply modern technological solutions to reduce our negative impact on the environment.

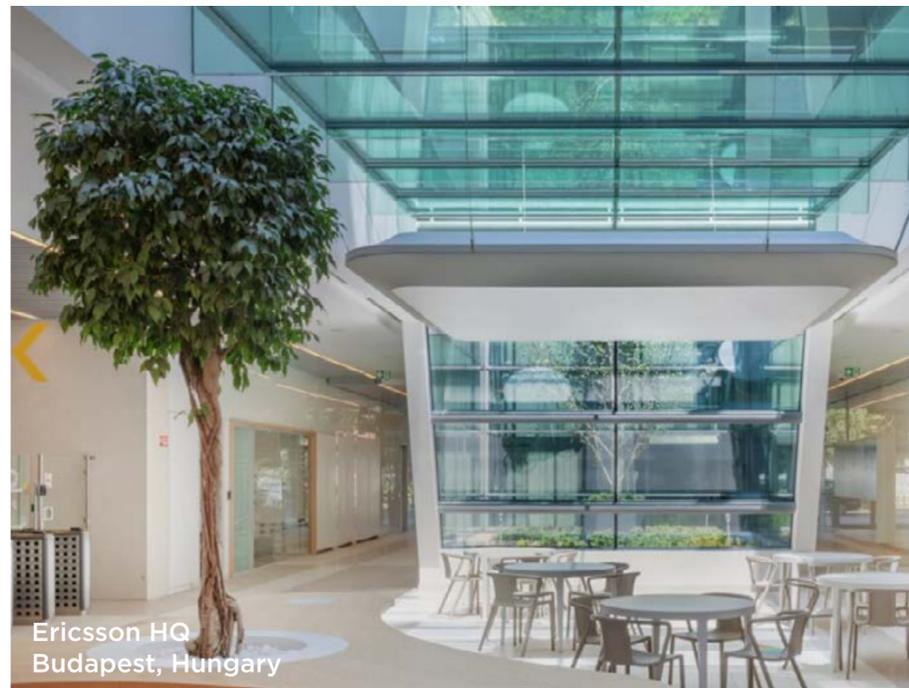
In 2021, we implemented the ESG policy, but since 2015 we have been investing in environmentally friendly properties and using resources efficiently throughout the life cycle of buildings.

Green buildings



Our goal is to ensure that 100% of the buildings in our portfolio meet the criteria of sustainable construction and are confirmed by the following certificates:

- LEED (Leadership in Energy & Environmental Design);
- BREEAM (BRE Environmental Assessment Method);
- DGNB (Deutsche Gesellschaft für Nachhaltiges Bauen)¹⁰.



By providing high-quality buildings:



we reduce energy consumption in cities



we improve the efficiency of water consumption



we reduce the consumption of non-renewable resources



we care for the preservation of green areas

In 2021, we renewed certificates for 18 buildings.

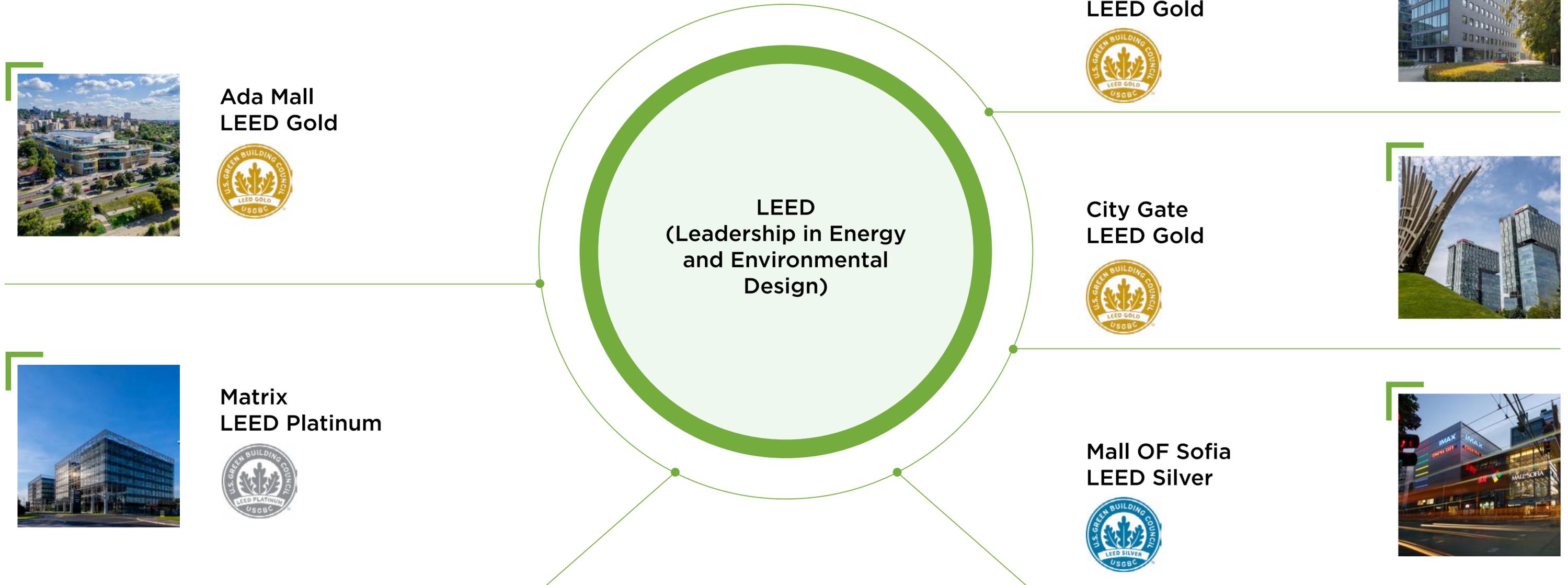
Moreover, at the beginning of 2022, we **obtained and renewed certificates for further 12 buildings.**

Six completed buildings with a total area of **91 500 sq. m** are currently under certification.

In January 2022, 88% of our portfolio held buildings with environmental certificates, with the total value of **EUR 1.7 billion.**

¹⁰German Sustainable Building Council.

Building Certification





Matrix, Zagreb, Croatia

Since 2015, we have been making every effort to ensure that all GTC Group’s office and commercial projects meet the LEED certificate requirements.

LEED certification covers all aspects of construction and use of buildings, such as materials used, raw materials, energy efficiency, air cleanliness, natural lighting, functionality, waste management systems, the possibility of adaptation and the comfort of users of the building.

LEED-certified buildings allow us to¹³:

- improve energy efficiency,
- save money,
- protect water resources,
- lower carbon dioxide emissions and reduce the impact on global climate change,
- create healthier places for people,
- create a closed loop in waste management.

To be LEED certified, a project is awarded points for carbon emissions, energy, water, waste, transport, materials, health, and indoor environmental quality once prerequisites have been met.

Depending on the number of points received, the project is awarded one of the following statuses:



Certified
(40-49 points)



Silver
(50-59 points)



Gold
(60-79 points)



Platinum
(80+ points)

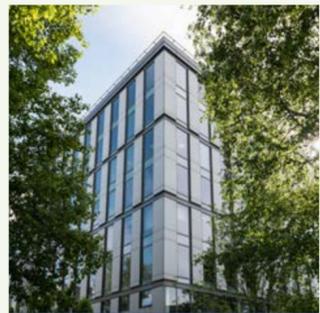
¹³ Source: U.S. Green Building Council: <https://www.usgbc.org/leed>



Sterlinga Office Center



University Business Park



Francuska Office Centre



Korona Office Complex



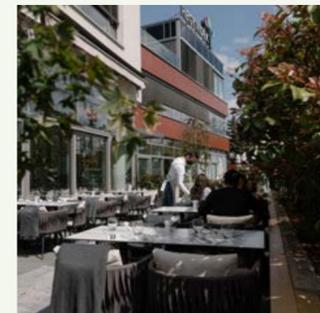
Vaci Greens D



Galeria Jurajska



Duna Tower



Hegyvidék Shopping Center

BREEAM in use excellent



BREEAM very good



Pixel



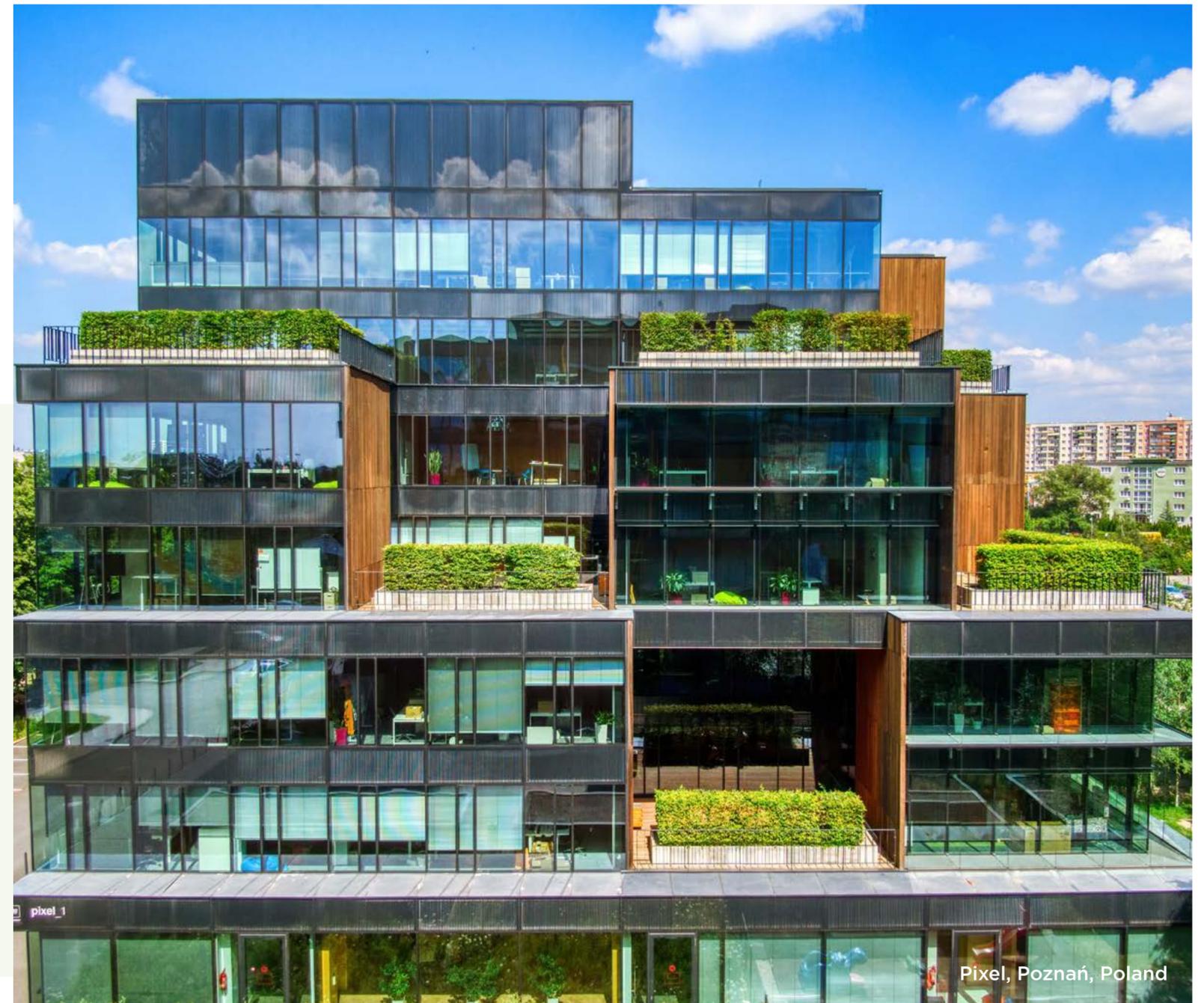
Artico

BREEAM is an international certification system that evaluates a company's performance in terms of sustainable building development.

Assessment and certification can take place at multiple stages in a building's life cycle, from design and construction to operation and renovation.

The assessment is split into the following categories:

- energy,
- health and well-being,
- innovations,
- land use,
- materials,
- pollution,
- management,
- transport,
- waste,
- water.



DGNB (German Sustainable Building Council System)

DGNB is a German non-profit organization for sustainable construction that certifies sustainable buildings.

The principles of certification focus on sustainable development, including environmental, economic and socio-cultural factors.

The DGNB certificate is proof of more sustainable development in construction.

Green certified buildings are a key element in the fight against climate change and the achievement of ESG goals.

They improve the quality of people’s lives - tenants and communities living in their neighbourhood.



■ Reporting topics: Climate change and carbon footprint reduction, Circular economy [GRI 103-1] [GRI 103-2] [GRI 103-3] [GRI 303-1] [GRI 306-1] [GRI 306-2] [EU/TCFD] [Own index: A description of introduced innovations that reduce negative environmental impact of the company]

Reducing negative impact on the environment and climate



Pillar, Budapest, Hungary

Environmental management

The green solutions and technologies applied by GTC result in lower consumption of raw materials and their reuse:

- we implement special systems that reduce water consumption and increase the energy efficiency of buildings;
- we provide modern heating and ventilation systems;
- we use recycled and quickly renewable materials in buildings, confirmed by appropriate certificates and approvals;
- we reduce construction waste;
- we implement effective waste management systems in buildings.



When designing office buildings, GTC considers their proximity to public transport. Each facility has relevant bicycle infrastructure or is modernized in line with this assumption to encourage tenants and their employees to use bicycles.

Green energy



To minimize the impact of our operations on the environment and strive to reduce carbon dioxide emissions, **we purchased green energy in 2021.**



Currently, **all GTC office buildings in Poland and Romania will be powered by renewable energy sources**, confirmed by an appropriate certificate of origin.



An added benefit of switching to renewable energy in office buildings is providing tenants with affordable energy.



Korona Office Complex
Cracow, Poland

Use of geothermal energy in heating and cooling of Matrix business facility

Shallow geothermal energy is a renewable and sustainable source of thermal energy stored in the earth's surface. Highly efficient energy preparation for heating and cooling which reduces primary energy consumption and greenhouse gas emissions. Shallow geothermal energy is used through:

- **Well water** – selection criteria: clean water, high water level and suitable soil that serves as a natural filter;
- **Geosonde - selection criterion** - chemically unsuitable, unstable amount of water and problematic soil;
- **Rivers, seas and surface collectors.**

GTC MATRIX:

- **Description of heating, cooling and ventilation installation:**

The only source of energy for heating and cooling are heat pumps with pressure and absorption wells for groundwater. Groundwater has a constant temperature of 15°C in winter and summer. In the central air-conditioning chamber, which also includes the heat recuperator, fresh air is prepared for the rooms. The possibility of regulating fresh air is from 0 to 100%. Heating and cooling space is fan coil units. Hot water is at low temperature 45°C.

Underfloor heating is provided in the entrance hall. Server rooms have autonomous cooling installation. The suction of toilets, kitchens and security zones of the staircase is performed by roof fans. The suction garage is made of axial wall fans and JET fans and is controlled by CO detection.

- **The system is sustainable and environmentally friendly**

The heat pumps use R 1234ze refrigerant which has no effect on the ozone layer ODP = 0 and global warming potential GWP <1.

Used groundwater through the absorption well is returned to the ground in the same amount slightly warmed by 5°C in summer and slightly cooled by 5°C in winter.

The use of the system significantly reduces primary energy consumption and CO₂ emission. Efficiency coefficients for SCOP heating and cooling ESSER extremely high up to 7.

- **System efficiency compared to traditional systems**

PA comparison for 2021 shows that a system with heat pumps has 3.5 × lower energy consumption and 4.4 × lower CO₂ emissions. In addition, the heat pump system has a 50% larger surface area.

	HEAT PUMP SYSTEM			TRADITIONAL SYSTEM		
Heating energy source	heat pump			connection to the heating plant		
Cooling energy source	heat pump			air conditioner		
Cooling server rooms	autonomous devices			centrally via air conditioner		
Hot water preparation	local electric boilers			centrally via heating plant		
Measurement of electricity	at medium voltage			at medium voltage		
	GTC MATRIX 10 582 m ²			AVENUE CENTRE 6 930 m ²		
	heat consumption	cooling energy consumption	electricity consumption	heat consumption	cooling energy consumption	electricity consumption
		kWh / year			kWh / year	
Thermal energy from the heating plant	-	-	-	613 740	-	-
Cooling energy prepared by air conditioner	-	-	-	-	1 096 932	438 773
Heat energy prepared by heat pump	746 977	-	140 939	-	-	-
Cooling energy prepared by heat pump	-	552 395	98 642	-	-	-
TOTAL kWh / YEAR	0	0	239 581	613 740	0	438 773
Consumption of total energy kWh / year		239 581			1 052 513	
Well water consumption / year		193 036 m ³			-	
CO ₂ emission factor		0.12 kg/kWh			0.12 kg/kWh	
Total CO ₂ emission per year / kg		28 750			126 302	

Carbon footprint and its reduction

At GTC, we measure our carbon footprint and strive to reduce it. We monitor the environmental performance of our properties and operating activities. We aim to reduce greenhouse gas emissions from the construction and operation of buildings through energy efficiency, introduction of renewable energy, implementation of new technologies and use of appropriate building materials.

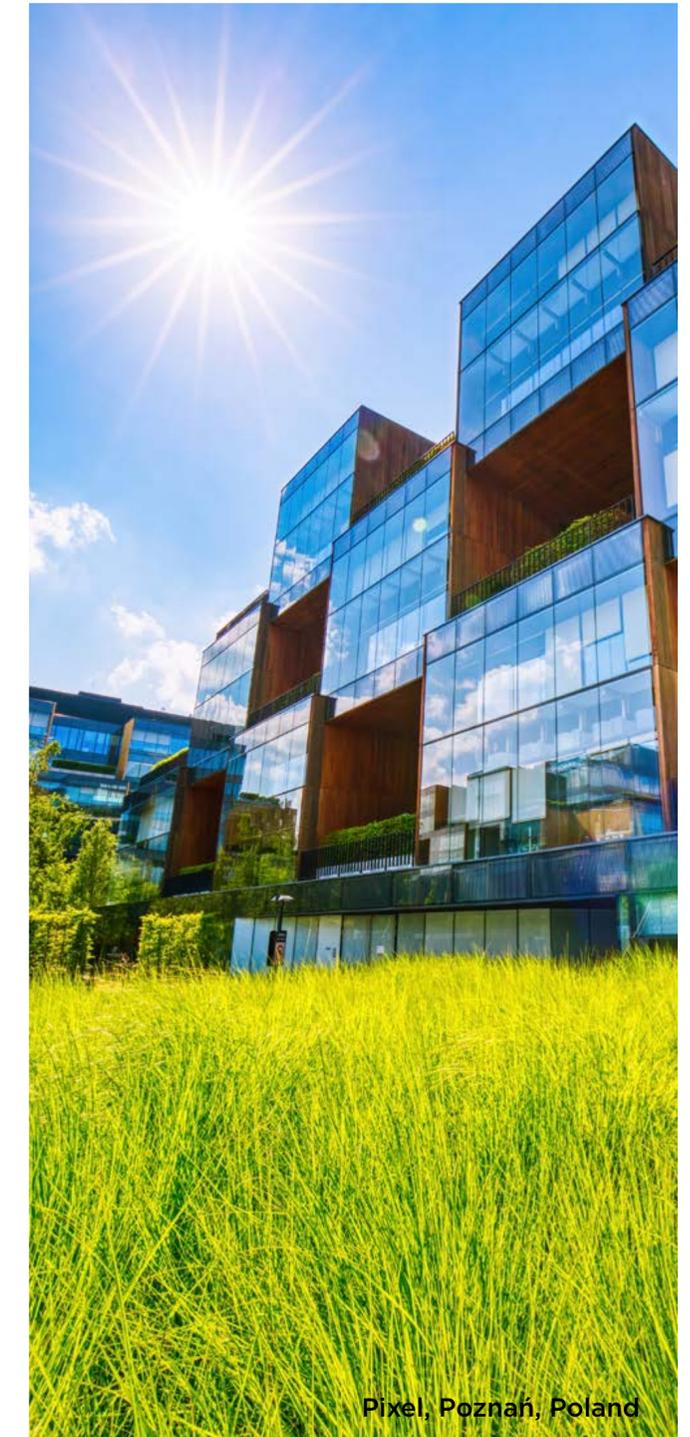
We build environmental awareness among tenants, employees and the community. As part of social activities, we invest in local infrastructure, designing and creating bug hotels, planting trees in and around the investment, and, in cooperation with social organizations, promote ecological awareness.

More information about the initiatives implemented in 2021 can be found in [Chapter 3. Social impact](#)

In 2020, we determined the base year for greenhouse gas emissions in the following scopes 1, 2 and 3 (tenants), resulting from electricity consumption.

In 2021, due to the technologies used and the introduction of green energy, we reduced them by 62% in Romania and by 44% in office buildings in Poland.

More detailed information can be found in [Chapter 5. ESG Results Summary](#)



Pixel, Poznań, Poland



Korona Office Complex comprises four office buildings with an area of 38 250 sq. m in Krakow

All buildings were **BREEAM IN-USE EXCELLENT** certified in 2019, and then renewed in 2020, 2021 and 2022.

The certification was upheld at the EXCELLENT level in the new BREEAMv6 standard in March 2022.

As part of the certification, an energy audit was carried out, which indicates improvements in the building’s energy performance to be implemented over the next 10 years.

During the audit, it was noticed that further modernization or replacement of some of the internal installations is planned,

which is in line with the recommendations of the audit.

Moreover, we are undergoing modernization of the ventilation and automation of the BMS. The scope of works scheduled for 2022 includes the replacement of air handling units with new, more efficient and energy saving ones, equipped with cooling and heat recovery. The works are aimed at increasing energy efficiency as well as improving the quality and comfort of the building.



Korona Office Complex 2021 environmental results:

6 323 m³ water consumption

32 116 MWh energy consumption

3 706 tCO₂e CO₂ emissions



Moreover, in 2022, chargers for electric bicycles and scooters were installed in the complex, and electric car chargers are being installed.



Environmental benefits in 2021¹²:

42% water saving

7% energy saving

Since April 2021, Korona Office Complex has used green energy to power the common areas of the building.



In line with the Group's approach, we made the office building available to the local community for the needs of social and charity projects aimed at tenants, office workers and residents.

Korona Office Complex organized the following, and more:

- **charity fairs** for people with disabilities;
- **christmas fair** selling works of students from neighboring schools;
- **food collection for animal** shelters as part of the "Hot heart for cold days" campaign in collaboration with Dog Rescue;
- **food and clothing collection** for the homeless as part of the "Soup on Planty" campaign in Krakow;
- **ecological events** for tenants, such as the Earth Day celebrations, collection of electronic waste, exhibition of electric cars, events for the protection of animals conducted jointly with WWF;
- **integration events for residents**, including the first Day of Spring, Summer, outdoor events, such as a mobile cinema,

a food truck zone; Christmas music and live Christmas carols played in the main halls, a salt cave, fitness and yoga classes;

- **pro-health campaigns**, such as a free eye test or massage chairs.

Korona Office Complex

The 2017 modernization of the building included:



Relaxation zone

separating a green relaxation zone and creating promenades for tenants along the main entrances to the building



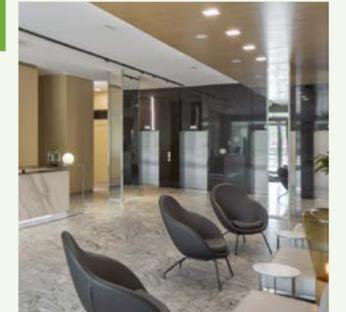
Green roofs

creating two green roofs over the entrances to the Galileo and Newton buildings



Lighting

replacement of lighting with LED lights



More green

new outdoor green plantings



Bicycle parking

creating new bicycle parking lots and infrastructure for cyclists (showers, changing rooms)



Waste

installation of waste compactors

■ Reporting topics: Climate change and carbon footprint reduction, Certification of green buildings
 [GRI 103-1] [GRI 103-2] [GRI 103-3]

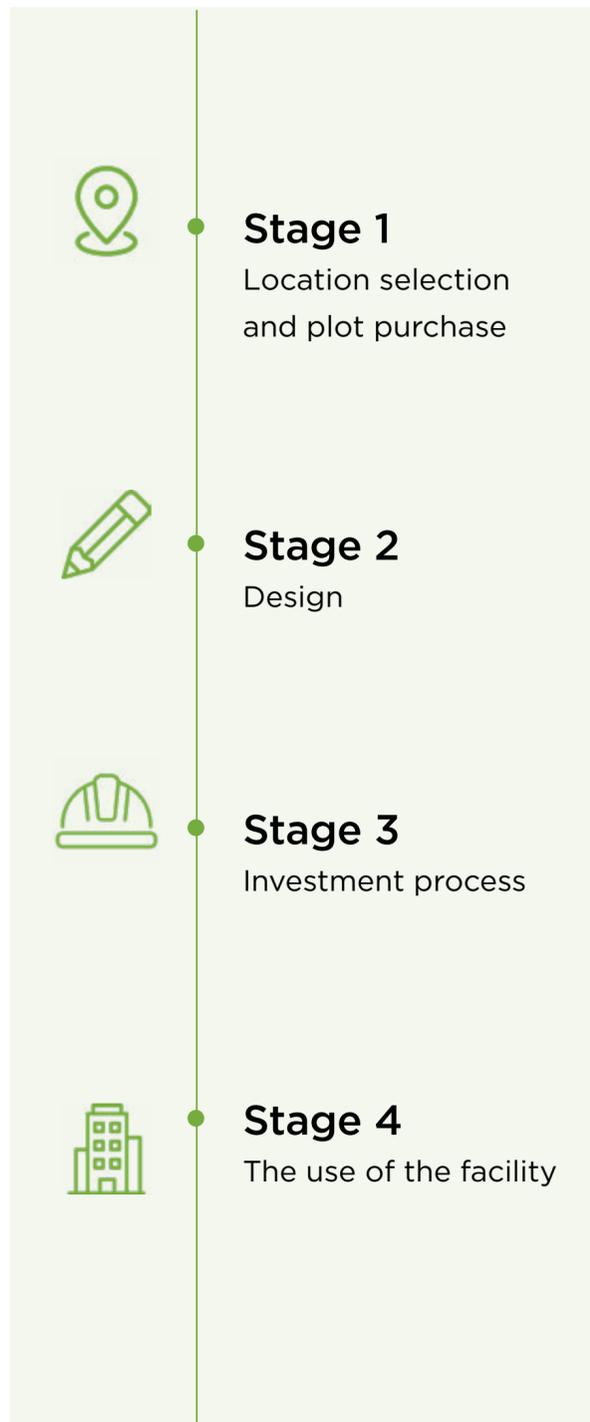
GTC's sustainable investments have a positive impact on the sustainable development of cities, they:

- revitalize and integrate post-industrial and degraded areas;
- create local infrastructure;
- reduce negative environmental impact;
- open up a modern and green space for residents;
- integrate local communities.

