



ESG REPORT

DL INVEST GROUP
2021

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Dear Sirs,

In the 15 years of our presence on the commercial real estate market we have achieved unquestionable success, which is measured not only by our constantly enriched portfolio of more than 30 objects of various functions located in many locations throughout Poland, but above all, the recognition of DL Invest Group as a brand that is synonymous with reliability and quality.

The logistics centres, office complexes and retail parks we build are distinguished by a set of unique features which define the identity of our company at every stage of the investment process. We are proud of the value of our assets, which comprise attractively located properties all over Poland and a range of functional and modern facilities, which serve our customers perfectly within the framework of long-term contracts, flexibly adjusted to their needs. Our strength and stability lies in building long-term relationships with our customers, based on mutual understanding and respect, but also in caring for the best possible relations with the local communities in all the places where we carry out our investments.

The basis of our relations with clients is a proven business model developed 15 years of activity is based on a proven business model, based on partner relations, the foundation of which is the durability of long-term contracts. We are aware that every facility we build requires at least As a result, our priority is the highest quality, which guarantees the stability of the project, as well as flexible adaptation to

the requirements and expectations of our tenants, at every stage of its design, construction and operation.

One of the most important attributes of our model is the internal organisational structure of DL Invest Group, resulting from the fact that immanent parts of the company's structure are the internal departments: design, production preparation and implementation of construction investments (acting as general contractor), which allows us to modify the investment project at any stage of its implementation, as well as to introduce changes expected by the tenant already during the use of the facility. The reliability and credibility of our business model is fully confirmed by the effective implementation of the assumed business objectives, which is reflected in the fact that we maintain the ratio of rental of usable areas of real estate forming the assets of DL Invest Group at 97%.

The current scale of our company's activities and its constantly growing market share are the result of a consistently implemented management strategy, which meets all the defining features of corporate social responsibility of corporate social responsibility, harmoniously combining social interests, environmental aspects, pro-environmental activities, relations with various stakeholder groups, aimed at the implementation of sustainable development goals. The aim is to realise the sustainable development objectives that we have consciously chosen as priorities.



One of our areas of special concern is the implementation of investment projects in a way that mitigates and minimises their negative impact on the natural environment. It is for this purpose that DL Invest Group implemented an Environmental Management System based on the standards of ISO 14001:2015 and PN-EN ISO 14001:2015, and within this System established an Environmental Management Policy, which is related to the general construction of office, logistic and commercial buildings, as well as the management and commercialisation of these facilities. An important supplement and development of these procedures

An important supplement and development of these procedures are the Sustainable Development Goals we have chosen and consistently implemented in the field of environmental activities, in accordance with the established and implemented DL GREEN Policy. One example of our consistency in the implementation of the „green policy” is the principle that all construction objects

DL INVEST GROUP buildings are designed and implemented by us in accordance with the requirements of the international BREEAM standard, which allows to assess to what extent the building is environmentally friendly and comfortable for its users.

The ESG report on the activities of DL INVEST GROUP in 2021, which we have the pleasure to present to you today, is the first such publication, presenting our company in a comprehensive manner, in which we tried to present in a clear and condensed form all aspects of our activities including the area of environmental, social and corporate governance, in accordance with applicable standards.

We hope that it will provide you with valuable information and encourage you to a variety of forms of cooperation with the DL Invest Group to build a new quality in the commercial real estate market, aimed at achieving business objectives based on socially relevant values.

Dominik Leszczyński
Chairman of the Supervisory Board
DL Invest Group



INTRODUCTION

About the company - business model and strategy

DL Invest Group to firma, będąca obecnie jednym z dynamicznie rozwijających się deweloperów oraz inwestorów w Polsce, która przez ponad 15 lat na rynku nieruchomości komercyjnych zbudowała portfel aktywów o wartości ponad 1,5 miliarda złotych. Nasze zasoby nieruchomości obejmują obecnie ponad 485.000 m² powierzchni najmu (GLA), w najbardziej atrakcyjnych lokalizacjach w Polsce.

A PROVEN BUSINESS MODEL

The strength of DL Invest Group, and at the same time its value and guarantee for the Tenant, is the unique business model, successfully implemented for 15 years, which combines the common interests of the Tenant and DL Invest

Group, which as a developer, remaining the owner of the real estate for many years, and as a landlord, actively manages the project and by comprehensively satisfying all the needs of the Tenant aims to maximise the long-term use of the building at the highest standard. In the entire investment process DL Invest Group acts not only as a developer, but also as a general contractor, responding

flexibly and quickly to all expectations and changes required by the Tenant, both during construction and throughout the building. The company is flexible and quick to respond to any expectations and changes required by the tenant, both during construction and throughout the building's life.



This competence is confirmed by successfully completed projects: from revitalization of historical buildings (DL Vintage Gliwice), to construction of class A+ office buildings (DL Piano Katowice) and specialized production facilities (Hutchinson - Dębica).

The company's competence in the execution of construction projects is confirmed by the selection of DL Invest Group by the world's largest logistics company DHL as Managing Partner of the JV DHL&DL, and the financial credibility is confirmed by the granting of a **EUR 72 million loan by the European Bank for Reconstruction and Development** to DL Invest Group for development investments in the construction of ecological logistics and industrial facilities.

BUSINESS MODEL DL INVEST GROUP IS A GUARANTEE OF:

- **THE HIGHEST QUALITY OF THE OBJECT** – it is in our intersistence that the object is completed in the highest quality as it will be used under lease for a long-term period, in the case of many lease agreements - even for more than 20 years. Among other things, we pay special attention to the quality of the construction and management of the facility in order to eliminate additional costs during the operation of the fa-

cility and problems that may arise due to defects that make it difficult for the tenants to conduct their business.

- **FLEXIBLE APPROACH TO TENANT EXPECTATIONS** – we strive to extend and renew every lease agreement, providing the tenant with a guarantee of the highest quality of service. This quality is confirmed by the buildings we have completed with a total value of over PLN 1.3 billion, which maintain a 97% occupancy rate.
- **FULL RESPONSIBILITY** – as an owner we are responsible for the environmental impact of a project, including e.g. social conflicts or traffic problems, at the same time releasing our tenants from such problems.

Such a business model of DL Invest Group is a guarantee of quality based on a long-term relationship with the tenant. Due to the project's amortisation, which we assume will last for several decades, we are ready to meet the changing requirements of the tenant, for example, concerning the arrangement within the leased space or extending or reducing its area, as well as respond flexibly to any new needs and expectations of our tenants.



DL TOWER - Katowice



DL INVEST PARK PSARY

Portfolio

DL Invest Group

The DL Invest Group portfolio consists of three types of commercial real estate: warehouse buildings, office buildings and retail parks.

LOGISTIC PARKS - large-area facilities with a leasable area of 100,000 - 300,000 sq m with a warehouse and production function, as well as tailor-made projects (BTS), created on the basis of individually identified tenants' needs, including urban SBU facilities. Warehouse facilities, operating under the brand DL Invest Park, play a key

role in the development of DL Invest Group. Listening to the needs of tenants and carefully following the trends in the market for warehouse space results in facilities with the highest standard of Class A, ensuring a full associated infrastructure and a number of facilities for users of the property. Warehouse space offered by DL Invest Group has a guaranteed possibility of expansion and flexible arrangement of space during the entire life of the project. Warehouse facilities are combined with high quality offices and social areas, which are their necessary complement.

Our logistics centres are built in three different forms, most convenient for the customer, such as:

- cwarehouse centres,
- built-to-suit facilities
- urban facilities in small business unit format.

DL Invest Park logistics parks provide comfort for employees not only in terms of ergonomics, but also thanks to non-standard solutions concerning: guaranteed expansion, dedicated public transport, employee canteens or recreational areas, allowing tenants to build their employer branding within a given location, reducing the risk of losing some employees due to the need to relocate.

