

**Uchwała Zarządu MLP Group S.A.  
nr 3/07/2022  
z dnia 27 lipca 2022 r.  
w sprawie przyjęcia Strategii ESG Spółki**

**Resolution of the Management Board of MLP  
Group S.A.  
no. 3/07/2022  
of July 27, 2022  
on the adoption of the Company ESG Strategy**

Zarząd MLP GROUP S.A. z siedzibą w Pruszkowie („Spółka”) postanawia:

The Management Board of MLP GROUP S.A. with its registered office in Pruszków (“Company”), decides:





przyjąć i zatwierdzić Strategię ESG w brzmieniu określonym w załączniku nr 1 do Uchwały.

to adopt and approve the Company's ESG Strategy as set out in Appendix 1 to the Resolution.

Uchwała wchodzi w życie z chwilą podjęcia.

This resolution shall come into force on the date of its adoption.

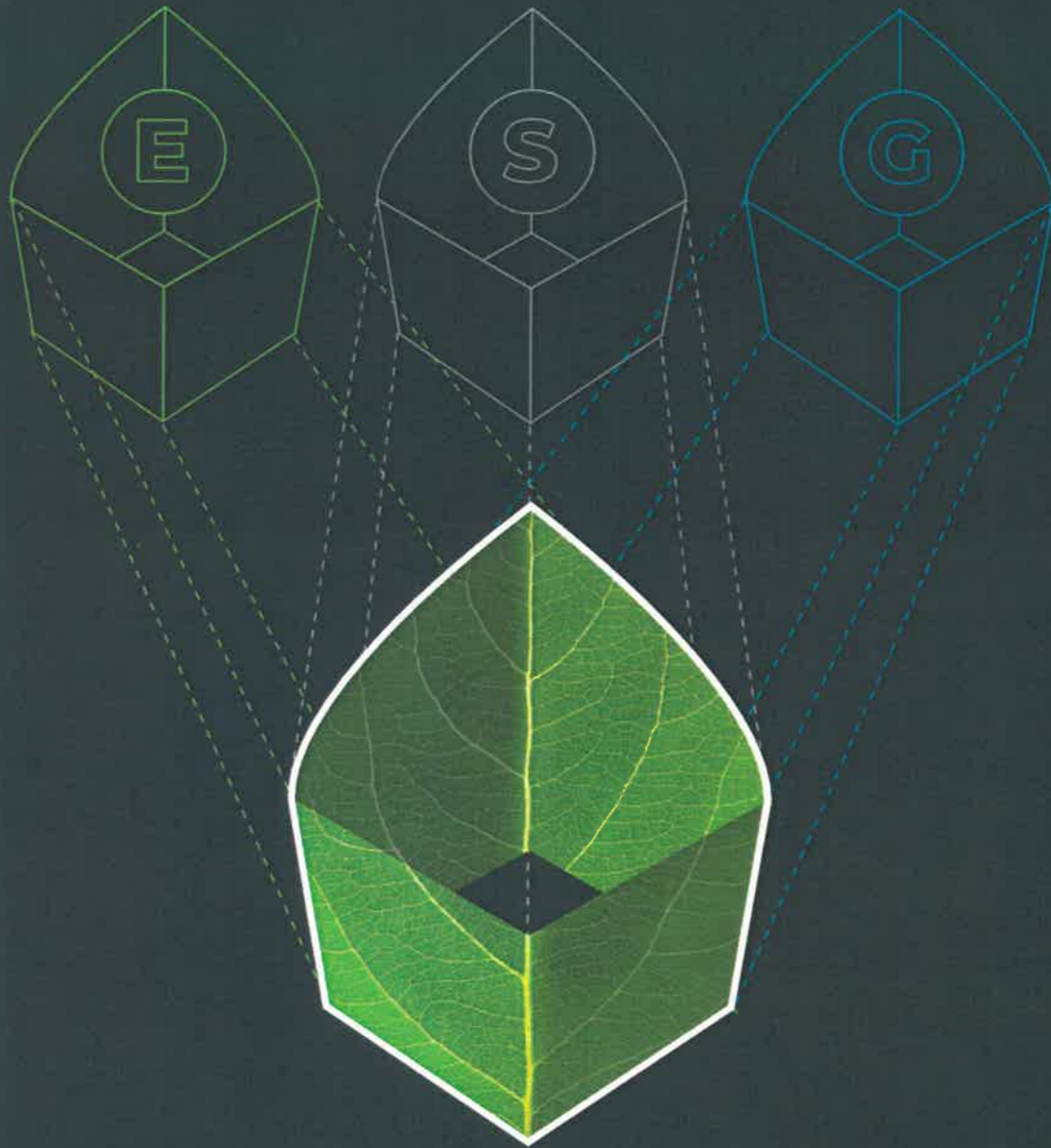
**GŁOSY CZŁONKÓW ZARZĄDU**

	ZA/FOR	PRZECIW/AGAINST	WSTRZYMUJĘ SIĘ/ABSTAIN
Radosław T. Krochta Dyrektor Generalny Prezes Zarządu			
Michael Shapiro Wiceprezes Zarządu			
Tomasz Zabost Członek Zarządu	Zabost		
Agnieszka Gózdź Członek Zarządu			
Monika Dobosz Członek Zarządu			



