



Selvita Group Report  
on non-financial information  
for 2022

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





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# Dear Selvita Shareholders, Business Partners, and Friends,

Last year, we celebrated the 15th anniversary of Selvita as a company and a brand. It's been fantastic yet challenging years when we worked hard to shape our identity and corporate structure. Over the time, we have grown from a small start-up to a global organization, yet we still focus on the same goal: to become a true partner for our clients.

Today, we are one of the largest preclinical contract research organizations in Europe. We provide high-quality drug discovery and drug development services. We have the necessary expertise and know-how to support drug discovery projects across a broad range of therapeutic areas. We are a team of dedicated scientists and

experts 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. As we live our mission and aim at our goals every day at work, we are also committed to being good corporate citizens who maximize our impact by supporting environmentally sustainable, socially conscious business practices that are aligned with sound corporate governance practices.

Guided by our purpose and in alignment with our strategy and core values, I am delighted to share with you the first in our history, non-financial data report. This report reflects our commitment to transparency, accounta-

bility, and responsible business practices. It is the next step toward better, more conscious management of the Group in accordance with the principles of sustainable development.

At Selvita, we believe that sustainable growth can only be achieved by balancing economic, social, and environmental considerations. We are committed to conducting our business operations in a way that not only generates economic value for our shareholders but also creates a positive impact on society and the environment.

We recognize the importance of protecting the environment and are committed to minimizing the impact of our operations. We have implemented several initiatives, such as optimizing our energy consumption and reducing waste generation. We are continually investing in our infrastructure with an expansion of our current location in Krakow and Zagreb. More importantly, the construction of our first laboratory facility has been progressing according to the schedule, and we are getting closer to the day when we can move into it. Our own research space allows us to undertake even more actions to measure and reduce our impact on the natural environment.

Our success depends on the well-being and development of our employees and associates. We have implemented several initiatives in the past year to promote employee well-being and professional development opportunities. We also actively engage in our local communities through volunteerism and corporate social responsibility initiatives.

We believe that good governance is critical to building trust and sustaining long-term success. We have implemented strong corporate governance practices to ensure our operations are conducted with integrity, transparency, and accountability. We have a Code of Conduct that sets out our ethical principles, and we regularly monitor our compliance with applicable laws and regulations. We are committed to upholding high standards of ethics and transparency in all our business dealings.

There is always room for improvement, and we are committed to continuous progress. In 2023, we will focus on enhancing our sustainability initiatives and strengthening our ESG reporting practices. We will also continue to engage with our stakeholders to understand their expectations and feedback on our sustainability efforts.

We believe that our commitment to sustainability is the right thing to do and critical to our long-term success. We thank our stakeholders for their support and look forward to continuing our sustainability journey.

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



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

# Introduction

**This Selvita Group report on non-financial information reflects our awareness of modern business issues.**

As part of the life science sector, we are particularly influenced by many stakeholders – employees, regulators, investors, members of civil society, and finally patients and researchers. We strive to be transparent with the communities we impact, and therefore, in order to develop our innovative services in a sustainable manner, we have prepared this report with the expectations of each audience in mind.

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 2022, with some additional comparative data from 2021. Unless explicitly stated otherwise, individual data are presented as of 31.12.2022.

The contents of the report have not been externally verified.

The terms "Selvita Group", "Selvita" and "Group" used in the report refer to the Selvita Capital Group, i.e. Selvita S.A. and its consolidated subsidiaries.

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 2023



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

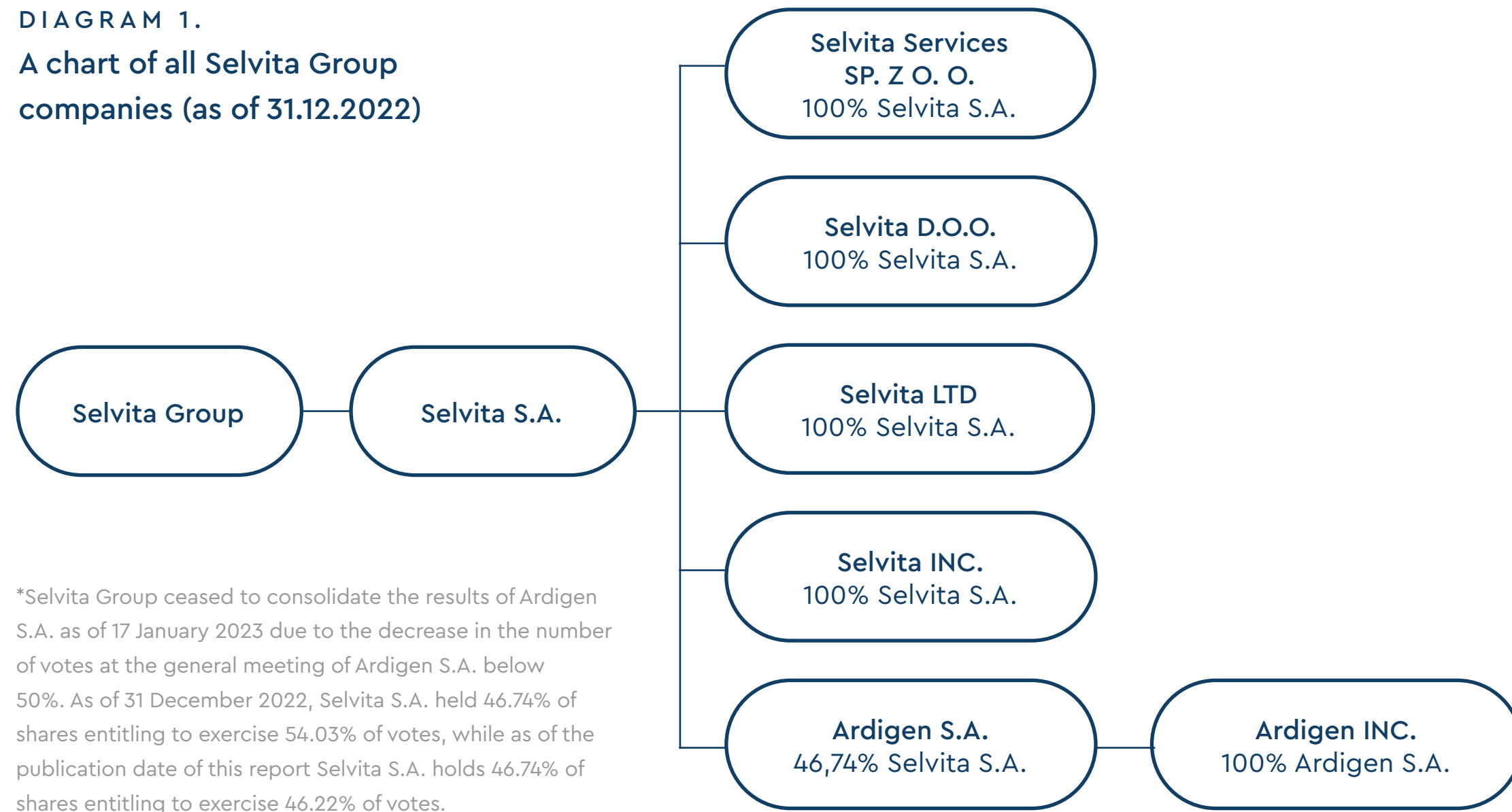
**800+** customers    **7/10** largest, global biotech and pharma companies    **1000+** employees