TAILOR-MADE WAREHOUSES

BTS warehouse space developed by DL Invest Group are projects developed with the needs of the individual customer in mind. DL Invest Group implements BTS projects tailored to the needs of tenants, located throughout Poland. The aim of cooperation in this type of projects is to implement an investment taking into account

a number of specific needs of the tenant to maximize the use of storage space, optimize the production process or adjust the space to the technical conditions of the business. This allows the client to shape the leased space already at the design stage.

The tenant is free to compose modules of office or warehouse space, so that he receives exactly the amount of space he needs and arranged in such a way as to make the most effective use of it.

ADVANTAGES OF BTS SOLUTIONS - TAILOR-MADE WAREHOUSES:

- choice of convenient location and form of investment
- cooperation with a dedicated BTS team
- savings on investment and operating costs
- advice on optimizing logistics processes
- solutions tailored to the specific nature of the customer's business



DL INVEST PARK DĘBICA



OFFICE COMPLEXES - created in response to the The aim of these complexes is to satisfy all the daily needs of the users - employees of the complex. Their aim is to satisfy all the daily needs of the users - the employees of the complex.

The flagship of DL Invest Group are mixed-use office investments, creating multifunctional office, service and retail complexes. Their aim is to meet all the daily needs of the complex's users, from creating a comfortable space for work (offices, coworking) to catering establishments, food and industrial shops, kindergartens, gyms or leisure zones.

The buildings, which meet the standards of A+ class office buildings, are designed and constructed in accordance

with the idea of well-building, to give tenants the possibility of comfortable organization of their work time and private life. This is a response to the changing needs of employers, employees

It is a response to the changing needs of employers, employees and residents of large cities, where DL Invest Group mainly focuses its investment objectives. The group's portfolio includes modern facilities, but also historic properties, revitalized and adapted to the high standards of office real estate. Projects in regional cities based on a diversified portfolio of tenants with long-term leases, guarantee stable revenues, resistant to economic changes.

SHOPPING PARKS - facilities with a leasable area of 3,000 - 6,000 sq.m. as an alternative to large-format shopping malls and e-commerce developments aimed at satisfying everyday consumer needs based on strong discount brands.

Within the retail property segment DL Invest Group is developing retail parks under the brand DL Shopping Park. These are friendly, family-oriented facilities in the form of shopping parks, enabling the realisation of basic and everyday shopping needs of consumers.

The floor space of 3,000 to 6,000 GLA is occupied by

well-known and popular retail brands from the food, textile, cosmetics, leisure and electronics sectors, with a strongly expanded service offer in the form of kindergartens, clinics and gyms. The facilities are managed by DL Invest Group as retail, service and entertainment parks with a supra-regional impact. Carefully selected tenants create a complementary, coherent offer for different groups of customers. Strong discount brands and a diversified set of tenants are a guarantee of project stability.



DL Shopping Park KNUROW

STRUCTURE & ORGANIZATION

The basis for efficient, long-term operations DL Invest Group is based on a stable management structure and an internal organisation based on a strict division of powers.

The company's top management consists of five experienced professionals who directly or indirectly manage all divisions and teams of the company, which currently employ nearly 140 employees.



DOMINIK LESZCZYŃSKI

CEO, Chairman of the
Supervisory Board,
Shareholder

Responsible for strategy as well as management and supervision of individual processes of the Group. He has been active in real estate development since 2004. In 2006, he established a real estate fund under the name DL Invest Group. He graduated from the Faculty of Law and Administration of the University of Silesia.



WIRGINIA LESZCZYŃSKA

COO, President of the Management Board, Shareholder

For over 10 years she has held managerial positions within DL Invest Group. A licensed Property Manager (license number 26401). She specialises in commercialisation of logistics properties. A graduate of the University of Economics in Katowice.



TOMASZ BRODZKI

CPO, Vice-President of the Management Board for Investment Execution

For many years, he has been associated with DL Invest Group, where he holds managerial positions. Responsible for the proper conduct of construction processes. M.Sc. in Construction and Economics, has over 20 years of experience in the construction industry, e.g. in projects for Lidl, Metro Group.



BŁAŻEJ STODUŁKIEWICZ

CFO,
Chief Financial Officer

At DL Invest Group, he is responsible for the finance and accounting department. He has over 12 years of experience in the audit industry. University of Economics in Katowice and the Warsaw School of Economics. Economist, Certified Auditor (licence no. 13030)



KATARZYNA DOROSZ

Member of the Management Board, Legal Counselor

Member of the Board of DL Invest Group PM S.A., responsible for the legal department of the Group. Graduate of the Faculty of Law and Administration of the Jagiellonian University in Kraków.



In the area of investment execution and property management in the structure of DL Invest Group can be distinguished the following departments:

COMMERCIALIZATION DEPARTMENT

- responsible for customer service and renting commercial space. Confirmation of the efficiency of the commercialization department and the quality of projects is the level of leased space exceeding 97% (of which of which 90% of space is leased within the framework of our own activity - directly without any intermediaries), which has been maintained for over 15 years.

IN-HOUSE GENERAL CONTRACTOR

- created by a team of experienced specialists and project managers who have completed projects for more than 1.5 billion zlotys and are currently executing investments of 482,000 GLA.

FACILITY MANAGEMENT DEPARTMENT

- a team of facility managers responsible for managing DL Invest Group's portfolio worth over PLN 1,500,000,000.

IN-HOUSE DESIGN OFFICE

- built on exceptional experience and competence in the design of buildings and space of exceptional functionality and quality. Thanks to the in-house design office, it is possible to redesign any space at any time in a flexible and fast way, which in cooperation with the in-house general contractor provides unique opportunities for tenant development.

In terms of tasks, the division of competence for the execution of the entire investment process within the internal structure of DL Invest Group is as follows:

PHASE I

EXPANSION PROJECT PREPARATION

- identification of the local market in terms of available locations, labour market, available infrastructure
- identification of key customer needs
- preparing an optimal functional concept of the project

Departments:

- expansion
- commercialization,
- design

PHASE II

DESIGN AND PREPARATION OF THE PROJECT FOR GENERAL CONTRACTING

- preparation of construction design in accordance with the client's expectations
- analysis of the impact on the surroundings and environment to emanate potential risks of social conflicts
- development of an optimized budget and schedule for the project

Design departments:

- design,
- general contractor,
- commercialization

PHASE III

PROJECT IMPLEMENTATION AND LEASED SPACE ARRANGEMENT

- thanks to our own general contractor and design office, it is possible for the tenant to implement changes during the construction and after commissioning of the project
- stabilization of the project through implementation of post-implementation solutions adjusting the project to the tenant's needs

Departments:

- commercialization,
- design,
- general contractor

PHASE IV

STABILIZATION AND PROJECT MANAGEMENT

- optimization of project maintenance costs
- ensuring the highest quality of use and safety
- supervision of inspections and technical maintenance of the space
- guarantee of 24-hour service within the DL Welcome service

Departments:

- management,
- commercialization

Such a management model, whose most important factor is a perfectly harmonized team of highly qualified and experienced professionals and excellent internal communication between individual departments and organizational units, is a guarantee of quality of each investment process and its optimal and effective implementation.



Stakeholders and relationship building

In our activities we have daily contact with many people, institutions and organizations. The content of our relations and their goals vary. However, we always take care to get to know their needs well, understand their expectations and different points of view, assess the possibilities of cooperation and ensure that the communication between us is transparent.

All relationships are equally important to us, as they have a significant impact both on the company's day-to-day operations and on shaping its plans. It is also important to us how we are assessed in order to be able to effectively improve our corporate image and enhance the quality of our relationships with all stakeholders.

