



Selvita Group Report  
on non-financial information  
for 2023

[www.selvita.com](http://www.selvita.com)



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# Dear Selvita Shareholders, Business Partners, and Friends,

Selvita is one of the largest preclinical contract research organizations in Europe, providing high-quality drug discovery and drug development services. With the necessary expertise and know-how, we support drug discovery projects across a broad range of therapeutic areas. Our team consists of dedicated scientists and experts, all driven by a clear mission: to offer a comprehensive scope of services bridging the gap between early drug discovery and the clinical stage of drug development.

Despite facing significant challenges last year, which made it less prosperous than the previous one, we successfully

completed several strategic development projects and achieved planned milestones.

In March 2023, we completed the construction of our new headquarters in Krakow, Poland. The newly built Selvita Research Centre is expected to enhance Selvita's ability to provide top-notch research services in the field of drug discovery. This facility is a key element of Selvita's Development Strategy for 2022-2025, placing great emphasis on the company's continued organic growth. The completion of the construction marks a significant milestone in Selvita's development journey.

Our new laboratory space prioritizes scientists' safety through specialized installations and adopts pro-environmental solutions to reduce energy needs and mitigate the environmental impact on biodiversity. Selvita Group is committed to constructing environmentally friendly and cost-effective laboratories, with a primary focus on minimizing environmental impact and addressing climate change in all of our activities.

Fully aware that our people are our greatest asset, we have been working for years to ensure a healthy work environment. Our vision is for Selvita to be a workplace that individuals actively seek to be an integral and crucial part of. Over the past year, we have implemented several initiatives to promote employee well-being and provide professional development opportunities.

As part of our commitment to continuous improvement, in 2023, we initiated the implementation of approximately 40 process changes, fostering a culture of continuous improvement across all departments within the Selvita Group. Our current focus is on addressing changes with much higher complexity to advance to the next level of process maturity.

At Selvita, we prioritize sustainable growth by balancing economic, social, and environmental considerations. Our commitment extends to conducting business operations that generate economic value for shareholders while positively impacting society and the environment.

These initiatives empower our company's evolution and expertise in areas crucial to our daily business. We also remain faithful to the values that have guided Selvita since its inception, representing an integral part of our DNA. This report reflects our commitment to transparency, accountability, and responsible business practices. It marks the next step toward better, more conscious management of the Group in accordance with the principles of sustainable development. Committed to continuous progress, we acknowledge that there's always room for improvement. Our dedication is not only the right thing to do but also pivotal for our long-term success.

I invite you to embark on a journey through the Selvita Group with us.

**We are Selvita. Together, we transform science into discoveries.**



Sincerely,  
**Bogusław Sieczkowski,**  
Chief Executive Officer &  
Co-founder of Selvita

# Introduction

The legal basis for the report is the requirements of the Polish Accounting Act of September 29, 1994 (i.e., Journal of Laws 2023, item 120). The report also includes disclosures in accordance with Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment (EU Taxonomy).

The report has been prepared in accordance with Selvita's own standards and includes information for 2023, with some additional comparative data from 2022. Unless explicitly stated otherwise, individual data are presented as of 31.12.2023.

The contents of the report have not been externally verified.

The terms "Selvita Group", "Selvita" and "Group" used in the report refer to Selvita S.A. as well as its subsidiaries and affiliates, excluding Section 6.8 Taxonomy, which presents data consistent with the consolidated financial statements (i.e., excluding Ardigen S.A. and Ardigen Inc.).

Please direct any comments or questions regarding this report to: [ir@selvita.com](mailto:ir@selvita.com). ●



# 3

# Group Overview

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# 3.1. Selvita Group at the beginning of 2024



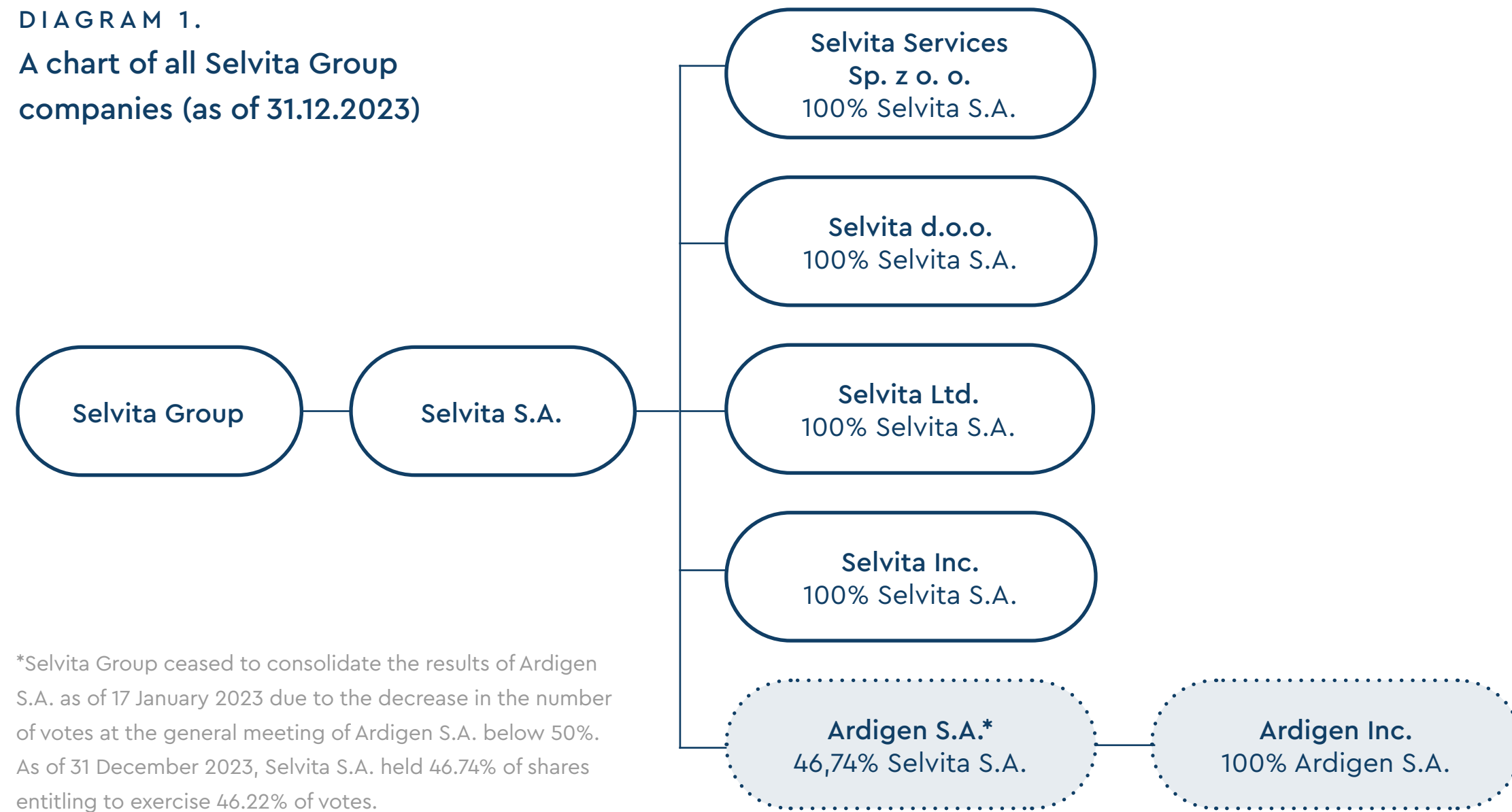
5 continents    40+ countries    6 locations in PL, HR, UK and US

800+ customers    7/10 largest, global biotech and pharma companies

14 300m<sup>2</sup> research space

# 3.2. Group structure

DIAGRAM 1.  
A chart of all Selvita Group companies (as of 31.12.2023)



\*Selvita Group ceased to consolidate the results of Ardigen S.A. as of 17 January 2023 due to the decrease in the number of votes at the general meeting of Ardigen S.A. below 50%. As of 31 December 2023, Selvita S.A. held 46.74% of shares entitling to exercise 46.22% of votes.

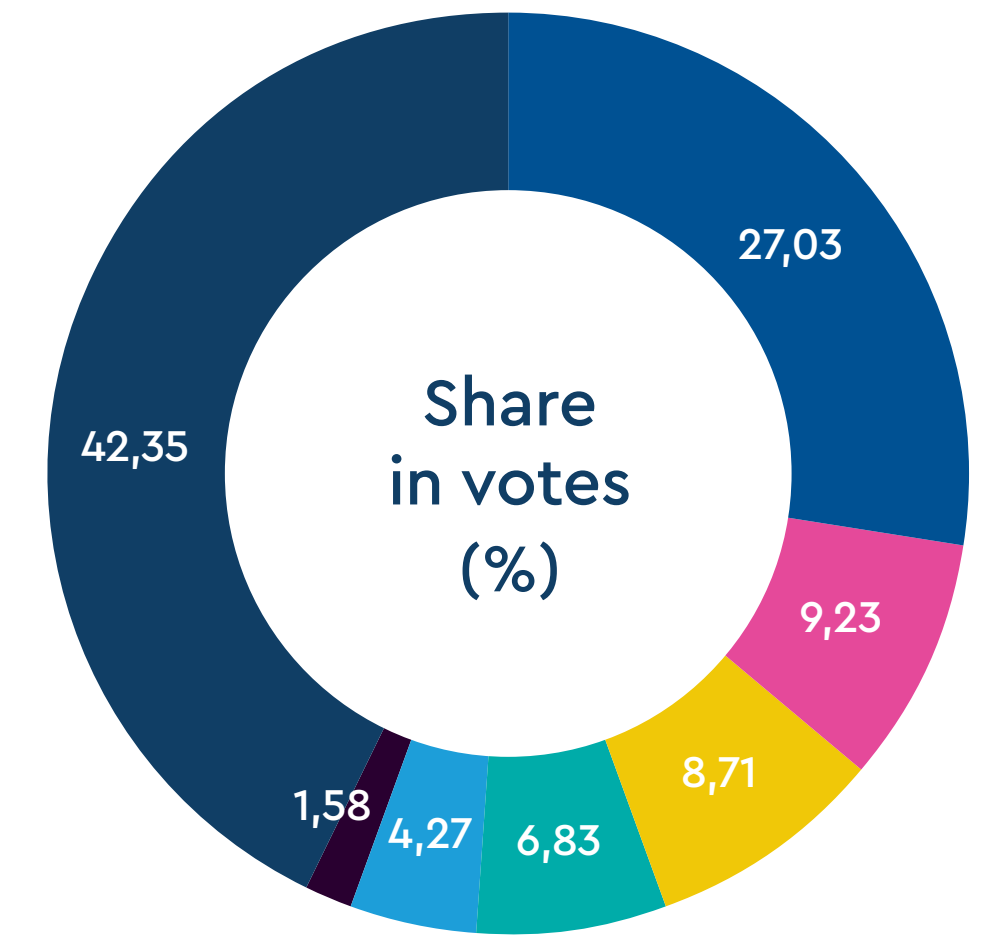
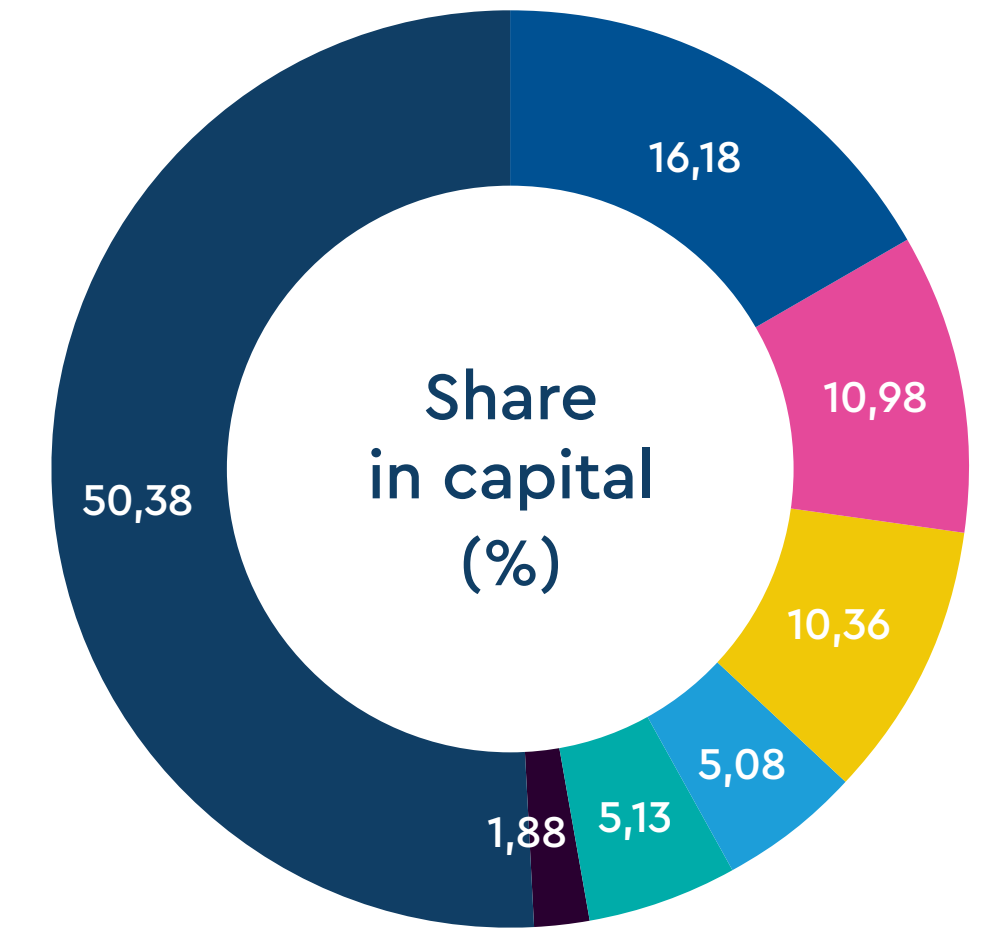
Selvita Group, established in 2007 (taking into account the business activity of the entity from which Selvita S.A. was formally separated in the split process in 2019), operates globally with over 1000 highly qualified employees, of which over 30% hold a PhD degree. The Group's headquarters and laboratories are located in Krakow, Poland. Other research space is located in Poznan, Poland, and Zagreb, Croatia. Selvita's sales offices are located in the world's largest biotechnology centers - in the Boston and San Francisco regions of the United States and in Cambridge, UK. Selvita Group's portfolio, as of 31.12.2023, also included Ardigen company, with centers in Krakow, Poland as well as San Francisco and Cambridge in the United States.