**14 300m<sup>2</sup>** research space    **44%** revenue CAGR in years 2014-2022



# 3.2. Group structure

DIAGRAM 1.  
A chart of all Selvita Group companies (as of 31.12.2022)



\*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 2022, Selvita S.A. held 46.74% of shares entitling to exercise 54.03% of votes, while as of the publication date of this report Selvita S.A. holds 46.74% of shares entitling to exercise 46.22% of votes.

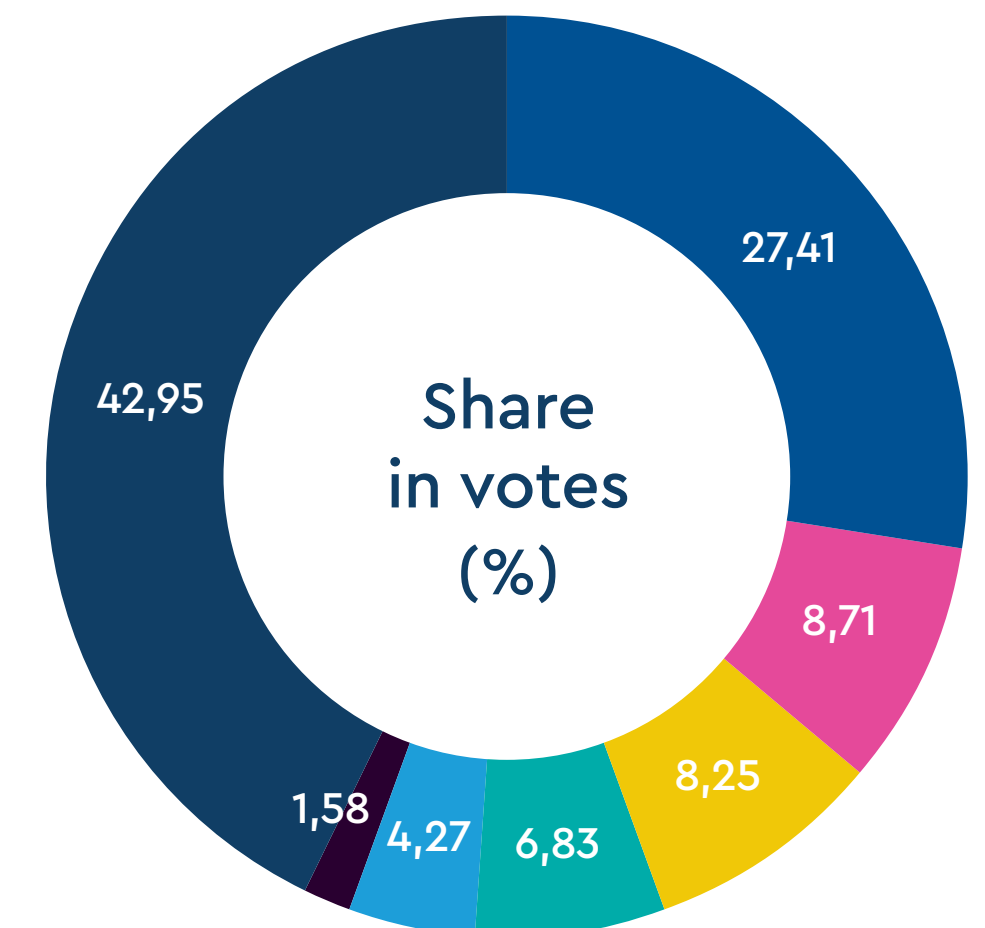
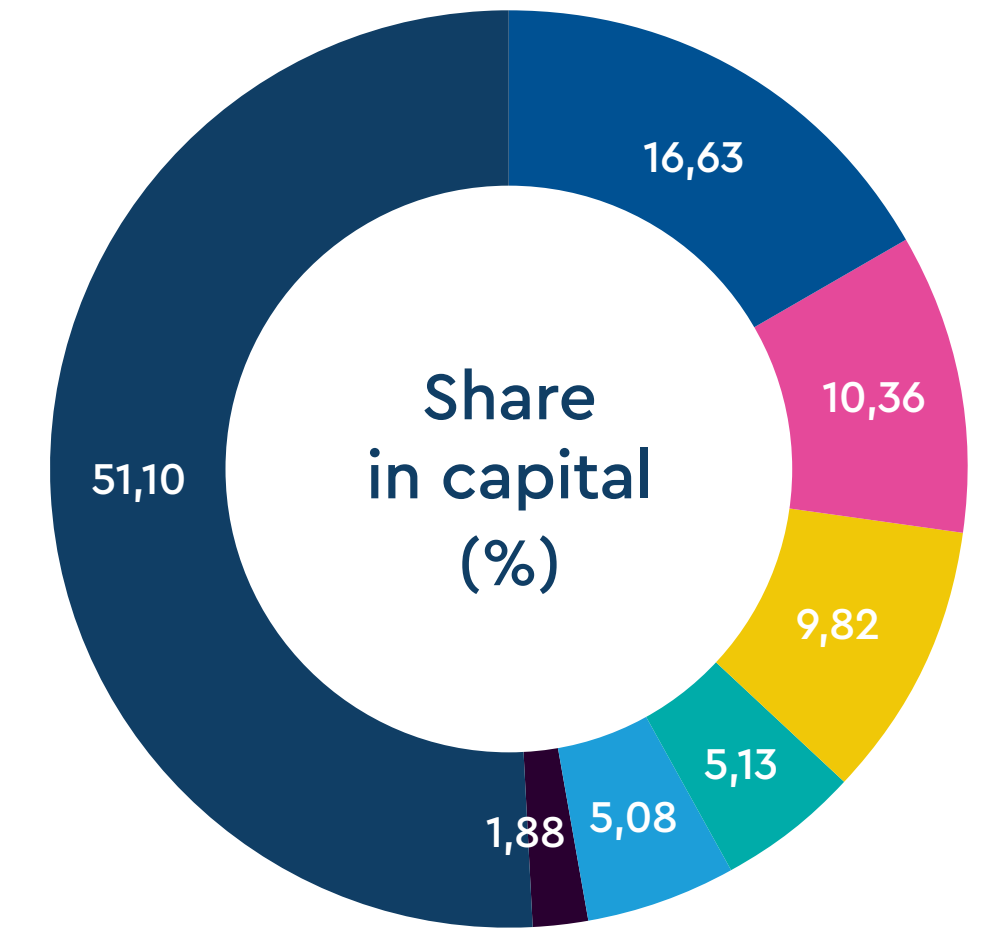
Selvita Group, established in 2007 (taking into account the business activity of the entity from which Selvita S.A. was formally separated in the split process in 2019), operates globally with over 1000 highly qualified employees, of which over 29% hold a PhD degree. The Group's headquarters and laboratories 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 31.12.2022, also included Ardigen company, with centers in Krakow, Poland as well as San Francisco and Cambridge in the United States.