We strive to select the form, frequency, and content of our communications with specific stakeholder groups so as to ensure that all the information we provide is continuous, systematic, up-to-date, and accessible. We prefer direct forms of contact, both through bilateral meetings and participation in various industry events (fairs, conferences, symposia). At the same time we are available for all forms of virtual and electronic contacts, including our presence in social media. In any case, we try to be available for our stakeholders at such time and in such form as are most convenient for them. We also take care to ensure effective and clear communication within our organization by building relationships through our daily business and professional interactions.

Stakeholder communication channels



Financial institutions

- periodic meetings
- periodical and current reports
- result conferences
- website
- special events
- electronic correspondence
- media - PR activities
- social networks



Building contractors, suppliers

- meetings
- traditional and electronic correspondence
- special events
- social media
- WWW page
- advertising messages in the media and public space
- media - PR activities



Clients (tenants)

- meetings
- newsletters
- surveys
- traditional and electronic correspondence
- social networking sites
- WWW page
- advertising messages in the media and public space
- media - PR activities



Employees and associates

- working together every day
- meetings
- email
- newsletters
- trainings
- direct conversations media - PR activities
- social networks



Public administration

- regular meetings
- - Periodic reports
- - email /phone
- - internet
- - media TV radio
- - /inspections
- - conferences / seminars



Social environment

- Social actions and initiatives
- Regular or ad hoc cooperation
- meetings
- NGO channels
- social media
- website
- advertising messages in the media and public space
- media - PR activities



This ESG report prepared by DL INVEST GROUP containing the most important non-financial information related to the activities of the company, which collects information on environmental, social and corporate governance issues in one

document, is for us a new and important form of communication with our stakeholders, giving the opportunity to more broadly present our goals, values, achievements, which form the basis for our operations and development plans.

References

FM LOGISTIC

Mszczonów, 27.07.2018

FM Logistic Polska
96-320 Mszczonów
ul Tarczyńska 111A

REFERENCES

Dear Sirs,

FM Logistic - Bał Kłodnica as the entity responsible for investments within the FM Logistic group as the largest logistics company in the world present in dozens of countries, recommends DL Invest Park Psary and DL Invest Group as a reliable business partner.

FM Logistic chose location in Psary under DL Invest Park Psary after many years of analyses as the best location for a supra-regional distribution center, due to the potential and infrastructure of this location. Working on the real estate under which a logistics center with an area of 108,000 sq m was created.

DL Invest Group distinguished itself from the competition with the dynamics of action, flexibility and a responsible and individual approach to the issues being addressed.

Philippe Talon
CORPORATE REAL ESTATE DIRECTOR

FM ČESKÁ, s.r.o.
Ke Špejcharu 351 – 252 67 Tuchaňovice – ČESKÁ REPUBLIKA
Tel.: +420 220 411 202 – Fax: +420 220 950 555
Sídlo společnosti je zapsaná v Obchodním rejstříku, vedeném Městským soudem v Praze
00881 C, vložka 49993
A00: 629 69 012 – DIČ: CZ 629 69 012

www.fmlogistic.com

stokrotka

Stokrotka Sp. z o.o.
ul. Projektowa 1, 20-209 Lublin
tel. (81) 746 07 25, fax (81) 746 09 38
www.stokrotka.pl

Lublin, dnia 11.07.2019 r.

REFERENCE

Szanowni Państwo,
STOKROTKA, jeden z wiodących operatorów spożywczych w Polsce, poleca firmę DL Invest Group jako rzetelnego i godnego zaufania partnera biznesowego.

Firma STOKROTKA, w związku z ekspansją własnej sieci logistycznej, wybrała DL Invest Park Psary/Cieladź jako najlepszą lokalizację dla nowego centrum dystrybucyjnego o powierzchni 6 900 m², w ramach dostępnej powierzchni na terenie hali C2. Ponadto firmie DL Invest Group powierzono wykonanie i adaptację powierzchni zgodnie ze standardem STOKROTKA, uzgodnionym podczas negocjacji umowy najmu.

DL Invest Group wykazała się dynamiką działania, odpowiedzialnością, a przede wszystkim elastycznością podczas realizacji przedsięwzięcia. Inwestor szczególnie wyróżniał się indywidualnym podejściem do poszczególnych zagadnień, doskonałą organizacją pracy oraz prowadził inwestycję w sposób zaangażowany i kompetentny, w szczególności biorąc pod uwagę potrzeby STOKROTKA, zmiany i dynamikę projektu.

Aktualnie Stokrotka planuje zwiększenie powierzchni najmu o kolejne 4 000 m², decydując realizację i przygotowanie powierzchni firmie DL Invest Group, będąc przekonaną o jakości wykonania oraz odpowiedzialnemu podejściu do współpracy.

REFERENCE

Dear Sir or Madam,
STOKROTKA, one of the leading food operators in Poland, recommends DL Invest Group as a reliable and trustworthy business partner.

Due to the expansion of its own logistics network, Stokrotka has chosen DL Invest Park Psary/Cieladź as the best location for a new distribution centre with an area of 6 900 m², within the available space in warehouse C2. In addition, DL Invest Group was entrusted with the construction and adaptation of the space in accordance with the STOKROTKA standard, agreed during the negotiations of the lease agreement.

DL Invest Group showed dynamics, responsibility, and above all flexibility in the implementation of the project. Investor was particularly distinguished by individual approach to individual issues, excellent organization of work and led the investment in a committed and competent way, especially taking into account the needs of STOKROTKA, changes and the dynamics of the project.

Currently, Stokrotka plans to increase the lease space by another 4 000 m², commissioning the implementation and preparation of the space to DL Invest Group, being convinced of the quality of workmanship and responsible approach to cooperation.

Andrzej Bęczkowski
Dyrektor ds. Inwestycji i Eksploatacji

Przemysław Kozłowski
Dyrektor ds. Operacji i Logistyki

Krzysztof Świątek
Dyrektor ds. Sprzedaży i Marketingu

www.stokrotka.pl

HUTCHINSON

Referencje

Szanowni Państwo,

Hutchinson jako jeden z największych międzynarodowych producentów elementów dla sektora automotive obecnych w kilkudziesięciu krajach na świecie i obrotach przekraczających 4 miliardy euro, poleca firmę DL Invest Group jako rzetelnego partnera biznesowego.

Hutchinson wybrał DL Invest Group w drodze konkursu jako dewelopera oraz inwestora dla realizacji centrum dystrybucyjnego oraz produkcyjnego o docelowej powierzchni ponad 50.000 mkw. powierzchni najmu, w ramach którego obecnie pracuje ponad 700 osób. DL Invest Group spośród konkurencji wyróżnił się dynamiką działania, elastycznością oraz odpowiedzialnym i indywidualnym podejściem do podejmowanych zagadnień.

Podkreślenia wymaga fakt, że w obliczu napiętego harmonogramu wprowadzając doskonałą organizację pracy oraz reagując bezzwłocznie na potrzeby, zmiany i dynamikę projektu, DL Invest Group w terminie 7 miesięcy zrealizował pierwszy obiekt o powierzchni ponad 21.000 mkw. Wartość całej inwestycji przekroczyła 160.000.000 zł. Obecnie po kilku latach współpracy Hutchinson zlecił kolejne realizacje DL Invest Group, będąc przekonanym o jakości tego dewelopera oraz inwestora a w szczególności doceniając jego indywidualne i rzetelne podejście do realizowanych inwestycji.