Below is a chart of all Selvita Group companies (as of 31.12.2023) (diagram 1)

Selvita S.A. is a company listed on the Warsaw Stock Exchange. Its shareholding structure as of the publication date of this report is as follows:

CHART 1.  
Shareholding – share in capital and votes

- Paweł Przewięźlikowski
- TFI Allianz Polska
- Nationale Nederlanden OFE
- Bogusław Sieczkowski
- Tadeusz Wesołowski (with Augebit FIZ)
- Remaining Management Board and Supervisory Board Members
- Remaining Shareholders



# 3.3.

## Business model

Selvita Group provides comprehensive solutions supporting clients and their drug discovery projects, across a broad range of therapeutic areas, specializing in infectious diseases, inflammation, fibrosis, and oncology.

Selvita offers a range of stand-alone or fully integrated drug discovery and development solutions spanning the entire value chain from early drug discovery to preclinical development. On top of that Selvita also offers analytical support for drug development and contract testing studies. The parent company – Selvita S.A. is one of the largest preclinical contract research organizations in Europe.

Selvita bases its competitiveness on a number of factors, the most important of which are an experienced scientific team, technology and research infrastructure, efficient communication and corporate culture, location in the center of Europe as well as competitive prices.

### Drug discovery

Selvita provides its clients with effective drug discovery support based on broad capabilities and deep experience in small molecule drug discovery, starting from target validation up to the selection of a preclinical candidate. We powerfully execute fully-integrated drug discovery programs combining all of Selvita's core skills in biology and chemistry or else provide partially-integrated or stand-alone services utilizing selected capabilities optimally matched to the specific needs of clients.

### Drug development

Selvita provides state-of-the-art analytical services supporting pharmaceutical and biopharmaceutical companies at various stages of drug development and CMC processes by providing contract laboratory services. Our site in Krakow has a diverse analytical instrumentation and expertise portfolio, allowing us to meet varied demands,

including testing of starting materials, drug substances, intermediates, and final products of small and large molecules. Selvita complies with GMP and GLP requirements to meet the highest industry standards.

### Therapeutic areas

Our goal is to provide efficacious, safe, and differentiated preclinical candidates. We place a strong emphasis on translational science, focusing on disease-relevant animal models and ex-vivo studies where appropriate from patient samples, with the discovery process driven by expert medicinal chemistry and ADME/PK. Inflammation, infection and oncology are our core expertise, accompanied by experience in other therapeutic areas.

### R&D

Although Selvita has a clear focus on the pharmaceutical industry, our experience in drug discovery and development can be well applied to the broad reach of R&D activities. Analytical and Process Research Groups are duly qualified to support projects in the areas of agrochemistry along with flavor & fragrance chemistry by providing GLP-compliant analysis and chemistry services.

### Digital CRO

Within the Group, there also operates an AI services segment (mainly Ardigen SA and Ardigen Inc. companies) focused on helping biotech and pharmaceutical companies to leverage the full potential of their data. Our computing platforms based on advanced algorithms enable us to accelerate the drug discovery and development process and provide specialized services in the area of precision and personalized medicine. ●



# 3.4. Our values

In conducting our business within the Selvita Group, we are guided by our core values:



## Excellence

Excellence makes success possible. We strive for the highest quality in everything we do. We know that to grow and develop we need to continue to learn and explore.



## Care

Care is about making the world better for all. Innovative therapies, our employees, environment and better future for all. That's what we care about.



## Innovation

Innovation opens the door to the future. We cultivate unconventional thinking and encourage ideas from all levels of expertise.



## Commitment

Commitment is what builds strong relationships. We are flexible, adaptable, and responsive. Both to our clients and our employees' needs.



## Passion

Passion for science drives discoveries. Science is what we do. It's our heart and soul. It's what gives us the energy to aim for more every day.



# 3.5. Strategy



Selvita Group's business objective is to build a global pre-clinical CRO organization, performing services in the area of drug discovery and development, increasing patients' access to new therapies.

Due to the accelerated implementation and achievement of the objectives of the strategy announced in 2020 for the years 2020-2023, a new Selvita Group Development Strategy for the years 2022-2025 was published in March 2022. During this period, Selvita intends to implement the assumptions of the strategy through organic growth and acquisitions.

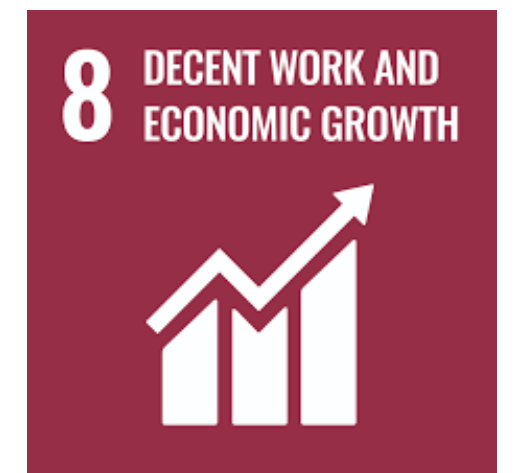
Selvita Group Development Strategy for 2022-2025 is based on three key priorities:

- a. building a comprehensive drug discovery and development offer – supplementing the drug discovery offer and building the drug development segment;
- b. focusing on high-value services for the clients – specialization in selected therapeutic areas and development of unique competencies;
- c. development of the Group's operations in the largest markets in the United States and United Kingdom – growing teams and potentially establishing new laboratory locations.

Our intention is that Selvita Group's growth should be sustainable and respectful of the environment, hence in 2023 we conducted an internal audit of the sustainability maturity of Group companies and are working on policy in this area. In addition to improving the methodology for collect-

ing data for their reporting, we are also taking care to raise employees' sustainability awareness and knowledge, as well as implementing technical improvements and enhancing internal processes to be able to increase Selvita's efficiency in the ESG area.

Analyzing the 2030 Agenda for Sustainable Development adopted by the United Nations, in our view Selvita's activities contribute in particular to **Goal 3: Ensure healthy lives and promote well-being for all at all ages** and **Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all.** ●



# 4

# Governance

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# 4.1. Code of Conduct

General guidelines for conducting business by Selvita Group companies are collected in a common Code of Conduct. It establishes the principles which, in line with the highest standards of business ethics, form the basis for all decisions and actions taken by employees, officers, directors or others acting on behalf of Selvita. In other words, the Code applies to all of the persons who are in any way engaged in Group's operations. At the same time, it not only sets the basic principles to be followed by the people mentioned above, but also formulates Selvita's obligations towards our employees.

The Code of Conduct contains rules guiding Group's relationships with contractors, vendors and competitors, as well as rules connected to Selvita's position and presence on the market. Maintaining reputation and integrity in these areas is of the highest importance for us. Code of Conduct is a clear statement to our contractors and the general public that we are committed to applying the principles set out therein and promoting them in our business relationships.

Being aware of how powerful tool information is nowadays and how easily it can influence business, in the Code we have also emphasized our commitment to undertake all necessary measures to protect assets and proprietary information and to prevent unauthorized disclosure of confidential information, both internal and that provided to Selvita Group by business partners.

**Code of Conduct covers areas such as:**

- employment, antidiscrimination policy and human rights
- environmental, health and safety management
- anti-corruption
- sales and marketing ethics
- confidential information and intellectual property rights
- supplier qualification, fair and open competition.

The topics indicated above will be further elaborated on in the respective parts of the report. ●

## 4.2.

# Corporate governance



Corporate governance issues play an important role in the Selvita Group. All Group companies comply with the necessary legal requirements for the formation of internal relations between management and supervisory bodies, shareholders or stockholders and other relevant entities. The main directions in this regard are set at the level of the founding documents (statutes, company agreements), as well as internal bylaws, policies and procedures.

In addition, the parent company, Selvita S.A., as a publicly listed company, is subject to securities laws and separate regulations and reporting obligations. In its operations, Selvita S.A. also takes into account the recommendations contained in the currently effective "Best Practices of Companies Listed on the Warsaw Stock Exchange 2021".

**Selvita S.A.'s corporate governance documents and basic information are published on the company's website. They include, in particular:**

- Articles of Association,
- Regulations of the General Meeting, Supervisory Board and Management Board,
- Remuneration Policy for members of the Management Board and Supervisory Board,
- reports and statements.

In the interest of investor relations, we take care to regularly provide transparent and complete information on Selvita's operations, condition and financial performance. We strictly adhere to generally accepted accounting principles and all

standards, laws and regulations for accounting and financial reporting of transactions, estimates and forecasts.

In fulfilling our obligations under our Code of Conduct, we comply with all applicable insider trading laws, supporting the building of an open and fair market. ●

## 4.3.

# Anticorruption

For Selvita Group it is essential to ensure compliance with all applicable anti-corruption laws and regulations in each country where we conduct our business activities. We maintain a zero tolerance rule for offering, promising, paying or accepting any corrupt payment, benefit or inducement to or from any person, whether a public official or an employee or agent of a customer, supplier or competitor. Our Code of Conduct prohibits corruption, fraud, bribery and strictly excludes entering into business ventures as a result of receiving a gift or monetary benefit.

Selvita has established a detailed Anti-bribery and Anti-kickback Policy, covering whole Group and all management and supervisory bodies' members, officers and employees. It defines key terms and rules of conduct. We implemented rules on presents, business hospitality and entertainment and identified "red flags" that should raise concerns about whether the transaction may create a corruption risk. Any person that has doubts on whether the intended gift is valuable and whether it can be given to the business partner or if the business project involves a corruption risk, is welcome to contact our Compliance Officer for guidance.

We regularly analyze the risk of cases of corruption, which could expose Selvita, its employees and any third-party intermediaries to significant criminal and civil liability. Disciplinary action would be taken against any person acting on behalf of a Group company that would offer, give or accept money or gifts or provide or accept services in return for a business favor or advantage. Any suspicion of involvement in any kind of corruption-related activities

imposes a significant risk of negative impact on Selvita's reputation and its further business relationships with clients and suppliers or might influence the trust of our partners and investors.

The risk of corruption is further mitigated by anti-corruption due diligence procedures. We conduct periodic internal audits regarding compliance with anti-bribery regulations. An important element of Anti-corruption Policy is the organization of trainings and ensuring that the anti-corruption policies and procedures function effectively within in the Group. We encourage our employees to report any knowledge on bribery or other corrupt behavior to the Compliance Officer, guaranteeing non-retaliation for information provided in good faith, also enabling anonymity.

So far, we have not recorded any cases of corruption in the Selvita Group. ●

# 4.4.

## Human rights



At Selvita Group, we do not have a separate Human Rights Policy, and our standards of conduct in this area are contained in the Code of Conduct and individual internal policies and procedures.

In accordance with the Code of Conduct, we take care to manage our business with respect for the law (including human rights), as well as generally accepted ethical standards.

In the process of evaluating suppliers, we are guided by the quality requirements we have developed, aiming to select suppliers who adhere to the necessary standards and guarantees of business ethics. We are opposed to child labor, as well as all forced labor, and are committed to conducting business only in countries where applicable human rights standards are high.

In our relationship with our employees and co-workers, we adhere to our commitments formulated in, among others, our Antimobbing Policy, and internal labor law regulations. Selvita respects the freedom of association and the right to collective bargaining, applicable laws regarding wages, benefits and working hours as well as the promotion of the fair treatment of employees, by making the organization a pleasant and rewarding place to work.

We support the diversity and inclusiveness of our organization and oppose any discrimination in the workplace. Selvita strictly prohibits offensive, abusive or other unwelcome behavior that violates personal dignity or creates an intimidating, hostile or humiliating environment for the vic-

tim (e.g., harassment, mobbing). These principles apply to all aspects of the employment relationship, such as hiring, performance of tasks, promotions, compensation or work discipline.

Consistent with the Health and Safety Policy, we are committed to providing a safe, healthy and clean work environment. We constantly promote the improvement of our solutions in this area.

We attach significant importance to the protection of privacy and information security. Selvita respects the privacy and dignity of its employees and protects the confidentiality of their personal data. We also protect personal data and confidential information of third parties from unauthorized disclosure or misuse.

Selvita Group does not identify significant risks regarding material human rights in connection with its operations, however, we are willing to acknowledge and investigate any suspected violations in accordance with our Whistleblowing Policy. Until now, we have not recorded any human rights violations, nor have we received any complaints in this regard. ●

# 4.5.

## Antimobbing

In 2023 Selvita Group implemented global corporate Anti-harassment Policy, aimed at counteracting mobbing and other undesirable behavior. Moreover, local procedures for counteracting discrimination and other inappropriate activities have been implemented in Poland and Croatia, which precisely describe the methods and channels for reporting cases of mobbing and other undesirable behavior. One of the available channels is Whiblo platform, which also enables anonymous correspondence with the person reporting possible irregularities.

Also in 2023, a mandatory e-learning training was introduced for all employees, discussing the problem of mobbing and how to react in such situations. By the end of 2023, nearly 860 employees had completed the training. It has also become a mandatory element of onboarding for newly hired employees.