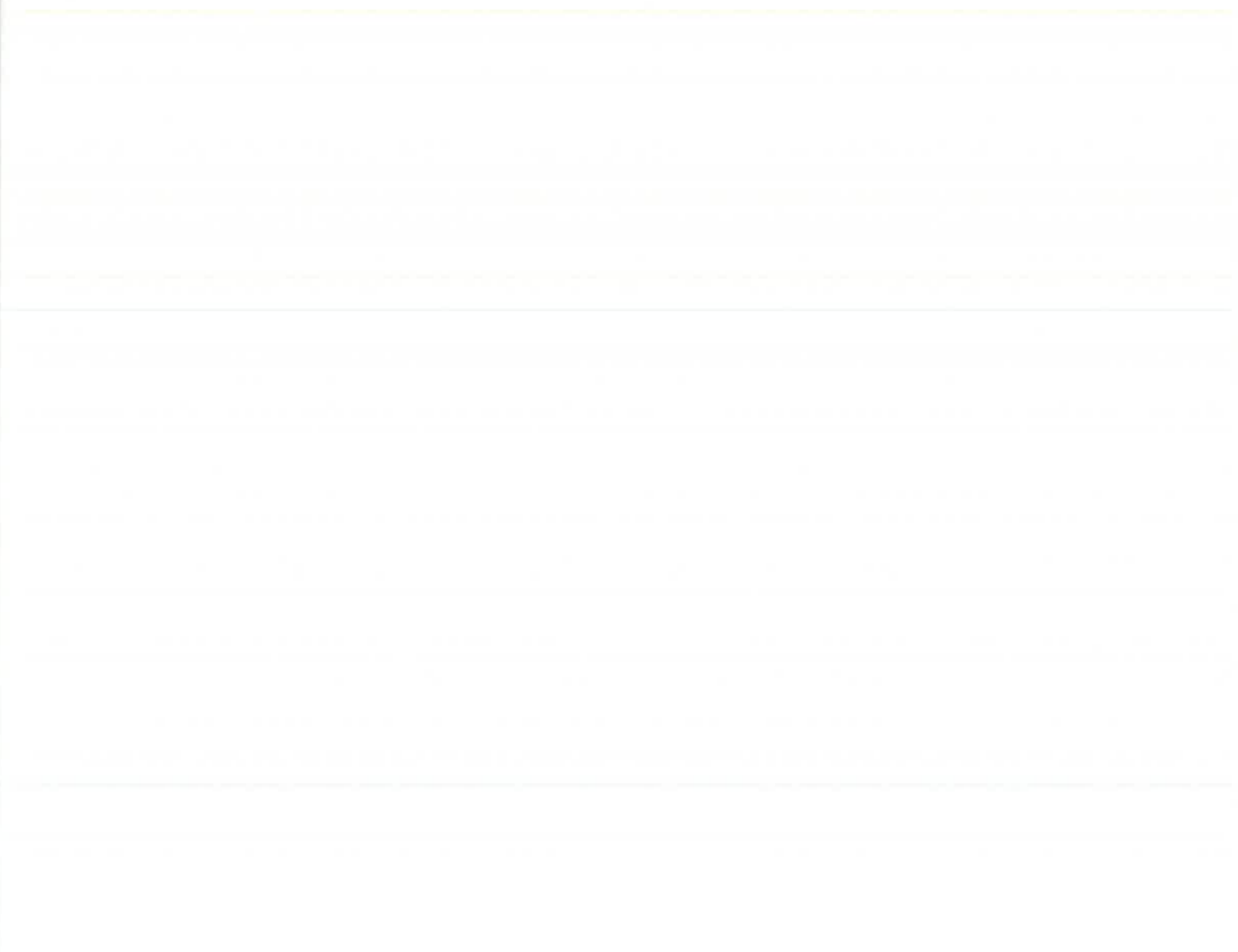


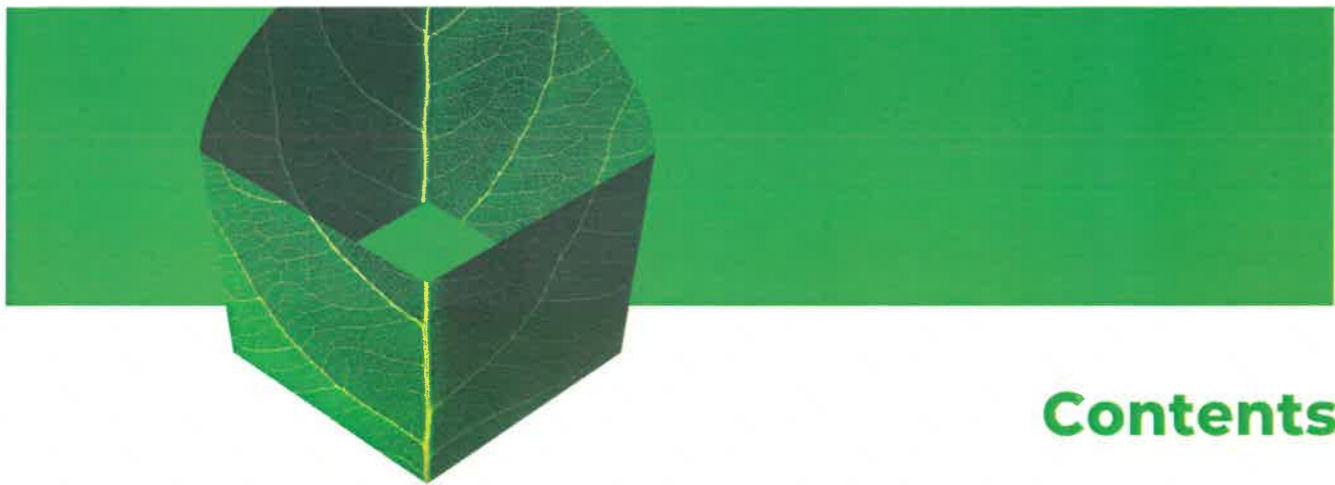
**MLP**  
GROUP



# ESG Strategy

June 2022





# Contents

<b>1</b>	<b>LETTER FROM THE PRESIDENT OF THE MANAGEMENT BOARD</b>	<b>3</b>
<b>2</b>	<b>STRATEGIC GOALS</b>	<b>4</b>
2.1	Environmental goals	4
2.2	Social goals	5
2.3	Governance goals	6
<b>3</b>	<b>OUR MISSION</b>	<b>7</b>
<b>4</b>	<b>BUSINESS MODEL OF MLP GROUP</b>	<b>8</b>
<b>5</b>	<b>ESG STRATEGY FRAMEWORK OF MLP GROUP</b>	<b>10</b>
<b>6</b>	<b>ENVIRONMENTAL - E</b>	<b>11</b>
6.1	PV installation programme	12
6.2	Improving energy efficiency	12
6.3	100% renewable electricity in MLP parks in Poland	13
6.4	6.4 Maximized purchases of green energy in logistics parks in other countries belonging to the group.	13
6.5	Reducing water consumption	14
6.6	Biodiversity initiatives	14
6.7	Waste management	15
6.8	Other activities to save the environment	15
6.9	Standards and certificates	16
6.10	Environmental education of employees	17
<b>7</b>	<b>SOCIAL RESPONSIBILITY - S</b>	<b>18</b>
7.1	Environmental education of employees	18
7.2	Volunteering	18
7.3	Requirements for trading partners	19
7.4	Employees	19
<b>8</b>	<b>CORPORATE GOVERNANCE - G</b>	<b>22</b>
8.1	Management structure	23
8.2	Vision and values	24
8.3	Ethics and human rights	24
8.4	Employee and customer relations	24
8.5	Commitment to personal data security	25
8.6	Privacy protection	25
8.7	Anti-corruption	25
8.8	Whistleblowing mechanism	25



## LETTER FROM THE PRESIDENT OF THE MANAGEMENT BOARD

Dear Customers, Partners, Shareholders and Stakeholders,

MLP Group is a leader in putting the principles of sustainable development into action, setting the highest environmental standards in the logistics and industrial property sector.