Włodzisław Gąska
Vice President, Industrial Division
Piotr Gąska

HUTCHINSON Body Sealing System
Vice President, Industrial Division
Piotr Gąska

We make it possible

ista

Katowice, 09.11.2020

REFERENCJE

Szanowni Państwo,

ista Shared Services Polska (ISS) jest nowoczesnym centrum outsourcingowym, prowadzącym działalność dla Grupy ista będącej liderem w zakresie rozliczania indywidualnych kosztów ciepła, wody oraz innych mediów. W Polsce jesteśmy obecni od 1997 roku. ista Shared Services Polska współpracuje z oddziałami ista na całym świecie. Obecnie zatrudniamy ponad 1300 osób.

W związku z rozwojem działalności na Śląsku firma ISS poszukiwała powierzchni biurowej w doskonałej lokalizacji, która zagwarantuje dobry dojazd dla pracowników oraz wysokim standardzie wykonczenia.

Śród dostępnych na rynku ofert zdecydowaliśmy się na współpracę z DL Invest Group i wybraliśmy projekt, który jest w realizacji firmy: DL PRIME w Gliwicach. Data ukończenia projektu to październik 2022 roku.

Firma DL Invest Group wykazała się dużą elastycznością we współpracy i zaproponowała najbardziej dogodnie dla nas rozwiązanie. Konsultanci firmy uważnie wysłuchali naszych potrzeb i zaoferowali nam rozwiązania, które spełniają nasze oczekiwania jako najemcy. Na wybór DL Invest Group wpłynął model działalności firmy – decyzje podejmowane są szybko, firma jest otwarta na wprowadzanie indywidualnych rozwiązań.

ista Shared Services Polska poleca DL Invest Group jako z rzetelnego i wiarygodnego partnera.

Janek Styczeń
Przewodniczący Zarządu

References

inPost Sp. z o.o.
30-552 Kraków, ul. Wielicka 28
NIP: 6793108059 REGON 360781085
BIELSKO-BIALA Oddział
ul. Ks. Łondzina 67
43-300 Bielsko-Biala

Bielsko-Biala 28.12.2021

Referencje


Chcemy wyrazić swoje zadowolenie z świadczonych usług w zakresie utrzymania oraz zarządzania w placówce którą użytkujemy w Bielsku – Białej przy ulicy Ks. Łondzina 67.

Współpraca z firmą DL INVEST GROUP reprezentowaną przez Pana Dariusza Kluskę przebiega wspaniale. Pan Dariusz dba o wszelkie wymagane przeglądy oraz ich terminowość o czym jesteśmy informowani za każdym razem.

Reakcje na wszelkie nieprawidłowości występujące w nieruchomości następowywały niezwłocznie.

Wiedza, rzetelność i operatywność pozwalają rekomendować firmę DL INVEST GROUP w zakresie zarządzania nieruchomościami jako profesjonalną.

Z poważaniem
Sławomir Nowicki

 **Armatis**

Armatis Polska sp. z o.o.
ul. Cybernetyki 9
Warszawa
o/ KATOWICE


Katowice; dn. 11.01.2022 r.

LIST REFERENCYJNY

Spółka ARMATIS POLSKA Sp. z o.o. w sierpniu 2020 roku rozpoczęła współpracę z DL Invest Group jako Najemca 1297mkw powierzchni biurowej w budynku DL Atrium Katowice. Transakcja obejmowała proces negocjowanie warunków, zarówno w języku polskim, jak również języku angielskim, ustalenie i podpisanie odpowiednich dokumentów, przejęcie powierzchni, jak również pozostającą do dnia dzisiejszego obsługę wszelkich zgłaszanych przez nas postulatów.

Proces przejęcia powierzchni, jak również obecne jej użytkowanie przebiega w sposób poprawny przy obustronnej współpracy i komunikacji pomiędzy Wynajmującym, a naszą Spółką.

Tym samym przedstawiciele firmy Panią Anetę Kulik, jak również Wynajmującego DL Invest Group odbieramy jako kompetentnego i rzeczowego partnera do współpracy, któremu zależy na utrzymaniu jak najlepszych relacji z Najemcami.



CERTYFIKAT 2020

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Bisnode nadaje certyfikat firmie:

DL INVEST GROUP PM S.A.


DUNS: 366045352

Zaświadczają, że ten podmiot gospodarczy został wyróżniony najwyższym ratingiem AAA. Tym samym jest jedną z najlepiej ocenianych firm pod względem zdolności finansowej w Polsce i należy do grona wiarygodnych i rzetelnych polskich przedsiębiorstw.

 **Andrzej Osinski**
Prezes Zarządu

19.02.2020 r.
Data




 **Securitas**

31.07.2021 Strona 3/1

Referencje

Firma Securitas Polska Sp. z o.o. w sierpniu 2020 roku wybrała budynek DL Piano dewelopera DL Invest Group na siedzibę biura w Katowicach. Wybór poprzedzony został analizą ofert.

Niniejszym rekomendujemy współpracę z DL Invest Group oraz reprezentującą dewelopera Panią Anetę Kulik. Proces negocjacji umowy najmu przeprowadzony został profesjonalnie i z zachowaniem pełnej transparentności. Wynisko oceniamy współpracę z Panią Anetą Kulik, nasze bieżące zapotrzebowania są realizowane terminowo, profesjonalnie i z zachowaniem najwyższych standardów obsługi klienta.



**PEŁNOMOCCNIK ZARZĄDU
DYREKTOR REGIONALNY**
Maciej Piatkowski

SECURITAS POLSKA Sp. z o.o.
02-675 Warszawa, ul. Postępu 6
t. 22 421 42 22, f. 22 421 42 23
NIP: 522-104-17-042, REGON: 140909710
Krajowa Sądowa 140909710

Securitas Polska Sp. z o.o.
ul. Postępu 6
02-675 Warszawa
t. 22 421 42 22, f. 22 421 42 23
NIP: 522-104-17-042, REGON: 140909710
Krajowa Sądowa 140909710



**ENVIRONMENTAL
IMPACT** _____

ENVIRONMENTAL IMPACT

Principles and key directions of engagement

DL INVEST GROUP’s business and development policy in all aspects is planned and implemented in the context of the 17 Sustainable Development Goals (SDGs) set by the United Nations for the years 2015 - 2030.

We strive to ensure that the entire scope of the company’s activities is oriented in accordance with the needs and expectations of our stakeholders, encompassing the management of environmental, social, as well as corporate governance factors.

Particular areas of focus for us are activities related to the Sustainable Development Goals relating to environmental protection, mitigating climate change, community activities, supporting social initiatives, developing infrastructure development, as well as creating conditions for the creation conditions for the creation of stable and friendly workplaces.

SUSTAINABLE DEVELOPMENT GOALS



Out of the 17 United Nations Sustainable Development Goals, we strive to be directly involved in the implementation of those goals that are relevant to our company's activities, taking as our priorities:

- Goal 6** – Clean Water and Sanitation
- Goal 7** – Clean Energy
- Goal 11** – Sustainable Cities and Communities
- Goal 12** – Responsible Production and Consumption
- Goal 13** – Climate Action



DL INVEST GROUP has implemented an Environmental Management System based on the standards of ISO 14001:2015 and PN-EN ISO 14001:2015.

The purpose of implementing and maintaining the Environmental Management System was and is to protect the environment by preventing / mitigating the negative impacts of the company's activities on the environment. As part of the System, an Environmental Management System Policy was established based on the standards: ISO 14001:2015, PN-EN ISO 14001:2015, which is related to the general general contracting of office, logistics and retail facilities, as well as the management and commercialization of these facilities.