In accordance with the Policy, we protect those submitting complaints in good faith and ensure that they do not suffer negative consequences as a result. If mobbing is found to have occurred, we provide assistance to the victim and take appropriate disciplinary measures against the perpetrators of mobbing.

To sum up, in fulfilling our obligation to counteract mobbing, we have implemented a number of measures, in particular:

- enabling employees to report anonymously any mobbing incidents
- offering assistance in resolving mobbing-related situations
- exploring employees' needs and the current situation through a periodic engagement survey and pulse check surveys
- promoting the building of positive relations between employees.

In 2023, we did not receive any reports on suspected mobbing.

In 2024, we plan further activities related to expanding the knowledge of employees about mobbing and procedures in force in the Group, in the form of internal training and webinars. ●



# 4.6. Whistleblowing



Selvita Group is committed to conducting business in accordance with all applicable laws, Code of Conduct and the highest business standards. We encourage whistleblowing as it plays an important role in achieving this commitment and is part of an open, honest and values-based culture. With an effective whistleblowing procedure in place, we are able to respond more effectively to any irregularities in Selvita's operations and, with such knowledge, take appropriate action to stop such events from occurring and to prevent them from happening in the future.

**Our Whistleblowing Policy describes the process for reporting violations or unlawful behavior regarding in particular**

- environment protection,
- public health,
- protection of privacy and personal data
- or prevention of money laundering and terrorist financing.

The subject of reporting may also relate to a serious breach of ethical standards or rules, in particular included in Selvita's Code of Conduct as described above, and other serious circumstances that could harm the organization or society, such as, for example, misuse of public funds or grants, mobbing and harassment, and other serious errors or omissions.

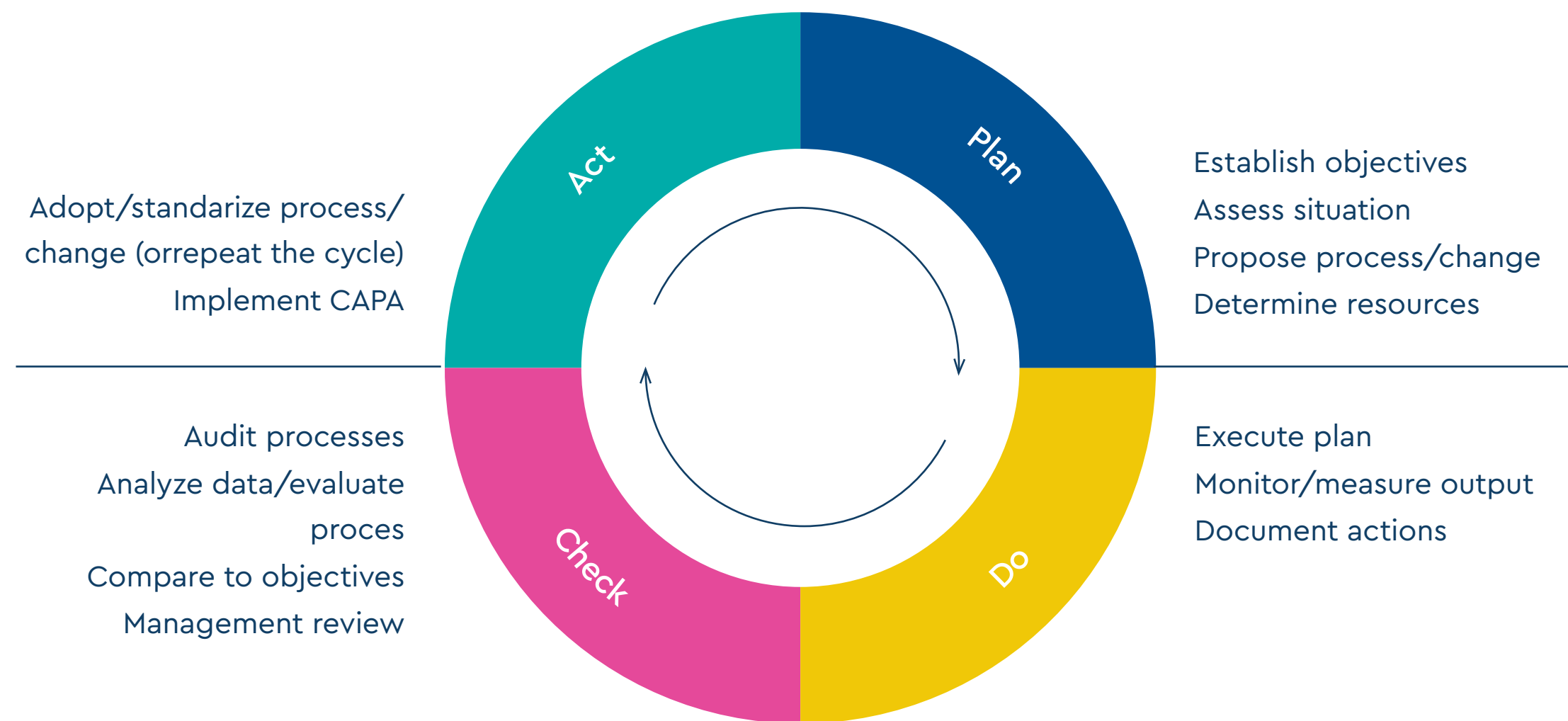
The Whistleblowing Policy provides detailed guidance on how Selvita's employees and other relevant persons can report concerns. It also specifies the protection and support measures that will be provided to those who raise their concerns. Reports are handled by the Compliance Officer,

who is also authorized to initiate corrective actions. Very often, it is the employee who is the first to notice possible inaccuracies or other misconduct occurring in the organization's day-to-day operations, therefore Selvita takes all necessary measures to provide adequate protection for persons using the procedure described in the Policy. Selvita Group strongly forbids any kind of retaliation and threats or attempts thereof against whistleblowers, persons helping in the process of filing the report and other connected persons. No kind of disciplinary action can be taken against the whistleblower acting in good faith.

We maintain a register of reports submitted by whistleblowers. In 2023, we did not receive any report. ●

# 4.7. Quality

DIAGRAM 2. PDCA Cycle



As the Selvita Group, we have implemented quality principles throughout our organization and have produced a Quality Manual outlining our policy and quality management systems (QMS) aimed at serving our customers and fostering continuous improvement.

The Quality Assurance Department bears the responsibility of instilling a quality-centric culture across the entire organization. It forms an integral part of the QMS, ensuring adherence to relevant GLP, GMP, or GCP regulatory standards and the adoption of Good Research Practice across all organizational activities. This entails ensuring that non-regulated research is conducted, documented, and archived appropriately to uphold the integrity of decisions based on accurate and valid scientific data.

The introduction and enhancement of the QMS are geared towards ensuring compliance with customer expectations and regulatory standards, as well as Selvita's ability to identify and meet customer needs and requirements, and to innovate in study design, therapy development, and expertise. Our QMS is founded on a process-oriented approach to quality management, with Selvita employing continuous process improvement methodologies such as the Plan-Do-Check-Act (PDCA) cycle to maintain its ongoing efficacy. (diagram 2)

Detailed descriptions of system processes, along with their interconnections, are provided in internal Standard Operating Procedures (SOPs) tailored to each department. Quality planning is a collaborative endeavour involving all Selvita departments.

As an organization, we ensure the effective implementation of our Quality Management System (QMS) to meet the requirements of various international standards and regulations, including:

- a. FDA 21 CFR Part 820 – Quality System Regulation
- b. FDA 21 CFR Part 58 – Good Laboratory Practice for Non-Clinical Laboratory Studies
- c. FDA 21 CFR Part 210/211 – cGMP in Manufacturing, Processing, Packing, or Holding of Drugs and Finished Pharmaceuticals
- d. Directive 2004/10/EC of the European Parliament and of the Council – Good Laboratory Practice Principles
- e. Commission Directive 2003/94/EC – Good Manufacturing Practice Guidelines
- f. EudraLex volume 4, EU Guidelines to Good Manufacturing Practice for Medicinal Products for Human and Veterinary Use; parts: I, II, III, and annexes
- g. Good Clinical Practice ICH E6 (R2)
- h. OECD Series On Principles Of Good Laboratory Practice And Compliance Monitoring - ENV/MC/CHEM(98)17
- i. Regulatory science research needs (version1.0) EMA/705364/2021
- j. Human Tissue Act 2004/2019
- k. Regulation (EU) 2016/679 of the European Parliament and of the Council - General Data Protection Regulation
- l. Regulation (EU) 2018/1725 of the European Parliament and of the Council - Protection of natural persons with regard to the processing of personal data



We uphold the effectiveness of our QMS through various activities such as internal inspections, management reviews, corrective and preventive actions (CAPA), and external assessments (audits).

Audits serve as crucial management tools for verifying objective evidence of processes, evaluating the successful implementation of processes, assessing the effectiveness of achieving defined target levels, and providing evidence of reducing and eliminating problem areas. Quality auditing, for the benefit of the organization, should not only report non-conformances and corrective actions but also highlight areas of good practice. This facilitates information sharing among departments and promotes continual improvement.

In 2023, Selvita underwent 26 audits, with 15 conducted by pharmaceutical companies and 11 by biotechnological companies. No critical findings were reported, only some of minor or low priority, which were addressed according to approved CAPA plans. Additionally, in 2023, Selvita underwent inspection by the Polish regulatory authority – The Bureau for Chemical Substances, which is authorized to issue GLP certificates in Poland. This planned GLP inspection occurred on September 12-14, 2023. Four major and eight minor findings were noted, and the inspection concluded successfully, resulting in the renewal of GLP certificate for Selvita. ●

Regarding certification, Selvita Group companies hold the following certificates and authorizations: (table 1)

TABLE 1.  
Certificates and authorizations

Name	Number (Scope)	Issuing body	Issuance date
GMP Certificate (Krakow)	WTC/0377_01_01/107 (Quality control testing of human medicinal products)	The Chief Pharmaceutical Inspectorate	30.05.2022
GMP Certificate (Krakow)	WTC/0377_01_01/108 (Quality control testing of veterinary medicinal products)	The Chief Pharmaceutical Inspectorate	30.05.2022
GMP Certificate (Krakow)	WTC/0377_01_01/109 (Quality control testing of investigational medicinal products)	The Chief Pharmaceutical Inspectorate	30.05.2022
GLP Certificate (Krakow)	23/2021/DPL (Physical-chemical testing, toxicity studies, mutagenicity studies, other studies: chemical analysis, cytotoxicity, bioanalysis, and pharmacokinetic studies)	Bureau for Chemical Substances	03.11.2023
GLP Certificate (Zagreb)	534-09-2/1-23-06 (Bioanalysis and pharmacokinetic studies)	Ministry of Health of Republica of Croatia	07.04.2023
Manufacturing and Importation Authorisation (Krakow)	096/0377/15 (Quality control testing of human medicinal products, investigational medicinal products, and veterinary products)	The Chief Pharmaceutical Inspectorate	17.04.2020

# 4.8.

## Data protection and security

Strong data protection mechanisms and system security are one of the most important foundations of our operations. This is reflected in the set of policies and standards adopted by the Group, which form a coherent risk management system and define the basic measures we take to safeguard this area. Due to the specific nature of Ardigen S.A. and Ardigen Inc.'s operations, these companies maintain a separate IT security protection system – consequently, information concerning them is described in a separate section of this chapter.

**The Group's IT Security Policy is based on the ISO 27001 guidelines, and it defines the solutions and tools that IT Department implements and maintains to meet security**

**requirements in areas such as:**

- safe WAN access
- secure data storage and data management
- electronic tracking system
- end point protection
- network access
- standard of communications
- data transfer standard
- safe infrastructure
- employee security awareness.

Each security incident is processed according to Reporting Procedure in the ticketing system. The Procedure ensures

the consistent and effective process when dealing with information security incidents in the Group, in particular, regulating the reporting, reviewing and neutralizing the information security incidents, as well as undertaking preventive actions related to incidents.

Vulnerability management, risk assessment and reporting policies are included in IT Security and Risk Management Policy.

To ensure compliance with standards and appropriate risk monitoring, we undergo regular security audits conducted by external dedicated organizations. Such audits result in recommendations, which we successively implement.

**In 2022, Selvita Group implemented 25 recommendations, and in 2023 another 15 recommendations, increasing the security level in such areas as:**

- account and password policy
- patch management (servers and workstations)
- firmware of hardware equipment management
- active directory security and organization
- data encryption
- process automation in IT Infrastructure
- security in the Linux environment
- IT preventive actions
- IT Infrastructure scheme documentation
- IT Infrastructure high availability
- full MFA authentication for cloud and VPN connections

- new Service Desk Ticketing system
- migration to the new Data Center in Research and Development Center building
- IT policy and procedures standardization

To increase the level of security, we implemented the SOC (Security Operation Center) service stage one. It enables continuous monitoring (24/7), threat detection and analyzing the security of systems and IT infrastructure. SOC is a guarantee of quick response to incidents that may have a negative impact on the organization's operations. We carried out the implementation together with our partner

In 2023, we did not record any data security breaches, nor did we receive any complaints in this regard.

In order to constantly raise awareness in the IT area, each new employee receives dedicated IT Security Training on threats, dangerous attacks, malware and phishing. The training takes a form of workshop, during which specific examples are analyzed. The participant learns how to recognize potential scam, how to avoid it and what to do in case of an incident. In 2023, IT Department conducted 24 training sessions and trained 152 employees.

**In 2024, we plan to implement the following additional security measures:**

- Next stages of SOC implementation
- Additional security measures in O365 service (conditional access)
- Dedicated platform for awareness academy and phishing simulation attacks



- End points XDR implementation
- More stringent rules for the O365 mail service
- Mobile Device Management implementation
- Optimization of network traffic and VPN for end devices through appropriate policies and configuration

All of the above steps set the Group's forward-looking goal for the coming years, which is ISO 27001 certification.