Our investments assume minimizing the impact on the natural environment, local community and surroundings. We follow this principle at every stage of the investment, from the choice of plot location to the use of the building.

Investments for sustainable cities and societies

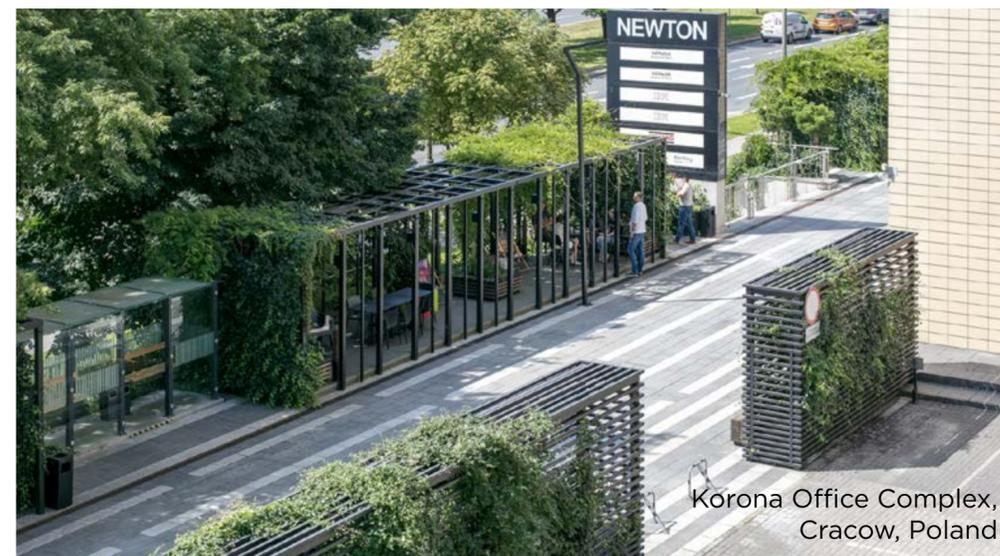




Stage 1 Location selection and plot purchase

We invest in areas in need of revitalization. Our role is to integrate them with the urban fabric, taking into account the local, cultural and urban context.

More information about plot selection criteria and implementation examples can be found in our 2020 ESG Report: [2020 ESG Report, page 31](#)



Stage 2 Design

Social aspects

We design for comfort, safety and with a view of the needs of our tenants. We analyze the environmental impact of the investment. We consider, among others, the manner of construction, preservation of the social context, creation of a friendly urban space.

We design infrastructure facilitating electromobility and increasing the comfort level of using the space around our buildings. For example, during the modernization of Globis Poznań in Poland, we renovated pedestrian paths, increased the number of bicycle parking spaces and provided infrastructure for charging e-scooters and electric bikes, which we plan to install in the next stage of modernization. In 2021, at the Matrix complex in Croatia we installed a city bike system, and in our office buildings in Poland provided the Revelo free bike rental system.

Environmental aspects

Each of our investments is made with environmental protection in mind. When designing the foundations, we analyze the groundwater flow, and when choosing the color of the facade and the method of its glazing, we verify its visibility for birds. When designing greenery, we try to enrich the plant coverage with specimens of native flora. We avoid introducing floral monocultures and planting species considered invasive. For example, we have created flower meadows and bug hotels in the University Business Park complex in Łódź and the Aeropark Business Center in Warsaw.

At the design stage, we look for solutions to reduce energy consumption, e.g., through better wall insulation, effective ventilation, or heat recovery. For example, in the Matrix complex in Croatia, the heating system is based on a highly efficient heat pump system that uses groundwater and geothermal energy to heat the building. Modern management systems enable balancing the demand for heat in one place of the facility with the demand for cooling in another.



Stage 3 | Investment process

We consider environmental criteria at the stage of selecting the general contractor whom we supervise during the construction process.

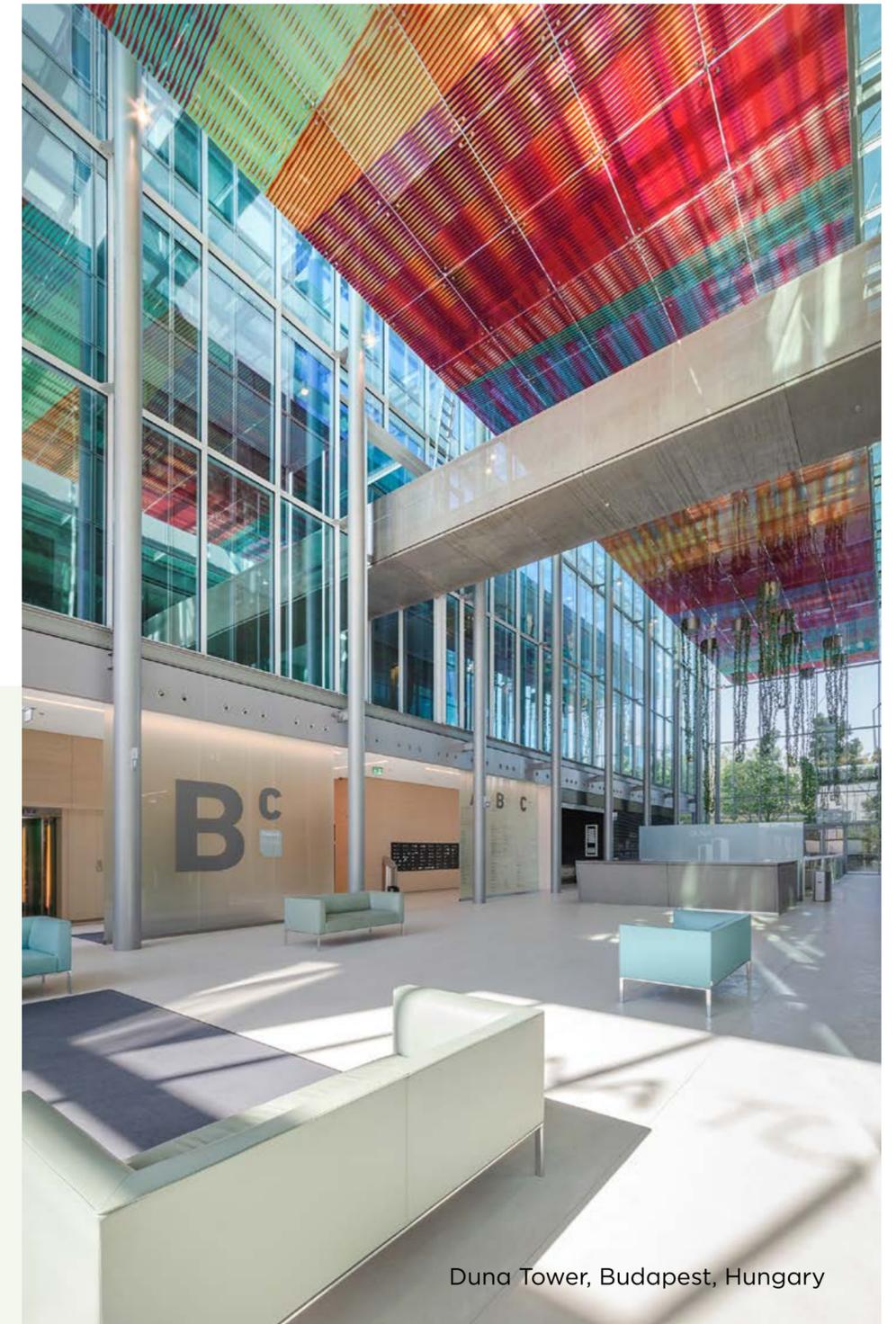
We carry out the construction phase in accordance with the assumptions of sustainable construction certificates, as described here:

[Chapter 2.2. Building Certification](#)

We take account of the following aspects:

- dust reduction,
- effective hazardous material management (fuel for construction machinery),
- reduction of the amount of waste deposited in the landfill,
- efficient use of energy and water,
- use of locally produced raw materials, recycled materials, and certified materials.

Before commissioning a property, we put it through a series of tests and acceptance procedures.



Duna Tower, Budapest, Hungary



Stage 4. The use of the facility

Our buildings provide comfortable and safe space to our tenants. We care about sustainable building management and provide our employees with relevant training.

Building management is based on modern BMS

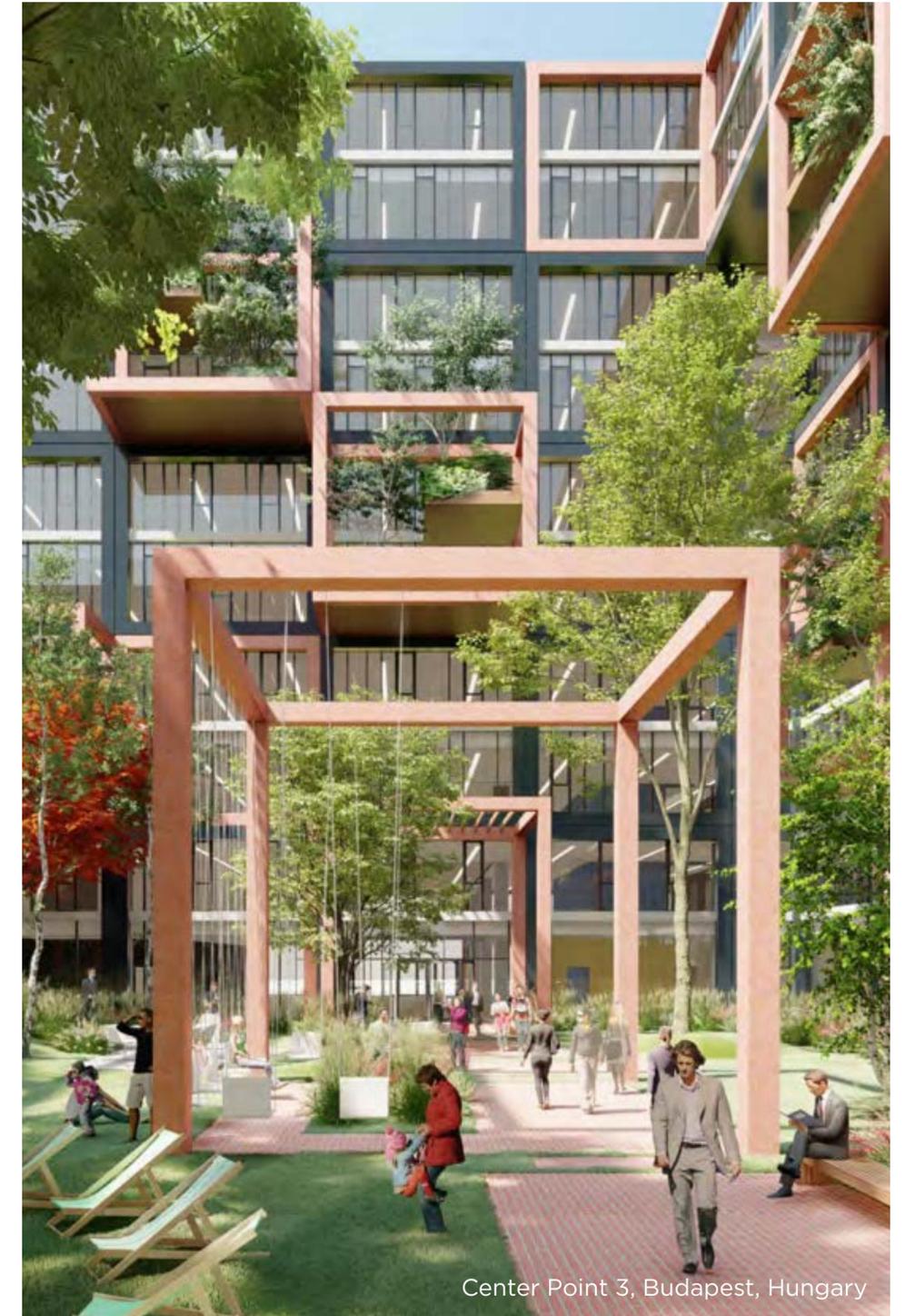
(Building Management System), which contributes to the achievement of energy efficiency in buildings:

- enables air parameters verification: temperature, pollution and humidity;
- affects energy efficiency of projects;
- affects reduction of water consumption.

In our contracts, tenants are obliged to comply with environmental protection standards, including in terms of energy efficiency and water use, and selection of interior equipment.

At the same time, the building management team regularly reviews user satisfaction and maintains an open dialogue regarding continuous improvement.

More information about building tenant relationships available in [Chapter 4. Tenant Relations](#)



Center Point 3, Budapest, Hungary

 [GRI 302-1] [GRI 302-3] [GRI 303-5] [GRI 305-1] [GRI 306-3]

Results



Results:



- **88% of certified buildings** in the Group's portfolio
- **18 buildings** obtained/renewed certificates in 2021, in addition, at the beginning of 2022, further **12 buildings** obtained/renewed certificates, and **6 buildings** are under certification



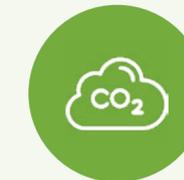
- Water consumption was 301 815 m³, **7% less on 2020**
- Water consumption (LfL) was 261 073 m³ **10% less on 2020**



- There was a reduction in waste by **7% (10% LfL)**



- Total energy consumption in GTC's buildings and HQ is 789 444 GJ (219 290 MWh), which is **14% more on 2020**. The increase is due to the expansion of GTC's portfolio, with the completion of Matrix B and Advance Business Park II office buildings at the end of 2020, and the purchase of six new buildings in 2021
- Total energy consumption (LfL) in GTC's buildings and HQ is 677 893 GJ (188 304 MWh), which is **5% more on 2020**
- Total electricity consumption (LfL) in GTC's and HQ is 128 464 MWh which is almost on **the same level like in 2020 (0.1% less)**
- Total electricity consumption in office portfolio (LfL) in GTC's buildings is 69 820 MWh which is **5% saved on 2020**
- The energy consumption in the Group's portfolio per square meter of a building area is 257 kWh per year, which **maintains the level of 2020**



- Annual CO₂ emissions per sq. m of building area was 132 kg CO₂e/sq. m compared to **145 kg CO₂e/sq. m**
- Annual CO₂¹³ emission is 112 546 t CO₂e. Compared to 2020, there was an **increase of 4%** due to the expansion of the property portfolio. The increase in emissions was compensated by the purchase of green energy in Romania and Poland
- In 2021, thanks to the technologies used and the introduction of green energy, we reduced CO₂ emissions by **62% in Romania** and **44% in office buildings in Poland**

¹³ Scope 1, 2 and 3 of greenhouse gas emissions: Scope 3 includes only tenants emissions resulting from space let by GTC.

More detailed information can be found in [Chapter 5. ESG Results Summary](#)

Social impact

- 1. Principles and main directions of involvement
- 2. Safe and friendly workplace
- 3. Obligations to tenants and pandemic support
- 4. Activities for local communities
- 5. Responsible supply chain

03 chapter



■ Reporting topics: Economic impact, Community involvement, Reliable employer
[GRI 103-1] [GRI 103-2] [GRI 103-3]

Principles and main directions of involvement





Our social commitments result from the ESG Policy and focus on the well-being of our employees, tenants, and communities. We want to be a good employer, a reliable and trusted partner who engages in local problems and responds to challenges consistent with our approach.

We pursue the UN Sustainable Development Goals:



GTC's social impact:

- 

contributing to economic growth and providing jobs
- 

responsibility for people: employees, tenants, customers, suppliers
- 

contributing to the development of modern city infrastructure
- 

supporting the local community





We care about our greatest resource

Employees

We provide **stable employment** conditions

We develop a **workplace** ambience based on **mutual trust and respect**

We exercise great care in **health and safety at work**

We let our employee **grow through training and participation in industry events**

We encourage employees to **engage in social activities**



We help them grow

Tenants

We take care of our tenants' needs

We build loyalty

We raise tenants' awareness of environmental and social issues



We are a good neighbour

Society

We invest responsibly, with care for the local community

We revitalize post-industrial areas

We provide high-quality buildings, considering the principles of sustainable development, such as accessibility, safety or environmental protection

We respond to local needs in the vicinity of our investments

EUR 25m total income tax and other tax

EUR 93m our contribution to the development of infrastructure (capex expenses)

5.4 years the average length of service in our organization

175 full-time employees in six countries, and 31 coworkers

■ Reporting topics: Reliable employer [GRI 103-1]
[GRI 103-2] [GRI 103-3]

Safe and friendly workplace



Globis, Poznań, Poland

Approach to security

At GTC Group, we operate in accordance with the provisions governing occupational health and safety. Our commitments and group goals are described in the Work Regulations.

Our priority is to care for:

- health and safety of our employees,
- safety and compliance with work standards during the construction works carried out by our general contractors.

All Group companies have an occupational health and safety management system in place compliant with the legal requirements in the markets in which they operate. Each country runs training on Occupational Health and Safety.

Similarly to previous year, in 2021, we did not record any serious accidents.

Precautions during the pandemic

The most important activities in 2021, as in the previous year, for the entire GTC Group were to take preventive measures and increase the safety (employees, tenants, visitors to the shopping center and service providers) due to the COVID-19 pandemic.

In 2021, we implemented security procedures in the Group as described in section 1.2

[Chapter 1. Introduction](#)

We advised about the methods of preventing the spread of the virus, provided appropriate disinfectants and protective masks, and adjusted the work mode to the recommendations in place in every respective country.

Examples of applied solutions:

- We implemented a protocol for dealing with symptoms of infection in an employee.
- We carried out preventive tests.
- We made hybrid work possible for our office workers.
- In offices, we made wearing masks an obligation, we maximized the amount of fresh and processed air, provided devices measuring the temperature in employees, used separators in offices, separating workstations, and kept greater distances between workstations.

Our organizational culture

GTC applies a fair and transparent approach to people management, described in the work regulations and diversity policy. Our management practices in this area are adjusted to the current circumstances, e.g., by adopting virtual recruitment methods during the pandemic.



Stability, responsibility, diversity, dialogue, teamwork, quality, and innovation are at the core of our corporate culture.

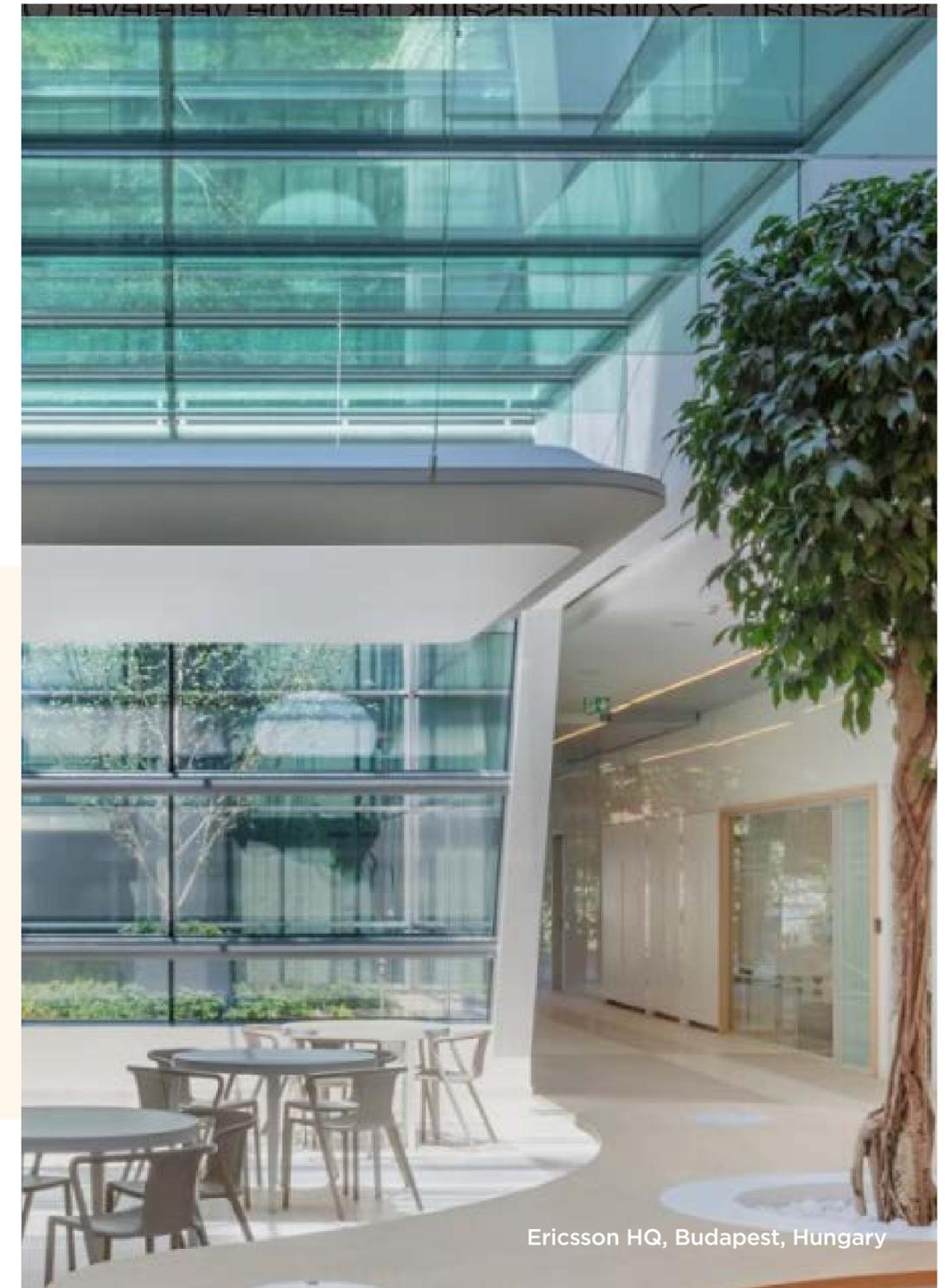
It is reflected in our approach to employees and our role as a responsible employer.

Diversity

The principles of equal treatment in the workplace are reflected in the **Work Regulations**, available to all employees.

The Diversity Policy adopted by the Group:

- focuses on respecting employees irrespective of their gender, age, education and/or cultural heritage;
- aims to integrate employees in their workplace and to ensure that all employees are treated equally at work



Ericsson HQ, Budapest, Hungary

Building commitment

Benefits and health promotion

As part of non-wage benefits, we offer our employees a private health insurance, access to English language classes and sports activities.

Individual companies introduced their own initiatives regarding benefits:



University Business Park, Łódź, Poland



in Poland and Bulgaria, employees were encouraged to eat healthier by having fresh fruit delivered to the office daily;



in Croatia, employees were provided with a private health insurance package, reimbursement of transport costs, and bonus packages;



in Poland, employees were offered a sports card and/or reimbursed for any sports activities;



in Romania, private medical care, annual bonuses, and legal support were provided; healthy eating, sports and an appropriate amount of exercise during the day were encouraged;



in Hungary, team activities in the open air (e.g., golf) were organized, and new benefits were introduced, offering access to sports facilities during free time;



In Serbia, all employees were offered private health insurance and a free gym pass, and employees were encouraged to undergo preventive check-ups, play sports, and lead a healthy lifestyle.

Support for initiatives submitted by employees

As an employer, GTC supports all initiatives submitted by employees. Both the Management Board and the management team promote an open discussion and communication between team and department members.

On the initiative of its employees, GTC participated in Poland Business Run. The mission of Poland Business Run Foundation, the organizer of the run, is to provide comprehensive and professional help to people with musculoskeletal disabilities, support their activity and eliminate social barriers, as well as help people at risk of amputation.

GTC employees in Poland are also involved in fundraising for the Animal Shelter 'Na Paluchu'.