Respect for nature and care for the natural environment are at the core of our business.

Sustainable development based on environmentally friendly solutions is expressed in our corporate identity. The main graphic device of our logo is a combination of a green leaf and a solid figure. It conveys a seamless blend between friendly nature and the warehouse facilities we build and manage.

MLP Group employs the latest technological solutions to help protect our planet. Our logistics parks are the working environment for hundreds or even thousands of our tenants' employees. We want to make it friendly for them, also by using pro-environmental solutions and taking care of nature.

I invite you to learn more about our ESG strategy.

Best Regards,

Radosław T. Krochta  
CEO, President of the Management Board





# 2

## STRATEGIC GOALS

### 2.1 Environmental goals



**Goal:**  
Reducing the company's negative impact on the environment

### Tasks to achieve this goal:

- 1) Renewable energy from PV + Energy efficiency
- 2) Reducing water consumption
- 3) Waste management
- 4) Bio-diversity



# 2

## STRATEGIC GOALS

### 2.2 Social goals



### Goal:

Drive a comprehensive effort to improve the quality of the environment and ensure environmental safety of the local communities

### Tasks to achieve this goal:

- improve the safety and health of employees and customers,
- ensure a safe workplace for employees
- create a friendly external environment
- provide charitable support

# 2

## STRATEGIC GOALS

### 2.3 Governance goals



### Goal:

Incorporate ESG into business operations and reconcile corporate and social interests

### Tasks to achieve this goal:

- consider issues relating to the environmental impact of projects, human rights and climate change in decision-making processes
- establish procedures and set measurable goals to ensure that environmental, climate and human rights risks are identified and avoided
- do business in line with ethical standards
- communicate ESG strategies and activities





# 3

## OUR MISSION



As a long-term portfolio holder, we see sustainable real estate as part of our corporate DNA

We develop our projects organically by adapting our business parks to the needs and opportunities of the surrounding area (built-to-environment)



MLP Group offers fast and lean decision-making lines in its collaborations





# 4

## BUSINESS MODEL OF MLP GROUP

MLP Group is a developer, long-term owner and manager of high-quality business parks for commercial, industrial and logistics use in Poland, Germany, Austria and Romania.

### Poland

We operate three types of warehouse space formats:

- big box warehouses
- medium warehouses
- city logistics facilities, which are projects run under the name of MLP Business Park, located in urban agglomerations







# 4

## BUSINESS MODEL OF MLP GROUP

### Germany and Austria

Due to the low availability of space, our focus is on brownfield and conversion assets.

Therefore we are particularly interested in sustainable developments, which blend in the surrounding structures organically and meet modern market requirements.

#### Space formats:

- business/commercial parks
- production facilities







# ESG STRATEGY FRAMEWORK OF MLP GROUP

**ESG**

We focus primarily on measures geared towards reducing our adverse environmental impacts. We concentrate on our goal to achieve climate neutrality by 2026.

We are guided by the vision of being a Green Industrial Developer.





# 6

## ENVIRONMENTAL



The main goal of MLP Group is to reduce the company's negative impact on the environment and achieve climate neutrality by 2026. The tasks aimed at leading the company to this goal include: reduction of electricity and heat consumption, and progressive growth in the use of renewable energy sources at the MLP Group's facilities. As a result, emissions of CO<sub>2</sub> and other greenhouse gases into the atmosphere will be reduced.

The company prioritizes the use of environmentally friendly and biodegradable materials.

We will care to improve the condition of fauna and flora.

# 6

## ENVIRONMENTAL



### 6.1 PV installation programme



The strategic task of MLP Group is to develop photovoltaic installations. In 2021, MLP Group began construction of PV systems at its logistics parks. MLP Group will develop PV installations with a capacity of approx. 9 MW. The result will be a reduction of energy consumption by approx. 9,000 MWh/year and reduction of CO<sub>2</sub> emissions by 6,380 t/year.