As the most important activities resulting from the Environmental Management Policy of DL INVEST GROUP, we can indicate in particular:

- improving processes that have an impact on the natural environment;
- increasing employee awareness of their responsibility for environmental protection;
- meeting environmental requirements set by customers, business partners and interested parties;
- Meeting mandatory legal, ministerial, and technical requirements with respect to the environment;
- eliminating threats and reducing environmental risks;



Our activities related to in pursuit of the Sustainable Development Goals in relation to the environment

Priority Sustainable Development Goals are implemented by **DL INVEST GROUP** in the field of environmental activities in accordance with the established and implemented Policy **DL GREEN**. Within the policy implemented by our company, which is a response to the changing environmental conditions and testifies to the high attention and importance In the framework of the policy implemented by our company, which is a response to the changing environmental conditions and a proof of the high attention and importance we attach to the environmental aspect of our investments, there are three basic principles according to which we prepare plans of cooperation with local communities in the areas where we run our projects.

Principle 1

We conduct our investments in a sustainable manner. Our priority is to preserve the environmental values of the areas where projects are carried out. We achieve this by, among other things, planting additional trees and shrubs in a thoughtful manner that goes well beyond legal requirements.

We conduct these projects in cooperation with local residents and scientists who help us define conditions and create truly unique habitats for animals and plants in the areas where we operate, which directly translates into building additional value for local communities.



Principle 2

We conduct campaigns that raise awareness and promote proper attitudes in the context of nature conservation and sustainable development. Such actions take the form of workshops and educational materials conducted and prepared in cooperation with recognized academic centers and selected institutions operating in the areas where we conduct our investments.

Principle 3

Our projects are certified in the BREEAM environmental certification system and financed in large part with instruments supporting the development of green investments.

In each investment process, with regard to buildings and their surroundings, we set specific tasks aimed at creating buildings that are environmentally friendly, cost-effective, and at the same time provide maximum comfort to their users.

Among the solutions used by us, on which our policy is based DL GREEN Policy is based on, among others:

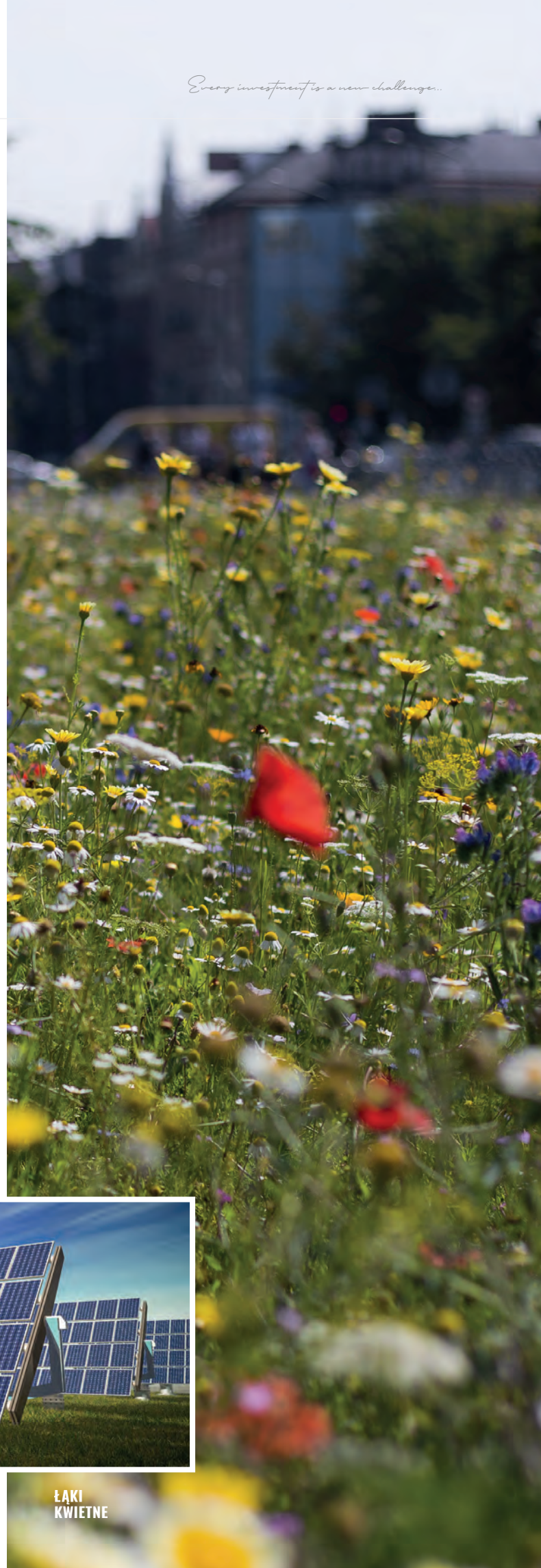
- we use energy, water and waste management effectively. Rainwater is collected in special reservoirs and used to irrigate green areas; water-saving bathroom taps with reduced flow and time closure; use of grey water, intelligent system of energy-saving lighting management; high insulation parameters of building partitions; automation of air conditioning and ventilation operation and heat recovery; installation of solar panels.
- high indoor air quality and adequate lighting, which creates a friendly indoor climate affecting well-being and work efficiency. High quality of indoor air means an increase in productivity of more than 10%.
- intelligent led lighting system that provides excellent energy-efficient lighting in compliance with standards, while at the same time low and monitored power consumption.
- energetycznym projekcie. W tym między innymi niskie emisyjne pompy ciepła oraz panele fotowoltaiczne.
- zastosowanie najwyższej jakości materiałów izolacji budynku, zapewniającej doskonałą optymalizację ciepłą.

- The use of renewable energy sources, in the energy balance of the project. This includes low emission heat pumps and photovoltaic panels.
- The use of highest quality building insulation materials, ensuring excellent thermal optimization.
- Use of mostly recyclable materials for construction.
- Implementation of an appropriate waste management and utilization system on the investment site, which will exclude the potential impact on the immediate project environment.
- Maximum high indicator of biologically active area of the site.
- Maximum protection of the existing tree stand.

Maximum protection of existing trees and planting plants that create a friendly environment for numerous animals and natural habitats, which in turn contributes to the preservation of the biodiversity of the area.

- Designing wide green belts including high greenery along the roads and areas included in the projects, which among other things reduces the impact of road transport on the immediate surroundings.
- Small architecture elements such as benches, an outdoor gym for employees and residents.
- DL Invest Group within the DL Green platform introduces educational campaigns and joint activities to promote knowledge about the environment, the importance of individual plants and animals in the ecosystems for local communities and for its own employees.

DL Invest Group within the DL Green platform introduces educational campaigns and joint activities to promote knowledge about the environment, the importance of individual plants and animals in the ecosystems for local communities and for its own employees.



The Naturally Engaged project

organizes:

- tree and shrub plantings in cooperation with educational institutions and educational institutions (kindergartens, schools - the initial stages of education). Educational activities take place both on the occasion of plantings resulting from the letter of the law, as well as on the occasion of above-standard plantings, which are one of These are one of our basic actions calculated not only to protect, but also to improve the ecological conditions of a given area,
- training and workshops with recognized educational institutions / universities, during which academics / students will conduct workshops for children, adolescents and adults (local communities) on the importance of individual ecosystems and the various plant and animal species living within them for the environment and climate (the first and animals for the environment and climate (the first workshop is planned for late September/early October),

- trainings, workshops, educational campaigns and volunteers for our company employees and tenants employees aimed at promotion of ecological knowledge and protection of local environment (planting plants, creating vegetable gardens, taking care of animals, participation in workshops conducted in selected national parks by national park employees - the calendar of events and registration opportunities will be made available to tenants in November this year)

BREEAM standards.

All DL INVEST GROUP's construction projects are designed and implemented by us in compliance with the requirements set out in the international BREEAM standard, which allows to assess to what extent a building is environmentally friendly and comfortable for its users.