Galeria Północna, Warsaw, Poland

Training and development of employees

Our approach to employee development

At GTC, we care about the development of our employees, ensuring that they participate in specialist training related to work in a given position and enable them participation in industry events. Training offered to employees most often relates to the provisions of law, e.g., accounting or construction law.

In 2021, we held legal training sessions regarding the following issues:

- **dawn raid**, which covered **99% of employees**,
- **competition law**, conducted as part of the dawn raid training

Once per year, we evaluate each employee's work, discussing their strengths and identifying areas for improvement.

Each employee receives an individual development plan adapted to their position and role in the organization. We believe it is crucial that we increase the potential of employees, which is why in 2021 we raised our qualifications by taking part in training in the management training in the organization area in order to even better plan the development paths of our employees and adapt appropriate training to them.

In 2020 and 2021, at GTC, it was our priority to provide training on compliance with safety rules regarding COVID-19.

Nevertheless, individual companies organized external and internal training for employees, as needed, such as:

- **Croatia:** Online seminars organized by Accounting and Finance, compliance training;
- **Romania:** internal anti-money laundering training for all employees;
- **Hungary:** financial, legal, and technical training.



Globis, Poznań, Poland

Industry events

In 2021, we took part in the following industry conferences:

- **SEE Proptech Conference 2021,**
- **CEE Property FORUM 2021,**
- **Congress of Facilities 2021,**
- **ReThink 2021 - EPRA Conference,**
- **Commercial Real Estate Market Conference in Poland.**

Other conferences concerned, among other things, issues such as tax consultancy, asset management, and investments.

In 2021, our employees participated in a total of 1 196 training hours. On average, one employee received 45 hours of training.



HR data centerfold:

Women account for **64%** of all employees, **41%** of management staff

81% are people aged 30-50

8% are people under 30 years of age

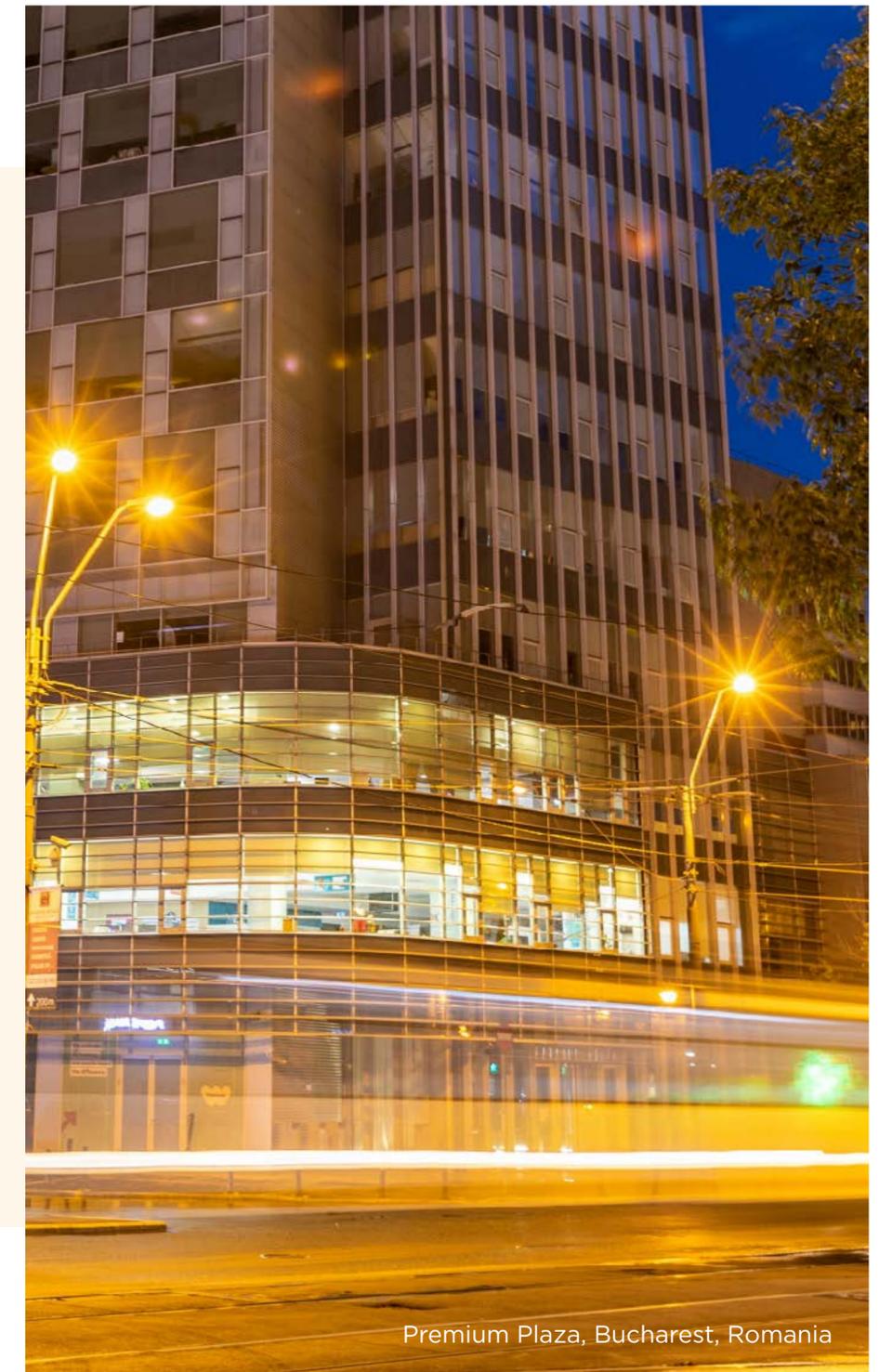
11% are people over 50 years of age

Turnover ratio was

19% of new employees

23% employees left

5.4 years the average length of service



Premium Plaza, Bucharest, Romania

■ Customer/tenant satisfaction, Commercial real estate management, Furthering relations with customers/tenants resulting from changes in the working environment during the COVID-19 pandemic [GRI 103-1] [GRI 103-2] [GRI 103-3] [Own indicator: Description of the goals and results of relationships with customers/tenants during the COVID-19 pandemic]

Obligations to tenants and pandemic support



Approach to relations with tenants

By conducting open and honest communication, GTC builds relations to support tenants and provide them with safe and friendly office space.

At GTC, there are dedicated teams responsible for relations with tenants. They act on behalf of tenants, cooperate with lawyers, public institutions, insurance companies, and contractors.

We also obtain information about the needs or opinions of tenants regarding our office space through marketing research or directly through inquiries at information points of facilities. Our communication with tenants is conducted through individual and group meetings with all tenants and through a newsletter.

In shopping projects, we use internal means of communication, such as websites, newsletters, and LED screens.

In 2021, we introduced a new formula of communication with office building tenants, enabling them to use the office environment in a completely new way.

Now, with the help of the app, they can get assistance tailored to their needs.



Welcome GTC app



The app is designed to facilitate **a safe and comfortable use of the amenities available in the office.**



The application allows you to: book conference rooms, register guests, report technical problems, obtain information on events, or order take-out meals from local restaurants.



The application is already available to employees of several GTC office buildings in Poland. Ultimately, we plan to make the application available in all our properties, as well as systematically develop its subsequent features.

Relationship during the COVID-19 pandemic

Furthering relations with customers/tenants resulting from changes in the working environment during the COVID-19 pandemic [GRI 103-1] [GRI 103-2] [GRI 103-3] [Own indicator: Description of the goals and results of relationships with customers/tenants during the COVID-19 pandemic]

In the last two years, our priority has been to respond to tenants' needs regarding the pandemic and to ensure their business continuity. We tried to respond to their individual needs and solve any difficulties arising.

We have implemented a variety of measures to support tenants, such as lowering the rent, enabling rent payments in installments, or waiving service charges and late payment interest. All discounts were set individually for each case.

In 2021, the pandemic still required us to adapt to changing conditions and keep our tenants safe. In each country, we responded in accordance with the expectations of the market and customers, both in the case of offices and shopping malls.



Pillar, Budapest, Hungary

GTC Bulgaria

- We offered tenants the separation of floors and space for rent in a few stages to help them plan the reintroduction of employees to working in the office.
- We implemented health and safety procedures for tenants in our buildings.
- We tried to optimize the cost of service fees in the buildings.

GTC Romania

- We installed automatic temperature measurement devices at the buildings' entrances.
- We installed air purifiers in elevators to disinfect surfaces, thus reducing the cost of service fees.

GTC Serbia

- Responding to the tenants' requirements, we implemented health and safety procedures adapted to their current needs.
- We supported and assisted in planning the return to work in the office.

GTC Poland

- We offered tenants the rent of space in a few stages to help them plan the reintroduction of employees to working in the office.
- We tried to optimize the cost of service fees in the buildings.
- In order to ensure tenants' safety, we installed automatic disinfectant dispensers.
- In response to the needs of tenants, we introduced automatic temperature measurement devices in several office buildings.

GTC Hungary

- The main goal was to provide tenants with a sense of security and comfort in our buildings.
- Responding to tenants' requirements, we implemented health and safety procedures tailored to the tenant's arising needs.
- We tried to optimize the cost of service fees in the buildings.

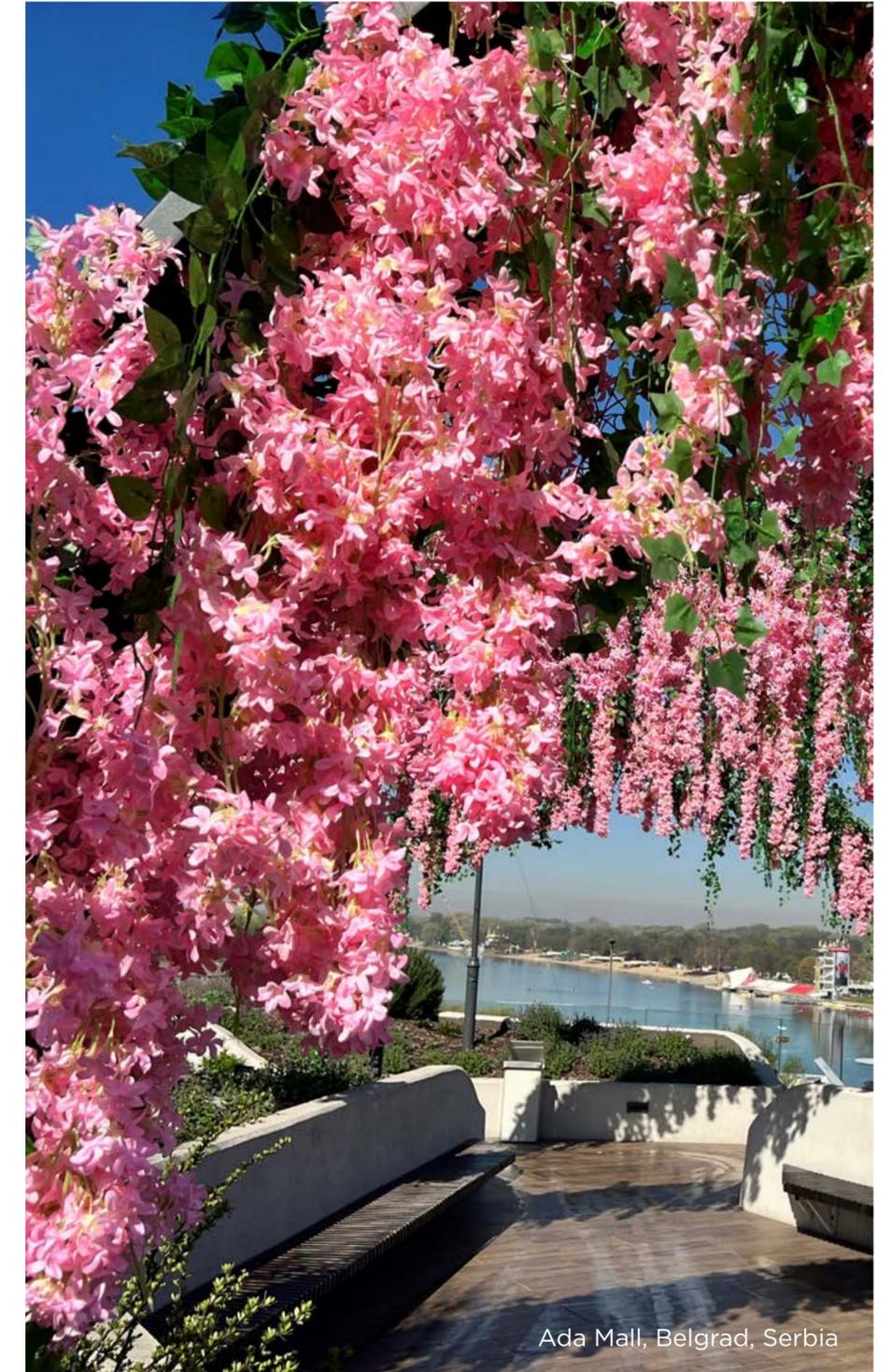
The importance of green certification

Satisfaction of customers/tenants, Commercial real estate management [GRI 103-1] [GRI 103-2] [GRI 103-3]

Our certified buildings assist our tenants with achieving their ESG results and support the UN Sustainable Development goals, in particular regarding the environment and climate, but also the social ones regarding the quality of working environment.

Certification requirements as described in Chapter 2. Environmental impact, emphasis on water saving, energy efficiency, choice of materials and resources, and the quality of the indoor environment. They enable lower consumption of resources and thus reduce the negative impact on the environment.

Moreover, we oblige and encourage tenants to adhere to the standards of behavior that support the objectives of green certification, such as encouraging the use of public transport or bicycles.



In some locations in Poland, we offer bikes to our office tenants as part of the Revelo system.

In Croatia, we launched a bike sharing system in our buildings.

In Galeria Północna in Warsaw, there are cargo bikes available for rent.

In our office complexes in Poland, we are introducing chargers for mopeds, e-bikes and e-scooters.

In Łódź, we fitted a bike lift, facilitating their parking in the underground garage.

In Warsaw, we provided a bus that allows tenants to reach the metro and bus stops, and in office buildings we provided bicycle racks and showers.

We constantly arrange electro-waste collections in office buildings and encourage tenants to segregate their rubbish.

We created a community garden for Aeropark tenants.





Quality and safety of buildings

[GRI 416-1] [GRI 416-2] [H&S-Asset] [H&S-Comp]

When planning an investment, we take into account the issues of sustainable development and the impact of our investment on the environment and its users, as well as the local community.

In line with our approach, we care about quality of, and constantly work to improve, the following aspect:

- ventilation,
- air quality,
- thermal comfort,
- humidity,
- safety,
- water quality,
- noise reduction,
- lighting,
- view from the windows.

Our priority is to ensure the safety of employees and users of our projects. At GTC, we always pay special attention to the working conditions and safety of everyone working in our buildings. The Building Manager, who supervises the activity of all suppliers, oversees the safety of each location.

In 2021, we did not record any cases of non-compliance of our assets with regulations regarding their impact on health and safety.

Community involvement, Investments in local infrastructure [GRI 103-1] [GRI 103-2] [GRI 103-3]
[GRI 413-1] [Comty-Eng]

Activities for local communities

In line with our ESG Policy, we want to be a good neighbour and respond to local needs in the vicinity of our investments. In our social activities, we focus on those areas.



Galeria Północna, Warsaw, Poland

Improving local infrastructure

- **Our investments bring about road and communication infrastructure** that we open to residents.
- On undeveloped plots of land, or plots of land that will surround our future investments, **we develop green areas** that are accessible to everyone, including parks and squares.
- **We engage in activities** aimed at improving the infrastructure, increasing accessibility for people with disabilities, creating places for meetings and spending time, taking care of enlarging green areas and protecting biodiversity.

Providing space to facilitate and support local initiatives

- **We support local initiatives** that improve the quality of life of the local community.
- **We initiate social** projects or join them.
- **We engage in charity and social campaigns** in each of the countries.

Sponsorship of charity events

- We are financially involved in **sponsoring charity and social events** as well as sports events, e.g., promoting a healthy lifestyle.
- **We help to organize these events.**

Priorities for social activities for GTC in Romania

In our CSR approach, **we focus on activities affecting the local community and supporting local producers**, as well as promoting volunteering among our tenants.

Calligraphy workshops for our community and **helping to promote tenants' social campaigns** are an important aspect of our social activity.

Overview of selected social activities

[GRI 203-1] [GRI 203-2] [Own indicator: Percentage of assets under operational control that have implemented community involvement, impact assessment and development programs] [Comty-Eng]

Selected investments in local infrastructure in 2021



Łódź: University Business Park

- We created **three flower meadows** with a total area of 400-500 sq. m.
- **In cooperation with Integration Foundation**, we started delivering adaptations in the building to suit people with disabilities.
- Together with our tenant, Accenture, **we adapted the office space to the needs of people with disabilities.**
- **We started cooperation with the City of Łódź Office as part of the ‘Młodzi w Łodzi’ program**, supporting the career development of students in Łódź. As part of the project, we created a node in the building connecting students, tenants and external organizations.
- We have set up **bug hotels**.



Łódź: Sterlinga Business Center

- We have set up **bug hotels**.
- In cooperation with the City of Łódź Office, **we planted five trees in our complex.**



Wrocław: Globis Wrocław

- We have drafted a **road reconstruction design** to improve communication.
- We have prepared a **green area** arrangement design and **put new greenery** in front of the building.
- We have set up **bug hotels**.
- We conducted an audit - a **'building without barriers'**.



Zagreb: Matrix Office Park

- We provided aid to **the pub`** installing electric bike charging stations.

In 2021, we introduced the Revelo free bike rental system in our office buildings in Poland.

More information about other projects changing the local infrastructure can be found in our previous ESG report:

[2020 ESG Report, pages 57-58](#)

GTC's social involvement in Poland

In 2021, we started cooperation with Virtuosa Foundation, which is modernizing the infrastructure of children's hospitals, and by joining this initiative, we are going to partner with the foundation to improve the treatment conditions for young patients by creating friendly spaces.

GTC will be able to actively participate in its activities, offering the experience of a leading commercial real estate developer.

At the same time, cooperation with experts will enable GTC to support local communities in Poland more effectively.

Sharing space to facilitate and support local initiatives - selected social initiatives in 2021:



Bucharest: City Gate, Premium Plaza, Premium Point, Cascade

- Calligraphy workshops.
- Floristics workshops.
- Raising awareness on the occasion of the International Day of Persons with Disabilities by illuminating the buildings of the city gate with color and displaying the campaign's promotional films on screens.



Częstochowa: Galeria Jurajska

- We supported pro-health campaigns by organizing prophylactic mammography tests for women, offering free medical tests for residents, we also provided space for a vaccination point and conducted a promotional campaign to support vaccination.
- We promoted sports activities by organizing events such as the Women and Men Beach Volleyball Silesian Cup, a volleyball tournament for 40 plus players, active Fridays with Calypso in the open air.
- We made space available and promoted the Exchange of extra-curricular activities.
- We have prepared attractions on the occasion of Children's Day, we organized a Father's Day volleyball festival, and a summer-end festival.



Łódź: University Business Park

- On the occasion of the Earth Day, we organized an e-waste collection, a campaign to educate tenants and we gave them air-purifying plants on this occasion.



Łódź: Sterlinga Business Centre

- On the occasion of the Earth Day, we organized an **e-waste collection**, a campaign to educate tenants and we gave them air-purifying plants on this occasion.



Warszawa: Galeria Północna

- Together with the Polish Red Cross and the **Polish Red Cross Club of Honorary Blood Donors**, we organized a **blood donation point**.
- We **regularly organized fairs of local designers and food producers** to support small entrepreneurs and promote **Polish local products**.
- In order to strengthen the bonds of the local community and **promote outdoor activities**, we taught the game of **boule with GROM Association**.
- In cooperation with the State Forests, we **organized an educational exhibition** to jointly build ecological awareness.

- **We supported a fundraising campaign for children** from orphanages as part of the **Christmas Eve Neighborly Help initiative**.
- We organized a **garage sale** to support the zero waste movement and build relationships with the local community.
- **In cooperation with the Zwalcz Nudę Foundation**, we organized a city game for families with children.
- **We supported the Animal Protection Foundation** in Łomianki, helping with communication regarding the adoption of cats from the shelter.
- **In cooperation with the Capital City of Warsaw**, we have organized a free bicycle rental.
- **In the event of a weather alarm**, in order to take care of local residents, we provided park spaces in our gallery.
- **In cooperation with the Kwiat Kobięcości Foundation**, we organized a mobile medical point, providing free medical examinations to women and men.



Wrocław: **Globis Wrocław**

- On the occasion of the Earth Day, **we gave our tenants air-purifying plants and seeds for planting herbs.**
- **We prepared a Dwarf sculpture design (a local tradition).**
- We conducted an audit - a **'building without barriers'**.



Poznań: **Globis Poznań / Pixel Poznań**

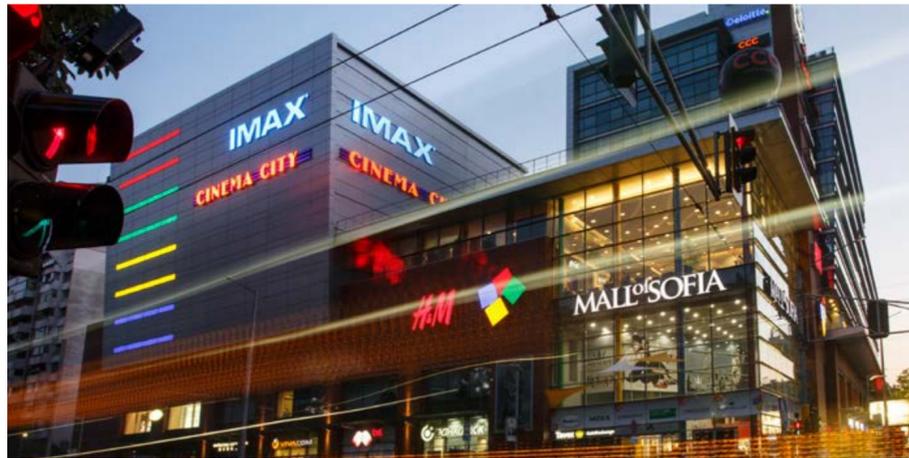
- On the occasion of the Earth Day, **we gave our tenants air-purifying plants and seeds for sowing herbs.**
- We opened a **free book swapping point - book-crossing.**
- We **organized the REVELO campaign, providing bikes available to tenants.**



Sofia: **Mall of Sofia**

- We made the space of our shopping center available to **UNICEF in Bulgaria for promotional activities.** Thanks to this **support, the social organization** acquired 188 potential sponsors for its social goals.
- We made the space of our shopping center available to **SOS Children's Villages in Bulgaria for carrying out activities** aimed at promoting activities and attracting donors.
 - We enabled the **sale of handicrafts** made by a girl suffering from a rare genetic disease in our shopping center.
 - We **supported local producers at Christmas and occasional fairs** in our shopping center.

Sponsorship of charity events in 2021:



Sofia: Mall of Sofia

- We donated sweets and small gifts to 220 children deprived of parental care and groups at risk of social exclusion.



Warsaw: Galeria Północna

- We were the main partner of the 2021 Run by the Bridge, organized by the Białołęka District Office of the Capital City of Warsaw
- As part of the 2021 Białołęka Freedom Run, organized by the Białołęka District Office of the Capital City of Warsaw, we provided space for issuing starter packages for the run



Croatia: GTC CROATIA

- “Zagreb Love Run”, the proceeds of which are donated to the association „Oblačić”, a charity that helps children with growth disorders.

In 2021, the Group spent EUR 25 000 to support charity activities and EUR 7 000 on sports activities.

In 2021, community involvement and/or development programs were implemented in 28 our properties under operational control of GTC Group.

Total number of NGOs 15 and 37 other types of organizations.

 [GRI 102-9]

Responsible supply chain





Cascade Office, Bucharest, Romania

Rules of cooperation with suppliers

Our cooperation with suppliers is based on the procedures of the service purchase process and internal control over these processes. We discussed in detail our documents and guidelines regarding acquisition in our previous [2020 ESG Report on page 63](#).

When selecting suppliers, we focus on cost and time, the quality of products and services as well as meeting environmental and social requirements.

Our suppliers fall into the following groups:

- **technical service of buildings,**
- **general contractors,**
- **architects,**
- **media providers,**
- **consulting companies,**
- **other suppliers.**

The GTC Group's supply chain in 2021

2 040

Total number of suppliers, general contractors and contractors

596

New suppliers, general contractors and contractors

Environmental criteria in the choice of suppliers

[GRI 308-1]

When selecting suppliers, we follow the origin of the product and the approach of contractors at the construction stage. We choose locally produced raw materials and select general contractors who manage their environmental impact in line with Green certification guidelines. We are working on our internal guidelines of the environmental criteria for selecting suppliers in the manuals for building.

Ethical criteria in the choice of suppliers

In accordance with the Group-wide anti-corruption policy described in detail in Chapter 4. Organizational governance, our suppliers, contractors and business partners are verified according to the same principles at the beginning of cooperation and during its course, depending on the situation.

All our suppliers are required to comply with anti-corruption and anti-bribery laws.