### 6.2 Improving energy efficiency



- using equipment of the highest energy efficiency classes
- replacing the existing car fleet with hybrid and electric cars
- reducing fuel consumption in company cars by training employees in eco-driving
- training office staff in efficient use of electrical appliances water conservation and waste sorting
- using high-energy-efficiency-class LED lighting indoors and outdoors in all logistics parks of the Group
- building electric vehicle charging stations at the Group's logistics parks
- building city bike stations at the logistic parks
- installing a utilities monitoring system at the facilities to optimise utilities consumption
- installing benches with solar PV panels at the logistics parks
- economical energy management
- providing BREEM, DGNB certification for buildings





## ENVIRONMENTAL



### 6.3 100% renewable electricity in MLP parks in Poland

In all logistics parks located in Poland, starting from 2022 all purchased electricity comes from renewable energy sources which is certified by guarantees of origin. The green energy purchasing policy will be continued in the coming years. Moreover, the MLP Group operates its own PV energy generation programme.

### 6.4 Maximized purchases of green energy in logistics parks in other countries belonging to the Group.





# ENVIRONMENTAL



## 6.5 Reducing water consumption



- Equipping buildings with devices that prevent excessive water consumption, such as dual-flush toilets and faucet aerators
- Installing rainwater tanks at the logistics parks

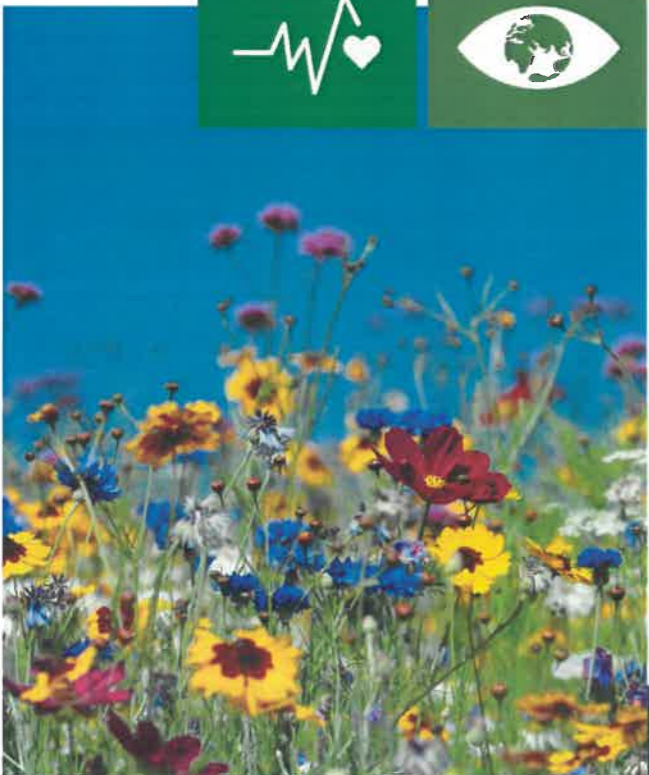


## 6.6 Biodiversity initiatives



### Our biodiversity action plan includes:

- creating wildflower meadows
- planting more trees than we remove
- putting up insect hotels
- providing green bicycle shelters with green roofs
- offering clients an option to set up a green office space
- green areas and roof façade/planting





# 6 ENVIRONMENTAL



## 6.7 Waste management



**We plan to:**

- start sorting waste at all our technology parks
- collect recyclable waste such as waste paper, electronic equipment, etc.
- launch a zero waste programme
- reduce the consumption of office supplies
- gradually shift from paper to electronic documentation
- reduce waste generated by construction works

## 6.8 Other activities to save the environment

- Reduction of artificial light pollution
- Noise reduction
- Sustainable drainage systems
- Use of permeable surfaces
- Use of infiltration ditches







## ENVIRONMENTAL



### 6.9 Standards and certificates



**Poland**  
BREEAM certification in all buildings in Poland

**Germany and Austria**  
DGNB in all buildings in Germany and Austria

**Romania**  
BREEAM certification in all buildings in Romania

## BREEAM®

### BREEAM

BREEAM is an eco-friendly building rating system. Its name is short for Building Research Establishment Environmental Assessment Method. The managing organization this system is BRE Global with its seat in London. The system has been in existence for 30 years and more than 590,000 buildings have been certified so far. To carry out the certification, it is necessary to hire a licensed BREEAM assessor.



### DGNB

The German multi-criteria building assessment system The DGNB certification system was established in 2008 on the initiative of the German Sustainable Building Association (Deutsche Gesellschaft für Nachhaltiges Bauen e.V - DGNB). The DGNB system of certification is in 21 countries. The DGNB system was created to help in the planning, construction and protective functions of buildings and neighborhoods. The evaluation system consists of six categories.