Our aim is to continually improve and enhance the quality of our construction projects so that our buildings achieve the highest scores in all the BREEAM criteria, including 10 categories: Environmental Impact Assessment, Energy Efficiency Assessment and Environmental Impact Assessment.

Our goal is to continually improve the quality of our construction projects so that our buildings achieve the highest possible scores in all BREEAM assessment criteria, which include 10 categories

- Project and Construction Process Management;
- Energy efficiency and performance of materials used in construction and finishing of the building
- Building User Comfort;
- Level of energy consumption in the building
- Building location, distance to public transport
- Method of water and sewage management;
- Waste management method;
- The way of land management around the building;
- Solutions that were used to reduce emissions of pollutants;



Environmental analysis and risk management

DL Invest Group's investment activity is systematically based on environmental assessments, both in general terms and with regard to individual investments at the stage of planning and execution.

DL Invest environmental assessments are based on the following basic principles:

- Conducting a detailed analysis and assessment to determine which projects require a full or partial impact assessment study;
- Scoping to identify potential impacts to be assessed (based on legal requirements, international conventions, expert knowledge and public participation), identifying alternatives to avoid, mitigate or compensate for adverse impacts on biodiversity (including the possibility of abandoning the project, finding alternative designs or locations to avoid impacts, in-

corporating safeguards into the project or providing compensation for adverse impacts), and determining the scope of the impact assessment;

- Assessment and evaluation of impacts and development of alternatives - predicting and identifying the likely environmental impacts of the proposed project or undertaking, assessment and evaluation of impacts and development of alternatives
- Preparation of an Environmental Impact Statement (EIS) or EIA report, including an Environmental Management Plan (EMP), and a non-technical summary for the general public.
- Reviewing the environmental impact report (EIS) based on the terms of reference and public participation (including authorities).
- Deciding whether to approve or disapprove the project and its conditions;
- Monitoring whether anticipated impacts and proposed mitigation measures occur in accordance with the EMP to ensure that unanticipated impacts or ineffective mitigation measures are identified and undertaken in a timely manner.



As part of the DL Invest Group's Environmental Management System, a detailed analysis was carried out to identify environmental hazards and assess their risks. On the basis of this analysis, environmental programs were defined, as well as goals and tasks to reduce environmental risk.

The Management Board of DL INVEST GROUP PM S.A. personally involves the top management of the company in environmental processes taking place in the organization.

This leadership and involvement is implemented through:

- appointing an Environmental Protection Specialist as a person responsible for the environmental management system, whose task is to supervise the maintenance and development of the system
- Developing, implementing and pursuing the process of environmental system certification to the ISO 14001:2015 standard;
- developing environmental objectives, tasks and programs, including setting deadlines and persons responsible for their implementation
- implementation of the provisions of the environmental policy, the sense of which is consistent with the results of the analysis of the company's context and the environmental objectives/programs set for implementation
- taking appropriate corrective actions to system non-conformities resulting from: internal audits, external audits and controls, environmental incidents and accidents;
- carrying out dedicated environmental reviews, during which the achieved metrics, parameters and effectiveness analysis of environmental processes are checked;



Actions for sustainable cities and communities

“Changing our cities for a better future” - this is the motto under which the 11th session of the World Urban Forum - World Urban Forum (WUF11) will be held in Katowice, Poland, from 26 to 30 June 2022, which is the most important and largest event dedicated to the development and implementation of urban policies in the world, and which is organized by UN-Habitat, the UN agency for urbanization and urban settlements. Not only because WUF11 will be held in Katowice, the city where DL Invest Group has its headquarters, the motto of WUF 2022: “We change our cities towards a better future” we can with full conviction accept the idea, which our company successfully implements in all its investment projects, trying to ensure that the economic objectives set by us are in harmony with the UN Sustainable Development Goals. Our commitment to these goals is reflected not only

in our environmental priorities, codified in our flagship declaration called the DL Green Policy, but also in a variety of activities for the benefit of local communities. We are aware that our investment objectives not only affect the material sphere of the environment, but also have a significant social impact, both in relation to projects located in urban areas and in the vicinity of urban areas.

So what does the motto “We change our cities for a better future” mean to us and how do we realize this idea?

An example is DL Piano, the headquarters of DL Invest Group, located in Katowice, not far from the city center and implemented in a mixed-use formula, harmoniously combining the main office functions with retail and service functions. Apart from the office space, in the form of separate premises to let, the building also houses a co-working zone, which is part of the increasingly popular co-working space formula. Not without significance is also a very large number of parking spaces, which in the limited urban space, are a very valuable asset for all those using both the office part of the building and all its other functions.





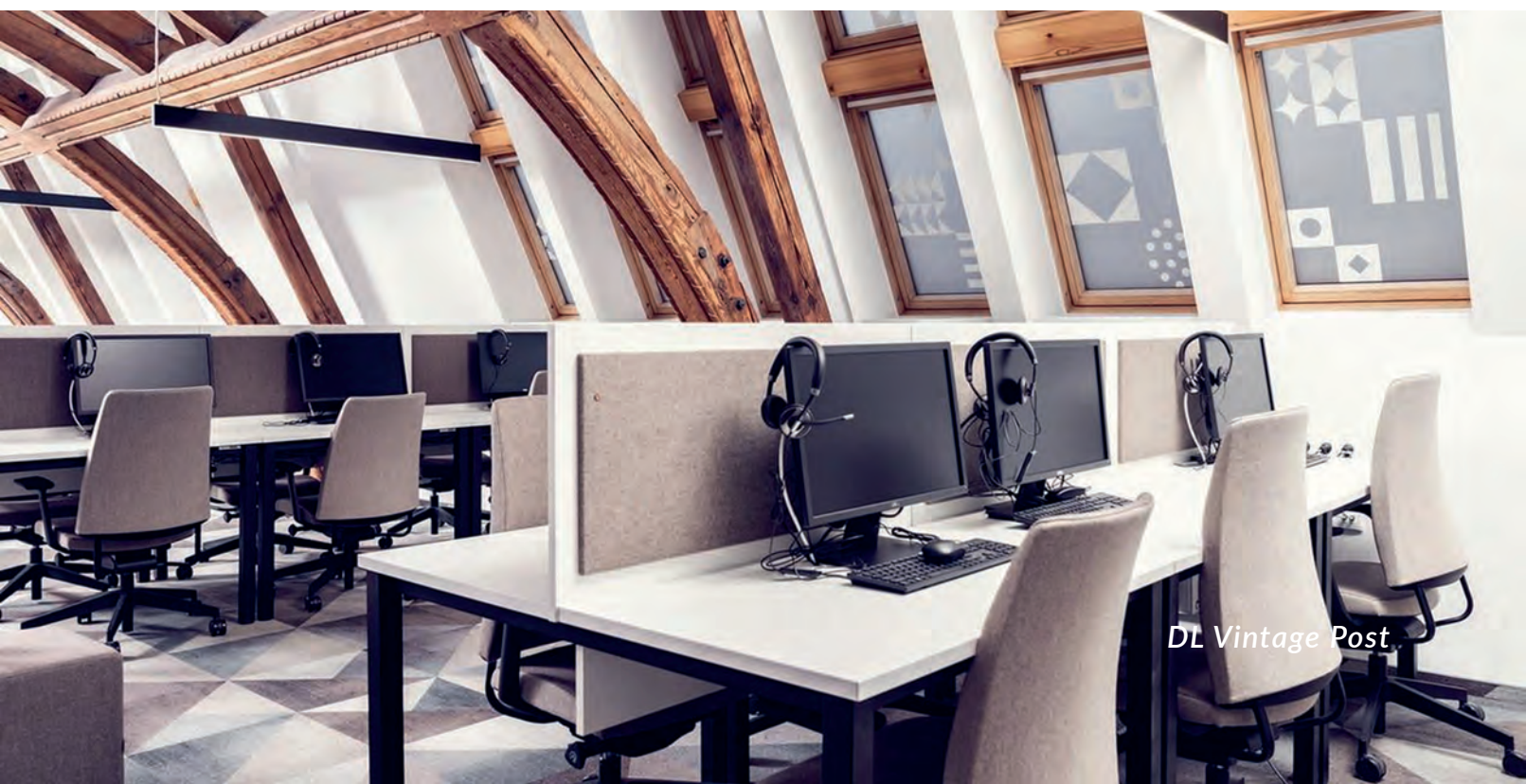
DL Vintage Post

Thanks to this multifunctional formula, the syndrome of urban alienation, so often observed in the case of other office buildings, has been eliminated. What is more, the commercial and service part of the building, where grocery and industrial stores, restaurants, and even a kindergarten or a fitness club are located, play an important city-forming role, serving the local community, bearing in mind that the DL Piano building is directly adjacent to a typical residential area, which is part of Katowice's Bogucice district.