GTC Group takes its legal obligations very seriously, even if that means not using the services of certain business partners and suppliers.

All of new suppliers and general contractors who have been assessed against ethical criteria.

Safety at the construction site

[GRI 403-7]

In accordance with legal regulations, an OHS coordinator, who reports to the external site manager and the management team on the part of GTC, is responsible for safety at the construction site.

General contractors shall follow the health and safety regulations in buildings. The facility management team shall ensure that the contractors' staff comply with these rules when working in the buildings.

Corporate governance

- 1. Leadership and corporate governance
- 2. Ethics and values
- 3. Risk and Opportunity Management

04 chapter



Duna Tower, Budapest, Hungary

■ [GRI 102-16] [GRI 102-18] [GRI 102-22] [GRI 102-24] [GRI 102-26] [GRI 102-29]
[Gov-Selec] [Gov-Board]

Leadership and corporate governance

We pursue the UN Sustainable Development Goals:



Pursuant to the adopted ESG Policy, our goal is to apply the best management practices to ensure compliance with the law and ethical principles.

The GTC Group applies the principles of corporate governance in line with the Best Practices of WSE Listed Companies (“Best Practices”). In its approach to management, we take into account issues **such as diversity, equal pay, social commitment, including ESG issues in the business strategy and disclosure of information in accordance with the recommendations and principles of Good Practices.**

This information can be found in the annual GTC Management Board’s reports on activities:

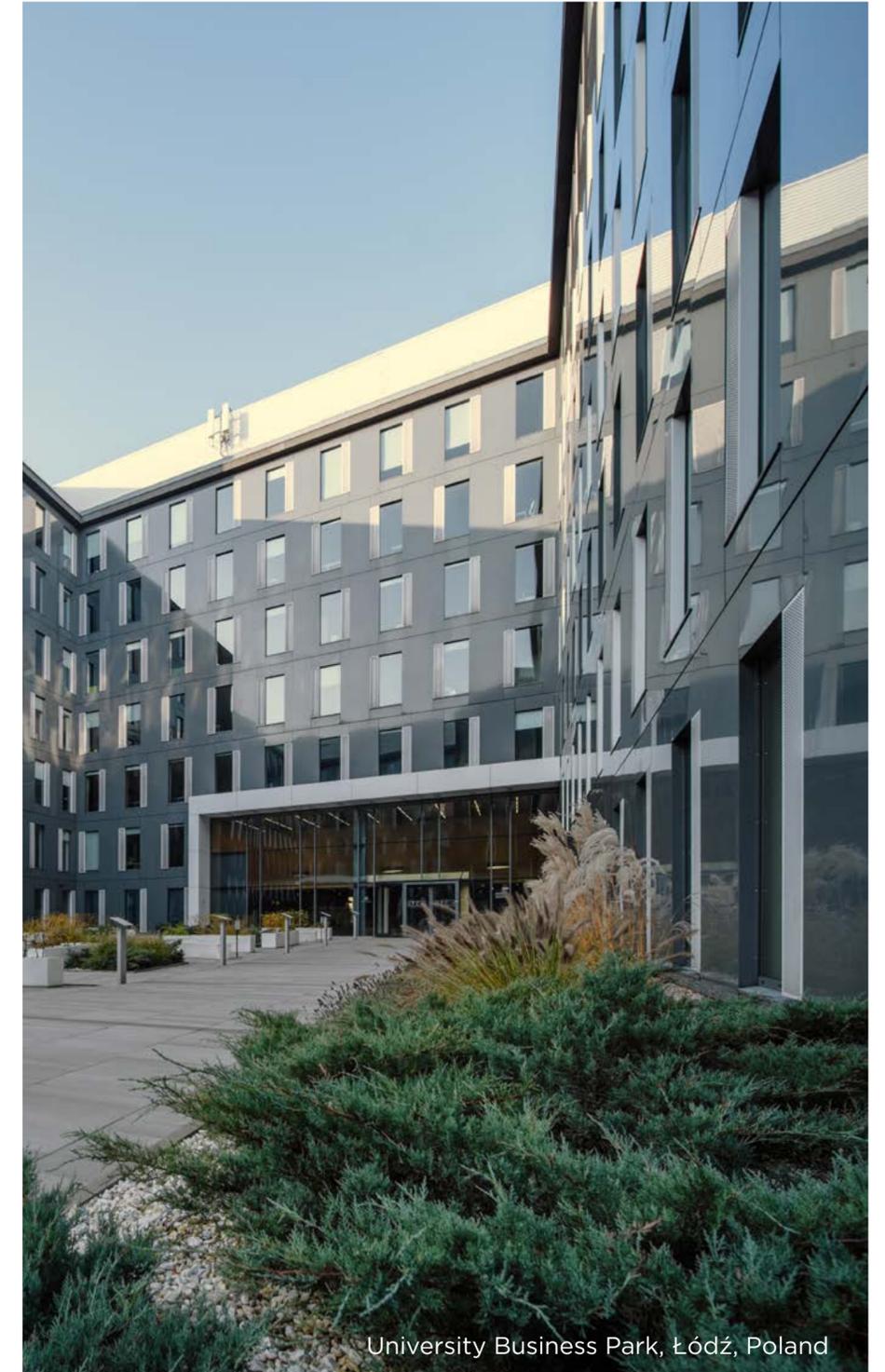
http://ir.gtc.com.pl/-/media/Files/G/Gtc-IR/reports/2022/FY2022/2021_Annual_report_of_GTC_Group.pdf

In particular, the Group’s activities are regulated by: “Code of Commercial Companies”, “Articles of

Association” (setting out, among other things, the rules for appointing members of the Management Board and Supervisory Board, as well as the rules of conducting the General Meeting) and internal regulations.

The Company’s documents are available at the following link:

<http://ir.gtc.com.pl/pl/corporate-governance/corporate-bylaws>



University Business Park, Łódź, Poland

Management and Supervisory Boards

Significant changes in the Company’s Management Board took place in the last months of 2021 and at the beginning of 2022. Robert Snow, Yovav Carmi and Gyula Nagy resigned from their positions as Members of the Management Board, while two new people joined the Management Board: **Pedja Petronijevic**, who took over as **Chief Development Officer (CDO)**, and **János Gárdai**, who joined the board as **Chief Operating Officer (COO)**.

The current structure of the Management Board enables us to manage all aspects of our business in an orderly manner, and each member of the Management Board is responsible for his area of activity: finance, investor relations, development, and operations.

Management Board’s biography available here: <http://ir.gtc.com.pl/en/corporate-governance/management-board>

Pursuant to Art. 10 of the Articles of Association, the Management Board consists of one to seven members, appointed by the Supervisory Board for a three-year term. Moreover, the Supervisory Board appoints the President of the Management Board and their Deputy.

Management Board composition



Zoltán Fekete
Chief Executive Officer



Ariel Alejandro Ferstman
Member of the Management Board
Chief Financial Office



János Gárdai
Member of the Management Board,
Chief Operating Officer



Pedja Petronijevic
Member of the Management Board,
Chief Development Officer



Guiding, supervising regional offices on execution and implementation of strategy:
BULGARIA, ROMANIA, CROATIA, HUNGARY, POLAND, SERBIA



The responsibilities of the Management Board include:

- the strategy and operating activities of GTC Group,
- supervision over the implementation of the strategy by companies,
- defining the development of the property portfolio, development activities and acquisitions,
- approving schedules of activities and their monitoring,
- informing the Supervisory Board about the company's condition, risk and risk management strategy,
- preparing reports on operations and fulfilling disclosure obligations towards shareholders and other stakeholders,
- appointing permanent and ad hoc committees, which include members of the Management Board and representatives of senior management.

The scope of duties is presented in the Bylaws of the Management Board on:

<http://ir.gtc.com.pl/en/corporate-governance/corporate-bylaws> as well as the Remuneration Policy.

Supervisory Board composition

In 2021 and at the beginning of 2022, the composition of GTC's Supervisory Board changed.

Supervisory Board's biography available here: <http://ir.gtc.com.pl/en/corporate-governance/supervisory-board>



János Péter Bartha

Chairman and an independent member of the Supervisory Board



Lóránt Dudás

a member of the Supervisory Board



Balázs Figura

a member of the Supervisory Board



Mariusz Grendowicz

a member of the Supervisory Board



Bálint Szécsényi

a member of the Supervisory Board



Marcin Murawski

an independent member of the Supervisory Board



Gyula Nagy

a member of the Supervisory Board



Daniel Obajtek

an independent member of the Supervisory Board



Bruno Vannini

a member of the Supervisory Board

The Supervisory Board operates pursuant to the Polish Code of Commercial Companies and the Company's Articles of Association, and also the Bylaws of the Supervisory Board of 14 April 2005, as amended by the Meeting of Shareholders on 16 May 2017. Supervisory Board Meetings are convened regularly, at least once a quarter. Pursuant to the provisions of our Articles of Association, the Supervisory Board exercises permanent supervision over the Company's operations.

The Supervisory Board appoints the President of the Management Board and appoints committees acting as advisory and opinion-making bodies. Currently, there are **two committees at the Supervisory Board:**

- **the Audit Committee,**
- **the Remuneration Committee.**

Management Board's role in ESG matters

[Transparency and open dialogue with stakeholders \[GRI 103-1\] \[GRI 103-2\] \[GRI 103-3\] \[GRI 102-26\] \[GRI 102-32\] \[EU/TCFD\]](#)

GGTC Group incorporates sustainability matters into its management and has been disclosing ESG data since 2020, providing investors and other key stakeholders with information on the Group's approach and performance in environmental, social and management areas.

In 2021, we completed work on the Group's ESG Policy and published the first ESG Report, for 2020.

The Management Board was responsible for approving these documents. Members of the Management Board were involved in the report preparation process at the stage of identifying significant reporting matters, prioritizing them and the scope of disclosed non-financial information. The process of increasing ESG

awareness among the management and employees, developing and monitoring the implementation of the ESG Policy is also coordinated by GTC Group Management Board.

The Management Board has established the GTC Group Green Bond Committee, consisting of five members representing senior management positions within the Asset Management, Development, Finance, Legal and Investor Relations departments. The Committee reports directly to GTC's Management Board.

The competences of the Committee include:

- a review of projects that can be financed with the proceeds from the Green Bonds issue, in terms of the eligibility criteria, GTC's internal policies and local regulations,
- recommending to the Management Board, based on the conducted analysis, projects eligible for financing from the proceeds from the bond issue,
- annual or, if required, more frequent review of the use and allocation of the proceeds from the issue and determination whether there have been any changes affecting the eligible projects.

 [GRI 102-16]

Ethics and values



At GTC, we act ethically, ensuring compliance in all our operations, with integrity and transparency for our stakeholders:

The system of rules and manners of conduct at GTC takes into account the following:

- running a business taking into account the interests of all stakeholder groups,
- protecting the assets and developing the property portfolio in line with the principles of sustainable development,
- equal treatment and promotion of diversity in the workplace,
- occupational health and safety,
- confidentiality,
- protecting legally protected information,
- ensuring compliance of activities with the law and social coexistence standards,
- fair competition,
- zero tolerance for any form of corruption, bribery, or improper influence.

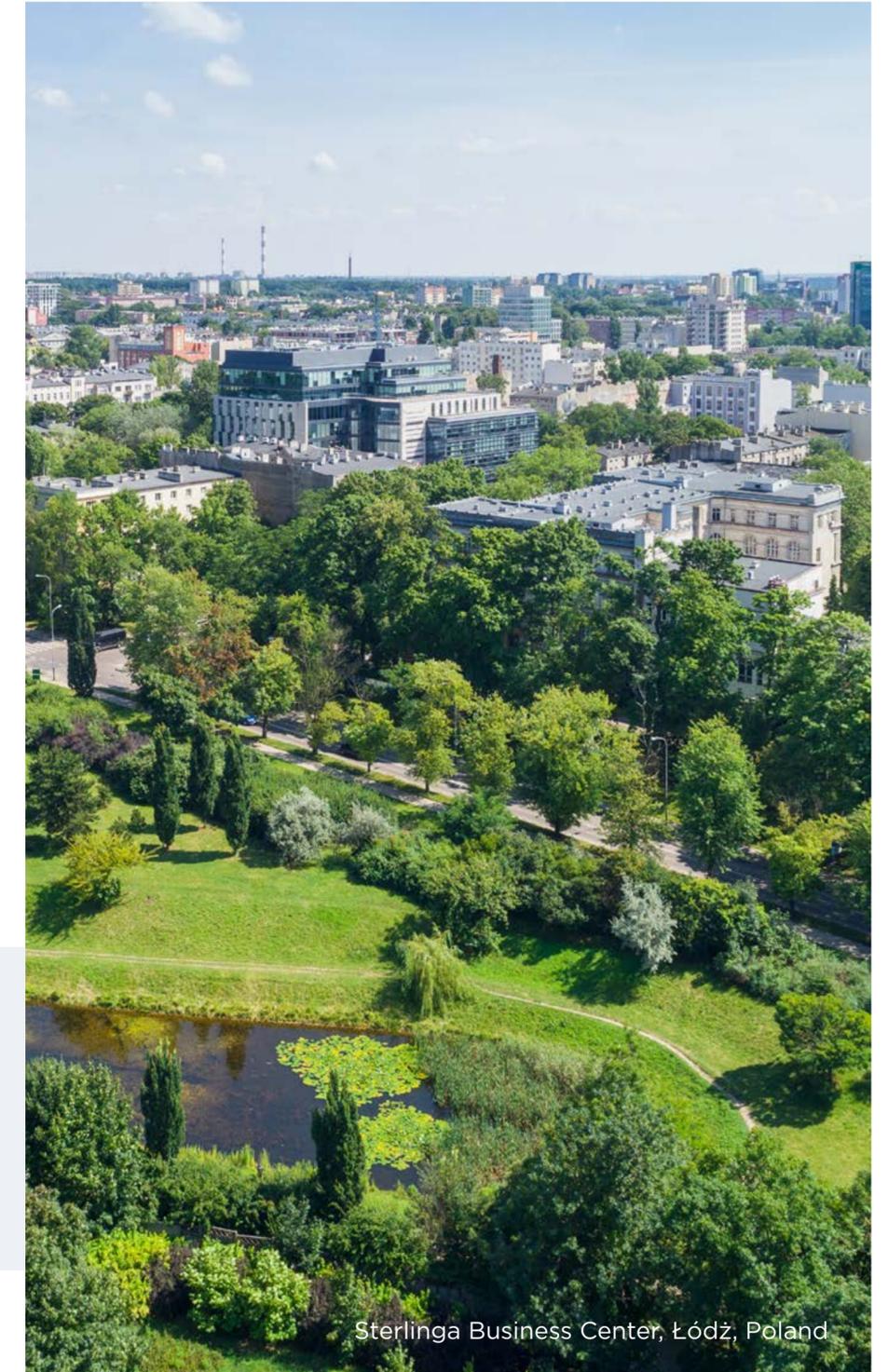
Avoiding Conflict of Interest

[GRI 102-25] [Gov-Col]

Engaging in activities that give rise to a conflict of interest is prohibited and is regulated in the Group's internal documents: the Company's Articles of Association, the Remuneration Policy for members of the Management Board and Supervisory Board, non-competition and confidentiality agreements signed with members of the Management Board.

We act in accordance with the provisions of the Code of Commercial Companies and the principles of „Best Practices of WSE Listed Companies 2016”.

Each of the Group companies adheres to the above principles and implements codes of conduct and other documents regulating the issue of ethics.



Sterlinga Business Center, Łódź, Poland

Compliance

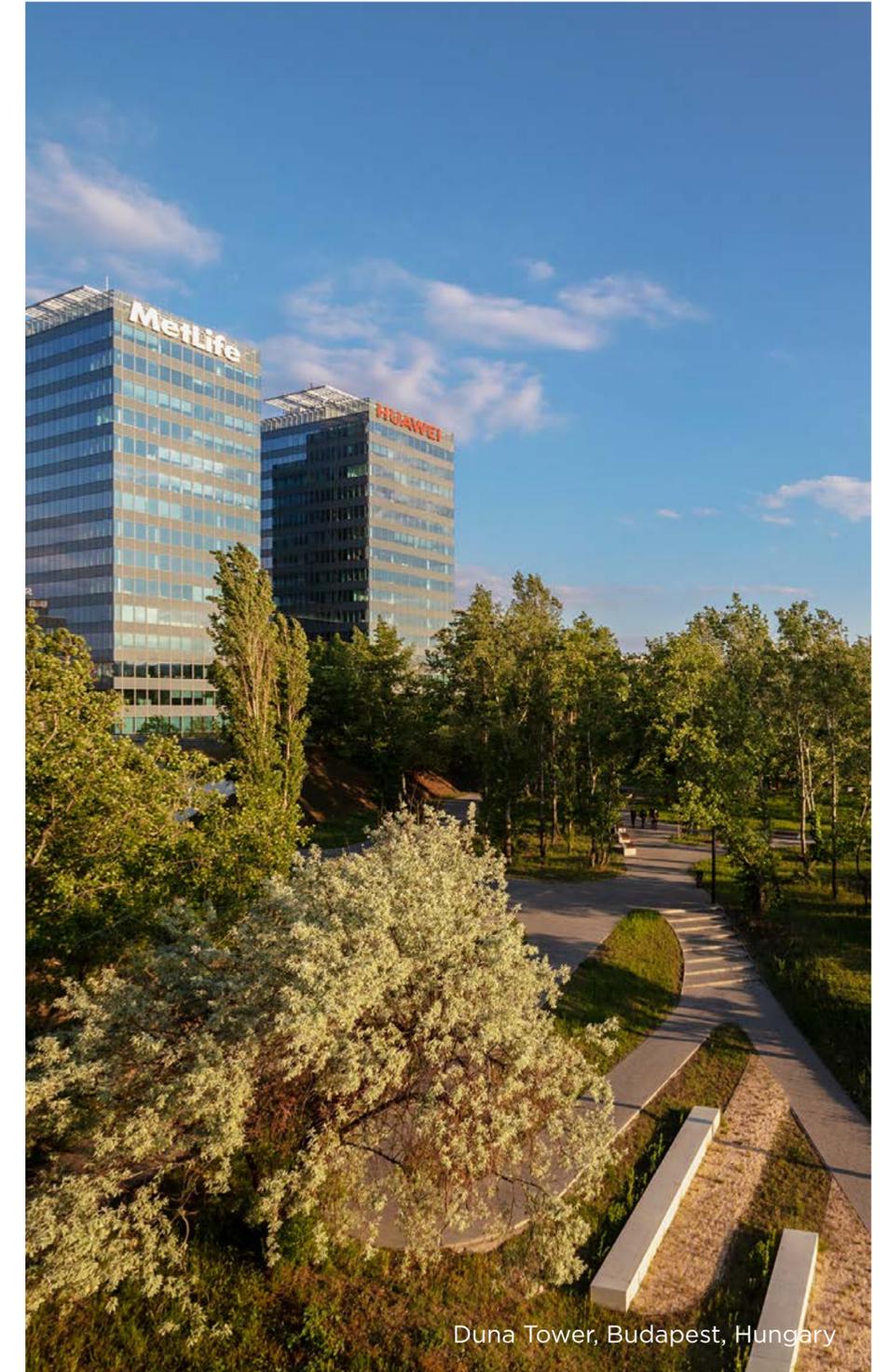
Compliance of business with the law [GRI 103-1] [GRI 103-2] [GRI 103-3] [GRI 102-17] [GRI 206-1]

Compliance with the law and regulations is at the heart of our operation. We expect the same from our employees, customers, and suppliers.

In the ESG policy, as part of management responsibility, we have committed to:

- adhere to the principles of business ethics in an active and open manner,
- operate within the framework of best ethical practices in business,
- exercise zero tolerance to all forms of corruption, fraud, anti-competitive and monopolistic behavior,
- incorporate compliance into every decision regarding our investments, development, management practices and other processes,
- care for the mutual trust of our partners.

In particular markets, we have implemented a number of internal regulations devoted to, among others, counteracting corruption, protection of confidential information, counteracting discrimination and mobbing.



Duna Tower, Budapest, Hungary

Anti-corruption

[GRI 205-1] [GRI 205-2]

Our Group is committed to conducting our business with honesty, respect, openness, and integrity. We expect all employees, associates, and business partners to maintain equally high standards of ethical behavior and transparency.

In 2021, the group implemented a **whistleblowing** policy, which regulates the rules for reporting possible abuse and misconduct in business.

The policy aims to:

- encourage reporting suspected misconduct as soon as possible,
- ensure confidentiality,
- explain the method of reporting any doubts, ensure reporting without the fear of reprisal.

The Group applies the principle of zero tolerance to bribery and corruption and undertakes to act professionally and honestly in all its transactions and business relationships, as well as to implement effective systems to prevent unethical behavior.

In line with this commitment, in 2021, the Group introduced the Anti-Bribery and Corruption Policy, supplementing its Code of Conduct. The Policy is aimed at ensuring that business is conducted in a legal, ethical and compliant manner. The document explains bribery and corruption, a conflict of interest, and presents the Group's requirements in this respect.

In 2021:

- **99% of employees went through anti-corruption and antitrust training,**
- **no legal proceedings (pending or final) concerning violations of the principles of free competition or monopolistic practices were noted,**
- **we did not identify any cases of non-compliance of our Group's activities.**

■ [GRI 102-15] [GRI 102-30] [EU/TCFD]

Risk and Opportunity Management



At GTC Group, we analyze risks, including ESG risks:

- we identify key risk factors and take actions to limit them;
- once a year, verify the risk management system and update business procedures;
- raise our employees' awareness about the importance of risk management and encourage them to actively report risky situations and threats related to environmental, social and corporate governance issues.

Top management, in particular representing the finance, legal and investor relations departments, participates in the risk assessment. ESG risks and opportunities, concerning the climate, are discussed at least once a year at the Management Board and Supervisory Board meetings.

GTC's risk map is available here: [2020 ESG Report, pages 77-79](#)

Compliance:

- Risk of legal disputes and claims
- Risk of changes in the law
- Risk of the supervision authorities' activitiespandemic

Assets:

- Risk of fluctuations in the property portfolio valuation
- Investment risk
- Lease risk
- Risk of increased competition
- Asset risk during the pandemic

Management and corporate governance:

- Business strategy risk
- Asset management ability risk
- Conflict of interest risk

Employee issues:

- Risk of becoming dependent on the management
- Risk of a lack of qualified staff

Environmental issues:

- Risk of compliance with environmental regulations
- Climate risk

External risks:

- Macroeconomic risk
- Cyclical property market risk
- Counterparty risk
- Performance risk
- Infrastructure risk
- Other external factors risk

Financial risks:

- Currency risk
- Credit risk
- Insurance risk
- Interest rate risk, debt service risk, or the ability to pay dividends
- Shareholding structure risk (fluctuations in share prices and dilution of shareholding)

Risks identified in 2021:

Compliance:

- The risk of changes in tax law
- Risk of legal changes as a result of the COVID-19

External risks:

- Inflation risk

Employee issues:

- The risk of an increase in employee costs

The property sector plays an important role in counteracting climate risk and mitigating climate change through the implementation of sustainable construction projects based on green certification.

In 2021, based on the “Green Bond Framework” introduced a year earlier,¹⁴ we issued green bonds which we allocated to refinancing property loans and financing green projects.

Information on the use of green bonds is presented in [Chapter 1. Introduction](#)

In 2021, we implemented an allocation reporting system, which includes, among other things, disclosure of environmental information on properties financed with green bonds, including their energy efficiency, annual reduction in greenhouse gas emissions or the annual reduction in the use of water resources.

A case study from the report is available here:

[Chapter 1. Introduction, Korona case study](#)

¹⁴ The document reflects the „Green Bond Principles 2018”, non-binding guidelines for the green bond issuance process set out by the International Capital Markets Association (ICMA). It will be adaptable to the assumptions of the EU taxonomy and the EU Green Bond Standard (EU GBS).

Main climate risks and opportunities in the organization

Risks

At GTC, we identify risks of a direct impact of the climate on business activities and the risks of the so-called transformational risks due to the shift towards a low-carbon economy.

Climate-related hazards that may affect the Group's operations include:

- an increase in prices or limited availability of raw materials required for construction,
- an increase in energy costs, leading to an increase in property prices,
- expected temperature rise requires changes to the design assumptions for new buildings, e.g. by designing refrigeration equipment in buildings with a greater reserve of cooling capacity, and air-conditioning equipment with greater efficiency,
- the possibility of torrential rains requires taking into account the design of building drainage systems (water retention, dimensioning of rainwater systems with a surplus).

Climate risk management

We identify the risk of compliance with environmental protection regulations and climate risk. The Group's risk management process integrates the management of these risks.

We analyze them both in terms of the impact of climate change on our business and the impact of our operations on the climate in the long and short term. We constantly improve the pro-environmental solutions used in our buildings, as well as control and management tools to minimize the way we affect climate change.

Opportunities

As a Group, we see an opportunity in developing a green portfolio, on the one hand providing clients with ecological buildings and pro-ecological solutions, and on the other hand, in the possibility of obtaining financing for the delivery of environmentally sustainable projects.