#### Rating categories:

- Environmental Quality
- Economic Quality
- Sociocultural and Functional Quality
- Technical Quality
- Process Quality
- Site Quality

# 6 ENVIRONMENTAL



## 6.10 Environmental education of employees



As part of environmental education activities, each employee receives relevant training, a manual and a set of procedures related to:

- energy efficient use of office equipment
- eco-driving techniques
- sorting waste generated by the company
- collecting waste for recycling





# 7

## SOCIAL RESPONSIBILITY



### 7.1 Environmental education of employees



- We want to raise environmental awareness among our local communities
- We want to set an example in the ESG area to be followed by others

### 7.2 Volunteering



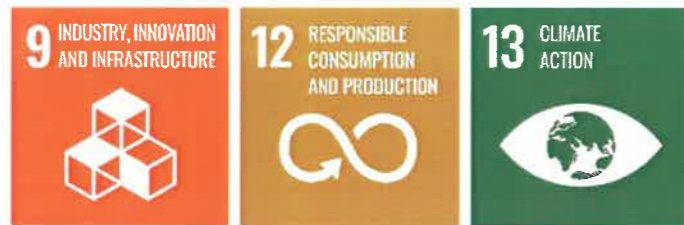
- Continuation of 'Noble Gift' project – one of the largest social programs in Poland. Since 2001, thanks to the involvement of Volunteers and Donors, thousands of Families in need receive wise, tailored help every year
- Supporting the Poland Business Run Foundation
- Increased engagement in charity projects



## SOCIAL RESPONSIBILITY



### 7.3 Requirements for trading partners



- We pay attention to our bidders' and contractors' ESG activities
- From 2026 onwards, we will evaluate our contractors' ESG performance during contractor selection procedure

### 7.4 Employees

#### 7.4.1 Workforce

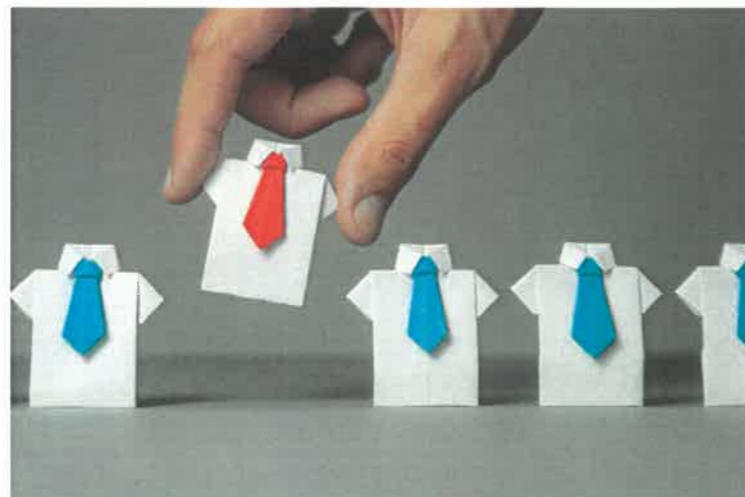
MLP Group complies with the policy of equal opportunities which ensures a level playing field in terms of the recruitment process and employment. According to the principles contained in the policy, employment, evaluation and promotion of the company's staff may only take place on the basis of criteria such as: individual competence, experience and efficiency.

MLP Group ensure the principle of gender equality, hence the employment policy aims to equal participation of women and men in the structure of employees. At the end of 2021, there were 65% of women and 35% of men.

#### 7.4.2 Employee turnover

Planned activities:

- reducing employee attrition by creating a modern and flexible employment structure
- developing a succession plan for strategic positions.