Another example of a building fitting into the historic urban fabric is the revitalization of the historic main post office building in downtown Gliwice, in the direct vicinity of the historic Old Town. The building, currently operating under the name **DL Vintage**, together with the adjacent Grain Exchange building, which was also subject to revitalization, is not only an example of exemplary renovation of a historic building, but also giving it new functions, so that in addition to a spectacular facade with rich historical ornamentation, and unusually aesthetic office spaces affecting the high comfort of work, the entire complex is a vibrant facility serving all the residents of Gliwice and offering, among others, top quality gastro- and delicatessen services. The entire complex is a vibrant facility serving all the residents of Gliwice and offering, among other things, top quality food and beverage services based on unique concepts that have had no equivalent in the gastronomy of Gliwice so far.

It would seem that the idea of "Changing our cities for a better future", will not apply to another category of objects realized by DL Invest Group, namely **logistics parks**. However, the opposite is true. The very fact of their location, usually on the outskirts of cities, or in designated industrial zones, or even outside the urban districts and residential areas, is an important factor in minimizing the negative impact of such facilities on the environment. DL Invest's logistics facilities, both warehouse and storage-production oriented towards the DL Invest logistics facilities, both warehouse and storage-production, targeted to the needs of local communities, have a significant impact on many factors stimulating economic growth.

Projects of this nature not only increase the value of land located in the vicinity, which according to local zoning plans may be earmarked for similar development, but also increase the investment attractiveness of cities in which they are located. One of the most tangible social benefits of logistics investments DL Invest Group is the enrichment of the offer of the local labor market, because they provide a whole bunch of employees not only employment opportunities, but also - in collaboration DL Invest with partner companies specializing in human resource management - the possibility of retraining or upgrading of professional skills.

*DL Vintage Post*

DL INVEST GROUP DEVELOPMENT PROJECTS: DL ENERGY - Renewable energy

INSTALLATION OF PHOTOVOLTAIC PANELS AND CONSTRUCTION OF PHOTOVOLTAIC FARMS

To implement development projects in the field of renewable energy sources, a separate company DL Energy was created within the structure of DL Invest Group, which will engage financial resources in the development of renewable energy sources in Poland.

The main objective of the development project DL Energy is to produce energy from photovoltaic panels deployed on roofs and land within the real estate portfolio DL Invest Group and use the generated energy to power buildings located in different locations (office complexes, logistics centers, retail parks) and to provide energy to the power points of electric cars located at these facilities.

The development phase of the DL Energy project assumes in the first stage the production of „green energy” for its own needs, aimed at meeting the energy needs of objects included in the portfolio of DL Invest Group, and in the second stage to increase the production capacity of photovoltaic panels on a scale exceeding the needs of its own objects and its sale on a commercial basis, and thus gaining additional funds for the development of further projects in the field of renewable energy sources, which are part of the implementation of the 7th UN Sustainable Development Goal: „Clean and Accessible Energy”.

Implementation of these investments is planned for a period of 5 years. The first photovoltaic installations will be built in the DL Invest Group logistics centers, which



in our assessment have the greatest potential for generating „green energy”, due to the large surface area of the roofs and a wide strip of land, which surrounds this type of facilities. In subsequent stages, photovoltaic panels will also be installed on the roofs of DL Invest’s office buildings and retail parks, and the possibility of building photovoltaic farms on undeveloped real estate, representing the resources of DL Invest Group as a „land bank”, is also considered.

Preliminary plans and estimates allow to assume the commissioning of the first PV installations at the turn of 2022/2023, and their target capacity will allow to generate up to 45 MW of clean electricity.

An important attribute of the DL Energy project is not only to contribute to the enrichment of domestic renewable electricity resources, but also to neutralize the carbon footprint. When the project is fully depreciated, we estimate that PV installations at DL Invest Group facilities will contribute to neutralizing the carbon footprint by more than 17,000,000 kg per year.



CHARGING STATIONS FOR ELECTRIC VEHICLES

DL Invest Group is aware of the significant problem of atmospheric pollution generated by new fuel-powered vehicles and wants to contribute to reducing emissions. The development plans in the first phase is to build charging

stations for electric vehicles at DL Invest commercial parks to support the development of electromobility. The first stage of development plans is to build charging stations at DL Invest retail parks to support the development of electromobility in Poland and thus reduce emissions into the atmosphere.

SOCIAL IMPACT

Our Mission, Our Vision, Our Values

Our mission

The mission of DL INVEST GROUP is to ensure continued growth of the Group and to meet the requirements and expectations of customers by maintaining a high level of quality of services provided development, design, commercial, facility management and all related activities.

Our vision

Our vision is primarily to consolidate and strengthen its position in the market through a unique business model, combining the common interest of the tenant and DL Invest Group, which as a landlord and developer and the ultimate long-term owner of the property, based on internal structures, actively manages the project to generate additional value for the tenant, thereby acting in its own interest by meeting all the needs of the tenant to maximize the long-term use of the building at

the highest standard. DL Invest Group as a reliable business partner prioritizes meeting the requirements of its customers and the quality of investments.

Our values

- The highest quality facilities
- Flexible approach to the expectations of tenants
- Full responsibility for actions taken
- Safety of conducted activities
- Satisfaction of clients' expectations
- Involvement in conducted activities
- Honesty, reliability and transparency
- Professionalism
- Trust in cooperation with external entities
- Confidentiality and care for sensitive information
- Involvement in social initiatives
- DL Green Policy - care for the environment



General ethical principles in force in DL INVEST GROUP

Both the Management Board and employees of DL INVEST GROUP are aware that ethical values are among the factors that have a significant impact on the image of the Capital Group. In DL INVEST GROUP we do not use unethical and illegal business practices. We realize and strongly believe that respect for business ethics provides a high competitive position and strengthens the reputation of DL INVEST GROUP. We strive to ensure that our relationships with business partners, customers, as well as with our competitors are based on fairness and healthy competition. We also ask our Business Partners to support fair competition with us and to condemn all forms of unfair and illegal practices used to gain undue benefits.

Commitments to Investors and Investment Partners

Customer satisfaction with our investments is a key value for DL Invest Group in our daily business. Within the limits of our potential and internal structures, we strive to meet all expectations of our customers to ensure maximum satisfaction with the services and products offered.

- We strive to provide the most efficient service possible to our clients, consistent with an attitude of dialogue and the best possible solutions for the client.
- We avoid words and behaviors commonly regarded as tactless, rude and uncultured, as well as commonly regarded as contrary to good manners.
- Undertaking the execution of investments, we take the utmost care to perform them properly, to a high standard and in accordance with the adopted schedule.