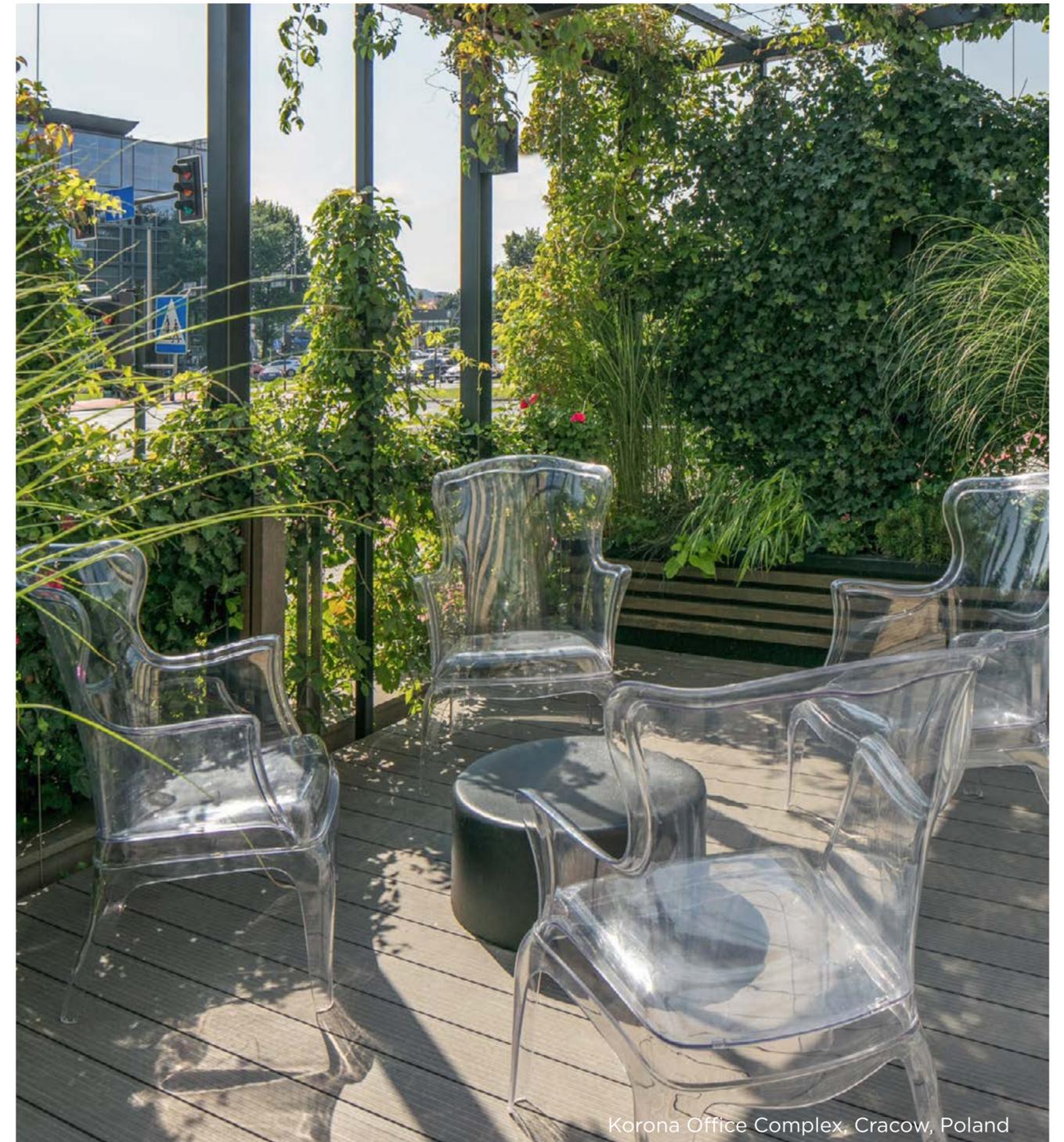
Advance Business Center, Sofia, Bulgaria

Safety standards in the wake of the COVID-19 pandemic

Maintaining safety standards for the use of space, developed as a result of the COVID-19 pandemic [GRI 103-1] [GRI 103-2] [GRI 103-3] [GRI 102-30] [Own indicator: description of objectives and results of asset risk management during the COVID-19 pandemic]

The impact of the COVID-19 pandemic is largely determined by factors beyond the Group's control. As a result, we faced limitations regarding safety, such as a temporary closure of public spaces, including shopping centers, or a temporary ban on public gatherings. Restrictions were introduced in the countries of our operation.

To ensure a sense of security for our tenants and clients, we have maintained appropriate safety procedures and standards which were described in [Relationships during the COVID-19 pandemic](#)

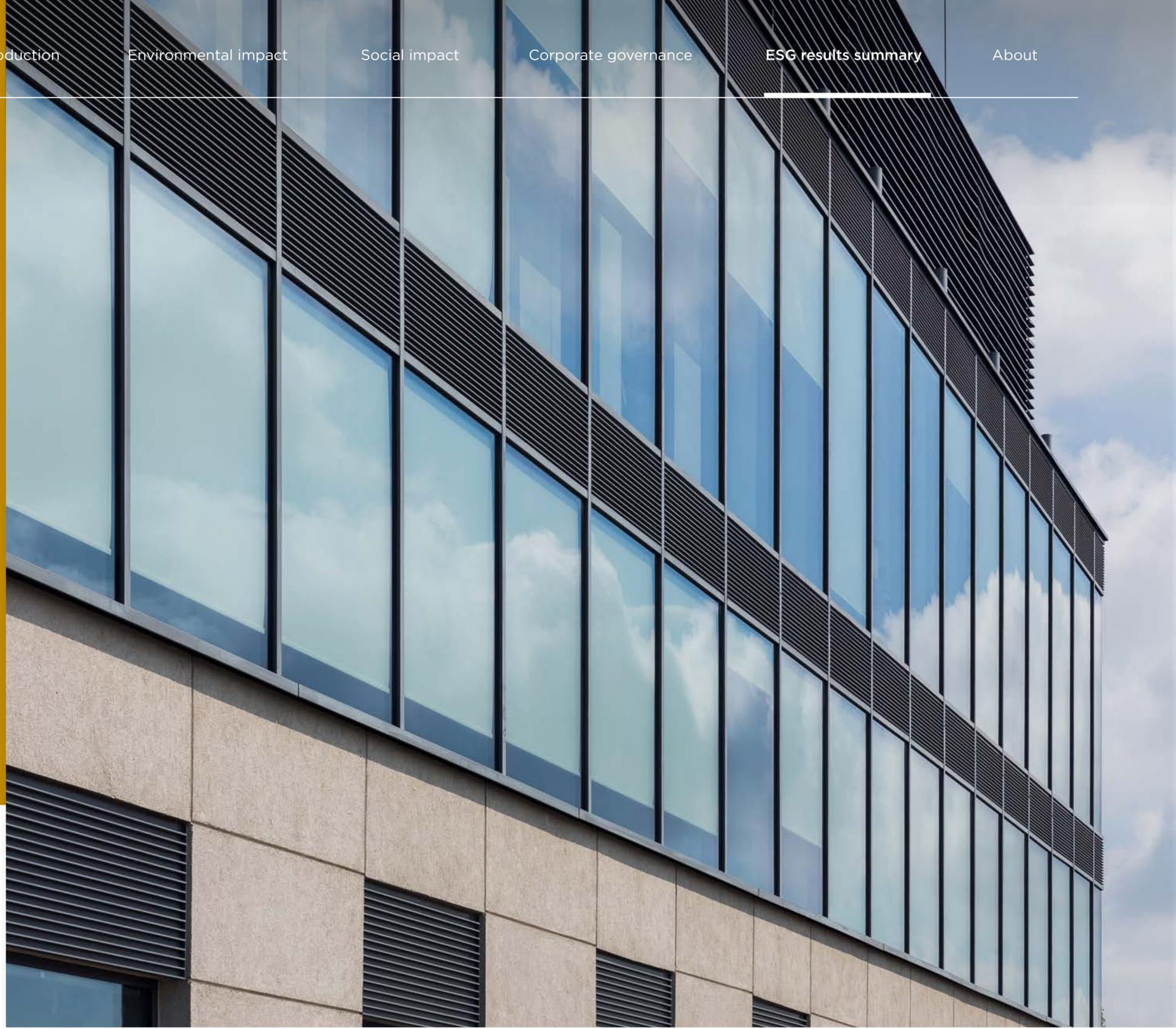


Korona Office Complex, Cracow, Poland

ESG results breakdown

- 1. Environment
- 2. Social
- 3. Management

05 chapter



Environment

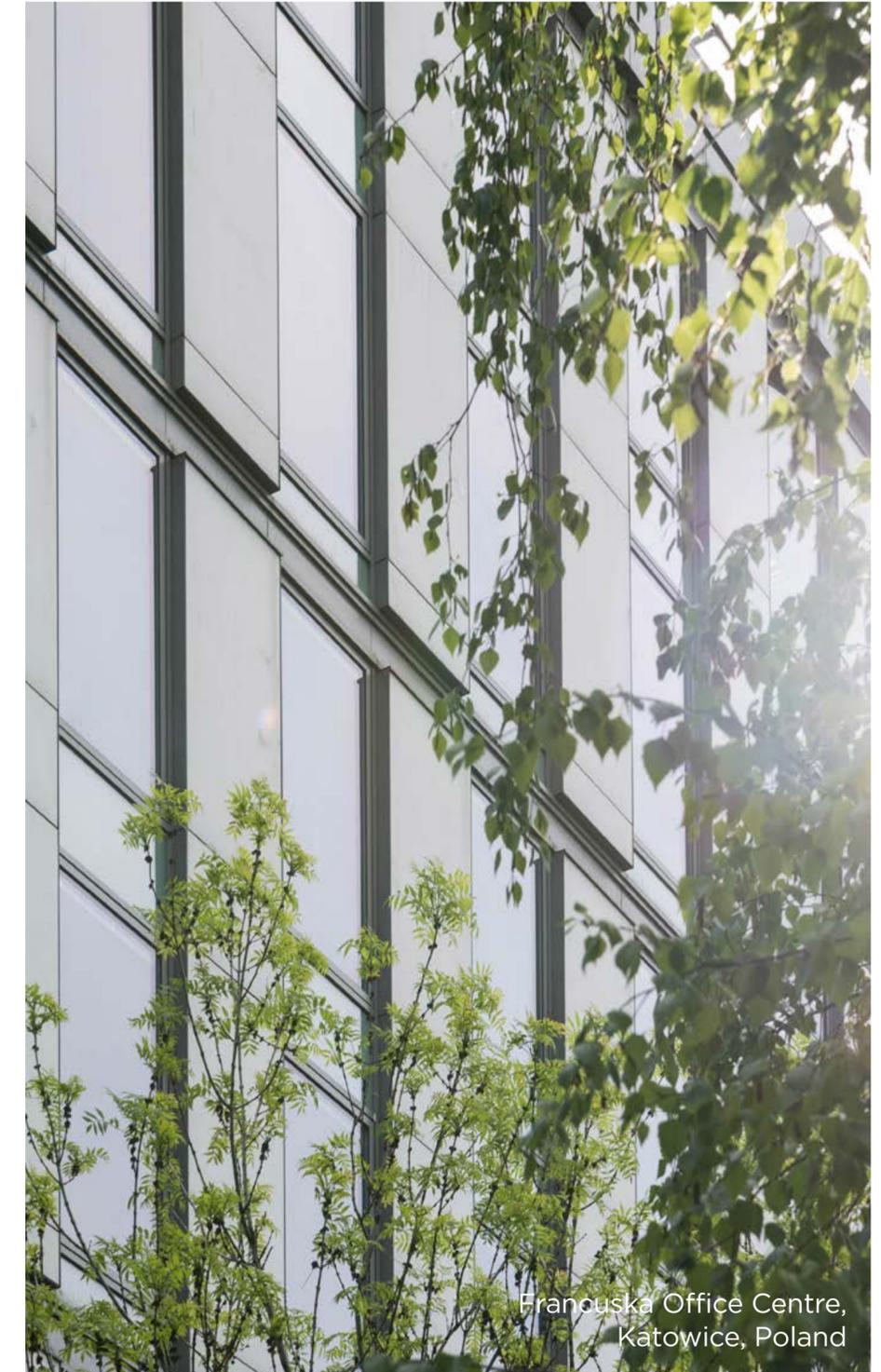
Methodology:

- When calculating and presenting the results, we consider the guidelines of the Global Reporting Initiative (GRI) and EPRA Sustainability Best Practices Recommendations Guidelines (EPRA sPBR).
- The following is a presentation of results for the entire GTC portfolio with a breakdown into office buildings, retail properties and markets.
- Calculations of greenhouse gas (GHG) emissions were performed in accordance with the international GHG Protocol Corporate Accounting and Reporting Standard.



Methodology for calculation of environmental indicators

- The data does include utility consumption by tenants.
- The following is a presentation of results for the entire GTC portfolio with a breakdown into office buildings, retail properties and markets. Moreover, we present the results for the Group's offices in particular countries for energy consumption with the exception of the headquarters in Bulgaria, which is located in a building not belonging to the Group.
- The figures for energy, water and waste are calculated based on actual consumption. They only cover the period when the assets concerned were owned by GTC and utility bills and meter readings were monitored directly by our team. The intensity indicators for energy, greenhouse gas emissions and water were calculated according to the formula: total annual consumption (numerator) divided by the gross leasable area (GLA) expressed in square meters (denominator).
- Like-for-like consumption includes a comparison between the same assets in 2021 and 2020. Only buildings that belonged to GTC throughout 2021 and 2020 were considered in the calculations. In cases where the building started to operate during the year, an appropriate comment was added under the table and presented in the year-on-year approach.
- The GHG emissions in this report have been calculated for the following gases: carbon dioxide (CO₂), SO₂ and N₂O. The unit of data presentation is the carbon dioxide equivalent (CO₂e). We used in the calculations from emission factors or data from the National Center for Emissions Management and Balancing and national regulations as well as local indicators provided by our suppliers for foreign markets.



Results

Energy

[Own indicator] [Cert-Tot]

Table 4. Group's certified buildings broken down by certificates obtained: number and percentage share in the portfolio volume (as at 31 December 2021).

Includes buildings certificated in January 2022;
Excludes 11 Serbian office assets held for sale in 2021 and sold in January 2022.

RE	NUMBER OF CERTIFIED BUILDINGS			PERCENTAGE SHARE OF CERTIFIED BUILDINGS IN THE PORTFOLIO VALUE		
	Office buildings	Shopping centers	Total	Office buildings	Shopping centers	Total
LEED Platinum certificate	2	-	2	2%	-	2%
LEED Gold certificate	11	2	13	24%	18%	42%
LEED Silver certificate	1	1	2	1%	4%	5%
BREEAM in use Excellent certificate	13	2	15	21%	11%	32%
BREEAM Very Good certificate	2	-	2	3%	-	3%
BREEAM IN USE Very Good certificate	1	-	1	2%	-	2%
Other certificates - DGNB	2	-	2	2%	-	2%
Under certification	4	1	5	7%	4%	11%
No certification	1	-	1	1%	-	1%
TOTAL	37	6	43	63%	37%	100%
Total Certificate	32	5	37	55%	33%	88%

[GRI 302-1] [GRI 302-3] [Elec-Abs] [DH&C-Abs]
[Fuels-Abs] [Energy-Int]

Table 5. Total energy consumption and energy intensity in the GTC Group in 2021.

RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			GTC GROUP OFFICES
		Office buildings	Shopping centers	Total	
POLAND	MWh	41 928	36 459	78 386	206
Electrical power	MWh	25 414	29 256	54 670	77
% of electricity from renewable sources	%	60%	-	28%	75%
Central heating or cooling	MWh	16 510	7 202	23 712	129
% central heating or cooling from renewable sources	%	-	-	-	-
Fuels	MWh	4	-	4	-
% of fuels from renewable sources	%	-	-	-	-
Energy intensity	kWh/sq m/year	214	321	254	141
Number of buildings considered in the calculation	No	16	2	18	HQ - part of Group's portfolio
BULGARIA	MWh	7 225	10 915	18 140	47
Electrical power	MWh	4 403	8 763	13 166	17
% of electricity from renewable sources	%	22%	22%	22%	-
Central heating or cooling	MWh	2 822	2 152	4 974	30
% central heating or cooling from renewable sources	%	-	-	-	-

cont. Table 5. Total energy consumption and energy intensity in the GTC Group in 2021.

RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			GTC GROUP OFFICES
		Office buildings	Shopping centers	Total	
BULGARIA	MWh	7 225	10 915	18 140	47
Fuels	MWh	-	-	-	-
% of fuels from renewable sources	%	-	-	-	-
Energy intensity	kWh/sq m/year	164	480	271	158
Number of buildings considered in the calculation	No	3	1	4	HQ - part of Group's portfolio
CROATIA	MWh	5 148	10 857	16 005	30
Electrical power	MWh	4 534	9 310	13 844	8
% of electricity from renewable sources	%	14%	14%	14%	14%
Central heating or cooling	MWh	614	1 545	2 159	22
% central heating or cooling from renewable sources	%	-	-	-	-
Fuels	MWh	-	2	2	-
% of fuels from renewable sources	%	-	-	-	-
Energy intensity	kWh/sq m/year	182	394	286	116
Number of buildings considered in the calculation	No	3	1	4	HQ - part of Group's portfolio

cont. Table 5. Total energy consumption and energy intensity in the GTC Group in 2021.

RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			GTC GROUP OFFICES
		Office buildings	Shopping centers	Total	
ROMANIA	MWh	19 576	-	19 576	109
Electrical power	MWh	5 886	-	5 886	45
% of electricity from renewable sources	%	77%	-	77%	77%
Central heating or cooling	MWh	3 101	-	3 101	12
% central heating or cooling from renewable sources	%	84%	-	84%	83%
Fuels	MWh	10 588	-	10 588	52
% of fuels from renewable sources	%	-	-	-	-
Energy intensity	kWh/sq m/year	294	-	294	332
Number of buildings considered in the calculation	No	5	-	5	HQ - part of Group's portfolio
SERBIA	MWh	30 816	13 829	44 648	46
Electrical power	MWh	18 676	11 315	29 991	19
% of electricity from renewable sources	%	-	-	-	-
Central heating or cooling	MWh	4 863	-	4 863	27

cont. Table 5. Total energy consumption and energy intensity in the GTC Group in 2021.

RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			GTC GROUP OFFICES
		Office buildings	Shopping centers	Total	
SERBIA	MWh				46
% central heating or cooling from renewable sources	%	-	-	-	-
Fuels	MWh	7 280	2 514	9 794	-
% of fuels from renewable sources	%	-	-	-	-
Energy intensity	kWh/sq m/year	252	400	285	86
Number of buildings considered in the calculation	No	11	1	12	HQ - part of Group's portfolio
HUNGARY	MWh	41 074	1 414	42 488	264
Electrical power	MWh	24 437	985	25 422	27
% of electricity from renewable sources	%	8%	10%	8%	10%
Central heating or cooling	MWh	7 554	-	7 554	237
% central heating or cooling from renewable sources	%	10%	-	10%	9%
Fuels	MWh	9 084	428	9 512	-
% of fuels from renewable sources	%	-	-	-	-
Energy intensity	kWh/sq m/year	214	220	214	215
Number of buildings considered in the calculation	No	10	1	11	HQ - part of Group's portfolio

cont. Table 5. Total energy consumption and energy intensity in the GTC Group in 2021.

Please note:

- Projects under construction were not included in calculation.
- Total consumption of energy for GTC’s portfolio and GTC’s HQ is 219 290 MWh.

RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			GTC GROUP OFFICES
		Office buildings	Shopping centers	Total	
TOTAL ENERGY CONSUMPTION (ELECTRICITY, CENTRAL HEATING OR COOLING, FUEL) FOR ALL MARKETS	MWh	145 769	73 473	219 243	702
ENERGY INTENSITY FOR ALL MARKETS	kWh/sq m/year	225	359	257	171

[Elec-Lfi] [DH&C-Lfi] [Fuels-Lfi]

Table 6. Like-for-like and year on year energy consumption in the GTC Group (comparison between the same assets in 2021 and 2020).

RE	Unit	YEAR ON YEAR			GTC GROUP OFFICES	LIKE-FOR-LIKE		
		THE PROPERTY PORTFOLIO OF THE GTC GROUP				THE PROPERTY PORTFOLIO OF THE GTC GROUP		
		Office buildings	Shopping centers	Total		Office buildings	Shopping centers	Total
POLAND								
Electricity in 2020	MWh	27 662	28 481	56 144	85	27 662	28 481	56 144
Electricity in 2021	MWh	25 414	29 256	54 670	77	25 414	29 256	54 670
% change in electricity consumption y/o/y	%	-8%	3%	-3%	-9%	-8%	3%	-3%
Central heating or cooling in 2020	MWh	15 057	5 051	20 109	105	15 057	5 051	20 109
Central heating or cooling in 2021	MWh	16 510	7 202	23 712	129	16 510	7 202	23 712
% change in consumption of central heating or cooling y/o/y	%	10%	43%	18%	22%	10%	43%	18%
Fuels in 2020	MWh	2	0	2	-	2	0	2
Fuels in 2021	MWh	4	0	4	-	4	0	4
% change in fuel consumption y/o/y	%	74%	-	74%	-	74%	-	74%

cont. Table 6. Like-for-like and year on year energy consumption in the GTC Group (comparison between the same assets in 2021 and 2020).

RE	Unit	YEAR ON YEAR			GTC GROUP OFFICES	LIKE-FOR-LIKE		
		THE PROPERTY PORTFOLIO OF THE GTC GROUP				THE PROPERTY PORTFOLIO OF THE GTC GROUP		
		Office buildings	Shopping centers	Total		Office buildings	Shopping centers	Total
BULGARIA								
Electricity in 2020	MWh	4 171	7 114	11 285	15	4 171	7 114	11 285
Electricity in 2021	MWh	4 403	8 763	13 166	17	2 779	8 763	11 542
% change in electricity consumption y/o/y	%	6%	23%	17%	18%	-33%	23%	2%
Central heating or cooling in 2020	MWh	1 680	1 580	3 260	24	1 680	1 580	3 260
Central heating or cooling in 2021	MWh	2 822	2 152	4 974	30	1 700	2 152	3 852
% change in consumption of central heating or cooling y/o/y	%	68%	36%	53%	27%	1%	36%	18%
Fuels in 2020	MWh	1	4	5	-	1	4	5
Fuels in 2021	MWh	-	-	-	-	-	-	-
% change in fuel consumption y/o/y	%	-100%	-100%	-100%	-	-100%	-100%	-100%

cont. Table 6. Like-for-like and year on year energy consumption in the GTC Group (comparison between the same assets in 2021 and 2020).

RE	Unit	YEAR ON YEAR			GTC GROUP OFFICES	LIKE-FOR-LIKE		
		THE PROPERTY PORTFOLIO OF THE GTC GROUP				THE PROPERTY PORTFOLIO OF THE GTC GROUP		
		Office buildings	Shopping centers	Total		Office buildings	Shopping centers	Total
CROATIA								
Electricity in 2020	MWh	3 201	8 588	11 789	8	3 201	8 588	11 789
Electricity in 2021	MWh	4 534	9 310	13 844	8	3 640	9 310	12 949
% change in electricity consumption y/o/y	%	42%	8%	17%	-1%	14%	8%	10%
Central heating or cooling in 2020	MWh	539	1 350	1 889	19	539	1 350	1 889
Central heating or cooling in 2021	MWh	614	1 545	2 159	22	614	1 545	2 159
% change in consumption of central heating or cooling y/o/y	%	14%	14%	14%	14%	14%	14%	14%
Fuels in 2020	MWh	-	3	3	-	-	-	3
Fuels in 2021	MWh	-	2	2	-	-	2	2
% change in fuel consumption y/o/y	%	-	-19%	-27%	-	-	-19%	-27%

cont. Table 6. Like-for-like and year on year energy consumption in the GTC Group (comparison between the same assets in 2021 and 2020).

RE	Unit	YEAR ON YEAR			GTC GROUP OFFICES	LIKE-FOR-LIKE		
		THE PROPERTY PORTFOLIO OF THE GTC GROUP				THE PROPERTY PORTFOLIO OF THE GTC GROUP		
		Office buildings	Shopping centers	Total		Office buildings	Shopping centers	Total
ROMANIA								
Electricity in 2020	MWh	8 024	-	8 024	62	8 024	-	8 024
Electricity in 2021	MWh	5 886	-	5 886	45	5 886	-	5 886
% change in electricity consumption y/o/y	%	-27%	-	-27%	-27%	-27%	-	-27%
Central heating or cooling in 2020	MWh	2 088	-	2 088	9	2 088	-	2 088
Central heating or cooling in 2021	MWh	3 101	-	3 101	12	3 101	-	3 101
% change in consumption of central heating or cooling y/o/y	%	49%	-	49%	32%	49%	-	49%
Fuels in 2020	MWh	9 119	-	9 119	51	9 119	-	9 119
Fuels in 2021	MWh	10 588	-	10 588	52	10 588	-	10 588
% change in fuel consumption y/o/y	%	16%	-	16%	1%	16%	-	16%

cont. Table 6. Like-for-like and year on year energy consumption in the GTC Group (comparison between the same assets in 2021 and 2020).