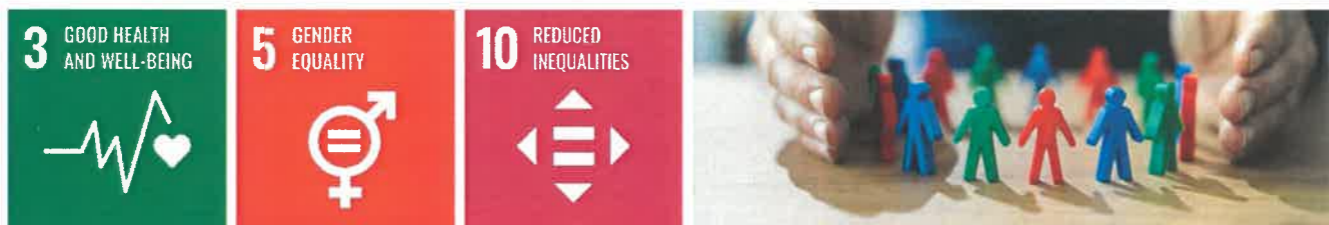






# SOCIAL RESPONSIBILITY

## 7.4.3 Equality and diversity



- As MLP Group, we are making and will continue to make efforts to create a better society
- We want to remove barriers for people with disabilities
- We want to promote the development, diversity and equality of our employees
- Equal treatment of employees regardless of their beliefs, religion, values, sexual orientation or disability
- Open communication and dialogue with employees regardless of their position within the organisation
- Maintaining gender diversity of candidates at the final stage of the recruitment process (for managerial positions)
- Creating a gender balanced workplace
- Diverse employee age structure
- Increasing the number of people with disabilities in total workforce

## 7.4.4 Equal pay for men and women



- While we strive for gender balance in the workplace, we recognise that competencies relevant to the job, not gender, are of key importance



## SOCIAL RESPONSIBILITY



### 7.4.5 Training and development



- Training and employee development programmes
- Offering our employees a clear development path
- Encouraging employee activity by creating a culture of wellbeing

### 7.4.6 Development of modern facilities



- Creating a new workplace for local community – reducing poverty and unemployment
- Increasing the comfort of employees and tenants
- Purification of air and water
- Ensuring the supply of green energy
- Use of environmentally friendly materials



### 7.4.7 Attractive workplace



- Performance-linked bonus system
- Remote and hybrid working options
- Supporting flexible forms of employment
- Team building trips
- Fostering an ESG driven workplace
- Promoting innovation, entrepreneurship, shared responsibility, cooperation, a hybrid work environment and diversity
- Increasing daylighting in new office buildings
- Chill out zones, physical activity areas, comfortable office space

### 7.4.8 Freedom of association and collective bargaining



- We declare compliance with the Labour Code and other applicable laws



8

**CORPORATE  
GOVERNANCE**







## 8.1 Management structure

The Management Board manages the Company's affairs and represents the Company, in particular manages the Company's business, manages and dispose of its assets and rights vested in the Company, and adopts resolutions and makes decisions on all matters not reserved for the General Meeting or the Supervisory Board.

As at December 31st 2021, the Management Board was composed of three members:

**Radosław T. Krochta** – President of the Management Board  
**Michael Shapiro** – Vice President of the Management Board  
**Tomasz Zabost** – Member of the Management Board

Radosław T. Krochta is responsible for the Group's strategy, development and commercialisation of the logistics parks and coordinating the work of the finance and legal departments.

Michael Shapiro is responsible for cooperation and expansion of MLP Group in international markets.

Tomasz Zabost is responsible for the investment department and for managing the Group's logistics parks.

### Responsibilities of the Management Board with respect to ESG:

- Coordinating ESG work across individual areas
- Monitoring implementation of the ESG strategy
- Regular reporting of progress in delivering the ESG strategy to stakeholders and shareholders





# CORPORATE GOVERNANCE



## 8.2 Vision and values



Our primary goal is to meet client expectations. We offer modern, high quality warehouse space, fully tailored to the individual needs of our tenants.

We work with clients at every stage of the logistics park development process, from the siting decision, through design work, permitting, construction and commercialisation processes, to property management. We take good care of our tenants. We employ the latest technological solutions, and we are committed to environmental protection.

We know that our logistics parks are the working environment for hundreds or even thousands of our tenants' employees. We want to make it friendly for them, also by using pro-environmental solutions and taking care of nature. Therefore we are keen to plant and care for trees in our logistics parks, and allocate a significant percentage of our land for green areas. Our goal is to consistently expand the warehousing and production space, ensuring full confidence and satisfaction of our clients.