### ARDIGEN

The complex IT security system at Ardigen S.A. and Ardigen Inc. is built on a matrix of procedures and controls that minimize potential risks and establish rules of conduct within the organization. Their characteristics are described below.

Implementing the update of the above policies, in 2023 Ardigen introduced, among other things, a new policy and backup system, as well as business continuity plan and disaster recovery plan update.

Regular training sessions for employees on IT security-related topics were held to raise awareness of security risks and familiarize employees with the organization's security policies and procedures. These trainings were tailored to employees' roles and responsibilities and covered topics such as data protection, incident response, and security best practices. In 2023, Ardigen conducted 12 training sessions and 1 webinar about IT & Data Security.

There were no complaints or data breaches reported throughout the 2023.

Additionally, ISO27001 supervision audit was carried out. Overall, the audit revealed that Ardigen has a well-established and effective information security management system (ISMS) in place. The implemented updated policies, procedures and controls protect sensitive data and ensure the confidentiality, integrity, and availability of information. Ardigen ISMS was found to be in compliance with the requirements of the ISO 27001 standard. This resulted in the maintenance of ISO 27001 certification to Ardigen. ●

TABLE 2.  
Ardigen – security system

Policy	Scope
Access control policy	rules and procedures for controlling access to sensitive information, including who is authorized to access it and under what circumstances
Incident management policy	procedures for detecting, reporting, and responding to security incidents, such as data breaches or unauthorized access
Network security policy	controls and measures that should be in place to protect an organization's network infrastructure from unauthorized access or attack
Risk management policy	process for identifying, assessing, and mitigating risks to the organization's sensitive information
Physical security policy	controls and measures that should be in place to protect the organization's physical assets, such as servers and data centers, from unauthorized access or attack
Data backup and recovery policy	procedures for regularly backing up and recovering sensitive information in the event of a disaster or other interruption
Cryptography policy	use of cryptographic techniques and technologies to protect sensitive information
Business continuity management policy	procedures for maintaining business operations in the event of a disruption or disaster
Compliance policy	organization's compliance with legal, regulatory, and industry requirements related to data and system security
Monitoring and review policy	process for monitoring the effectiveness of security controls and reviewing the organization's security policies and procedures on a regular basis

# 4.9. Process improvements

Continuous Process Improvement was kicked off in Selvita Group in the end of 2022, engaging and empowering potential Change Agents from various departments in brainstorming on most important optimization projects related to their field of expertise. After presenting those ideas in front of Company's Management Board Members in December 2022, in the following year, the winners commenced implementation with constant support and coaching from Selvita's CPI Manager.

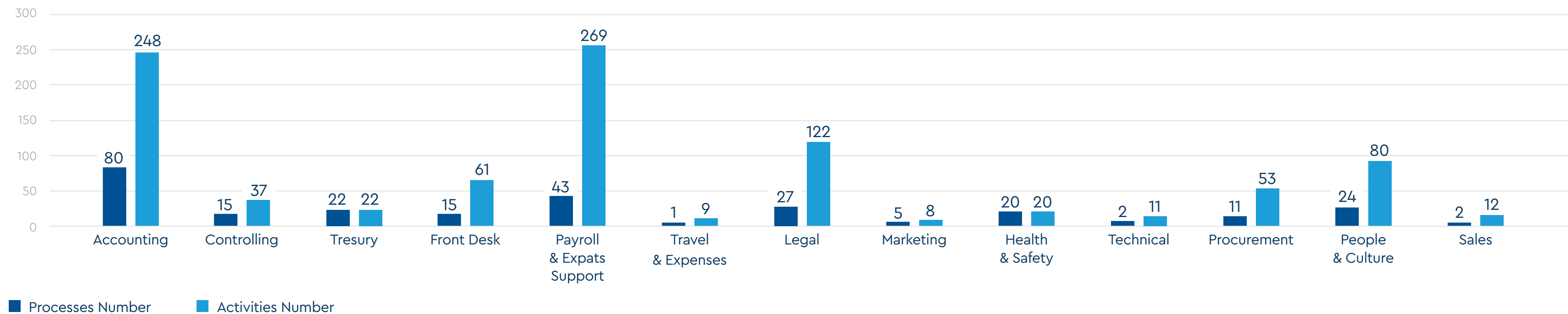
Those are often complex topics, requiring the engagement of various functions and departments. However, the success at the end, brings not only the originally assumed benefits, but also other important and positive 'side effects' i.e.: personal growth in soft skills of our project managers, improvement in cooperation between departments and most importantly, changing the ways of thinking. This way we build Continuous improvement Culture across Selvita.

Simultaneously in 2023 we invested a significant amount of time in the implementation of designed elements of CPI methodology in Selvita Group. This enabled us to understand how mature we are process-wise vs market, identify right priorities and plan for the way forward in order to ensure future growth.

**Key achievements in 2023:**

1. Conducted Process Inventory of all support functions (approx. 200 processes) in SIPOC scheme, according to LEAN Methodology. This was based on the large number of meetings and on the job deep-dives with employees performing particular tasks. (chart 2)

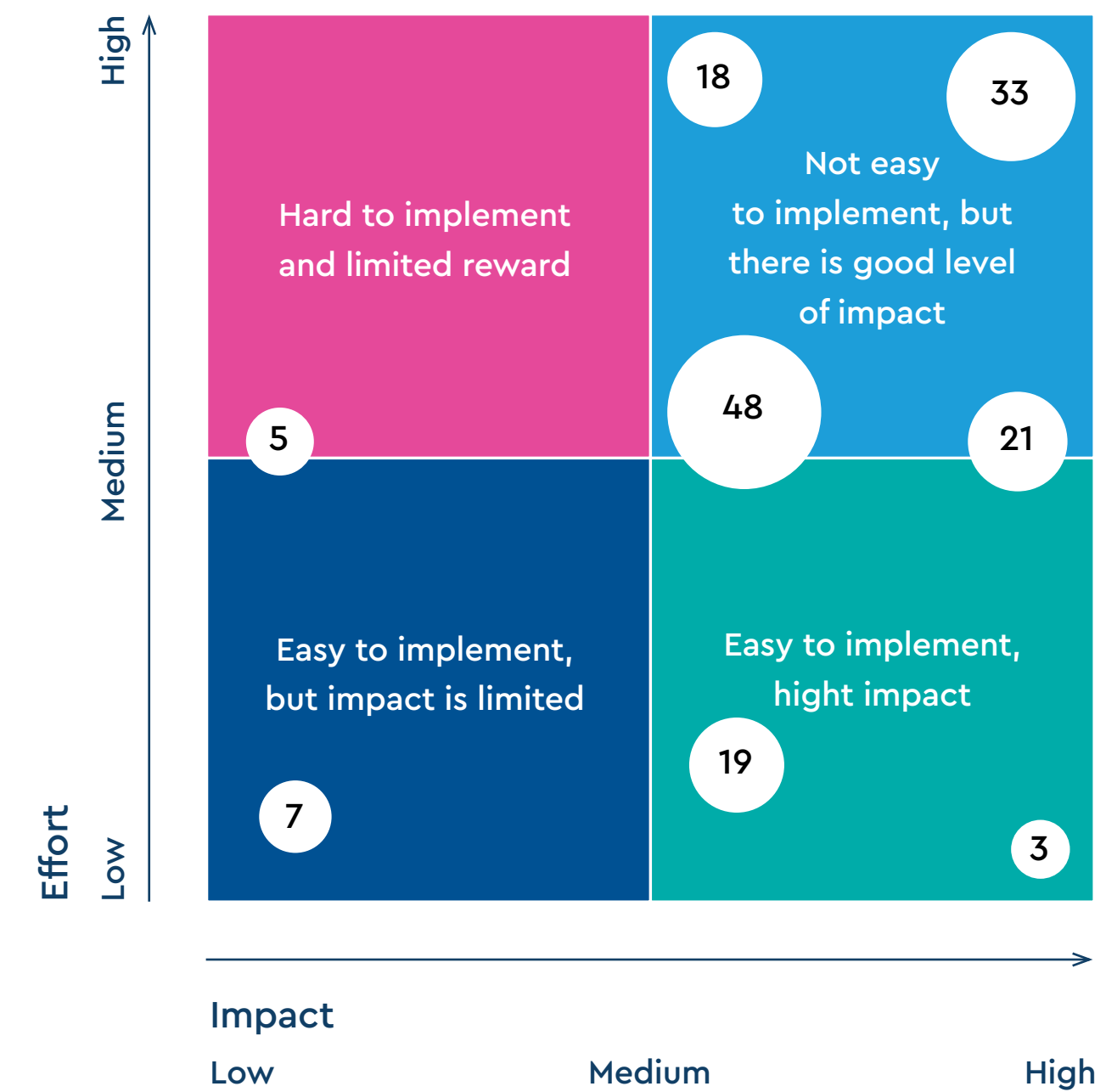
CHART 2.  
Number of processes and activities per area



2. Identified gaps and wastes in above processes. This gave us a picture of inefficiency scale in analysed processes based on the "Lean 8-Waste Concept" (defects, waiting, overprocessing, overproduction, inventory, motion, transportation, not utilized human potencial). Then those inefficiencies were scanned from SECAR (Simplify, Eliminate, Combine, Automate, Relocate Model) point of view, in order to come up with potential improvements.
3. Benchmarked process baseline maturity vs market. This was in order to fulfill the picture of where we want to be as an organization in the future. The processes of Selvita's support functions were critically compared with good market practices in order to understand what do we need to start doing or do more often; and on the other hand, which activities we need to eliminate or change. We strongly believe, that those moves will have the significant impact on our own growth, our customer experience, as well as our internal ways of working.
4. Translated the above into extensive list of projects and initiatives (Change Log). The list is additionally being extended on ongoing basis of initiatives resulting from business as usual. Due to large amount of projects there is a need to prioritize them in a smart way, according to potential impact vs effort (diagram 3)
5. Implemented approx. 40 changes impacting all departments in Selvita Group. This included a large number of changes which were relatively easier to implement. In the next stage, we need to focus on changes of much higher complexity, in

order to move to the next process maturity level. Nevertheless, this is going to be a journey, where we constantly need to consider how many changes can be absorbed by one employee or department at the time on the top of their daily business routines, which is a key to achieving a sustainable development. ●

DIAGRAM 3.  
Project priority – effort and impact



# 4.10. Supply chain

Selvita Group's success in conducting its business hinges largely on the collaboration with our supply chain partners. We primarily procure chemical and biological reagents, consumables, and laboratory equipment. Within each category, we have several sourcing alternatives. We collaborate with multinational companies worldwide and also with local suppliers in Poland and across Europe. This diversified approach enables us to access new global technologies while facilitating agile demand management and timely acquisition of materials.

Currently we have over 2000 suppliers in our portfolio. By diversifying the portfolio of our suppliers, we mitigate risk associated with local interruptions i.e. in raw materials supply. Such approach allows us to ensure and maintain continuity of deliveries for the Group and at the same time, uninterrupted services to our clients.

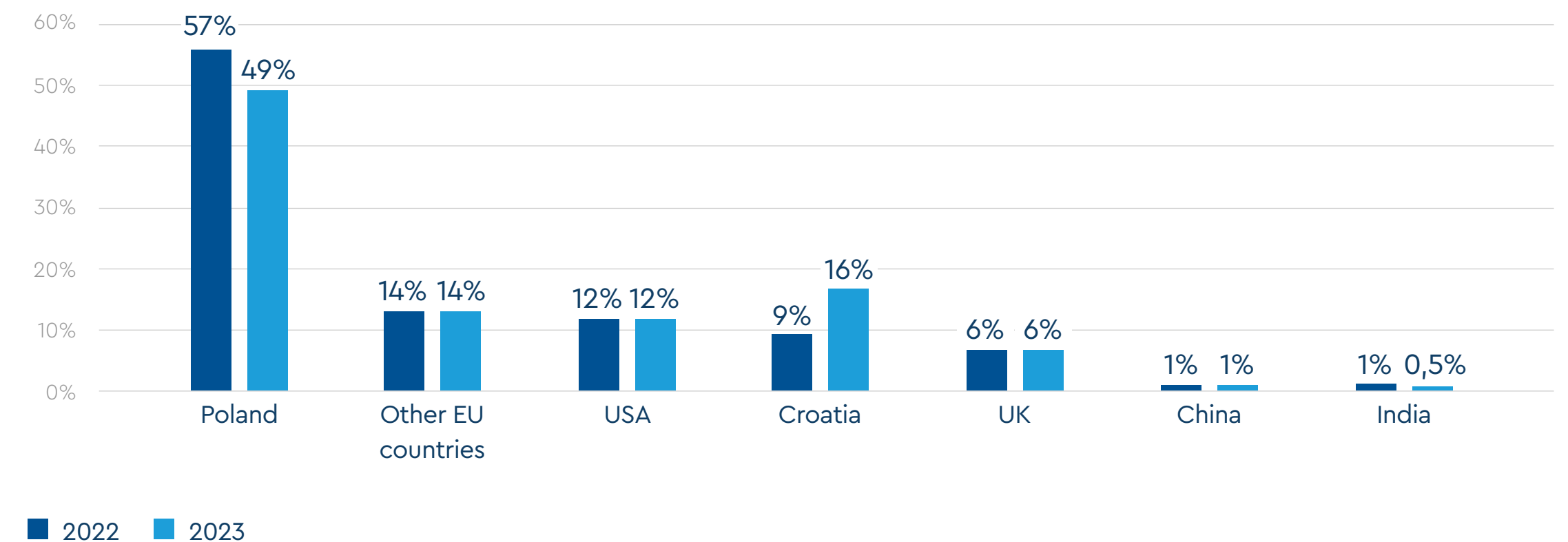
Despite maintaining a wide portfolio of suppliers, we concentrate on a select few key sources, optimizing our supply chain for strategic vendor partnerships. It allows not only to obtain favorable commercial terms, but also helps to build partnership in daily cooperation.