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
- Nationale Nederlanden OFE
- TFI Allianz Polska
- Bogusław Siczkowski
- 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 plans to triple its sales revenue (to PLN 900 million), maintaining high profitability. The Group intends to implement the assumptions of the strategy through organic growth and acquisitions.

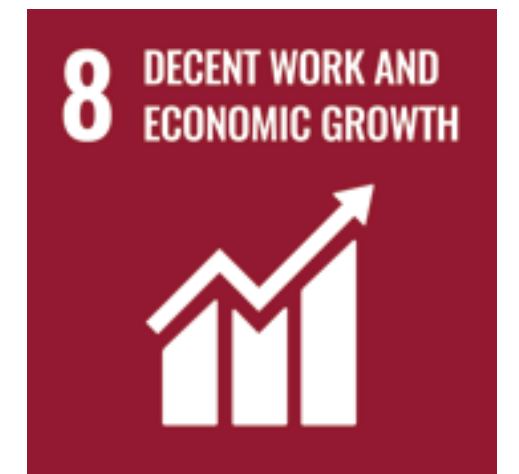
**Selvita Group Development Strategy for 2022-2025 is based on three key priorities:**

- 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 we have started 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 collecting 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

The rules for preventing mobbing in the Selvita Group are regulated at the national level, but we are working to introduce a common group anti-mobbing policy. In addition to the policy, we plan to implement a training platform to educate employees in this area, as well as a tool that will facilitate anonymous reporting of potential mobbing incidents. These activities are planned for 2023.

So far, in order to prevent negative behavior in the workplace, eliminate mobbing and foster positive relations between employees, we have adopted an Anti-Mobbing Policy for Polish companies (Selvita S.A., Selvita Services sp. z o.o., Ardigen S.A.). It defines the principles of anti-mobbing and applies to all employees of the Group, including executives.

**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 focus groups;
- promoting the building of positive relations between employees.

To protect employees from mobbing, we have also established an Anti-Mobbing Commission, whose members operate on the basis of impartiality and confidentiality. The Commission's tasks include receiving reports and analyzing

them, providing recommendations to the employer and preparing reports in this regard.

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.

In 2022, we received 2 reports of suspected mobbing, which were investigated and resolved in accordance with the above principles. As part of our corrective actions and to prevent similar situations in the future, we have, among other things, decided to introduce a change in the work reporting structure, offered additional development opportunities such as coaching, and organized team-specific workshops to develop better communication and cooperation principles. Further activities planned for 2023, such as training for all employees and the introduction of a streamlined whistleblowing system, will further raise awareness in this area and strengthen the responsiveness. ●



## 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 behaviour regarding:**

- financial services, products and markets
- prevention of money laundering and terrorist financing
- product safety and compliance
- transportation safety
- environmental protection
- radiological and nuclear safety
- food and feed safety
- animal health and welfare
- public health
- consumer protection
- protection of privacy and personal data
- public procurement
- security of information and communication networks and systems
- breaches affecting the financial interests of the European Union
- breaches relating to the internal market of the European Union, including breaches of competition and State aid rules as well as corporate tax.

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.