## 8.3 Ethics and human rights



- We operate in line with our code of ethics and corporate governance principles, and partnership is the core value we uphold.
- We strive to be an ethical, fair and transparent organisation

## 8.4 Employee and customer relations

- Open boarder relationships
- Data security
- Loyalty
- Feedback culture
- Clear operating rules
- Lean management
- Lifecycle orientation



## CORPORATE GOVERNANCE



### 8.5 Commitment to personal data security

- We protect personal data in compliance with the GDPR (Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27th 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC)

### 8.5 Privacy protection

- We declare compliance with privacy protection laws

### 8.7 Anti-corruption

- The Group's business relies on maximum tax accuracy
- Tax data is monitored by an audit firm and tax advisors
- We use our own system of internal procedures to select contractors

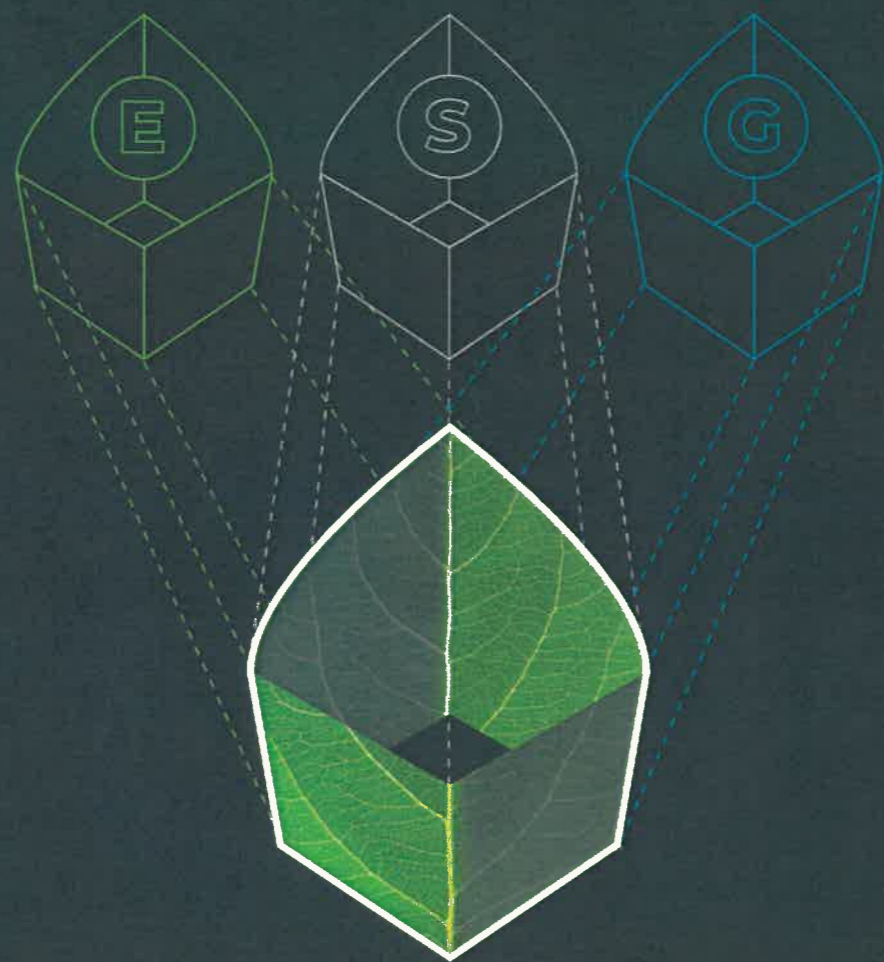


### 8.8 Whistleblowing mechanism

The whistleblowing mechanism:

- in accordance with the procedure adopted by Resolution No. 7/12/2020 of the Management Board of MLP Group of December 29th 2020, which defines the rules and procedure for reporting violations of the law, procedures in place at MLP Group companies or rules of good conduct
- reports are kept confidential and can be made anonymously;
- a designated management board member is responsible for receiving and investigating reports, with a supervisory board member designated to handle reports concerning management board members
- reports may be made in writing, via email, or in person during meetings with the receiving officer
- reports are investigated internally to determine whether a suspected violation actually occurred; such internal investigation should not last longer than two months from the date of the report
- where the whistleblower has provided their contact details, within a week the integrity officer sends a notice informing the whistleblower their case is being handled; the officer may contact the whistleblower to obtain any other necessary information
- the integrity officer prepares a report summarising the investigation along with an appropriate recommendation
- after evaluation of the report and the collected evidence, the company's competent governing body (management or supervisory board) takes appropriate decisions and actions, including, without limitation, reorganisation or disciplinary measures. Where justified, the governing body may decide to inform competent state authorities
- within three months of the report, the whistleblower receives information about the follow-up actions related to the report





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