Breakdown of suppliers per geographic location: (table 3, chart 3)

TABLE 3. Breakdown of suppliers per geographic location

	2022	2023
Poland	57%	49%
Other EU countries	14%	14%
USA	12%	12%
Croatia	9%	16%
UK	6%	6%
China	1%	1%
India	1%	0,5%

CHART 3. Breakdown of suppliers per geographic location





In order to ensure consistent and repeatable quality of the services and materials provided to us, we apply the Supplier Qualification Procedure. The Procedure governs the initial and periodic evaluation of all suppliers impacting the services provided by the Selvita Group's GxP laboratories. In addition, the same suppliers also provide goods and services to our other laboratories. Initial qualification is performed for each new supplier. Re-qualification of suppliers is conducted periodically every 3 years or when a decrease in the quality of products or services supplied to us is observed. Qualification is accomplished by the supplier completing a questionnaire, which is then reviewed by the Quality Assurance Department in cooperation with the Procurement Department.

The Procurement Department constantly monitors the situation on global markets and acts quickly to mitigate the risk of a broken supply chain. It is possible due to having multiple sources for all supply categories.

In its daily job, the Procurement Department of Selvita Group acts according to the highest ethical standards. Vendor selection is always based on economic analysis, as well as the need to ensure continuity of supply of materials necessary for laboratory operations.

**In 2023, we have:**

- Initiated the development of Supplier Code of Conduct, covering Selvita's standards in Business ethics, Labor rights, Environment and Health & Safety and Management systems.
- Initiated the development of the internal Procurement Procedure.

**In 2024, we plan the following actions:**

- Further development and implementation of Supplier Code of Conduct. Each of new and existing suppliers will be asked to confirm that they act according to Selvita's standards.
- Further development of the Supplier Qualification procedure, to include environmental and social aspects. We plan to create and maintain a dedicated data base to collect data on above mentioned topics. Having such knowledge will enable including ESG characteristics in purchasing decisions. ●

# 5

# Social

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# 5.1. HR Policy



The Selvita Group shapes its employment and social policy in a consistent manner in relation to various companies of the Group. However, due to different legal, economic and social conditions in individual markets, it is reasonable to maintain the autonomy of individual companies in shaping certain aspects of personnel policy.

Due to the international nature of the Group, the implementation of the personnel policy is carried out in accordance with the laws of the country in which the individual companies of the Selvita Group operate, as well as on the basis of the internal procedures and standards in force in the companies.

**In particular, employee matters are regulated in policies and procedures such as:**

- work regulations
- remuneration regulations
- bonus procedure.

The aforementioned policies are common to all companies within the Selvita Group, with the exception of Ardigen S.A., which has its own bonus policy.

There are no collective agreements or trade unions in the Polish companies of the Selvita Group. Employees have not formed a works council.

In Selvita d.o.o. there are currently two trade unions and a collective agreement between the company and these trade unions is in force. The employees of Selvita d.o.o. have not formed a works council, and its powers are exercised by the trade union delegates.

## Satisfaction surveys

We conduct employee satisfaction surveys in all Selvita Group companies. In 2022, the satisfaction survey was held using an external company - Great Place to Work. Employees answered a number of closed questions, and in addition, they could share their suggestions and proposals for changes in the functioning of the organization in open questions.

In most of the companies (Ardigen S.A. and Ardigen Inc. excluded), we also conducted so-called focus groups (a total of 10 sessions), during which employees representing different areas of the organization had the opportunity to share in-depth proposals and jointly discussed the implementation of changes in various areas. Proposals for change were further reviewed with division directors and presented to employees in the form of an action plan.

In 2023, a Pulse Survey was organized. The aim of this survey was to gather employees' feedback with particular emphasis on areas that were identified in the previous survey as requiring improvement. The findings are being used to develop further activities aiming at improvement of employee satisfaction.

On a daily basis, employees can also make suggestions through the "Suggestion form"- available on the internal employee portal. ●

# 5.2. Human capital

The commitment and motivation of our employees is the key to our success and the main resource that allows Selvita Group to carry out its business activities. We strive to make the most effective use of the potential of our employees and to take advantage of the opportunities that arise from their capabilities. We are proud to be a valued multinational

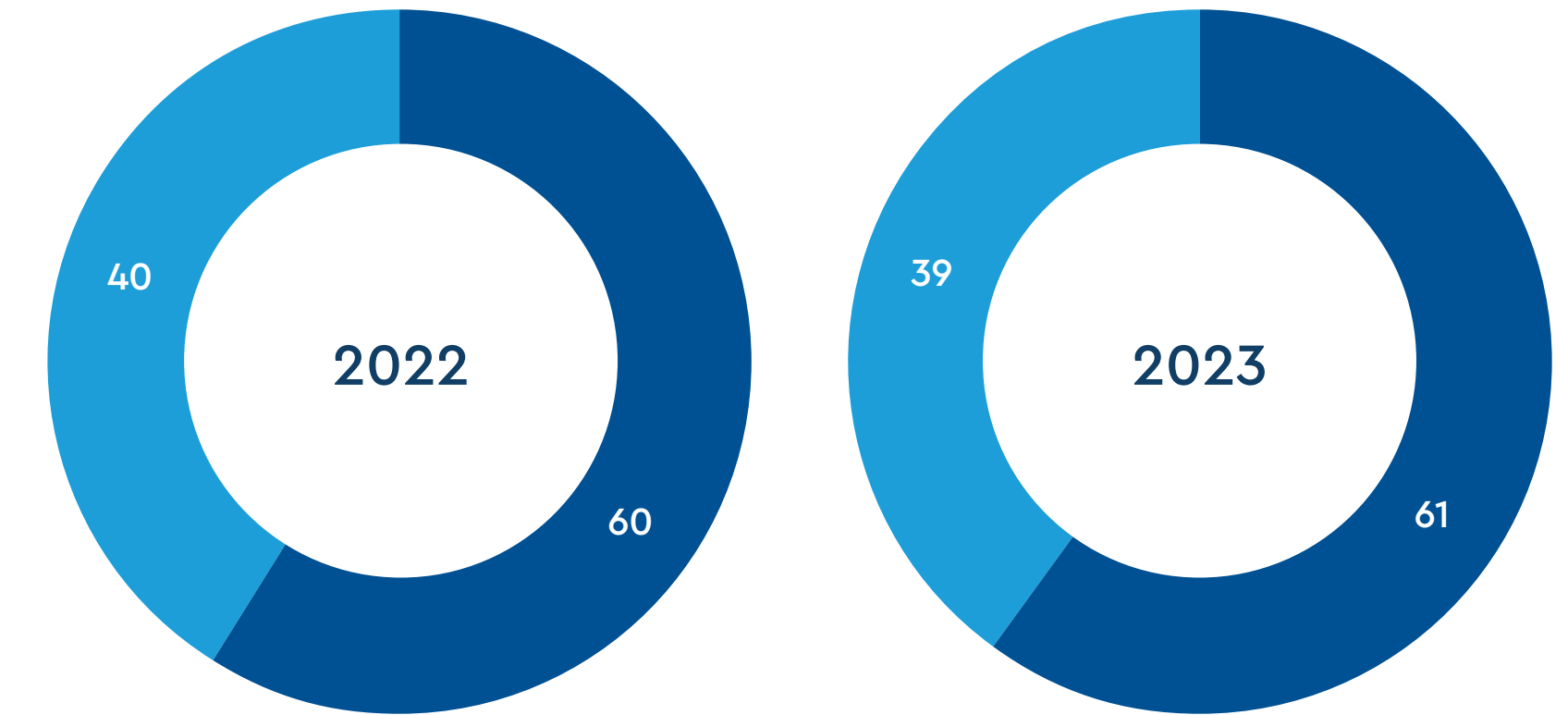
employer that enables scientists to develop their skills and apply scientific knowledge in practice – as a collective effort to change the world for the better, particularly in the area of human health. Data presenting the employment structure of the entire Group can be found in the table. (table 4)

TABLE 4. Human capital (as of 31.12.2022 and 31.12.2023 respectively)

	2022		2023	
<b>Total number of employees</b>	1046	100%	1 027	100%
<b>Breakdown by gender</b>	2022		2023	
male	418	40%	400	39%
female	628	60%	627	61%

CHART 4. Human capital – Breakdown by gender (%)

■ female  
■ male

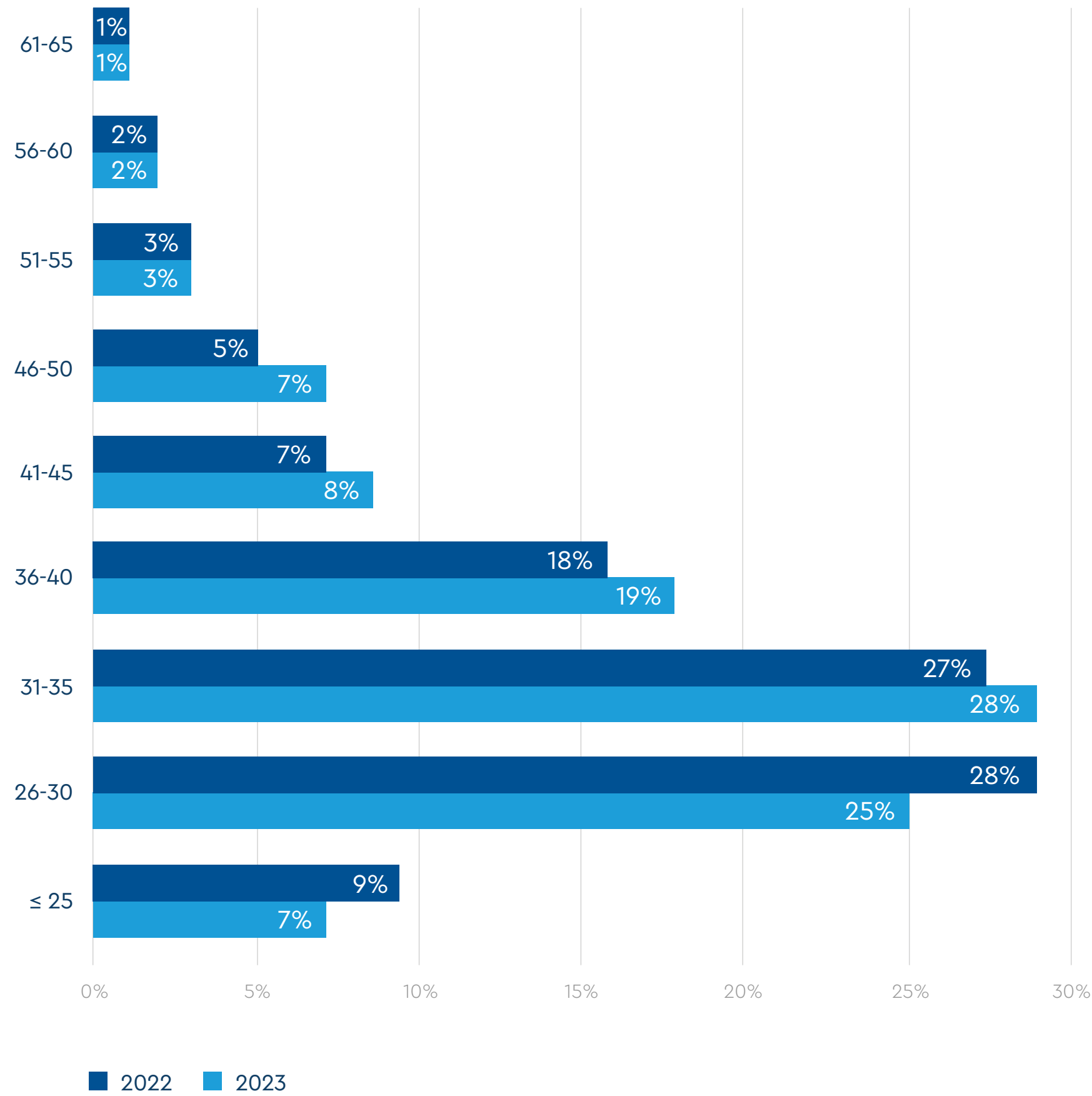


Breakdown by age

	2022		2023	
≤ 25	90	9%	76	7%
26-30	298	28%	256	25%
31-35	283	27%	288	28%
36-40	186	18%	195	19%
41-45	78	7%	86	8%
46-50	52	5%	67	7%
51-55	30	3%	30	3%
56-60	19	2%	19	2%
61-65	10	1%	10	1%