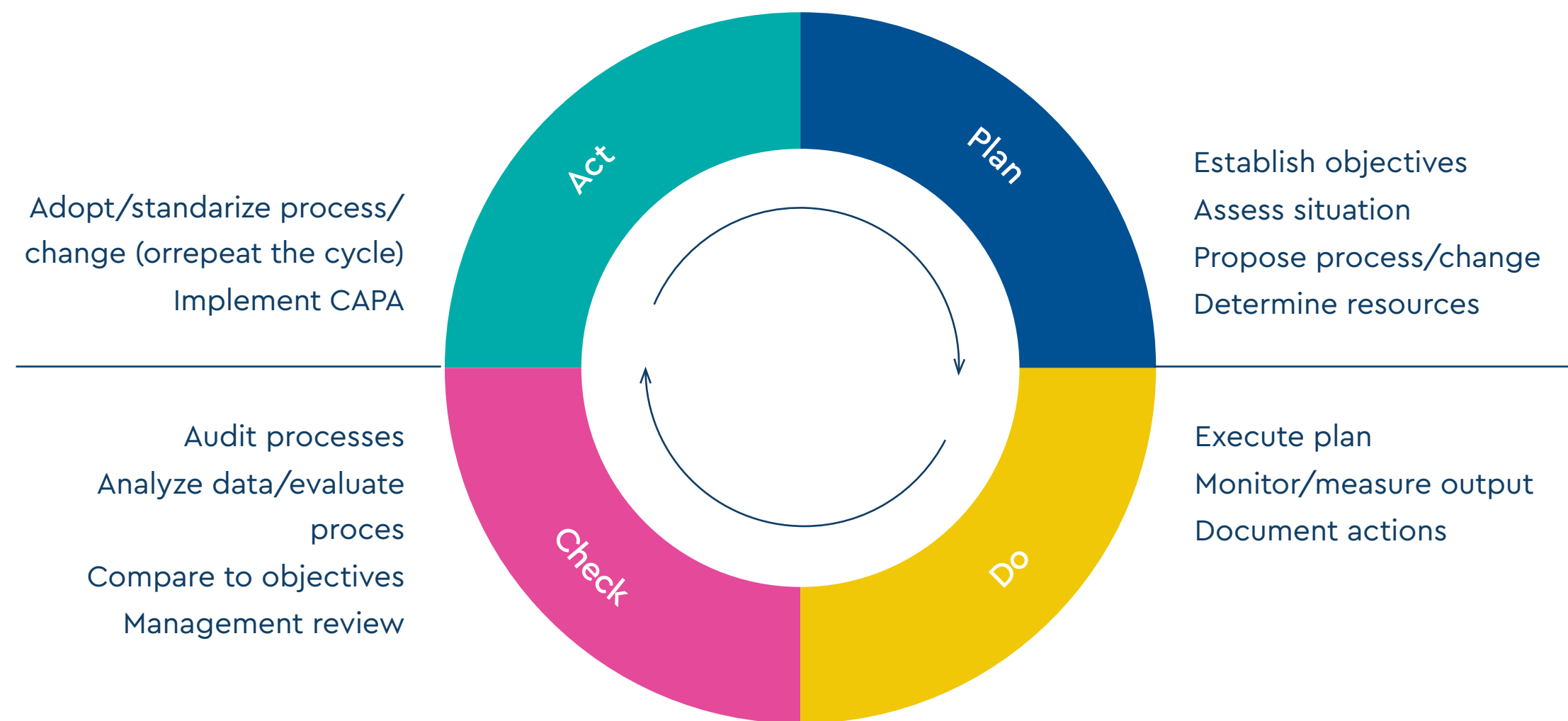
We maintain a register of reports submitted by whistleblowers. In 2022, we did not receive any report. ●





# 4.7. Quality

DIAGRAM 2. PDCA Cycle



As Selvita Group we implemented quality principles across the organization and issued a Quality Manual which describes our policy and quality management systems (QMS) in place to serve our customers and promote continuous improvement.

The Quality Assurance Department is accountable for promoting a quality culture throughout the entire organization. Quality Assurance is a part of the QMS, and it is deployed here to assure compliance with the applicable GLP, GMP, or GCP regulatory requirements and implementation of Good Research Practice across the organization in a way that non-regulated research is conducted, documented, and retained properly to ensure that decisions are supported by accurate and valid scientific data.

The QMS is being introduced and improved to ensure conformity to customer and applicable regulatory requirements, and Selvita's capability to determine our customer needs and requirements; to design and develop studies, new therapies, and know-how. The QMS is based on a process approach to quality management and Selvita applies continuous process improvement methodology, i.e. the Plan-Do-Check-Act (PDCA) cycle (below), to ensure its ongoing effectiveness. (diagram 2)

System processes, including their interrelationships, are described in detail in internal SOPs dedicated to each unit. Planning for quality is a cooperative effort amongst all Selvita departments.

As a Group we ensure the effective QMS designed and implemented to fulfill the requirements of international standards and regulations listed below:

- 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 maintain the effectiveness of the QMS through a range of activities such as internal inspections, management review, corrective and preventive actions (CAPA), and external assessments (audits).

Audits are an essential management tool to be used for verifying objective evidence of processes, assessing how successfully processes have been implemented, judging the effectiveness of achieving any defined target levels, as well as providing evidence concerning the reduction and elimination of problem areas. For the benefit of the organization, quality auditing should not only report non-conformances and corrective actions, but also highlight areas of good practice. In this way other departments may share information and amend their working practices as a result, also contributing to continual improvement. In 2022, Selvita was audited 15 times. Ten audits were conducted by pharmaceutical companies and five by biotechnological companies. There were no critical findings, only some of normal or low priority, which were addressed following the approved CAPA plans. Additionally, in 2022, Selvita was inspected by the Polish regulatory authority – The Chief Pharmaceutical Inspectorate (pol. Główny Inspektorat Farmaceutyczny) which is granted the GMP certificates in Poland. It was a planned GMP inspection conducted on 9-10 March 2022. There were no critical findings, only five major and six minor. The inspection ended successfully with issuing of the renewed GMP certificates for Selvita. ●

Regarding the 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	WTC/0377_01_01/107 (Quality control testing of human medicinal products)	The Chief Pharmaceutical Inspectorate	30.05.2022
GMP Certificate	WTC/0377_01_01/108 (Quality control testing of veterinary medicinal products)	The Chief Pharmaceutical Inspectorate	30.05.2022
GMP Certificate	WTC/0377_01_01/109 (Quality control testing of investigational medicinal products)	The Chief Pharmaceutical Inspectorate	30.05.2022
GLP Certificate	23/2021/DPL (Physical-chemical testing, toxicity studies, mutagenicity studies, other studies: chemical analysis, cytotoxicity, bioanalysis, and pharmacokinetic studies)	Bureau for Chemical Substances	25.10.2021
Manufacturing and Importation Authorisation	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 Management Procedure.