RE	Unit	YEAR ON YEAR			GTC GROUP OFFICES	LIKE-FOR-LIKE		
		THE PROPERTY PORTFOLIO OF THE GTC GROUP				THE PROPERTY PORTFOLIO OF THE GTC GROUP		
		Office buildings	Shopping centers	Total		Office buildings	Shopping centers	Total
SERBIA								
Electricity in 2020	MWh	17 852	10 512	28 364	21	17 852	10 512	28 364
Electricity in 2021	MWh	18 676	11 315	29 991	19	18 676	11 315	29 991
% change in electricity consumption y/o/y	%	5%	8%	6%	-10%	5%	8%	6%
Central heating or cooling in 2020	MWh	5 577	-	5 577	30	5 577	-	5 577
Central heating or cooling in 2021	MWh	4 863	-	4 863	27	4 863	-	4 863
% change in consumption of central heating or cooling y/o/y	%	-13%	-	-13%	-10%	-13%	-	-13%
Fuels in 2020	MWh	6 074	2 520	8 594	-	6 074	2 520	8 594
Fuels in 2021	MWh	7 280	2 514	9 794	-	7 280	2 514	9 794
% change in fuel consumption y/o/y	%	20%	0%	14%	-	20%	0%	14%

cont. Table 6. Like-for-like and year on year energy consumption in the GTC Group (comparison between the same assets in 2021 and 2020).

RE	Unit	YEAR ON YEAR			GTC GROUP OFFICES	LIKE-FOR-LIKE		
		THE PROPERTY PORTFOLIO OF THE GTC GROUP				THE PROPERTY PORTFOLIO OF THE GTC GROUP		
		Office buildings	Shopping centers	Total		Office buildings	Shopping centers	Total
HUNGARY								
Electricity in 2020	MWh	15 949	-	15 949	22	12 952	-	12 952
Electricity in 2021	MWh	24 437	985	25 422	27	13 425	-	13 425
% change in electricity consumption y/o/y	%	53%	-	59%	22%	4%	-	4%
Central heating or cooling in 2020	MWh	4 341	-	4 341	68	2 485	-	2 485
Central heating or cooling in 2021	MWh	7 554	-	7 554	237	3 028	-	3 028
% change in consumption of central heating or cooling y/o/y	%	74%	-	74%	249%	22%	-	22%
Fuels in 2020	MWh	6 617	-	6 617	-	6 616	-	6 616
Fuels in 2021	MWh	9 084	428	9 512	-	7 816	-	7 816
% change in fuel consumption y/o/y	%	37%	-	44%	-	18%	-	18%

cont. Table 6. Like-for-like and year on year energy consumption in the GTC Group (comparison between the same assets in 2021 and 2020).

Please note:

- Projects under construction were not included in calculation.
- In LfL calculation:
 - Bulgaria excludes ABC II building for office consumption;
 - Croatia excludes Matrix B building for office consumption;
 - Hungary includes only Duna Tower, GTC Metro and Centre Point 1&2 buildings for office consumption.

RE	Unit	YEAR ON YEAR			GTC GROUP OFFICES	LIKE-FOR-LIKE		
		THE PROPERTY PORTFOLIO OF THE GTC GROUP				THE PROPERTY PORTFOLIO OF THE GTC GROUP		
		Office buildings	Shopping centers	Total		Office buildings	Shopping centers	Total
PERCENTAGE CHANGE IN ELECTRICITY CONSUMPTION Y/O/Y FOR ALL MARKETS	%	8%	9%	9%	-9%	-5%	7%	-0%
PERCENTAGE CHANGE IN CONSUMPTION OF CENTRAL HEATING OR COOLING Y/O/Y FOR ALL MARKETS	%	21%	37%	24%	79%	9%	37%	15%
% CHANGE Y/O/Y IN FUEL CONSUMPTION FOR ALL MARKETS	%	24%	17%	23%	1%	18%	0%	16%

THE PROPERTY PORTFOLIO OF THE GTC GROUP

Emissions

[GRI 305-1] [GRI 305-2] [GRI 305-4] [GHG-Dir-Abs]
[GHG-Indir-Abs] [GHG-Int] [EU / TCFD]

Table 7. Total greenhouse gas emissions (scope 1,2 and part of 3) and emission intensity in the GTC Group in 2021.

RE	Unit	Office buildings	Shopping centers	Total
POLAND				
Scope 1,2 and 3 (tenants emission)	tCO ₂ e	13 849	24 897	38 746
Scope 1 incl. tenants emission (scope 3)	tCO ₂ e	242	1 372	1 614
Scope 2 incl. tenants emission (scope 3)	tCO ₂ e	13 607	23 525	37 132
Emission intensity	kgCO ₂ e/m ² /year	71	219	125
Number of buildings considered in the calculation	No	16	2	18
BULGARIA				
Scope 1,2 and 3 (tenants emission)	tCO ₂ e	3 246	8 047	11 293
Scope 1 incl. tenants emission (scope 3)	tCO ₂ e	277	192	470
Scope 2 incl. tenants emission (scope 3)	tCO ₂ e	2 969	7 855	10 824
Emission intensity	kgCO ₂ e/m ² /year	73	354	169
Number of buildings considered in the calculation	No	3	1	4
CROATIA				
Scope 1,2 and 3 (tenants emission)	tCO ₂ e	618	1 304	1 922
Scope 1 incl. tenants emission (scope 3)	tCO ₂ e	0	2	2
Scope 2 incl. tenants emission (scope 3)	tCO ₂ e	618	1 302	1 920
Emission intensity	kgCO ₂ e/m ² /year	22	47	34
Number of buildings considered in the calculation	No	3	1	4

THE PROPERTY PORTFOLIO OF THE GTC GROUP

cont. Table 7. Total greenhouse gas emissions (scope 1,2 and part of 3) and emission intensity in the GTC Group in 2021.

RE	Unit	Office buildings	Shopping centers	Total
ROMANIA				
Scope 1,2 and 3 (tenants emission)	tCO ₂ e	3 175	-	3 175
Scope 1 incl. tenants emission (scope 3)	tCO ₂ e	2 922	-	2 922
Scope 2 incl. tenants emission (scope 3)	tCO ₂ e	252	-	252
Emission intensity	kgCO ₂ e/m ² /year	48	-	48
Number of buildings considered in the calculation	No	5	-	5
SERBIA				
Scope 1,2 and 3 (tenants emission)	tCO ₂ e	29 237	18 561	47 797
Scope 1 incl. tenants emission (scope 3)	tCO ₂ e	0	0	0
Scope 2 incl. tenants emission (scope 3)	tCO ₂ e	29 237	18 561	47 797
Emission intensity	kgCO ₂ e/m ² /year	239	536	305
Number of buildings considered in the calculation	No	11	1	12
HUNGARY				
Scope 1,2 and 3 (tenants emission)	tCO ₂ e	9 245	368	9 613
Scope 1 incl. tenants emission (scope 3)	tCO ₂ e	1 835	87	1 921
Scope 2 incl. tenants emission (scope 3)	tCO ₂ e	7 410	282	7 692
Emission intensity	kgCO ₂ e/m ² /year	48	57	48
Number of buildings considered in the calculation	No	10	1	11

cont. **Table 7. Total greenhouse gas emissions (scope 1,2 and part of 3) and emission intensity in the GTC Group in 2021.**

Please note:

- The calculation included direct emissions (scope 1) and indirect energy emissions (scope 2) as well as tenants emission (part of scope 3).

Poland

Emission for chillers: our consumption in kg × emission factor (1.430 or 2.088) = GHG emission in tCO₂e

For refrigerants were used following emission factors:

R134a - 1,430 tCO₂e/kg

R410a - 2,088 tCO₂e/kg

Fuel: our consumption in kWh × 0.745/1000 = GHG emission in tCO₂e

Electric power: our consumption in kWh × (0.698- Poznan, Wroclaw; Warsaw, Katowice, Cracow, Łódź)

-local factor for year 2021 from KOBIZE report:

https://www.kobize.pl/uploads/materialy/materialy_do_pobrania/wskazniki_emisyjnosci/Wskazniki_emisyjnosci_grudzien_2021.pdf

/1000 = GHG emission in tCO₂e

District Heating: our consumption in kWh × local factor (0.287 - Poznan; 0.430989 Wroclaw, Warsaw, Katowice, Cracow, Czestochowa; 0.3818068-Łódź) /1000 = GHG emission in tCO₂e

Croatia

Stationary combustion tool Version 4.1. from GHG protocol page was used and GHG Protocol Scope 2 Guidance.

HEP Opskrba Electricity supplier: Electricity sources in 2020-CO₂ emission intensity for electricity generated by generation mix of HEP sources in 2020 amounted to 0,120 kg CO₂/kWh.

THE PROPERTY PORTFOLIO OF THE GTC GROUP				
RE	Unit	Office buildings	Shopping centers	Total
TOTAL EMISSIONS (SCOPE 1,2 PART OF 3) FOR ALL MARKETS	tCO ₂ e	59 368	53 118	112 546
EMISSION INTENSITY FOR ALL MARKETS	kgCO ₂ e/m ² /year	91	260	132

Bulgaria

For the calculation were used the emission factors for the energy sources officially valid for Bulgaria and are listed in Ordinance No E-РД-04-2 from 22.01.2016 (under the Energy Efficiency Act).

Electricity - 0.819 tCO₂e / MWh

Heat from district heating - 0.290 t CO₂e / MWh

Diesel - 0.267 tCO₂e / MWh

For refrigerants were used following emission factors:

R134a - 1 430 tCO₂e / kg

R410a - 2 088 tCO₂e / kg

R407c - 1 774 tCO₂e / kg

The GHG emissions was calculated based on the working hours of both diesel generators in the building multiplied by the referent indications from the laboratory tests made during the commissioning period. In addition to the CO₂, SO₂ and N₂O was converted equivalent to CO₂.

Romania

The **CO₂ emission** were calculated according to <https://carbonexpert.ro/household-calculator/>. We took in consideration the energy from non regenerable sources and gas consumption from invoices and meters.

Serbia

For the calculation were used the emission factors for the energy sources:

Electric power: our consumption in kWh x 2.5 = Primar energy x 0.53 = GHG emission in tCO₂e

District Heating: our consumption in kWh x 1.8 = Primar energy x 0.33 = GHG emission in tCO₂e

Gas Bolers: our consumption in kWh x 1.1 = Primar energy x 0.2 = GHG emission in tCO₂e

Hungary

For the calculation were used the emission factors for the energy sources:

Electric power: our consumption in kWh x 0.286 / 1000 = GHG emission in tCO₂e

District Heating: our consumption in kWh x 0.357 / 1000 = GHG emission in tCO₂e

Fuel: our consumption in kWh x 0.202 / 1000 = GHG emission in tCO₂e

THE PROPERTY PORTFOLIO OF THE GTC GROUP

Water

[GRI 303-5] [Water-Abs] [Water-Int]

Table 8. Total water consumption and water consumption intensity in the GTC Group in 2021.

RE	Unit	Office buildings	Shopping centers	Total
POLAND				
Water consumption	m ³	35 344	64 732	100 076
Water consumption intensity	m ³ /m ² /year	0.18	0.57	0.32
Number of buildings considered in the calculation	No	16	2	18
BULGARIA				
Water consumption	m ³	6 673	18 012	24 685
Water consumption intensity	m ³ /m ² /year	0.15	0.79	0.37
Number of buildings considered in the calculation	No	3	1	4
CROATIA				
Water consumption	m ³	7 300	21 759	29 059
Water consumption intensity	m ³ /m ² /year	0.26	0.79	0.52
Number of buildings considered in the calculation	No	3	1	4
ROMANIA				
Water consumption	m ³	15 458	-	15 458
Water consumption intensity	m ³ /m ² /year	0.23	-	0.23
Number of buildings considered in the calculation	No	5	-	5

THE PROPERTY PORTFOLIO OF THE GTC GROUP

RE	Unit	Office buildings	Shopping centers	Total
SERBIA				
Water consumption	m ³	56 808	6 611	63 419
Water consumption intensity	m ³ /m ² /year	0.46	0.19	0.40
Number of buildings considered in the calculation	No	11	1	12
HUNGARY				
Water consumption	m ³	63 785	5 219	69 004
Water consumption intensity	m ³ /m ² /year	0.33	0.81	0.35
Number of buildings considered in the calculation	No	10	1	11
TOTAL WATER CONSUMPTION FOR ALL MARKETS	tCO₂e	185 368	116 333	301 701
WATER CONSUMPTION INTENSITY FOR ALL MARKETS	tCO₂e	0.29	0.57	0.35

cont. Table 8. Total water consumption and water consumption intensity in the GTC Group in 2021.

Please note:

- Projects under construction were not included in calculation.
- **Croatia:** Additionally 311 952 m³ in 2021 of groundwater used by heat pumps for heating and cooling installed in Matrix A&B buildings. The same amount is returned back to the underground.

Table 9. Like-for-like and year on year water consumption in the GTC Group
(comparison between the same assets in 2021 and 2020).

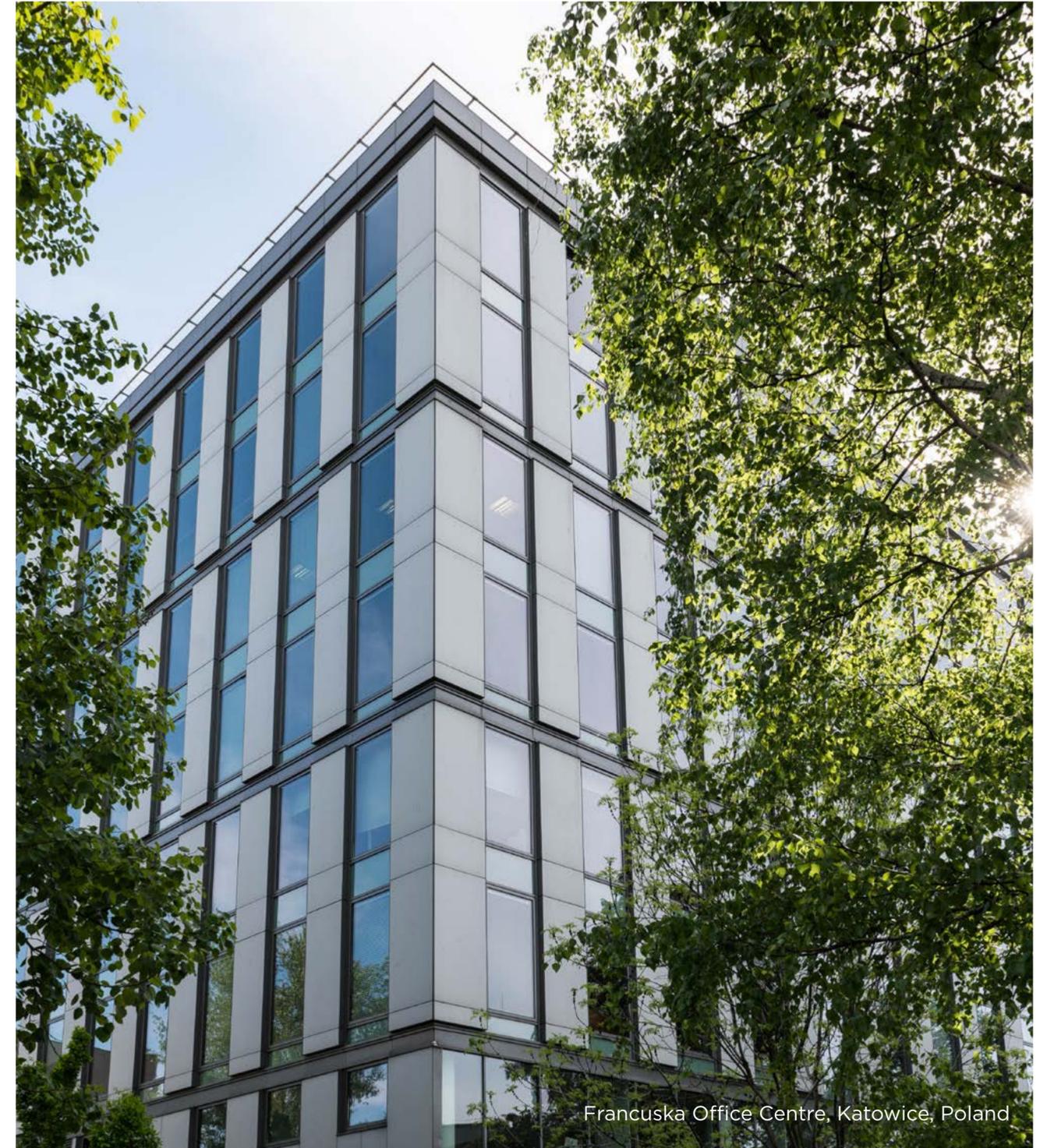
RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			LIKE-FOR-LIKE		
		Office buildings	Shopping centers	Total	Office buildings	Shopping centers	Total
POLAND							
Water consumption in 2020	m ³	49 000	60 502	109 502	49 000	60 502	109 502
Water consumption in 2021	m ³	35 344	64 732	100 076	35 344	64 732	100 076
% change y/o/y	%	-28%	7%	-9%	-28%	7%	-9%
BULGARIA							
Water consumption in 2020	m ³	6 534	22 476	29 010	6 534	22 476	29 010
Water consumption in 2021	m ³	6 673	18 012	24 685	4 031	18 012	22 043
% change y/o/y	%	2%	-20%	-15%	38%	-20%	-24%
CROATIA							
Water consumption in 2020	m ³	4 070	27 299	31 369	4 070	27 299	31 369
Water consumption in 2021	m ³	7 300	21 759	29 059	4 042	21 759	29 059
% change y/o/y	%	79%	-20%	-7%	-1%	-20%	-7%

cont. Table 9. Like-for-like and year on year water consumption in the GTC Group
(comparison between the same assets in 2021 and 2020).

RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			LIKE-FOR-LIKE		
		Office buildings	Shopping centers	Total	Office buildings	Shopping centers	Total
ROMANIA							
Water consumption in 2020	m ³	18 519	-	18 519	18 519	-	18 519
Water consumption in 2021	m ³	15 458	-	15 458	15 458	-	15 458
% change y/o/y	%	-17%	-	-17%	-17%	-	-17%
SERBIA							
Water consumption in 2020	m ³	54 727	11 523	66 250	54 727	11 523	66 250
Water consumption in 2021	m ³	56 808	6 611	63 419	56 808	6 611	63 419
% change y/o/y	%	4%	-43%	-4%	4%	-43%	-4%
HUNGARY							
Water consumption in 2020	m ³	70 637	-	70 637	35 196	-	35 196
Water consumption in 2021	m ³	63 785	5 219	69 004	31 634	-	31 634
% change y/o/y	%	-10%	-	-2%	-10%	-	-10%
% CHANGE Y/O/Y FOR ALL MARKETS							
	%	-9%	-4%	-7%	-12%	-9%	-11%

Please note:

- Projects under construction were not included in calculation.
- **In LfL calculation:**
 - **Bulgaria** excludes ABC II building for office consumption;
 - **Croatia** excludes Matrix B building for office consumption;
 - **Hungary** includes only Duna Tower, GTC Metro and Centre Point 1&2 buildings for office consumption.
- **Croatia:** Additionally 120 377 m³ in 2020 and 311 952 m³ in 2021 of groundwater used by heat pumps for heating and cooling installed in Matrix A&B buildings. The same amount is returned back to the underground.



Francuska Office Centre, Katowice, Poland

Waste

[GRI 306-3] [GRI 306-4] [Waste-Abs]

Table 10. Total weight of waste and waste treatment methods in the GTC Group in 2021.

THE PROPERTY PORTFOLIO OF THE GTC GROUP				
RE	Unit	Office buildings	Shopping centers	Total
POLAND				
Total weight of waste	t	1 563	1 095	2 658
Hazardous waste	t	32	64	96
Including hazardous waste destined for reuse or recycling	t	-	-	-
Non-hazardous waste	t	1 531	1 032	2 563
Including non-hazardous waste destined for reuse or recycling	t	757	881	1 638
Number of buildings considered in the calculation	No	16	2	18
BULGARIA				
Total weight of waste	t	215	612	827
Hazardous waste	t	-	-	-
Including hazardous waste destined for reuse or recycling	t	-	-	-
Non-hazardous waste	t	215	612	827
Including non-hazardous waste destined for reuse or recycling	t	127	367	494
Number of buildings considered in the calculation	No	3	1	4

cont. Table 10. Total weight of waste and waste treatment methods in the GTC Group in 2021.

THE PROPERTY PORTFOLIO OF THE GTC GROUP

RE	Unit	Office buildings	Shopping centers	Total
CROATIA				
Total weight of waste	t	135	403	538
Hazardous waste	t	-	-	-
Including hazardous waste destined for reuse or recycling	t	-	-	-
Non-hazardous waste	t	135	403	538
Including non-hazardous waste destined for reuse or recycling	t	51	195	246
Number of buildings considered in the calculation	No	3	1	4
ROMANIA				
Total weight of waste	t	621	-	621
Hazardous waste	t	1	-	1
Including hazardous waste destined for reuse or recycling	t	-	-	-
Non-hazardous waste	t	620	-	620
Including non-hazardous waste destined for reuse or recycling	t	67	-	67
Number of buildings considered in the calculation	No	5	-	5

cont. Table 10. Total weight of waste and waste treatment methods in the GTC Group in 2021.

Please note:

- Projects under construction were not included in calculation.

The data for galleries in Poland and offices in Warsaw are provided in tons and are not converted. Waste for other places were converted based on the following values:

mixed municipal waste/communal waste 1l = 0.20kg
(1 m³ = 0.20t)

office paper and cardboard waste 1l = 0.106 kg
(1 m³ = 0.106t)

plastic waste 1l = 0.042 kg (1 m³ = 0.042t)

glass 1l = 0.25kg (1 m³ = 0.25t)

THE PROPERTY PORTFOLIO OF THE GTC GROUP

RE	Unit	Office buildings	Shopping centers	Total
SERBIA				
Total weight of waste	t	2 777	1 878	4 655
Hazardous waste	t	-	-	-
Including hazardous waste destined for reuse or recycling	t	-	-	-
Non-hazardous waste	t	2 777	1 878	4 655
Including non-hazardous waste destined for reuse or recycling	t	-	112	112
Number of buildings considered in the calculation	No	11	1	12
HUNGARY				
Total weight of waste	t	1 477	158	1 635
Hazardous waste	t	25	3	28
Including hazardous waste destined for reuse or recycling	t	-	-	-
Non-hazardous waste	t	1 452	156	1 607
Including non-hazardous waste destined for reuse or recycling	t	92	4	96
Number of buildings considered in the calculation	No	10	1	11
TOTAL	t	6 788	4 147	10 934

Table 11. Total like-for-like weight in the GTC Group
(comparison between the same assets in 2020 and 2021).

RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			LIKE-FOR-LIKE		
		Office buildings	Shopping centers	Total	Office buildings	Shopping centers	Total
POLAND							
Waste in 2020	t	1 467	1 008	2 475	1 467	1 008	2 475
Waste in 2021	t	1 563	1 095	2 658	1 563	1 095	2 658
y/o/y percentage change	%	7%	9%	7%	7%	9%	7%
BULGARIA							
Waste in 2020	t	72	1 135	1 207	72	1 135	1 207
Waste in 2021	t	215	612	827	84	612	696
y/o/y percentage change	%	199%	-46%	-31%	16%	-46%	-42%
CHORWACJA							
Waste in 2020	t	58	311	369	58	311	369
Waste in 2021	t	135	403	538	73	403	476
y/o/y percentage change	%	133%	29%	46%	26%	29%	29%

cont. Table 11. Total like-for-like weight in the GTC Group
(comparison between the same assets in 2020 and 2021).

RE	Unit	THE PROPERTY PORTFOLIO OF THE GTC GROUP			LIKE-FOR-LIKE		
		Office buildings	Shopping centers	Total	Office buildings	Shopping centers	Total
ROMANIA							
Waste in 2020	t	683	-	683	683	-	683
Waste in 2021	t	621	-	621	621	-	621
y/o/y percentage change	%	-9%	-	-9%	-9%	-	-9%
SERBIA							
Waste in 2020	t	2 777	1 767	4 544	2 777	1 767	4 544
Waste in 2021	t	2 777	1 878	4 655	2 777	1 878	4 655
y/o/y percentage change	%	0%	6%	2%	0%	6%	2%
HUNGARY							
Waste in 2020	t	1 243	-	1 243	632	-	632
Waste in 2021	t	1 477	158	1 635	661	-	661
y/o/y percentage change	%	19%	-	32%	5%	-	5%
Y/O/Y PERCENTAGE CHANGE FOR ALL MARKETS							
	%	8%	-2%	4%	2%	-6%	-1%

Please note:

- Projects under construction were not included in calculation.
- **In LfL calculation:**
 - **Bulgaria** excludes ABC II and Sofia Tower buildings for office consumption;
 - **Croatia** excludes Matrix B building for office consumption;
 - **Hungary** includes only Duna Tower, GTC Metro and Centre Point 1&2 buildings for office consumption
- Nature of the hazardous waste: mostly the waste water (mud) of the oil extractors of the garages, the used air filters of the air handling units and the used luminescent lighting elements. No type of hazardous waste like asbestos, etc.