**CHART 5.**  
Human capital – Breakdown by age (%)

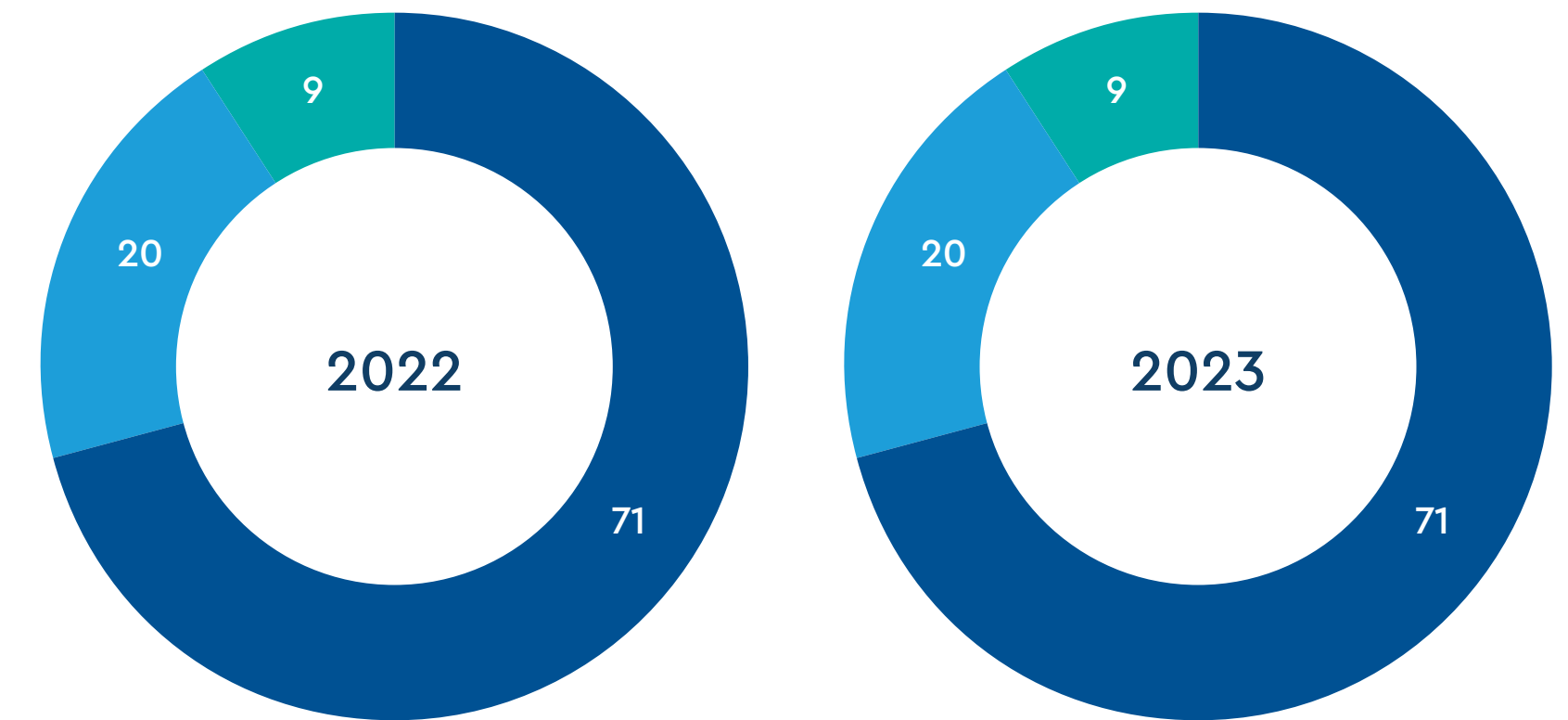


**Breakdown by employment basis**

	2022		2023	
employment contract, including:	947	91%	929	91%
permanent employment contract	742	71%	727	71%
temporary employment contract	205	20%	202	20%
B2B contract	99	9%	98	9%

**CHART 6.**  
Human capital – Breakdown by employment basis (%)

- permanent employment contract
- temporary employment contract
- B2B contract



# 5.3. Recruitment

In 2023, Selvita Group hired 140 new employees (59% women; 41% men), of which 64% were employed in scientific positions, near 10% of newcomers joined the sales, the other new joiners joined support departments. Among those hired for scientific positions, women outnumbered men (58% women; 42% men). Employee attrition oscillated around 11-12% for the majority of Group companies (calculation does not include Ardigen S.A. and Ardigen Inc.).

In comparison, in 2022, Selvita Group hired 275 new employees (75% women; 25% men), of which 77% were employed in scientific positions, and 23% joined sales and marketing, and general support functions. Women also outnumbered men among those hired for scientific positions (57% women; 43% men).

## Onboarding process and "buddy" function

The Selvita Group's companies (excluding Ardigen S.A. and Ardigen Inc.) have a standardized onboarding process. Some parts of the onboarding process (Welcome to Selvita, Drug discovery process, Health and Safety training, HR intro, IT Intro) are standardized across locations, while some are adjusted to the local needs. Each new employee receives a welcome email from the People & Culture Department with a general onboarding agenda along with an invitation to scheduled intro sessions. Additional materials and content that may be helpful in the first few weeks of work are available on a dedicated subpage of the intranet for new employees (Selvita Onboarding). We have included there, among other things, an introduction of the Management Board,

a brief history of the Group, contact information to key people, as well as basic information on initial training.

The onboarding process for each employee consists of two parts:

- general onboarding, i.e. the following meetings and presentations:
  - Health and Safety training
  - HR Intro
  - IT Intro
  - Drug discovery process at Selvita
  - Welcome to Selvita! - introduction presentation
- departmental onboarding, i.e. training related to the duties (as well as necessary procedures) of a given job, conducted by the manager or his/her designee.

In addition, Selvita has a Buddy Program - each new person is assigned a Buddy who is there to support him or her during the first 3 months of work, answering any questions and helping him or her acclimate to the organization.

In the first month of employment, new employees are invited to a meeting with a representative of the People & Culture Department to share their impressions of the introduction process and their opinions about the first weeks in the organization. In the second or third month of employment, we also sent a questionnaire to new employees to gather their feedback on the entire onboarding process. ●

# 5.4. Benefits

Below-presented benefits are offered to all employees and associates of the Selvita Group, regardless of their time basis, position or type of contract under which they are employed. A limited range of benefits is offered only to participants of summer internship programs. Some of the benefits may differ depending on the location and local regulations.

#### Benefits in Selvita Group:

- medical package – we provide employees with access to private medical care, there is also an opportunity to purchase a package for families and partners/spouses of employees
- sports card – employees have the opportunity to take advantage of a program under which, for a subsidy (the employer co-finances the card), they acquire a sports card entitling them to use services in sports facilities
- life insurance – we offer employees voluntary protection insurance in case of unforeseen fortuitous events, the cost of premiums is borne by the employee
- subsidized meals – employees receive prepaid cards for use in any catering establishments or access to partial funding of lunches
- Christmas vouchers or Christmas bonus – employees receive a Christmas gift (shopping vouchers or packages/gifts), as well as a gift for each child
- jubilee awards – are awarded to people whose length of employment with Selvita is at least 3 years (and successively 5, 10, 15, 20, 25, 30, 35, 40 years)

- team-building events – Selvita organizes a number of team-building events, to some of which employees' family members are also invited
- subsidized education – we offer the possibility of subsidizing education in postgraduate studies and professional certifications, in the amount of 50% of the cost of studies
- bonus for defending a doctoral thesis – employees who have defended their thesis and obtained a doctoral degree while working at Selvita receive additional financial gratification. ●

TABLE 5.  
Number of employees participating in benefits

Benefits	2022	2023
Medical package	971	831
Sports card	364	354
Life insurance	189	386
Cofinancing of meals – prepaid card	605	603
Cofinancing of meals – other	34	224

# 5.5. Wellbeing



Selvita hosts a number of events to promote a healthy lifestyle, physical activity and maintaining a work-life balance.

**Examples of 2023 initiatives include:**

- 3-month sports challenge for employees;
- "Bike to Work" campaign organized by the City of Krakow;
- spring bicycle service;
- mental health month – a month dedicated to mental health (webinars on preventing burnout, relaxation and breathing techniques, the dopamine system and depression prevention )
- regular workshops on breathing techniques;
- online lectures on parenthood topics in collaboration with UNICEF;
- employer-sponsored soccer, volleyball and basketball workouts;
- flu vaccination campaigns;
- Charity runs: the Poland Business Run and Zagreb Advent Run.

In addition, Company invited employees to attend Stress Management training in the form of four-hour workshops aimed at developing and improving skills in the area of stress management and resilience.

In 2024, we plan to continue selected activities dedicated to promoting employee wellbeing. ●



# 5.6. Development

Selvita's planned and implemented training programs are prepared based on previously diagnosed needs (the study of needs is both quantitative and qualitative, the study is conducted by questionnaire survey and in-depth interviews).

Employees can develop their skills by participating in such programs as:

- SELVITA SMART Professional Development Program
- SELVITA First Time Leader Academy – designed for those preparing for leadership roles
- SELVITA Manager Academy – designed for those in management roles
- Language training courses
- Trainings on cultural differences
- Trainings on MS office (Excel, Word, PowerPoint)

- Specialized trainings (in the area of your field of expertise)
- Trainings in the area of soft skills, corresponding to the needs of a specific team or department
- Subsidized studies/certificates

Meetings are also held to exchange knowledge and experience among employees (e.g., Managers' Forum, workshops for Buddies), or occasional webinars (e.g., on mental health "Selvita Mental Health Month").

Trainings are carried out both by external providers and Selvita employees (People & Culture Department and employees who are experts in specific content areas). Trainings are conducted in Polish, English and Croatian. Their duration is adapted to the specifics of the work and the time capabilities of employees.

TABLE 6. Training hours

	2022	2023
Total number of training hours	18 566	23 231
Average number of training hours per employee per year	29	26

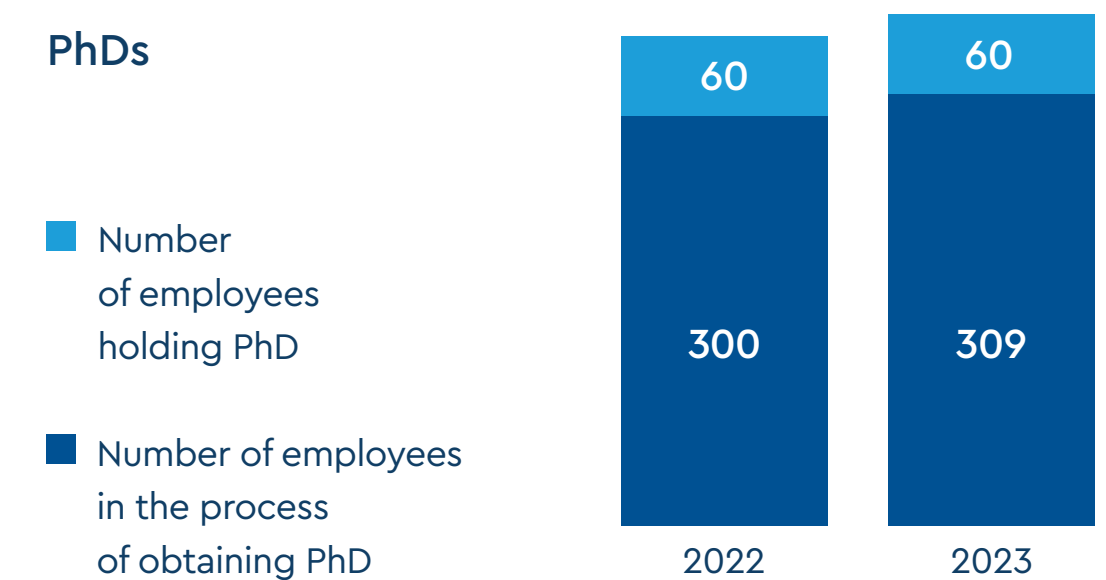
TABLE 7. Employees – PhDs

	2022	2023
Number of employees holding PhD	300	309
Number of employees in the process of obtaining PhD	60	60

## PhDs

Selvita also has a support program for people preparing their doctoral dissertations, which allows them to cover part of the costs related to the preparation of the dissertation and its defense (including co-financing the costs of administrative fees and those related to the use of the Group's infrastructure). An employee who obtains a doctoral degree also receives a financial gratification. ●

CHART 7. PhDs



# 5.7. Diversity and inclusion

We are proud that Selvita is an equal opportunity employer and believe that diversity and inclusion in the workforce is critical to the success of a global organization. Selvita fosters a trusting and appreciative organizational culture and values colleagues from diverse backgrounds and their ability to bring unique viewpoints and perspectives to all aspects of the business. A diverse workforce provides a more insightful understanding of our customers' needs and concerns, and diverse teams are more effective in a global business environment.

We are dedicated to enhance gender equality and prevent discrimination of any kind – regarding employees, board members, clients and all persons involved with the Selvi-

ta's activities. In Code of Conduct we took a commitment to not discriminate on the basis of race, age, color, sex, national origin, physical or mental disability, or religion in the terms, conditions, or privileges of employment.

In 2023, procedures defining the principles of counteracting discrimination, retaliation and harassment in the workplace were implemented for Poland and Croatia, respectively, due to existing legal differences. Recruitment, acknowledgement and recognition are based entirely on performance, potential and behavior and all employees are entitled to fair and comparable working conditions based on their job position and qualifications.

TABLE 8.  
Diversity – gender breakdown in management positions

% of the female employees	2022	2023
Managers & team leaders	60%	58%
Directors (excl. Board)	58%	59%
Board	33%	33%

TABLE 9.  
Gender pay gap (% of salary of male employees that female employees obtain in the same positions)

Relation of the basic compensation of woman vs men*	2022	2023
Scientific & laboratory support positions incl. managers	87%	85%
Support function positions incl. managers	88%	86%
Director positions (scientific & support functions)	102%	106%
Director positions (scientific & support functions) & Board	101%	99%

\*Calculation takes into account base compensation only



## Foreign employees

The majority of Selvita Group's employees are employed at our locations in Poland and Croatia. In addition, we also employ associates in our sales offices in the UK and the US, as well as experts from other countries who work with us remotely.

In our largest center, Poland, in 2023 Selvita Group employed 113 foreign associates, representing 30 different nationalities. Compared to 2022, the number of foreigners employed in Poland increased from 90 associates and 26 nationalities.

Below is a list of all the nationalities represented by our foreign associates employed in Polish facilities: (table 10)

TABLE 10.  
Foreign employees – nationalities

01. Azerbaijan	11. Indonesia	21. Portugal
02. Belarus	12. Iran	22. Russia
03. Brazil	13. Kazakhstan	23. Serbia
04. Bulgaria	14. Kenya	24. Sri Lanka
05. Chile	15. Columbia	25. Turkey
06. Czechia	16. Libya	26. Ukraine
07. France	17. Mexico	27. USA
08. Greece	18. Mongolia	28. Hungary
09. Spain	19. Germany	29. Great Britain
10. India	20. Pakistan	30. Italy

## Working parents

In Selvita Group, we encourage and support our employees who are parents in combining family and work responsibilities.