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 2021, Selvita Group implemented 50 recommendations, and in 2022 another 25 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

In 2023, we plan to introduce another 15 recommendations in 2023, including full MFA authentication, enhanced Disaster Recovery and Business Continuity plan, new Ser-

vice Desk ticketing systems and migration to the new Data Center (located in our new Research and Development Center in Kraków).

To increase the level of security, a decision was made to implement the SOC (Security Operation Center) service. 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. After analysis, we selected a partner to implement and provide this service.

In 2022, 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 2022, IT Department conducted 23 training sessions and trained 152 employees.

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 above policies, in 2022 Ardigen upgraded its server room, implemented a monitoring and maintenance schedule, and conducted regular penetration tests and vulnerability assessments.

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 2022, Ardigen conducted 12 training sessions and 2 webinars about IT & Data Security.

There were none complaints or data breaches reported throughout the 2022.

Additionally, ISO27001 certification 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 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 granting 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

In 2022, we have initiated activities to implement the Continuous Process Improvement (CPI) methodology in Selvita Group.

The key elements we are focusing on in this regard are:

1. Continuous Improvement Culture – engaging employees from all business areas and organizational levels into an active participation in CPI implementation;
2. Process Inventory – listing of activities, owners, interactions, required inputs and outputs as well as IT systems and applications used, in addition to diagnosing actual potential of change based on Lean Methodology and prioritizing further steps in order to implement quick wins and define larger projects;
3. Optimization Projects – supporting or managing optimization projects stemming from ongoing IT initiatives, employees' innovative ideas and process inventory;
4. Change & Innovation Management – ensuring smooth process of managing changes in the organization on all stages including submitting and registering the idea, deciding on new projects, implementing and monitoring progress.

The goals we want to achieve by implementing CPI is better efficiency, even higher quality, smoother M&A processes and engaged community. We are confident that such streamlined procedures will benefit the organization and enable us to provide even better services to our clients, as well as significantly contribute to a more sustainable use of our resources. ●



# 4.10. Supply chain

Selvita Group success in conducting its business rely in great part on cooperation with its partners in supply chain. The main categories that are being purchased by us are chemical and biological reagents, consumables, as well as laboratory equipment. For each of these categories we have multiple sourcing options. We collaborate both with global corporations, as well as local vendors in Poland and in Europe. Such sourcing strategy ensures access to global new technologies, yet allows dynamic demand management and obtaining necessary materials in a short timeframe.

Currently we have ca. 3000 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.

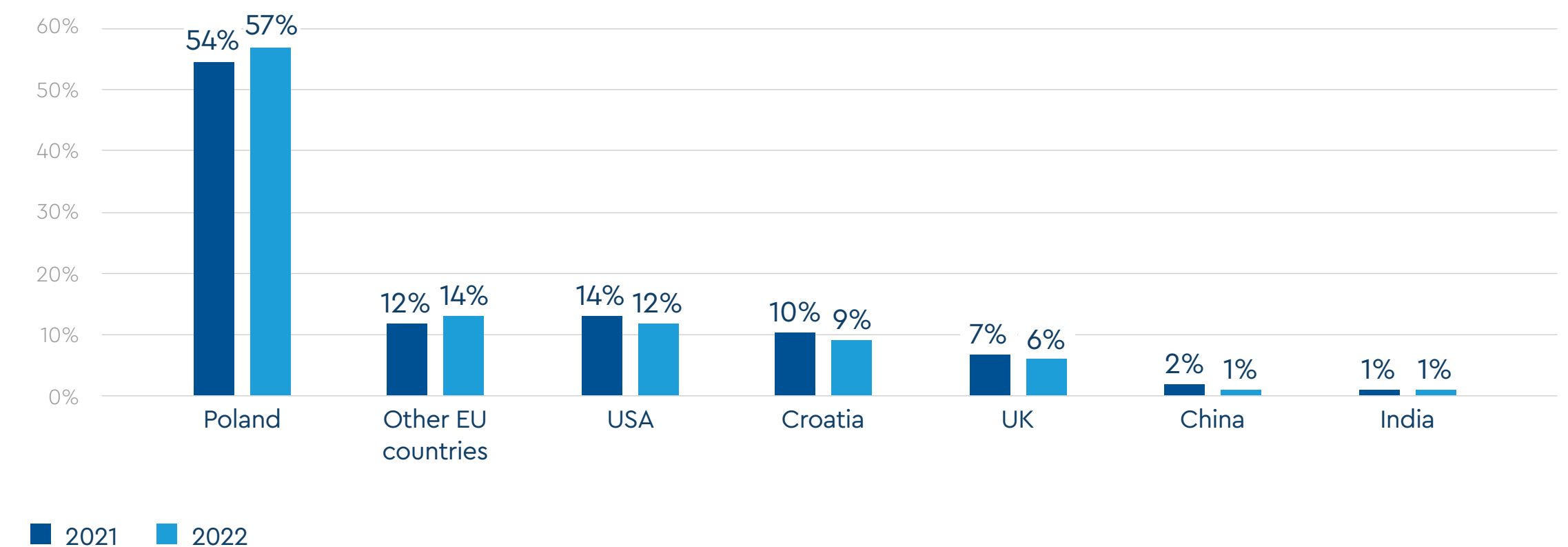
While having a wide portfolio of suppliers, we limit the number of key sources and streamline our supply chain to focus on our strategic vendors. It allows not only to obtain better commercial terms, but also helps to build partnership in daily cooperation.