Aeropark Business Centre, Warsaw, Poland

Social

Approach and methodology:

- Calculations concerning the social area are based on the Global Reporting Initiative (GRI) guidelines, EPRA Sustainability Best Practices Recommendations Guidelines (EPRA sPBR) in terms of the calculation method and presentation of the indicator, as well as own indicators.
- The results are presented collectively for all markets.



Results

Employee data

[GRI 102-8] [GRI 405-1] [Diversity-Emp]

Table 12. *The number of employees broken down by type of contract (permanent employment contract, other types of contracts) in the GTC Group as at 31 December 2021.*

RE	Unit	Permanent contract	Other types of contracts	Co-workers and consultants
WOMEN				
aged under 30	No	12	1	1
aged 30-50	No	88	12	7
aged over 50	No	12	1	1
TOTAL NUMBER OF WOMEN	No	112	14	9
MEN				
aged under 30	No	1	1	0
aged 30-50	No	37	9	18
aged over 50	No	6	0	4
TOTAL NUMBER OF MEN	No	44	10	22
TOTAL NUMBER OF EMPLOYEES (TOTAL NUMBER OF WOMEN AND MEN)	No	156	24	31

Table 13. *Number of employees by service time in the GTC Group as at 31 December 2021.*

RE	Unit	Full-time employment	Part-time employment
WOMEN			
aged under 30	No	14	0
aged 30-50	No	96	3
aged over 50	No	12	1
TOTAL NUMBER OF WOMEN	No	122	4
MEN			
aged under 30	No	2	0
aged 30-50	No	45	1
aged over 50	No	6	0
TOTAL NUMBER OF MEN	No	53	1
TOTAL NUMBER OF EMPLOYEES (TOTAL NUMBER OF WOMEN AND MEN)	No	175	5

Table 14. *Number of employees by employment category (board, directors and other management positions, other employees) in the GTC Group as at 31 December 2021.*

RE	Unit	Group Management Board (applicable to the entire Group, included in the following column)	Local Management Boards	Directors and other management positions	Other employees	Co-workers and consultants
WOMEN						
aged under 30	No	0	0	0	14	1
aged 30-50	No	0	3	21	75	7
aged over 50	No	0	0	2	11	1
TOTAL NUMBER OF WOMEN	No	0	3	23	100	9
MEN						
aged under 30	No	0	0	1	1	0
aged 30-50	No	3	7	14	22	18
aged over 50	No	0	2	2	2	4
TOTAL NUMBER OF MEN	No	3	9	17	25	22
TOTAL NUMBER OF EMPLOYEES (TOTAL NUMBER OF WOMEN AND MEN)	No	3	12	40	125	31

Table 15. Turnover ratios in the GTC Group in 2021.

RE	Unit	Newly hired employees	Employees who left the organization
WOMEN			
aged under 30	No	7	7
aged 30-50	No	17	28
aged over 50	No	3	0
TOTAL NUMBER OF WOMEN	No	27	35
MEN			
aged under 30	No	0	0
aged 30-50	No	8	5
aged over 50	No	0	2
TOTAL NUMBER OF MEN	No	8	7
TOTAL NUMBER OF NEW EMPLOYEES WHO LEFT THE GROUP (TOTAL NUMBER OF WOMEN AND MEN)	No	35	42
RATIO OF THE NEWLY HIRED EMPLOYEES AND THOSE WHO LEFT THE GROUP TO THE TOTAL NUMBER OF WORKERS	No	19.4%	23.3%

[Average length of service in the GTC Group]

[Employees with over 5, 10, 15 and 20 years of service in the GTC Group]

Table 16.
Length of service in the GTC Group in 2021.

RE	Unit	Women	Men	Total
over 5 years	No	14	3	17
over 10 years	No	19	13	32
over 15 years	No	4	2	6
over 20 years	No	2	1	3
AVERAGE LENGTH OF SERVICE IN THE GTC GROUP	No	5.5	5.1	5.4
TOTAL NUMBER OF EMPLOYEES IN THE GROUP (TOTAL NUMBER OF WOMEN AND MEN)	No	126	54	180

[GRI 403-9]

Table 17.
Employee safety in the GTC Group in 2021.

RE	Unit	Women	Men	Total
Number of work-related accidents	No	0	0	0
Including the number of serious accidents, excluding fatal accidents	No	0	0	0
Including the number of fatal accidents	No	0	0	0
Accident rate ¹⁶	No	0	0	0
Number of days lost due to accidents	No	0	0	0

¹⁶ When calculating the accident rate, we use the following formula: the number of accidents recorded in the reporting period divided by the total number of hours worked by all employees multiplied by 200 000.

[GRI 404-1] [GRI 404-3] [Emp-Training] [Emp-Dev]

Table 18.
Training and development at the GTC Group in 2021.

RE	Unit	Women	Men	Total
Total number of training hours	No	800	397	1 197
Average number of training hours	No	5.9	5.2	5.7
Percentage of employees receiving regular performance and career development reviews	%	10%	7%	9%

[GRI 201-1] [GRI 203-1][GRI 203-2] [Contribution to the state budget]

Table 19.
Our economic impact, including spending on social activities in 2021.

RE	Unit	Total
Total income tax and other taxes	EUR	25.3 mln
Other fees and charges paid to the state (including customs duties, social security contributions, health care contributions)	EUR	5.7 mln
Total wages and other employee benefits	EUR	11.2 mln
Total costs paid to suppliers and contractors (CAPEX)	EUR	92.8 mln
Contribution to social commitment: donations, grants, obligations pro bono	EUR	0.03 mln
SUMA	EUR	135.0 mln

[Percentage of assets under operational control that have implemented community involvement, impact assessment, and development programs] [Comty-Eng]

Table 20. Properties subject to operational control with community involvement, impact assessment, and/or development programs implemented in 2021.

RE	Unit	Total
Number of assets under operational control where community engagement, impact assessments, and/or development programs have been implemented	No	28
Number of assets under operational control where community engagement, impact assessments, and/or development programs have been implemented	%	52%

Table 21. Organizations with which GTC Group collaborated in 2021.

RE	
Total number of NGOs	15
Total number of schools and universities	10
Total number of cultural institutions (e.g., theaters, festivals)	1
Total number of other organizations	26

Table 22. Supply chain at GTC Group in 2021.

[GRI 308-1]

Table 23. Assessment of new suppliers and general contractors in terms of meeting the environmental criteria in 2021.

RE	Unit	Total
Total number of suppliers, general contractors and contractors	No	2 040
New suppliers, general contractors and contractors	No	596

RE	Total
Number of new suppliers and general contractors that have been assessed against the environmental criteria	2
Percentage of new suppliers and general contractors that have been assessed against the environmental criteria	0%

Governance

Economic data

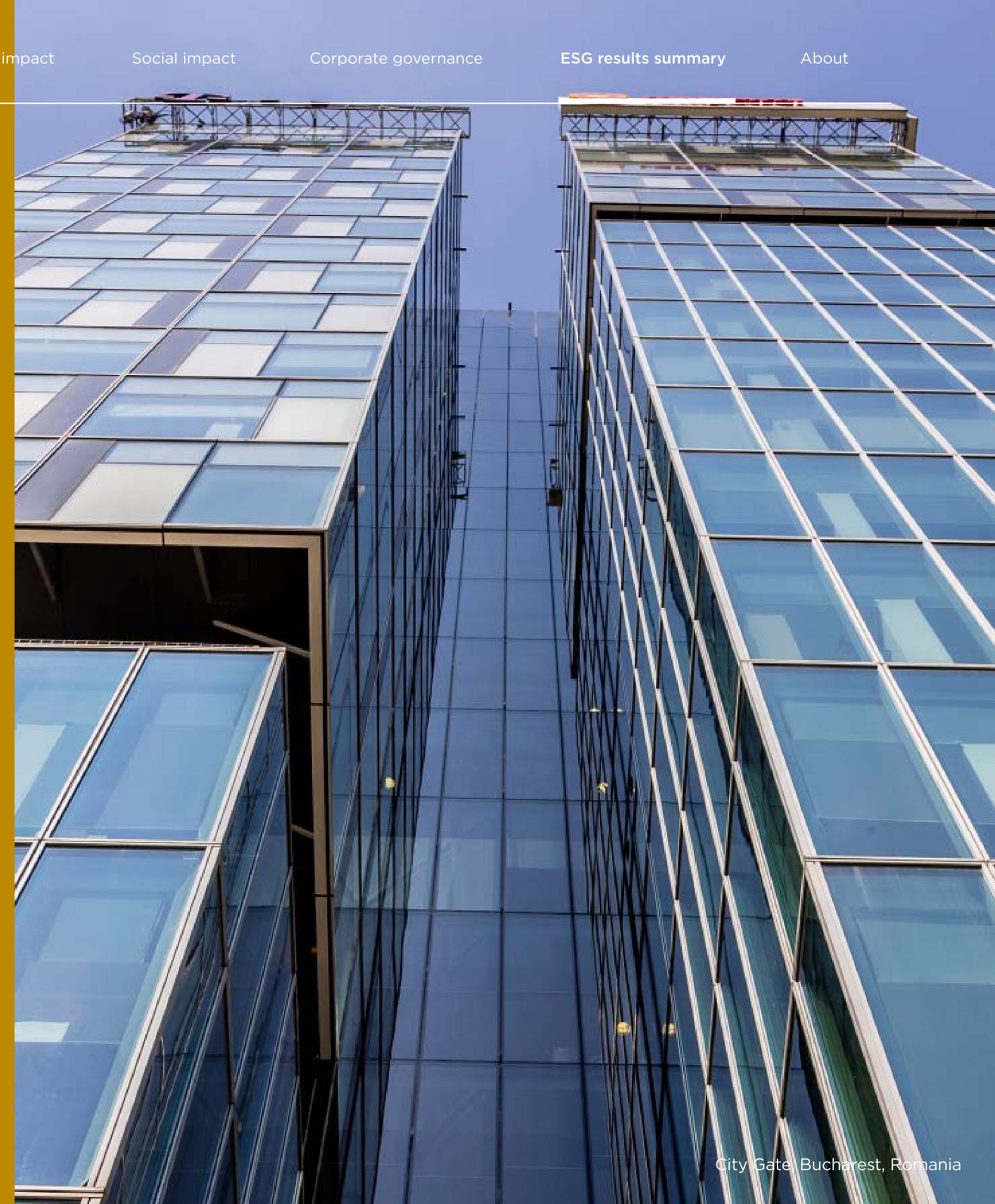


Table 24. Key performance indicators (KPIs) for 2021-2020¹⁷.

KPI	YEAR	2021	2020
Gross rental margin		EUR 128 m	EUR 119 m
Result for the period		EUR 43 m	EUR - 71 m
FFO I		EUR 74 m	EUR 66 m
EPRA NTA		EUR 1 272 m	EUR 1 112 m
Value of the property portfolio ¹⁷		EUR 2 507 m	EUR 2 100 m
Net debt to property value ratio (LTV)		52.5%/ 42%*	45%

Table 25. Income-generating investment properties (as at 31 December 2021).

LOCATION	Total gross rentable area (m kw.)	Share by rentable area (%)	Occupancy level (%)	Book value (%) (EUR '000)	Share by book value (%)
Poland	309 200	36%	89%	816 639	37%
Hungary	198 500	23%	97%	527 037	24%
Belgrade	156 700	18%	91%	357 463	16%
Sofia	67 100	8%	88%	176 300	8%
Bucharest	66 700	8%	66%	171 985	8%
Zagreb	56 000	7%	96%	147 318	7%
TOTAL	854 200	100%	90%	2 196 742	100%

¹⁷ The data presented as at 31 December 2021 and 2020, respectively.

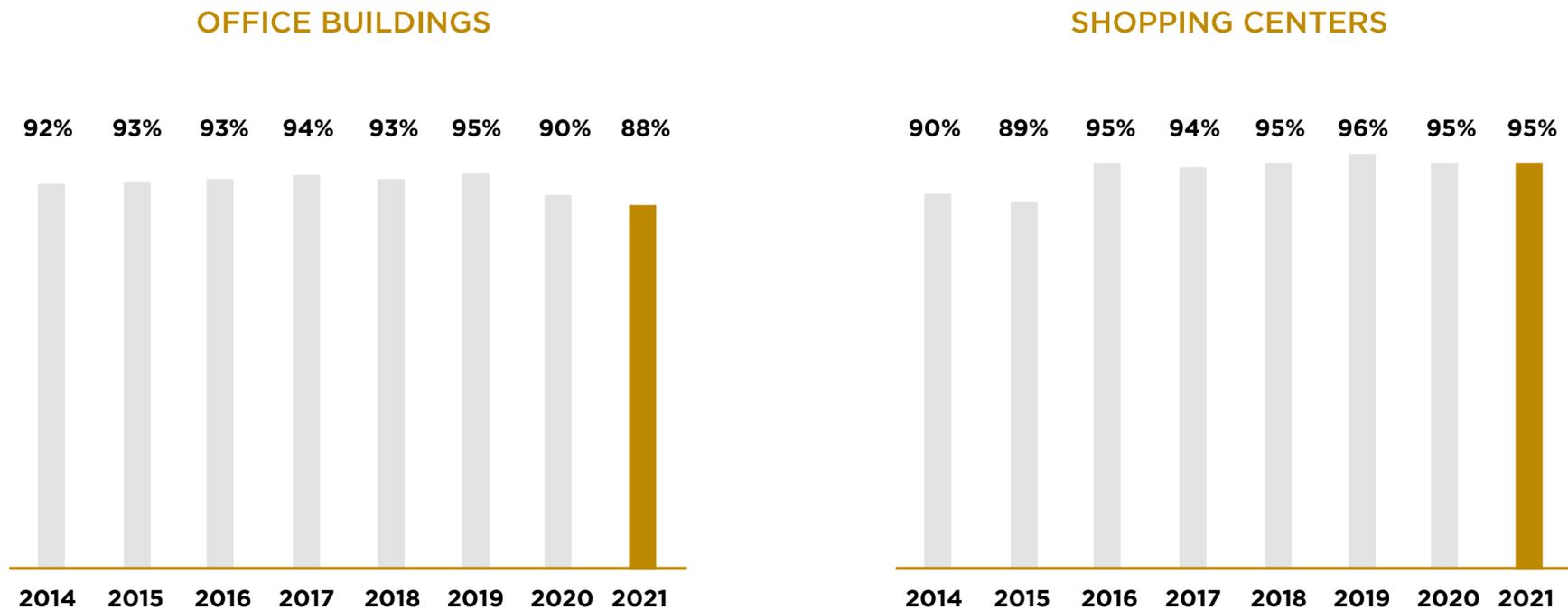
¹⁸ Book value: investment properties, assets held for sale, residential land bank, own-use properties less land perpetual usufruct right value.

*Adjusted for disposal of Serbian assets and capital increase.

Table 26. Income-producing investment properties by property type (as of 31 December 2021).

TYPE OF PROPERTY	Total gross rentable area (m kw.)	Share by rentable area (%)	Occupancy level (%)	Book value (%) (EUR '000)	Share by book value (%)
Office buildings	649 100	76%	89%	1 475 542	67%
Shopping centers	205 100	24%	95%	721 200	33%
TOTAL	854 200	100%	91%	2 196 742	100%

Chart 2. Occupancy rates for offices and shopping centers 2014-2021.



2021 Excludes assets held for sale – 11 office buildings in Serbia.

GOVERNANCE DATA

[GRI 205-2]

Table 27. Employees advised about anti-corruption procedures.

RE	Percentage of employees who are familiar with the anti-corruption policy and procedures
Members of the governing bodies	100%
Employees of the GTC Group	99%

Table 28. Number of confirmed cases of corruption.

NUMBER OF CONFIRMED CASES OF CORRUPTION	0

GRI 102-1] [GRI 102-45]

Table 29. Companies of the GTC Group, as of 31 December 2020 and 31 December 2021.

1. Under liquidation

NAME	Holding Company	Country of incorporation	31 December 2021 roku	31 December 2020 roku
GTC Konstancja Sp. z o.o. (1)	GTC S.A.	Poland	100%	100%
GTC Korona S.A.	GTC S.A.	Poland	100%	100%
Globis Poznań Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Aeropark Sp. z o.o.	GTC S.A.	Poland	100%	100%
Globis Wrocław Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Satellite Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Sterlinga Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Karkonoska Sp. z o.o. (1)	GTC S.A.	Poland	100%	100%
GTC Ortal Sp. z o.o.	GTC S.A.	Poland	100%	100%

1. Under liquidation
2. Liquidated
3. Newly established wholly owned subsidiary
4. Acquired
5. GTC S.A. holds 100% shares through a wholly-owned subsidiary Office Planet Kft, which has 70% of shares and remaining 30% is held directly by GTC S.A.
6. Sold

NAME	Holding Company	Country of incorporation	31 December 2021 roku	31 December 2020 roku
Diego Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Francuska Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC UBP Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Pixel Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Moderna Sp. z o.o.	GTC S.A.	Poland	100%	100%
Centrum Handlowe Wilanów Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Management Sp. z o.o.	GTC S.A.	Poland	100%	100%
GTC Corius Sp. z o.o.	GTC S.A.	Poland	100%	100%
Centrum Światowida Sp. z o.o.	GTC S.A.	Poland	100%	100%
Glorine Investments Sp. z o.o. (2)	GTC S.A.	Poland	-	100%
Glorine Investments Sp. z o.o. SKA (2)	GTC S.A.	Poland	-	100%
GTC Galeria CTWA Sp. z o.o.	GTC S.A.	Poland	100%	100%
Artico Sp. z o.o	GTC S.A.	Poland	100%	100%
GTC Hungary Real Estate Development Company PLtd. ("GTC Hungary")	GTC S.A.	Hungary	100%	100%
GTC Duna Kft.	GTC Hungary	Hungary	100%	100%
Váci út 81-85. Kft.	GTC Hungary	Hungary	100%	100%
Riverside Apartmanok Kft. (1)	GTC Hungary	Hungary	100%	100%
Centre Point I. Kft. ("Centre Point I")	Váci út 81-85. Kft.	Hungary	100%	100%
Centre Point II. Kft.	Váci út 81-85. Kft.	Hungary	100%	100%
Spiral I. Kft.	GTC Hungary	Hungary	100%	100%

1. Under liquidation
2. Liquidated
3. Newly established wholly owned subsidiary
4. Acquired
5. GTC S.A. holds 100% shares through a wholly-owned subsidiary Office Planet Kft, which has 70% of shares and remaining 30% is held directly by GTC S.A.
6. Sold

NAME	Holding Company	Country of incorporation	31 December 2021 roku	31 December 2020 roku
Albertfalva Üzletközpont Kft.	GTC Hungary	Hungary	100%	100%
GTC Metro Kft.	GTC Hungary	Hungary	100%	100%
Kompakt Land Kft.	GTC Hungary	Hungary	100%	100%
GTC White House Kft.	GTC Hungary	Hungary	100%	100%
VRK Tower Kft.	GTC Hungary	Hungary	100%	100%
GTC Future Kft.	GTC Hungary	Hungary	100%	100%
Globe Office Investments Kft.	GTC Hungary	Hungary	100%	100%
Office Planet Kft (3)	GTC Hungary	Hungary	100%	-
GTC Investments Sp. z o.o. (poprzednio: Halsey Investments Sp. z o.o.) (4)	GTC Hungary	Poland	100%	-
GTC Univerzum Projekt Kft. (poprzednio: Winmark Kft.) (4)	GTC Hungary	Hungary	100%	-
GTC Origine Investments Pltd ("GTC Origine") (3)	GTC S.A.	Hungary	100%	-
GTC HBK Project Kft. (3)	GTC Origine	Hungary	100%	-
GTC VI188 Property Kft. (3)	GTC Origine	Hungary	100%	-
GTC FOD Property Kft. (3)	GTC Origine	Hungary	100%	-
G-Delta Adrssy Kft. (4)	GTC Origine	Hungary	100%	-
GTC KLZ 7-10 Kft. (3)	GTC Origine	Hungary	100%	-
GTC Nekretnine Zagreb d.o.o.	GTC S.A.	Croatia	100%	100%
Euro Structor d.o.o.	GTC S.A.	Croatia	70%	70%
Marlera Golf LD d.o.o.	GTC S.A.	Croatia	100%	100%
Nova Istra Idaeus d.o.o.	Marlera Golf LD d.o.o.	Croatia	100%	100%

1. Under liquidation
2. Liquidated
3. Newly established wholly owned subsidiary
4. Acquired
5. GTC S.A. holds 100% shares through a wholly-owned subsidiary Office Planet Kft, which has 70% of shares and remaining 30% is held directly by GTC S.A.
6. Sold

NAME	Holding Company	Country of incorporation	31 December 2021 roku	31 December 2020 roku
GTC Matrix d.o.o.	GTC S.A.	Croatia	100%	100%
GTC Seven Gardens d.o.o.	GTC S.A.	Croatia	100%	100%
Towers International Property S.R.L.	GTC S.A.	Romania	100%	100%
Green Dream S.R.L.	GTC S.A.	Romania	100%	100%
Aurora Business Complex S.R.L.	GTC S.A.	Romania	100%	100%
Cascade Building S.R.L.	GTC S.A.	Romania	100%	100%
City Gate Bucharest S.R.L.	GTC S.A.	Romania	100%	100%
Venus Commercial Center S.R.L.	GTC S.A.	Romania	100%	100%
Beaufort Invest S.R.L. (2)	GTC S.A.	Romania	-	100%
Fajos S.R.L. (2)	GTC S.A.	Romania	-	100%
City Gate S.R.L.	GTC S.A.	Romania	100%	100%
City Rose Park SRL	GTC S.A.	Romania	100%	100%
Deco Intermed S.R.L.	GTC S.A.	Romania	66,7%	66,7%
GML American Regency Pipera S.R.L.	GTC S.A.	Romania	66,7%	66,7%
NRL EAD	GTC S.A.	Bulgaria	100%	100%
Advance Business Center EAD	GTC S.A.	Bulgaria	100%	100%
GTC Yuzhen Park EAD	GTC S.A.	Bulgaria	100%	100%
Dorado 1 EOOD	GTC S.A.	Bulgaria	100%	100%
GOC EAD (3)	GTC S.A.	Bulgaria	100%	-
GTC Medj Razvoj Nekretnina d.o.o. Beograd (5)	GTC S.A.	Serbia	100%	100%

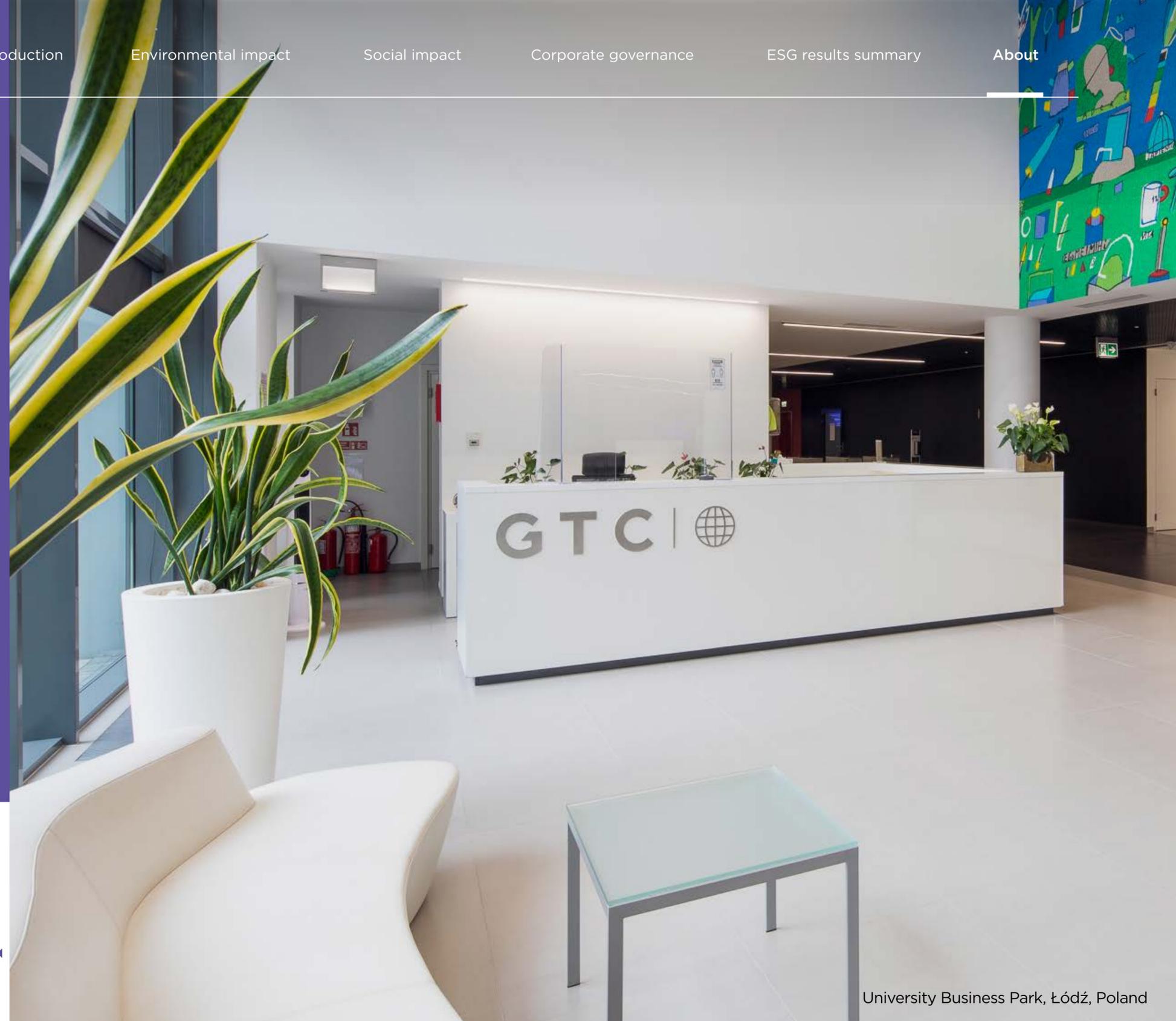
1. Under liquidation
2. Liquidated
3. Newly established wholly owned subsidiary
4. Acquired
5. GTC S.A. holds 100% shares through a wholly-owned subsidiary Office Planet Kft, which has 70% of shares and remaining 30% is held directly by GTC S.A.
6. Sold