Among other things, Selvita allows flexible working hours, and where the nature of the job allows, employees can also work partially from home. We also offer our employees with a subsidy for kindergarten costs, and on the occasion of the holidays our employees receive prepaid cards or monetary amounts for gifts for their children. ●

TABLE 11.  
Working parents – maternity/paternity leaves

	2022	2023
Total number of employees on maternity/paternity leave	33	59
Total number of employees back to work after maternity/paternity leave	20	32
Back to work rate*	60,61%	54,24%

\*Back to work rate – the ratio of the total number of employees who returned to work after maternity/paternity leave to the total number of employees on maternity/paternity leave

# 5.8. Occupational health and safety

At Selvita, we consider our employees to be our greatest asset. This is why prioritizing the health and safety of our workforce is a significant aspect of our ESG activities. In 2023, we intensified our commitment to enhancing the working conditions for all employees. In the early months of 2023, we restructured our occupational health and safety framework to bolster preventive measures and improve the visibility of health and safety standards for our employees.

The social dimension of ESG entails enhancing the well-being of all individuals, and within its scope, we emphasize a heightened focus on employee health. At Selvita, we actively engage in specific initiatives aimed at enhancing the work environment while simultaneously developing systems for improved management of safety and health-related data. Moreover, our Occupational Health and Safety

Service team is tasked with overseeing the well-being of all employees. Prioritizing and enhancing the health and safety of our staff is fundamental at Selvita, particularly given the laboratory environment and biotech industry in which we operate. We conduct thorough assessments of identified risks across various activities and implement suitable control measures to mitigate potential threats at their source. In laboratory settings and roles exposed to heightened risks, we implement appropriate workplace protection measures, deploy security systems, and explore innovative solutions to bolster safety at workstations. Administrative staff, integral to Selvita's workforce, benefit from preventative measures outlined in internal protocols and training sessions to mitigate common office-related injuries.

TABLE 12. Accidents at work

	2022	2023
Number of accidents at work	5	9
Frequency index*	4,78	8,76
Number of days of incapacity for work due to accidents at work	67	35
Severity index**	13,40	3,89

\*Frequency index - ratio of the number of accidents at work to the number of employees (per 1,000 people)

\*\*Severity index - ratio of the number of days of incapacity for work due to accidents at work to the number of accidents at work



In 2023, there were a total of 9 workplace accidents documented. Among these incidents, 8 were associated with minor personal injuries, while one resulted in a more severe injury, leading to an extended period of absence. Fortunately, there were no fatalities or incidents affecting multiple individuals. Following these occurrences, preventive measures were promptly implemented, and we have intensified our commitment to fostering a culture of health and safety within the organization, emphasizing adherence to established guidelines.

All our facilities are equipped with first aid kits and automated external defibrillators (AEDs). Selvita provides annual training in first aid and CPR, delivered by a certified medical unit.

Ensuring the safety education of our workforce is paramount for protecting their health and well-being. We've established and enhanced an occupational health and safety training system, generating various training materials and conducting numerous activities to enhance the skills and safety consciousness of all employees. Additionally, we prioritize the health and safety of external parties, with plans to introduce a new series of training sessions on health and safety regulations for our contractors. To enhance employee safety awareness and bolster self-rescue and emergency response capabilities, we've developed emergency procedures for occupational health and safety.

During the reporting period, a total of 156 occupational health and safety training sessions and 64 additional train-

ing courses related to first aid, fire protection rules, selection of personal protective equipment, ensuring safety when working with technical gases were organized and attended by approx. 600 employees. ●

# 5.9. Sponsoring and charitable engagement

As part of its Corporate Social Responsibility, Selvita Group, continues to build long-term relationships with local charity organizations, making an impact on local and national communities' lives.

Selvita Group has been continuously supporting the activities of the Krakow-based UNICORN Association, a charitable organization established in 1999, which supports oncology patients and their families. The association runs the first Polish psycho-oncology center – a place where patients get professional psychological help to support

them getting through the oncology diagnosis and treatment. In 2023, Selvita sponsored, through a financial donation of PLN 40 000, the organization of Family Psycho-Oncology Camps, i.e. weekly rehabilitation and respite stays, which were meant to be a time of summer rest and return to joy for families facing daily oncological stress due to the illness of a family member. During their stay, families are accompanied by a support group- psycho-oncologists, educators, instructors of various therapeutic methods - providing support, so necessary in the process of dealing with emotions, building courage and faith in return-

ing to health and a good life. In addition, volunteers from Selvita employees in Krakow were directly involved in helping during three Psycho-Oncology Camps, providing their time and support for children from families struggling with oncological disease.

Employees of Selvita in Poland also took part in the initiative called "Letters" (organized by the Santa Claus Foundation for Seniors) and prepared 18 packages that responded to the needs and dreams of people staying in social welfare homes and other care facilities. As part of cooperation with the same Foundation, separate aid was also prepared for one of the Social Care Homes - support was provided in the form of necessary stationery and educational products (purchased articles worth PLN 2 000 were donated).

Moreover, as every year we took part in a Kraków charity run (stationary in Krakow and virtually in other locations in Poland, Croatia, UK and USA) organized by Poland Business Run Foundation. Foundation supports people with mobility impairment, provides assistance in their activation and in eliminating social barriers. Also, the foundation promotes the awareness about disabilities and tries to change the social perception of disabled people. Financial support in that area amounted in 2023 to PLN 12 000 PLN.

During 2023, Selvita in Zagreb in its sponsoring and community supporting activities focused on children and youth. Among others, Selvita in Zagreb supported International Association for Natural Health and their Healthy Children project (project for children with psychophysical difficulties such as hyperactivity, aggression, poor concentration

and communication, withdrawal, fears, insecurity, depression, nocturnal urination, allergies, weakened immunity, bronchitis, asthma, speech problems, vision, motor movement problems, etc.), PET PLUS association (with the aim of promoting healthy life choices among children and young people), Hope association (with the aim of supporting therapeutic riding for children with developmental disabilities), ISHI Judo club for people with disabilities. Employees in Zagreb took part in Zagreb Advent Run – charity event, from which the funds will be donated to the UniSport Srce Foundation (founded by the Croatian Academic Sports Association) with the aim of encouraging the development of student athletes in the Republic of Croatia. What is more, there were also different activities of employees aimed at popularization of chemistry for pupils and students, sponsoring international competition Grand Prix Chimique or providing scholarships. In 2023 Selvita in Zagreb continued supporting Zaklada Ana Rukavina with the aim of promoting voluntary bone marrow donation bank. Donations in the activities undertaken in Croatia amount to a total of 8 200 EUR. ●

# 6



# Environment

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# 6.1. Environmental Protection Policy

In its business operations, Selvita Group adheres to principles of sustainable development, including environmental protection. The primary goal is the systematic reduction of the Group's impact on greenhouse gas emissions, while the second goal focuses on effectively managing the Group's impact on the natural environment. The achievement of these goals is supported, among other things, by actions outlined in the Environmental Protection Policy. Selvita conducts its business activities with respect for the natural environment, aiming to minimize negative impacts on it both directly and indirectly. In striving to maintain a balance between development and responsibility for the natural environment, the Group aims to reduce the negative impact of its activities on the environment, including through reducing waste generation, limiting electricity and heat consumption, decreasing greenhouse gas emissions, and raising environmental awareness among employees.

The climate crisis is one of the main challenges of our generation. Furthermore, we are aware that the climate crisis poses significant physical risks that directly and indirectly impact our operations. We understand that continuous greenhouse gas emissions will lead to further warming and irreversible changes in the climate system, thereby increasing the likelihood of severe, widespread, and irreversible physical impacts on humans and ecosystems.

Selvita Group aims to minimize its environmental impact in accordance with our Environmental Protection Policy, implemented standards within the organization, and principles of business conduct. We adopt a risk-based approach to environmental management, focusing on topics deemed

most significant: climate, emissions and energy, pollution, waste management, and water resource management. Over the past year, we have enhanced our reporting processes in preparation for environmental disclosure requirements. As part of continuous improvement in measurement and reporting, in 2023, we also strengthened our data collection processes and internal quality assurance, resulting in better environmental data quality. Selvita is committed to conducting operations efficiently and responsibly, always striving to reduce negative environmental footprint across all business activities and in the supply chain.

In 2023, we focused on collaborating with our employees, suppliers, and clients, among others, to eliminate, where possible, waste resulting from our laboratory processes, minimize pollution, decarbonize our operations, design and develop innovative processes and investments, and continually implement improvements and fulfil our compliance obligations with applicable laws and regulations. ●



# 6.2. Waste management



Sustainable waste management is an important part of our ESG approach. Responsible chemical management is a key element of sustainable practices and the organization of our processes. As a result, we have also been able to reduce the amount of waste produced, especially those classified as hazardous. Additionally, in 2023, we standardized classification, preliminary storage processes, transportation, and waste record-keeping in accordance with our internal Waste Management Procedure. We clarified the responsibilities of collaborating departments, such as scientific departments and logistics. We implemented a series of training sessions on waste management to ensure proper segregation, labelling, and record-keeping of various types of waste in accordance with national regulations. Furthermore, we did not record any incidents related to hazardous waste management. Consequently, we reduced the total amount of waste generated in 2023 and increased the proportion of non-hazardous waste compared to hazardous waste.

As a result of our activities, hazardous and non-hazardous waste are generated. (table 13) ●

TABLE 13.  
Hazardous and non-hazardous waste

	2022	2023
<b>Total waste [t]</b>	<b>266</b>	<b>256</b>
hazardous waste [t]	229	185
non-hazardous waste [t]	37	71

# 6.3. Emissions



Our approach to greenhouse gas (GHG) emissions management involves measuring our environmental impact in accordance with GHG Protocol principles, meaning we primarily aim to minimize our carbon footprint. For emissions in scopes 1 and 2, we are gradually transitioning to renewable energy sources and increasing energy efficiency in our own facilities. Regarding scope 3 emissions, we recognize the importance of cooperation with our suppliers to identify reduction opportunities throughout our supply chain.

In 2023, our total greenhouse gas emissions amounted to 1,906,626 metric tons of carbon dioxide equivalents (tCO<sub>2</sub>e). The increase in greenhouse gas emissions can be attributed to overall economic growth and operational expenditures, which were also associated with the launch of our new Research and Development Center. Our carbon footprint calculations adhere to the GHG Protocol Corporate Accounting and Reporting Standard, which is the most widely used standard for calculating greenhouse gas emissions in organizations.

Additionally, by analyzing the safety classification of refrigerants used in our refrigeration equipment, we intend to adopt a shift towards using safer and more environmentally friendly refrigerants, thereby reducing emission intensity.

In pursuit of our business objectives, we will develop an action plan for decarbonizing our processes. We will continue to enhance our measurement and data collection methods, expand our indicators, and analyze our risks and opportunities. Our focus will be on energy efficiency, which will help save money and energy, as well as increase resilience and sustainable development. (table 14) ●

TABLE 14.  
CO<sub>2</sub> emission

	Emission [Mg]	Emission rate* [kg/MWh]
Carbon dioxide (CO <sub>2</sub> )	7361	788

\*Emission rate - the ratio of emission volume to total electricity consumption calculated on the basis of information contained in the Polish National Database on Greenhouse Gas and Other Substances Emissions

# 6.4. Water



As a socially responsible company, we are aware of climate change, including issues related to the availability of natural resources. Although the risk of water shortage does not directly affect us, we consider it our duty to continually optimize our water management to minimize our environmental impact in this regard. Water within the Selvita Group is used for laboratory processes, hygiene, and drinking purposes. Domestic wastewater is discharged into the sewage system. Rainwater or meltwater from the Group's business premises, depending on technical possibilities, is discharged into rainwater drainage systems, soil, or bodies of water. Limiting water consumption is a commitment that we take very seriously. ●

TABLE 15.  
Total water consumption

	2022	2023
Total water consumption [m <sup>3</sup> ]	34806	30235

# 6.5. Electricity

Electricity is the main power source for all systems (heating, ventilation, air conditioning) used in the daily operations of laboratories and offices at Selvita Group. Additionally, in the laboratories in Zagreb, we use natural gas for heating during transitional periods (spring, autumn), as well as in cases of very low external temperatures. Gas is also utilized for steam production, which is used to maintain the appropriate level of relative humidity in office and laboratory spaces, as well as for sterilization purposes.

Total energy consumption by source is shown in the table. (table 16)

In 2024, we plan to increase the use of renewable energy sources, which we have identified as one of the key levers for reducing greenhouse gas emissions (especially Scope 2 emissions). Environmental protection and sustainable devel-

opment is becoming one of the most important aspects of our organizational development. We believe that renewable energy sources represent a significant opportunity to minimize the impact of our organization on the climate and the environment. We are already using the energy generated by the photovoltaic panels installed in the new Research and Development Center for Laboratory Services in the Drug Discovery and Development Area in Kraków, a modern building designed with care to equip it with adequate insulation, low-emission installations, and energy-efficient equipment. Planned activities, where possible, will include purchasing sustainable energy, optimizing production processes to reduce energy consumption and waste, promoting recycling, as well as monitoring and reporting emissions to continuously assess progress and identify areas for improvement. ●

TABLE 16.  
Energy consumption

	2022	2023
Total consumption of electricity per year [MWh]	8 082	9 342
Total consumption of gas per year [MWh]	1 300	1 069
Total consumption of other fuels per year [MWh]	4 804	5 106
Share of renewable energy in overall energy mix	22%	29%

## 6.6.

# Animal welfare

Animals continue to play a critical role in developing medicines and treatments for health conditions and diseases. The goal of much animal-based biomedical research is to model human injuries and diseases, many of them painful. Preclinical research scientists have moral and scientific obligation to reduce pain and distress in laboratory animals used for scientific purposes, in compliance with the 3Rs framework (Reduction, Refinement, Replacement) guided testing approaches. In Selvita Group, we review and benchmark our humane treatment approach against current and emerging best veterinary, best surgical, and best research and scientific practices to remain at the forefront of preclinical animal related research in the CRO sector.