Breakdown of suppliers per geographic location: (table 3, chart 2)

TABLE 3. Breakdown of suppliers per geographic location

	2021	2022
Poland	54%	57%
Other EU countries	12%	14%
USA	14%	12%
Croatia	10%	9%
UK	7%	6%
China	2%	1%
India	1%	1%

CHART 2. 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 that affect 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.

Procurement Department constantly monitors the situation on global markets and acts quickly to mitigate the risk of 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 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 plan the following actions:**

- a. 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 related to ethics, human rights and HSE aspects.
- b. 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



Selvita Group does not have a uniform policy on labor and social issues. The companies of the Selvita Group have a high degree of autonomy in their activities, as they operate in different geographical locations and market segments, and thus in different legal, economic and social conditions. As a result, the possibility of adopting a uniform policy is significantly limited.

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 Polish 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.

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

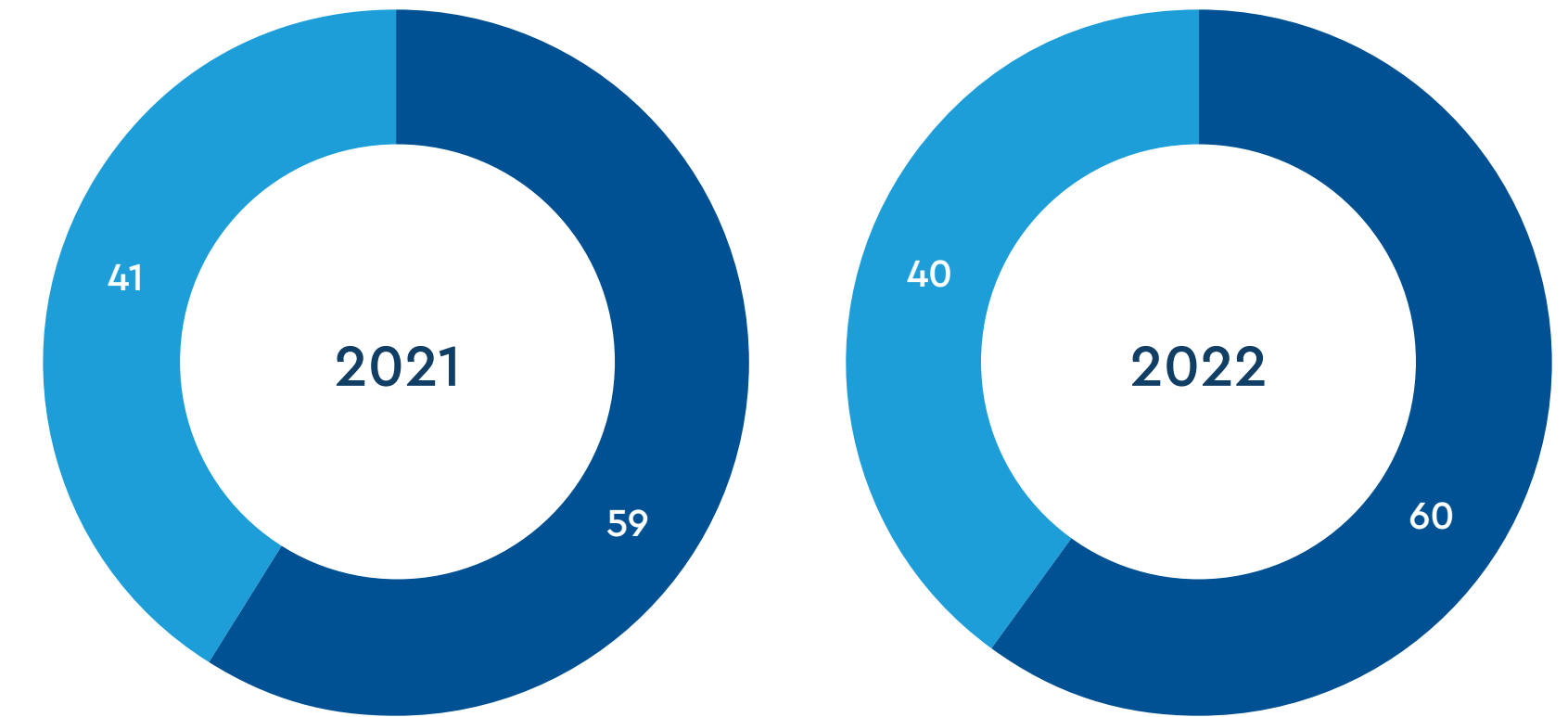
multinational employer that enables scientists to develop their skills and apply scientific knowledge in practice – as a collective effort to change the world for the better, particularly in the area of human health. Data presenting the employment structure of the entire Group can be found in the table.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

TABLE 4. Human capital (as of 31.12.2021 and 31.12.2022 respectively)

	2021		2022	
<b>Total number of employees</b>	864	100%	1046	100%
<b>Breakdown by gender</b>	2021		2022	
male	355	41%	418	40%
female	509	59%	628	60%

CHART 3. Human capital – Breakdown by gender (%)