- We strive to meet all agreements, both contractual and verbal, which are the basis of cooperation with our customers, and we show respect for our partners through excellent work discipline characterized by punctuality, timeliness and high quality of our services and products.
- All mistakes and shortcomings we try to correct as quickly as possible. We learn from our mistakes and strive to reduce the likelihood of their occurrence in the future.
- Our customers are entitled to receive from us full information about our products, services, offer, conditions of service and about all circumstances affecting the execution of the order and mutual relations.

Reliability

- Information about our services and products is provided to Clients in a manner that minimizes the possibility of abusing their trust or taking advantage of their lack of knowledge or experience.
- Contracts and any other agreements we enter into with our clients are always in accordance with our current capabilities and accepted standards.

Confidentiality of information

DL Invest Group places particular emphasis on maintaining the confidentiality of information within the organization. All information relating to cooperation with our business partners is stored and used with complete confidentiality of the full scope of information.

Obligations to Partners and Suppliers

DL Invest Group strives to maintain and develop good relations with its Contractors, Suppliers and Business Partners.

When selecting goods or services, employees are guided primarily by price and quality criteria and strive to have the widest possible range of competitive offers.

Employees base their mutual relations on trust.

Employees observe reliability in the payment of their obligations.

Obligations towards employees

DL Invest Group believes that both the company and its investments are created primarily by people, so the basis for the stability of the company and the success of the implemented projects is the ethical standards in the workplace. We believe that a positive working environment, which we care for every day, leads directly to strengthening the bonds between employees and the Company and increases the efficiency of our operations.





CORPORATE GOVERNANCE



DL PIANO

Basic goals and principles of corporate governance of DL Invest Group

The aim of corporate governance of DL Invest Group is to create tools to support effective management, efficient supervision, respect for shareholders' rights and transparent communication of the company with the market.

DL Invest Group has a clear organizational structure, in which subordinates, tasks and responsibilities are clearly assigned and appropriately divided.

The organizational structure covers and reflects the entire business area of the company, clearly distinguishing each key function within the tasks performed. This applies both to the allocation of tasks. This applies to both the division of tasks and responsibilities among members of the management body, as well as the division of tasks and responsibility among organizational units and individual positions or groups of positions.

In order to achieve the highest standards of performance of duties by the Management Board and Supervisory Board of the company and to meet In order to achieve the highest standards of performance of duties by the Management Board and the Supervisory Board of the company and to discharge them in an effective manner, the Management Board and the Supervisory Board shall appoint only persons possessing the required competences, skills and experience.



DL PIANO

Board members act in the interests of the company and are responsible for its activities. In particular, the board of managing directors is responsible for the leadership of the company, its commitment to setting and achieving its strategic goals, and ensuring the company's efficiency and safety. The members of the supervisory board, in the exercise of their function and responsibilities within the supervisory board, shall be guided in their conduct, including in making decisions, independence of their own opinions and judgments, acting in the interests of the company.

The organization of DL Invest Group ensures that:

1. performance of tasks within the scope of the company's activities is entrusted to persons with the necessary knowledge and skills, who are supervised by persons who also have relevant experience,
2. in determining the scope of tasks to be performed, the possibility of proper and reliable performance of these tasks on a given position is taken into account,
3. the rights of employees are duly protected and their interests are duly taken into account, in particular through the application of transparent and objective principles of employment, remuneration, appraisal, as well as reward and professional promotion..

DL Invest Group's Code of Ethics

The DL Invest Group's ethics and values are of utmost importance.

The Code of Ethics was developed and implemented by the DL Invest Group. To this end, the Code of Ethics was developed and implemented, and compliance with it is one of the primary responsibilities of each DL Invest Group employee and management. The aim of the DL INVEST GROUP Code of Ethics is to shape the proper culture and ethics, including in particular the work culture within DL INVEST GROUP and between DL INVEST GROUP and its environment.

The Code of Ethics includes the main principles of conduct of employees in the area of broadly understood professional and social ethics, ensuring the fulfillment of the mission of DL INVEST GROUP and the implementation of its vision and development strategy, as well as the satisfaction of its Customers and the broadly understood group of stakeholders. The Code has been developed taking into account the generally accepted rules of social coexistence.

Equal opportunities for all employees

According to the DL Invest Group's objective evaluation criteria, all employees are treated equally in terms of employment conditions and have equal access to promotion and training to improve their professional qualifications, irrespective of age, gender, marital status, nationality, race, sexual orientation, religious beliefs, disability or political beliefs.





Employee relations

Relations between DL Invest Group employees, regardless of their position in the hierarchy of the organization, should be a model of good manners, honesty, loyalty, mutual trust and

respect for personal dignity, loyalty, mutual trust and respect for personal dignity. DL INVEST GROUP does not accept any form of harassment, bullying or humiliation of Employees,

and every DL INVEST GROUP Employee is obliged to condemn and report any behavior that is incompatible with social norms.

ABOUT THE REPORT

The global challenge of sustainable development through the appropriate management of **environmental, social and governance factors, environmental, social and governance (ESG for short)** is becoming increasingly important. The basis for implementing a strategy based on integrating ESG factors is to act in accordance with local, national and international laws and standards. These range from waste management and energy efficiency to respect for human and labor rights.

Additionally, in response to global sustainability challenges, the European Union has implemented an ambitious plan to make the European economy low-carbon and climate resilient. At the same time, the plan aims to harness the opportunities offered by the green economy in terms of new jobs and broader social welfare.

ESG issues can thus be divided into three main areas: environment, society and corporate governance. Each encompasses a number of aspects that can be evaluated by investors and other stakeholders.

Environmental factors refer to how a company uses renewable and non-renewable resources. This can mean the amount and type of energy used, greenhouse gas emissions, efficiency. This could include the amount and type of energy used, greenhouse gas emissions, efficiency in managing natural resources, the amount of waste generated and how it is disposed of, or the impact on the environment and biodiversity.



ENVIRONMENT

- Climate change
- Drought and water scarcity
- Biodiversity
- Land use
- Management of raw materials
- Pollution and waste



SOCIETY

- Employee issues
- Occupational health and safety
- Human rights
- Relations with the environment
- Product safety



CORPORATE GOVERNANCE

- Corporate Governance
- Standards of ethics
- Anti-corruption and anti-bribery
- Privacy protection and data security

Social factors measure how a company and its business activities affect the social environment - employees, customers, suppliers and the local community. They include, but are not limited to, issues such as employee management, diversity and inclusiveness in the workplace, and respect for employee and human rights.

Corporate governance refers to a company's internal governance system. It consists of procedures, standards and control mechanisms implemented to ensure effective management, improve decision-making processes, comply with laws and regulations, and take into account the needs of external stakeholders, including investors in particular. Every company needs an effective corporate governance framework that is appropriate to its size and to its individual circumstances and strategic objectives.

This ESG report developed by DL INVEST GROUP contains **the most important non-financial information** related to the activities of the company, which brings together information on environmental, social and corporate governance issues in one document.

DL INVEST GROUP ESG Report has been developed in such a way that - in accordance with the requirements and standards in force in this regard - the information contained therein was:

- relevant
- objective
- strategic and forward-looking
- clear and concise
- comparable and reliable
- verifiable

The information contained in the report was collected on the basis of internal reporting procedures and using documents prepared for important purposes related to the company's activity, including, among others, implementation of the ISO 14001: 2015 quality management system.

This ESG report of DL INVEST GROUP covers the period from 01.01.2021 to 31.12.2021.





british polish 
chamber of commerce



DL INVEST GROUP

54 Wrocławska Street, 40-217 Katowice
tel.: +48 32 253 00 95

Share capital: 100.000.000,00 PLN
CC: 0000434440
NIP: 6252381542

WWW.DLINVEST.PL
biuro@dlinvest.pl