NAME	Holding Company	Country of incorporation	31 December 2021 roku	31 December 2020 roku
GTC Business Park d.o.o. Beograd (5)	GTC S.A.	Serbia	100%	100%
Commercial and Residential Ventures d.o.o. Beograd	GTC S.A.	Serbia	100%	100%
Demo Invest d.o.o. Novi Beograd (5)	GTC S.A.	Serbia	100%	100%
Atlas Centar d.o.o. Beograd (5)	GTC S.A.	Serbia	100%	100%
Commercial Development d.o.o. Beograd	GTC S.A.	Serbia	100%	100%
Glamp d.o.o. Beograd	GTC S.A.	Serbia	100%	100%
GTC BBC d.o.o (5)	GTC S.A.	Serbia	100%	100%
GTC Aurora Luxembourg S.A. (3)	GTC S.A.	Luxembourg	100%	100%
Europort Investment (Cyprus) 1 Limited	GTC S.A.	Cyprus	100%	100%
Europort Ukraine Holdings 1 LLC (6)	Europort Investment (Cyprus) 1 Limited	Ukraine	-	100%
Europort Ukraine LLC (6)	Europort Investment (Cyprus) 1 Limited	Ukraine	-	100%
Europort Project Ukraine 1 LLC (6)	Europort Investment (Cyprus) 1 Limited	Ukraine	-	100%

About

- 1. Reporting approach
- 2. Reporting process
- 3. GRI index
- 4. Contact

06 chapter



University Business Park, Łódź, Poland

■ [GRI 102-50] [GRI 102-51] [GRI 102-52] [GRI 102-53] [GRI 102-54]

Reporting approach



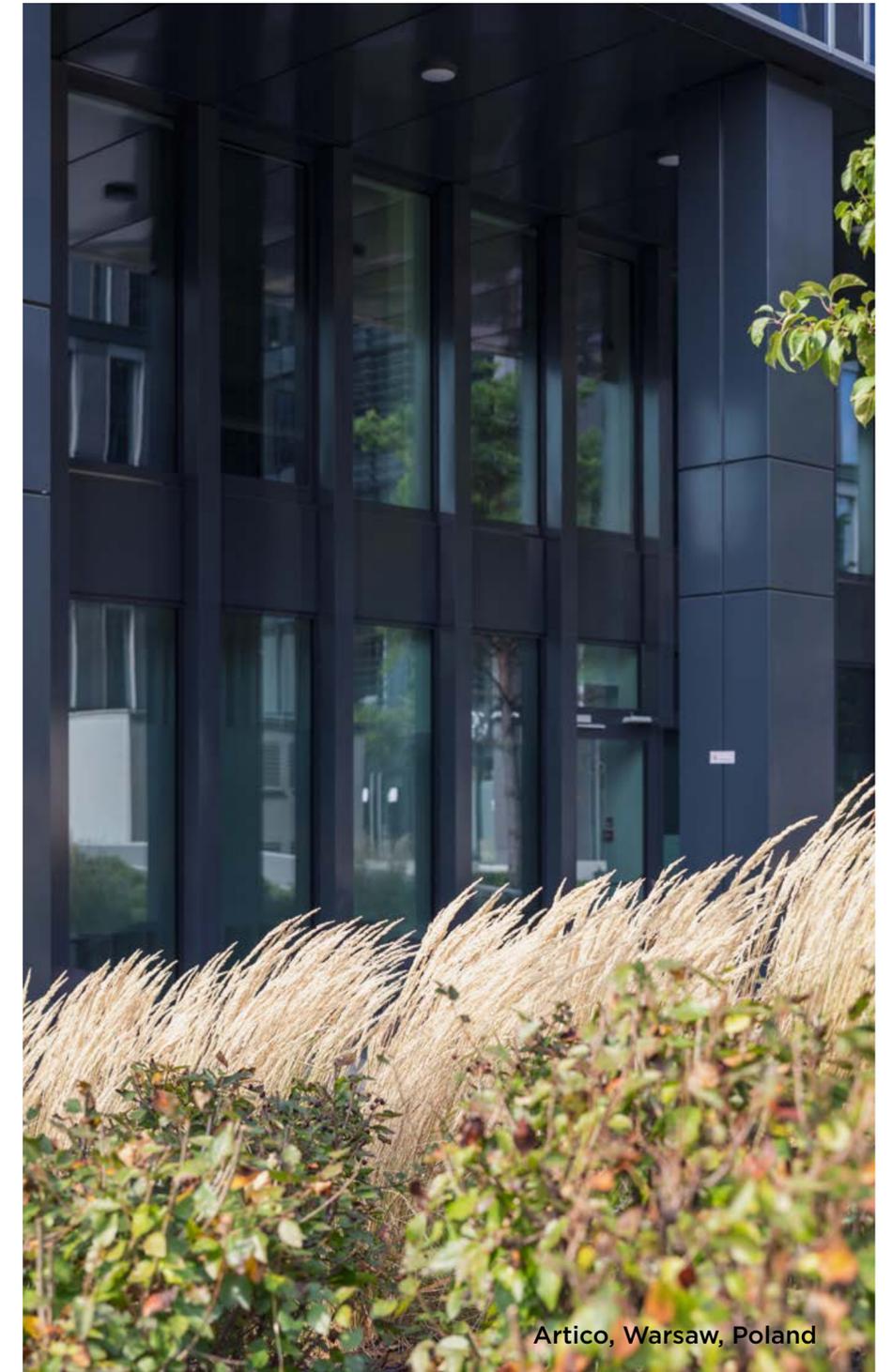
This Report is the second ESG Report of GTC Group and includes information about all the Group's companies. The Report covers the financial year from 1 January to 31 December 2021. We publish the Report on an annual basis.

This Report was prepared in accordance with the GRI Standards, CORE. In 2020, we started the process of non-financial reporting in accordance with the international GRI standard. We took on a duty to report in accordance with this standard in order to provide our key stakeholders with knowledge about ESG management and results in our Group in a credible and comparable manner, but also to involve them in the process.

The following aspects were taken in the account in the presentation of the approach and indicators:

- European Commission and TCFD (Task Force on Climate-related Financial Disclosures);
- EPRA Sustainability Best Practices Recommendations Guidelines;
- The United Nations Sustainable Development Goals, which aim to ensure a sustainable future.

The Report has not been subject to additional external verification. The data presented was gathered from internal reporting systems.



■ [GRI 102-46] [GRI 102-47]

Reporting process



The Report was prepared in accordance with the GRI Standard and its substantive guidelines: stakeholder engagement, sustainable development context, relevance, and completeness.

In the process of identifying material issues in 2021, we used the ones identified in 2020, based on the opinion polls of external stakeholders, employees, and the Management Board. As a result of a re-analysis of the market, feedback session with employees and matrix validation by the Group’s Management Board, we have significantly changed the wording and content of three issues when compared to the previous year. In the process of selecting material topics, indicators, and the scope of the report, we took into account the results of an internal analysis of sustainable development in our industry and international regulations.

The stakeholder engagement results and market analysis contribute to the ESG Materiality Matrix, which has been approved by the Management Board of GTC.

Thirteen material reporting topics in 2021

MATERIAL TOPIC	ESG area	Impact on GTC Group	Impact on the external environment
Certification of green buildings	Environmental	Yes	Yes
Climate change and the carbon footprint reduction	Environmental	Yes	Yes
Circular economy	Environmental	Yes	Yes
Customer/tenant satisfaction	Social	Yes	Yes
Furthering customer/tenant relationships resulting from changes in the working environment during the COVID-19 pandemic	Social	Yes	Yes
Commercial real estate management	Social	Yes	Yes
Investments in local infrastructure	Social	Yes	Yes
Community involvement	Social	Yes	Yes
Economic impact	Social	Yes	Yes
Reliable employer	Social	Yes	Yes
Compliance	Corporate governance	Yes	Yes
Transparency and an open dialogue with the stakeholders	Corporate governance	Yes	Yes
Maintaining safety standards for the use of areas developed in the wake of the COVID-19 pandemic	Corporate governance	Yes	Yes

 [GRI 102-55]

GRI index

(with reference to EPRA guidelines)



INDICATOR NO.	GRI STANDARD	INDICATOR NAME	NUMBER OF PAGES IN THE REPORT	EPRA CODE ¹⁹
GRI 101. Foundation 2016. Basic information [Does not include any indicators]				
PROFILE DISCLOSURES [GENERAL DISCLOSURES 2016]				
GRI 102-1	GRI 102. General Disclosures 2016	Organization name	6	
GRI 102-2	GRI 102. General Disclosures 2016	Description of the organization's activities, main brands, products and/or services	6, 7, 11, 12, 13	[Cert-Tot]
GRI 102-3	GRI 102. General Disclosures 2016	Location of the organization's headquarters	8	
GRI 102-4	GRI 102. General Disclosures 2016	Location of operating activities	6	
GRI 102-5	GRI 102. General Disclosures 2016	The form of ownership and the legal structure of the organization	8, 9, 10	
GRI 102-6	GRI 102. General Disclosures 2016	Scale of activities	6	
GRI 102-7	GRI 102. General Disclosures 2016	Markets served	6	
GRI 102-8	GRI 102. General Disclosures 2016	Data on employees and other persons providing work for the organization	7, 132, 133, 134	
GRI 102-9	GRI 102. General Disclosures 2016	Supply chain description	83, 84	
GRI 102-10	GRI 102. General Disclosures 2016	Significant changes during the reporting period regarding the size, structure, ownership, or value chain	8, 9, 10	
GRI 102-11	GRI 102. General Disclosures 2016	A disclosure whether and how the organization applies the prudence principle	96, 97, 98, 99	
GRI 102-12	GRI 102. General Disclosures 2016	External economic, environmental, and social statements, principles, or other initiatives which the organization subscribes to or endorses	21	
GRI 102-13	GRI 102. General Disclosures 2016	Membership in associations and organizations	30, 31	

¹⁹ Profile disclosures [general disclosures 2016].

INDICATOR NO.	GRI STANDARD	INDICATOR NAME	NUMBER OF PAGES IN THE REPORT	EPRA CODE ¹⁹
GRI 102-14	GRI 102. General Disclosures 2016	Statement by top management	3, 4	
GRI 102-15	GRI 102. General Disclosures 2016	Description of key impacts, opportunities and risks	96, 97, 98	
GRI 102-16	GRI 102. General Disclosures 2016	Organizational values, code of ethics, rules and norms of behaviour	92, 93, 94	
GRI 102-17	GRI 102. General Disclosures 2016	Mechanisms in place regarding breach of ethical principles	93	
GRI 102-18	GRI 102. General Disclosures 2016	The supervisory structure of the organization, including the committees reporting to the highest supervisory body	89, 90	
GRI 102-22	GRI 102. General Disclosures 2016	Composition of the highest governing body and its committees	88, 89, 90	Gov-Board
GRI 102-24	GRI 102. General Disclosures 2016	Nomination to and election of the highest governing body	88, 89, 90	Gov-Selec
GRI 102-25	GRI 102. General Disclosures 2016	Conflict of Interest	92	Gov-Col
GRI 102-26	GRI 102. General Disclosures 2016	The role of the highest governing body in defining goals, values and strategy	87, 88, 89, 90	
GRI 102-29	GRI 102. General Disclosures 2016	Identification and management of social and environmental impact	19, 20, 21, 22, 23, 24, 25, 26, 87	
GRI 102-30	GRI 102. General Disclosures 2016	Effectiveness of the risk management processes	99	
GRI 102-32	GRI 102. General Disclosures 2016	The role of the highest governing body in reporting on sustainable development	90	
GRI 102-35	GRI 102. General Disclosures 2016	Remuneration policies	89	
GRI 102-40	GRI 102. General Disclosures 2016	List of stakeholders engaged by the reporting organization	27, 28	

¹⁹ Profile disclosures [general disclosures 2016].

INDICATOR NO.	GRI STANDARD	INDICATOR NAME	NUMBER OF PAGES IN THE REPORT	EPRA CODE ¹⁹
GRI 102-42	GRI 102. General Disclosures 106	Basis of identifying and selecting stakeholders	19, 20, 21	
GRI 102-43	GRI 102. General Disclosures 106	Approach to stakeholder engagement	27, 28, 29	
GRI 102-44	GRI 102. General Disclosures 106	Key topics and issues raised by stakeholders	151	
GRI 102-45	GRI 102. General Disclosures 106	Business units included in the consolidated financial statements	142, 143, 144, 145, 146	
GRI 102-46	GRI 102. General Disclosures 106	The process of defining the report content	151	
GRI 102-47	GRI 102. General Disclosures 106	Material topics identified	151	
GRI 102-48	GRI 102. General Disclosures 106	Adjustments on the previous report and reasons for adjustments	There have been no adjustments to the previous report.	
GRI 102-49	GRI 102. General Disclosures 106	Material changes on the previous report	There have been no significant changes compared to the previous report.	
GRI 102-50	GRI 102. General Disclosures 106	Reporting period	149	
GRI 102-51	GRI 102. General Disclosures 106	Date of publication of the most recent report	149	
GRI 102-52	GRI 102. General Disclosures 106	Reporting cycle	149	
GRI 102-53	GRI 102. General Disclosures 106	Contact details	165	
GRI 102-54	GRI 102. General Disclosures 106	Statement on reporting under GRI Standards	151	
GRI 102-55	GRI 102. General Disclosures 106	GRI index	153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163	
GRI 102-56	GRI 102. General Disclosures 2016	Policy and current practice regarding external verification of the report	The report is not subject to external verification carried out by an auditor.	

¹⁹ Profile disclosures [general disclosures 2016].

INDICATOR NO.	GRI STANDARD	INDICATOR NAME	NUMBER OF PAGES IN THE REPORT	EPRA CODE ¹⁹
DISCLOSURES REGARDING MATERIAL REPORTING TOPICS				
ENVIRONMENTAL IMPACT				
Material topic: Certification of green buildings				
GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	33, 34	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	33, 34, 35, 36, 37, 38, 39, 40, 41	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	33, 34, 35, 36, 37, 38, 39, 40, 41	
Own indicator	Not applicable	The number of green certified assets and their percentage share in the property portfolio	7, 36, 103	Cert-Tot
Material topic: Climate change and the carbon footprint reduction				
GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	33, 34	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	35-53	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	35-53	
GRI 302-1	GRI 302. Energy 2016	Energy consumption in the organization	55, 104-115	Elec-Abs, Elec-Lfl DH&C-Abs, DH&CLfl Fuels-Abs, Fuels-Lfl
GRI 302-3	GRI 302. Energy 2016	Energy consumption intensity	104-108	Energy-Int
GRI 303-1	GRI 303. Water and sewage 2018	Activities regarding water as a shared resource	36-41, 43, 44	
GRI 303-5	GRI 303. Water and sewage 2018	Water consumption	55, 120-124	Water-Abs, Water-Lfl Water-Int
GRI 305-1	GRI 305. Emissions 2016	Total direct greenhouse gas emissions (Scope 1)	116-119	GHG-Dir-Abs
GRI 305-2	GRI 305. Emissions 2016	Total indirect greenhouse gas emissions by weight (Scope 2)	116-119	GHG-Indir-Abs
GRI 305-4	GRI 305. Emissions 2016	Greenhouse gas (GHG) emission intensity	116-119	GHG-Int

¹⁹ Profile disclosures [general disclosures 2016].

INDICATOR NO.	GRI STANDARD	INDICATOR NAME	NUMBER OF PAGES IN THE REPORT	EPRA CODE ¹⁹
DISCLOSURES REGARDING MATERIAL REPORTING TOPICS				
ENVIRONMENTAL IMPACT				
Material topic: Climate change and the carbon footprint reduction				
Own indicator	Not applicable	A description of introduced innovations that reduce negative environmental impact of the company	43, 44, 46, 47	
GRI 308-1	GRI 308. Supplier Environmental Assessment 2016	Percentage of new suppliers that have been assessed against environmental criteria	138	
Material topic: Circular economy				
GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	33, 34	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	35-49	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	35-49	
GRI 306-1	GRI 2020. Waste	Waste generation and significant waste impact	43-49	
GRI 306-2	GRI 2020. Waste	Managing material waste impact	43-49	
GRI 306-3	GRI 2020. Waste	Waste generated	125-130	Water-Abs, Water-Int
GRI 306-4	GRI 2020. Waste	Waste for disposal	125-130	

¹⁹ Profile disclosures [general disclosures 2016].

INDICATOR NO.	GRI STANDARD	INDICATOR NAME	NUMBER OF PAGES IN THE REPORT	EPRA CODE ¹⁹
DISCLOSURES REGARDING MATERIAL REPORTING TOPICS				
SOCIAL IMPACT				
Material topic: Satisfaction of customers/tenants				
GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	68, 69, 70	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	68, 69, 70	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	68, 69, 70	
Own indicator	Not applicable	Description of methods for measuring customer/tenant satisfaction	68	
Material topic: Deepening customer/tenant relationships resulting from changes in the working environment during the COVID-19 pandemic				
GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	68, 69, 70	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	68, 69, 70	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	68, 69, 70	
Own indicator	Not applicable	Description of the goals and results of customer/tenant relationships during the COVID-19 pandemic	68, 69, 70	
Material topic: Commercial real estate management				
GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	68-72	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	68-72	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	68-72	
GRI 416-1	GRI 416. Customer health and safety	Assessment of the health and safety impact of relevant product and service categories	73	H.&S-Asset
GRI 416-2	GRI 416. Customer health and safety	Incidents of non-compliance with regulations and voluntary codes regarding the health and safety impact of products and services	73	H.&S-Comp

¹⁹ Profile disclosures [general disclosures 2016].

INDICATOR NO.	GRI STANDARD	INDICATOR NAME	NUMBER OF PAGES IN THE REPORT	EPRA CODE ¹⁹
DISCLOSURES REGARDING MATERIAL REPORTING TOPICS				
SOCIAL IMPACT				
Material topic: Investments in local infrastructure				
GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	74-77	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	74-77	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	74-77	
GRI 203-1	GRI 203. Indirect Economic Impact 2016	Contribution to the development of infrastructure and the provision of services to the society through commercial activities, pro bono provision of goods and activities. The impact of these activities on the society	74-81, 137	
GRI 203-2	GRI 203. Indirect Economic Impact 2016	Identification and description of material indirect economic impact, with a distinction of the scale and scope of the impact	137	
Material topic: Community involvement				
GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	74, 75	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	74-77	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	74-77	
GRI 413-1	GRI 413. Local Communities 2016	The organization's business units considering community involvement, impact assessment, and development programs	76-80	Comty-Eng
Own indicator	Not applicable	Percentage of assets under operational control that have implemented community involvement, impact assessment, and development programs	138	Comty-Eng

¹⁹ Profile disclosures [general disclosures 2016].

DISCLOSURES REGARDING MATERIAL REPORTING TOPICS

SOCIAL IMPACT

Material topic: Economic impact

GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	59	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	59	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	59	
GRI 201-1	GRI 201. Economic results 2016	Direct economic value generated and distributed (including revenues, operating costs, employee compensation, grants and other community investments, undistributed profits, and payments to capital owners and government institutions)	137	
Own indicator	Not applicable	Revenue of the state budget	137	

Material topic: Reliable employer

GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	58-59, 61-65	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	58-59, 61-65	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	58-59, 61-65	
GRI 404-1	GRI 401. Employment 2016	New hires and departures	135	Emp-Turnover
GRI 401-2	GRI 401. Employment 2016	Fringe benefits provided to full-time employees that are not available to temporary or part-time employees	63	
GRI 403-1	GRI 403. Occupational health and safety 2018	Occupational health and safety management system	61	GTC Group companies have an occupational health and safety management system in place compliant with the legal requirements in the markets in which they operate.
GRI 403-2	GRI 403. Occupational health and safety 2018	Hazard identification, risk assessment and incident investigation		Employees are encouraged to report to their superiors, and services dedicated to health and safety management in the company, any situations that may pose a hazard in the health and safety area.

DISCLOSURES REGARDING MATERIAL REPORTING TOPICS

SOCIAL IMPACT

Material topic: Reliable employer

GRI 403-3	GRI 403. Occupational health and safety 2018	Occupational medicine services	GTC Group strictly adheres to the principles of personal data protection of employees, in particular data concerning their state of health. Pursuant to the provisions of law and internal regulations of the company, we do not allow breaches of the confidentiality rule in this regard. Employees may use additional medical care provided by an independent third party.	
GRI 403-4	GRI 403. Occupational health and safety 2018	Employee participation, consultation and communication on occupational health and safety	GTC Group strictly adheres to the occupational health and safety rules. Pursuant to the provisions of law and internal regulations of the company the employee is always informed about changes in the occupational health and safety area at the workplace by the HR person in a given country. OHS changes are implemented at least after consultations with the management of a given country. Each employee may submit their comments within OHS to both the Management Board and the HR Department.	
GRI 403-5	GRI 403. Occupational health and safety 2018	Employee training regarding occupational health and safety	GTC Group companies carry out mandatory health and safety training and additional training in this area in accordance with the law.	
GRI 403-6	GRI 403. Occupational health and safety 2018	Health promotion	63	
GRI 403-7	GRI 403. Occupational health and safety 2018	Prevention and mitigation of workplace health and safety impacts directly related to business relationships	84	
GRI 403-9	GRI 403. Occupational health and safety 2018	Type and rate of work-related injuries	136	
GRI 404-1	GRI 404. 2016 Training and education	Average number of training hours per year per employee	137	Emp-Training
GRI 404-3	GRI 404. Training and education 2016	Percentage of employees receiving regular performance and career development reviews	137	Emp-Dev

DISCLOSURES REGARDING MATERIAL REPORTING TOPICS

SOCIAL IMPACT

Material topic: Reliable employer

GRI 405-1	GRI 405. Diversity and Equal Opportunities 2016	Diversity of government bodies and employees	132-134	Diversity-Emp
Own indicator	Not applicable	Average length of service with GTC Group	136	
Own indicator	Not applicable	Employees working for GTC Group for over 5, 10, 15, and 20 years	136	

CORPORATE GOVERNANCE

Material topic: Compliance

GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	87, 92, 93, 94, 96	
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	87, 92, 93, 94, 96	
GRI 103-3		Evaluation of the approach to management within the topics identified as material	87, 92, 93, 94, 96	
GRI 205-1	GRI 205. Anti-corruption 2016	Activities of the organization/business units assessed in terms of risks regarding corruption	94, 96	
GRI 205-2	GRI 205. Anti-corruption 2016	Communication and training on the organization's anti-corruption policies and procedures	94	
GRI 206-1	GRI 206. Breach of free competition principles 2016	Legal steps taken against the organization regarding a breach of free competition principles and antitrust practices	94	

DISCLOSURES REGARDING MATERIAL REPORTING TOPICS

CORPORATE GOVERNANCE

Material topic: Transparency and an open dialogue with the stakeholders

GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	27-29
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	27-29
GRI 103-3		Evaluation of the approach to management within the topics identified as material	27-29
GRI 419-1	GRI 419. Compliance with socio-economic regulations	Non-compliance with the law and socio-economic regulations	GTC has not identified any non-compliance with the law and/or regulations.

Material topic: Maintaining safety standards for the use of areas developed in the wake of the COVID-19 pandemic

GRI 103-1		Clarification of the topics identified as material, including an indication of limitations	68-70, 99
GRI 103-2	GRI 103. Approach to management 2016	The approach to managing the topics identified as material	68-70, 99
GRI 103-3		Evaluation of the approach to management within the topics identified as material	68-70, 99
Own indicator	Not applicable	Description of the objectives and results of asset risk management during the COVID-19 pandemic	99

Disclosures regarding the guidelines of the European Commission and TCFD (Task Force on Climate-related Financial Disclosures) for reporting on climate-related non-financial information

DISCLOSURES	Chapter	No. of pages in the report
The impact of climate issues, related risks and opportunities on the business model, strategy and financial plans of the organization	4	96-98
Major climate-related risks and opportunities for an organization in the short, medium and long term	4	96-98
Management Board oversight of climate-related risks and opportunities	4	96
The role of management in assessing and managing climate-related risks and opportunities	4	96
A description of the processes for identifying and assessing climate-related risks and opportunities applied by the organization	4	96-98
A description of the integration of the processes of identifying and assessing climate-related risks and opportunities with the organization's risk management	4	96-98

[GRI 102-53]

Contact

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