At Selvita Zagreb, 14 veterinarians, Designated Veterinarian/Animal Welfare Officer, Compliance Manager and EHS Manager daily ensure the health and well-being of the animals (laboratory rodents and rabbits) and the research

personnel in our care. The animal care and use program is managed in accordance with the Directive 2010/63/EU and AAALAC-I engineering, performance and practice standards, continually since 2009. These mandate the animal care and use program management and the oversight procedures (Institutional Ethics Committee's involvement in Post Approval Monitoring, different internal and external quality assurance practices) as well as the personnel management, including their continual professional development.

During 2023, Selvita Zagreb has made much progress with reduction and refinement concepts by commissioning inhalation tower, PET, CT and digital imager equipment. These offer a less invasive in vivo monitoring alternative of inflammatory processes and allow longitudinal measurements of treatment effects, without the need for large cohorts of animals.

Also, during 2023, Zagreb animal facility obtained an extension of the institution's Animal Welfare Assurance approval from the Office of Laboratory Animal Welfare (OLAW), which will be valid until 2028. It sets forth the responsibilities and procedures of our animal facility regarding the care and use of laboratory animals in compliance with the Public Health Service (PHS) Policy on Humane Care and Use of Laboratory Animals.

In 2023 we have opened another Animal Facility in Selvita Kraków, which is specialized in the field of oncology. In Selvita Krakow are working veterinarian, designated veterinarian, scientists and technicians with experience in work with laboratory animals. We have an Internal Ethical

Committee (IEC) which main aim is to control and approve applications to Local Ethical Committee (LCE) prior to its submission. Moreover, IEC controls health and welfare of animals kept in Animal Facility, controls procedures and activities compliance based on the application accepted by LCE. On the top of that, IEC is organizing variety of trainings and informs about possibility to attend external trainings and seminars to continue development of staff.

In Selvita Kraków, similarly to Selvita Zagreb, we are obligated to follow 3 R rules. In order to deliver that we have purchased ultrasonography machine in 2023. In this way we are able to control development of the oncological disease (in particular in case of orthotopic tumors localized in the abdominal cavity) and test efficacy of tested therapy without a necessity of big cohort of animals. ●

# 6.7. New Research and Development Center

As part of the newly built Research and Development Center for Laboratory Services in the Drug Discovery and Development Area, we have applied the following environmentally friendly solutions:



Glycol heat recovery



Weather system and motion sensors



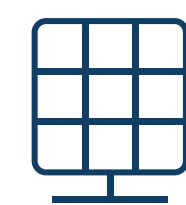
LED lightning



Facilities for cyclists



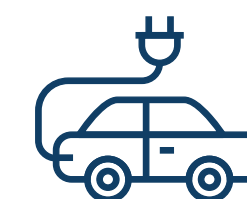
BMS system managing the building



Photovoltaic panels



Facade with high thermal insulation



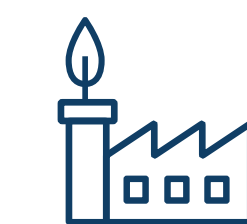
Electric car chargers



Green areas and insect-friendly plants



Solutions to reduce water consumption



Green roofs

## Infrastructure and its impact on the environment

In 2023, Selvita completed the construction of its first building for the Research and Development Center for Laboratory Services in the Drug Discovery and Development Area. The building consists of 5 floors with a total area of approximately 10,000 sqm, of which 4,000 sqm is laboratory space. Facility has been equipped with highly specialized installations to ensure the safety of scientists' work in the laboratories, but also with pro-environmental solutions to reduce the building's energy needs, use natural resources, or reduce the negative impact of the environmental transformation for the construction of the new building on biodiversity.

Selvita Group consistently works to ensure that the designed and constructed buildings are environmentally friendly, which also makes them cheaper to operate. We believe that our commitment to reducing the environmental impact of newly constructed buildings and to combating climate change is not only a goal from the perspective of ensuring good environmental conditions for future generations, but is first and foremost one of the main guidelines considered when evaluating our activities.



## Energy Efficiency

In Selvita's new laboratory building, we have implemented solutions to minimize energy consumption and maximize the use of energy from renewable sources. A photovoltaic system has been installed on the west facade of the building and on the roof terrace, glycol heat recovery has been used in the air handling units, and only LED lighting has been used throughout the building. In addition, the entire building is managed by an intelligent Building Management System, which makes it possible to reduce the energy demand of the building when the laboratories are in limited operation.

The building has been equipped with a photovoltaic panel installation mounted on the western facade and partially on the roof. The photovoltaic panels placed on the facade are part of the glass cladding in the opaque areas of the facade and serve as filling elements in the facade's column-and-mullion system, constituting an integral part of the structure. By installing a system that partially covers the demand for electrical energy, the Company can reduce its reliance on the power grid, resulting in a decrease in greenhouse gas emissions.

The task of the applied photovoltaic system is to harness solar energy reaching the building by converting it into electrical current through monocrystalline photovoltaic cells. The photovoltaic installation has been connected to the building's internal electrical system via distribution boards, facilitating monitoring and management. Additionally, the installation enables the transmission of surplus

generated energy to the power grid when it is not consumed by the building.

To minimize the negative impact on the environment, all ventilation and air conditioning systems in the building are configured for automatic operation. The automation system aims to maintain optimal air parameters, monitor equipment operation, optimize energy consumption, and signal any emergency situations. Automation for each installation in the new building has been integrated with the BMS system, allowing for automatic regulation of ventilation, air conditioning, and heating. This enables significant reduction in energy consumption, such as lowering temperatures or limiting cooling during non-working hours, weekends, and days off.

Another advantage is the installation of heat and energy recovery systems. The utilized heat recovery mechanisms in mechanical ventilation systems allow for the recovery of heat from extracted, polluted air (moist and carbon dioxide saturated) in favor of fresh air supplied from outside. The extracted air has a higher temperature compared to the external air, which is transferred to the incoming air through a heat exchanger. In the new building, a heat recovery ventilation system has been applied in all rooms where possible for hygienic reasons.

Furthermore, the entire building has been equipped with LED lighting fixtures. This has reduced the energy demand for lighting the building by approximately 17,500 kW. Additionally, LED lighting is characterized by long lifespan. High-quality LEDs can shine for 30 to 100 thousand hours,

gradually dimming over time instead of suddenly failing, as is the case with incandescent bulbs. Moreover, LEDs do not contain mercury or other environmentally harmful substances, reducing the amount of waste generated by the building, as they are rarely replaced.

## Water and biodiversity in the Selvita building

The desire to reduce the negative impact of the construction of the new building on biodiversity and water management was an important factor that influenced the solutions used on the investment. The construction of a new building always affects changes in ecosystems, climate change, and water resources and also affects biodiversity in a given area. And it is on these key issues that the balance of nature depends. That's why Selvita constructing its new building, has set itself the goal of caring for the environment and applying optimal solutions.

As part of the new building, rainwater has been managed within the property boundaries through retention or drainage into the sewage system, incorporating solutions such as facilitating rainwater infiltration into the ground, slowing down runoff, and increasing retention. Rainwater that is not managed on-site is directed to the existing drainage ditch located on the north side of the investment.

Highly efficient faucets have been installed in all restrooms, widely used in buildings with LEED and BREEAM certifications. These faucets enable water savings of up to 90% by setting the water flow within the range of 1.4 to 6 liters per

minute, detecting presence using active infrared sensors, and employing anti-blockage mechanisms. With the use of electronic faucets, water flow is automatically regulated and stopped. In future projects, Selvita plans to implement the latest water-saving systems, encompassing not only faucet fixtures but also other bathroom equipment.

To improve the natural environment and increase the population of beneficial insects, comprehensive actions have been carried out in the green areas around the Selvita building. As part of these activities, various species of nectar-rich plants have been planted, serving as a food source for bees, butterflies, and other pollinating insects. Additionally, trees that are insect-friendly have been selected and planted, attracting insects with their flowers and providing shelter. These bird-friendly environments help maintain the natural balance of the ecosystem by controlling pest populations and influencing the biodiversity of the area. As a result, these initiatives support environmental protection, promoting a healthy and sustainable living environment for diverse organisms. ●

# 6.8. Taxonomy

Within Selvita Group, we have reviewed all the activities identified in the Taxonomy according to the technical eligibility criteria in the area of climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, as well as protection and restoration of biodiversity and ecosystems. As the analysis of the Group's activities is updated in subsequent years, the data presented for 2023 may change.

The results of the analysis have been presented as the proportions of turnover (revenue), capital expenditure and operating expenditure related to these activities.

#### The calculation was based on:

- Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the

establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088

- Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether that economic activity causes no significant harm to any of the other environmental objectives
- Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by specifying the content and presentation of information to be disclosed by undertakings subject to Articles

19a or 29a of Directive 2013/34/EU concerning environmentally sustainable economic activities, and specifying the methodology to comply with that disclosure obligation

- Commission Delegated Regulation (EU) 2022/1214 of 9 March 2022 amending Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy sectors and Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities
- Commission Delegated Regulation (EU) 2023/2485 of 27 June 2023 amending Delegated Regulation (EU) 2021/2139 establishing additional technical screening criteria for determining the conditions under which certain economic activities qualify as contributing substantially to climate change mitigation or climate change adaptation and for determining whether those activities cause no significant harm to any of the other environmental objectives
- Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to pollution prevention and control, or to the protection and restoration of biodiversity and ecosystems and for determining whether that economic activity causes no significant harm to any of the other environmental objectives and amending Commission Delegated

Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities

The following rules were applied to calculate the proportion of turnover, capital expenditure and operating expenditure qualifying for systematics:

- for the turnover ratio – the ratio of the sum of revenues from taxonomy-eligible activities to the total revenues disclosed in Selvita Group's consolidated financial statements for 2023,
- for the capital expenditure ratio – the ratio of the sum of taxonomy-eligible capital expenditure to the total expenditure disclosed in Selvita Group's consolidated financial statements for 2023,
- for the operating expenditure ratio – the ratio of the sum of taxonomy-eligible operating expenditure to the total operating expenditure disclosed in Selvita Group's consolidated financial statements for 2023.

In addition, all the activities identified in the Taxonomy were reviewed against the environmental objectives defined in the Taxonomy in order to determine which activities significantly contribute to climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, as well as protection and restoration of biodiversity and ecosystems, and whether they do not cause serious harm to the other environmental objectives. An assessment of the status of compliance of revenues, capital expenditures and operating expenditures with the Taxonomy of environmentally sustainable activities is presented in the attached tables.





TABLE 17.  
Turnover

Economic Activities (1)	Code (2)	Financial year 2023		Substantial contribution criteria						DNSH criteria („Does Not Significantly Harm“)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, year 2022 (18)	Category Enabling activity (19)	Category Transitional activity (20)
		Turnover (3)	Proportion of Turnover, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
<b>A. Taxonomy-eligible activities</b>																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	0	0%	0%	0%	0%	0%	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		
Of which enabling	-	0	0%	0%	0%	0%	0%	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	E	
Of which transitional	-	0	0%	0%						N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Turnover of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%	0%								0%		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		0	0%	0%	0%	0%	0%	0%	0%								0%		
<b>B. Taxonomy-non-eligible activities</b>																			
Turnover of Taxonomy-non-eligible activities		351,852	0%																
<b>Total</b>		<b>351,852</b>	<b>100%</b>																

TABLE 18.  
CapEx

Economic Activities (1)	Code (2)	Financial year 2023		Substantial contribution criteria						DNSH criteria („Does Not Significantly Harm“)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, year 2022 (18)	Category Enabling activity (19)	Category Transitional activity (20)
		CapEx (3)	Proportion of CapEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
<b>A. Taxonomy-eligible activities</b>																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	0	0%	0%	0%	0%	0%	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		
Of which enabling	-	0	0%	0%	0%	0%	0%	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	E	
Of which transitional	-	0	0%	0%						N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Construction of new buildings	7.1	17,103	23%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								29%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		17,103	23%	23%	0%	0%	0%	0%	0%								29%		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		17,103	23%	23%	0%	0%	0%	0%	0%								29%		
<b>B. Taxonomy-non-eligible activities</b>																			
CapEx of Taxonomy-non-eligible activities		56,678	77%																
<b>Total</b>		<b>73,781</b>	<b>100%</b>																

TABLE 19.  
OpEx

Economic Activities (1)	Code (2)	Financial year 2023		Substantial contribution criteria						DNSH criteria („Does Not Significantly Harm“)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, year 2022 (18)	Category Enabling activity (19)	Category Transitional activity (20)
		OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
<b>A. Taxonomy-eligible activities</b>																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	0	0%	0%	0%	0%	0%	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		
Of which enabling	-	0	0%	0%	0%	0%	0%	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	E	
Of which transitional	-	0	0%	0%						N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%	0%								0%		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		0	0%	0%	0%	0%	0%	0%	0%								0%		
<b>B. Taxonomy-non-eligible activities</b>																			
OpEx of Taxonomy-non-eligible activities		334,807	100%																
<b>Total</b>		<b>334,807</b>	<b>100%</b>																

# Management

Krakow, March 26, 2024



**Bogusław Sieczkowski**

PRESIDENT OF MANAGEMENT BOARD



**Miłosz Gruca**

VICE-PRESIDENT OF MANAGEMENT BOARD



**Mirosława Zydrón**

MEMBER OF MANAGEMENT BOARD



**Adrijana Vinter**

MEMBER OF MANAGEMENT BOARD



**Dariusz Kurdas**

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