■ female  
■ male

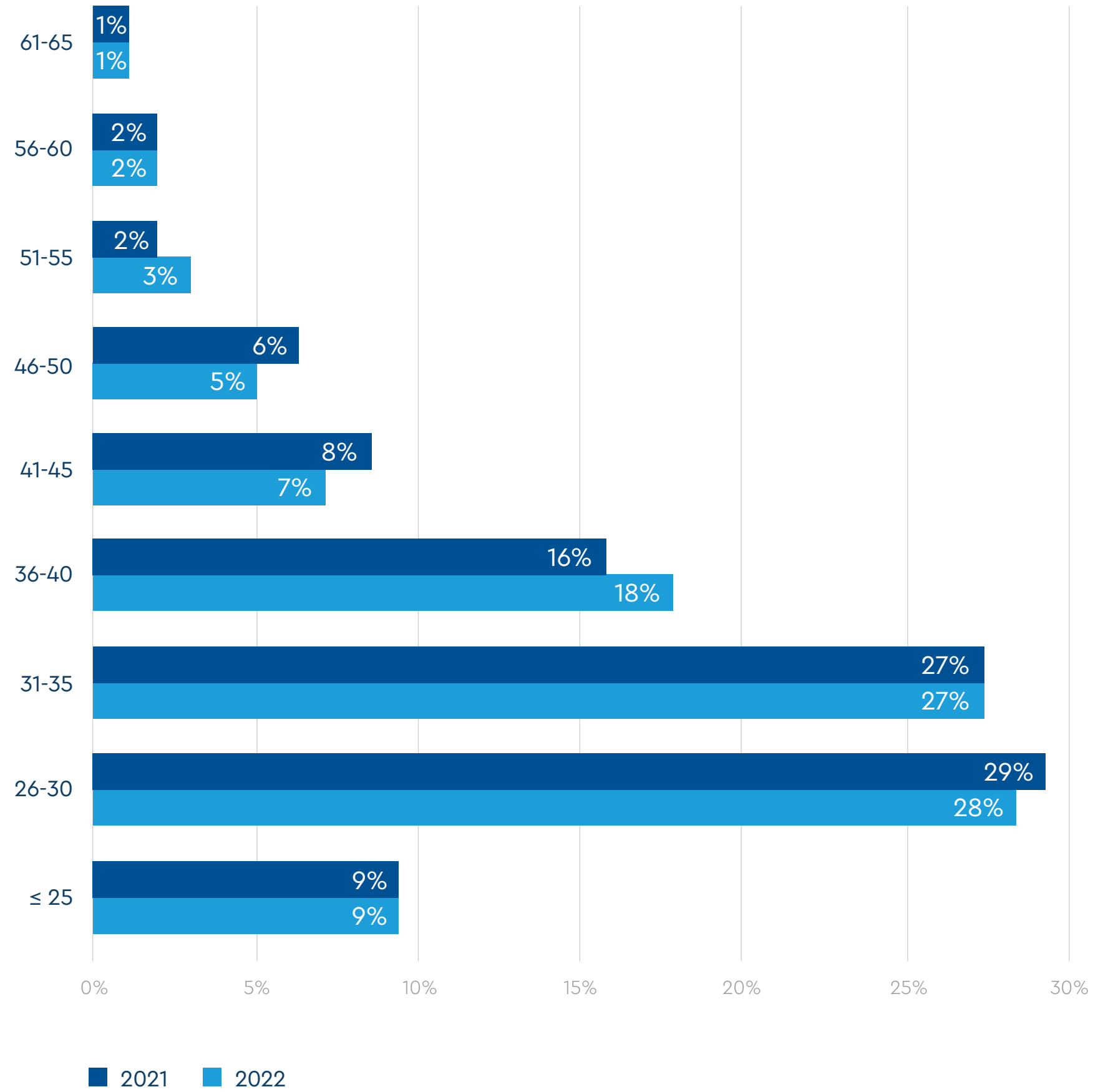


Breakdown by age

	2021		2022	
≤ 25	82	9%	90	9%
26-30	248	29%	298	28%
31-35	232	27%	283	27%
36-40	136	16%	186	18%
41-45	67	8%	78	7%
46-50	52	6%	52	5%
51-55	21	2%	30	3%
56-60	20	2%	19	2%
61-65	6	1%	10	1%



**CHART 4.**  
Human capital – Breakdown by age (%)

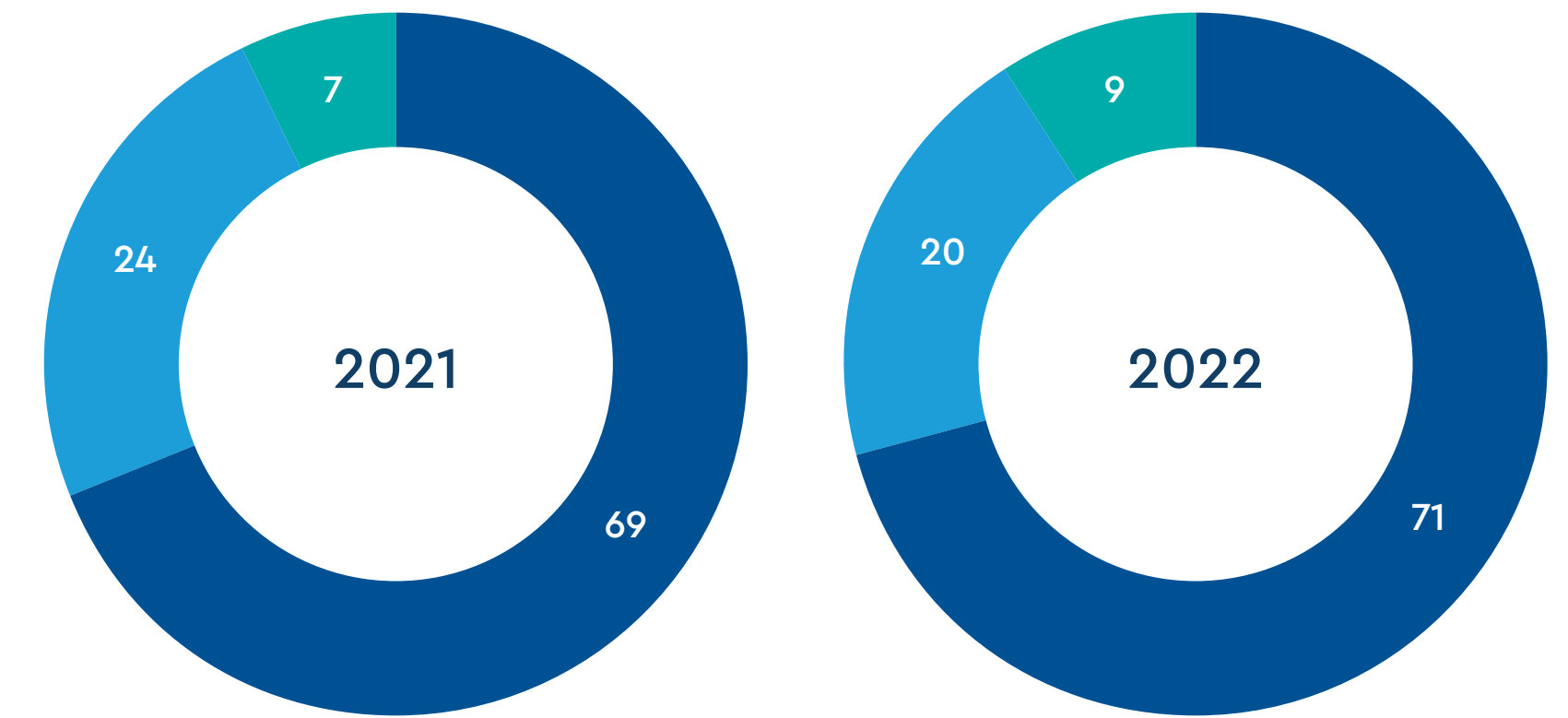


**Breakdown by employment basis**

	2021		2022	
employment contract, including:	805	93%	947	91%
permanent employment contract	596	69%	742	71%
temporary employment contract	209	24%	205	20%
B2B contract	59	7%	99	9%

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

- permanent employment contract
- temporary employment contract
- B2B contract



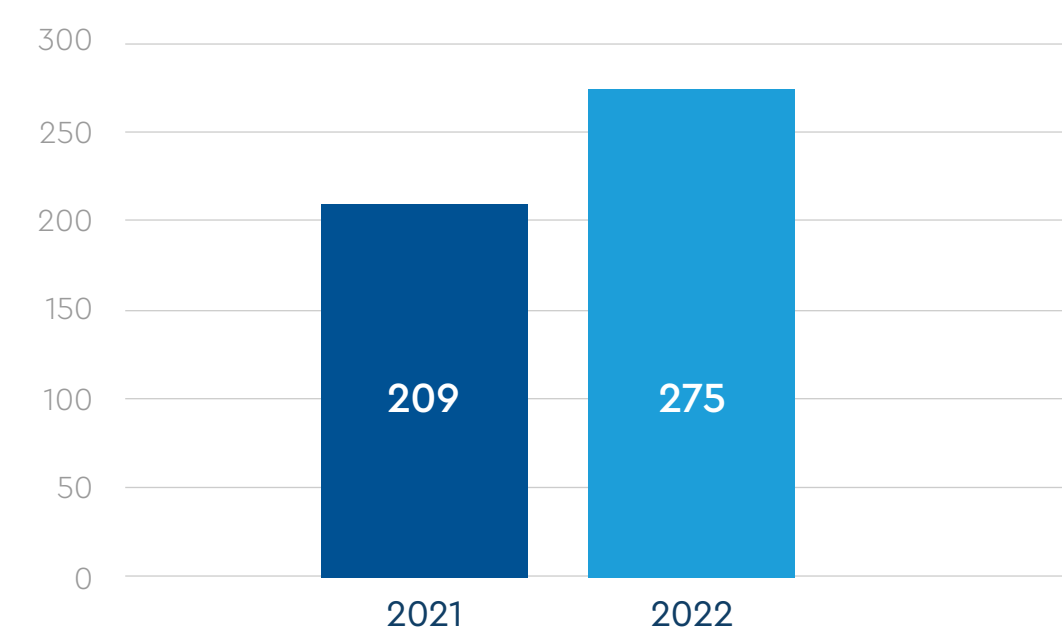


## 5.3. Recruitment

In 2022, Selvita Group hired 275 new employees (75% women; 25% men), of which 77% were employed in scientific positions. The remaining newcomers joined the sales and support departments. Among those hired for scientific positions, women outnumbered men (57% women; 43% men). Employee attrition oscillated around 7-9% for the majority of Group companies (calculation does not include Ardigen S.A. and Ardigen Inc.).

In comparison, in 2021, Selvita Group hired 209 new employees (53% women; 47% men), of which 82% were employed in scientific positions, nearly 5% in sales and marketing, and 13% in general support functions. Women also outnumbered men among those hired for scientific positions (53% women; 47% men).

CHART 6.  
Number of new hires



### 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) 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 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	2021	2022
Medical package	649	971
Sports card	180	364
Life insurance	120	189
Cofinancing of meals – prepaid card	0	605
Cofinancing of meals – other	106	34



# 5.5. Wellbeing



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

Examples of 2022 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 (a webinar on building one's mental resilience and a webinar on sleep disorders)
- employer-sponsored soccer, volleyball and basketball workouts;
- flu vaccination campaigns;
- weekend recreational excursions for employees;
- the Poland Business Run charity run.

In addition, Stress Management training in the form of five-hour workshops aimed at developing and improving skills in the area of stress management and resilience was held for employees at all levels.

In 2022, due to the war in Ukraine, psychological support for employees and their relatives from Ukraine was implemented – Selvita covers the cost of up to 3 consultations with a specialist as part of the Mental Health Helpline.

In 2023, we plan to expand support for employees in strengthening their mental resilience and coping skills in stressful situations. In addition to continuing group trainings and workshops, we consider expanding individual

support by establishing a permanent cooperation with an external company that offers crisis intervention or individual consultations with a specialist in difficult situations for employees. ●

# 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), or occasional webinars (e.g., on resilience, cultural differences, Women's Day)

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 both Polish and English. Their duration is adapted to the specifics of the work and the time capabilities of employees.

TABLE 6. Training hours

	2021	2022
Total number of training hours	18 457	18 566
Average number of training hours per employee per year	34	29

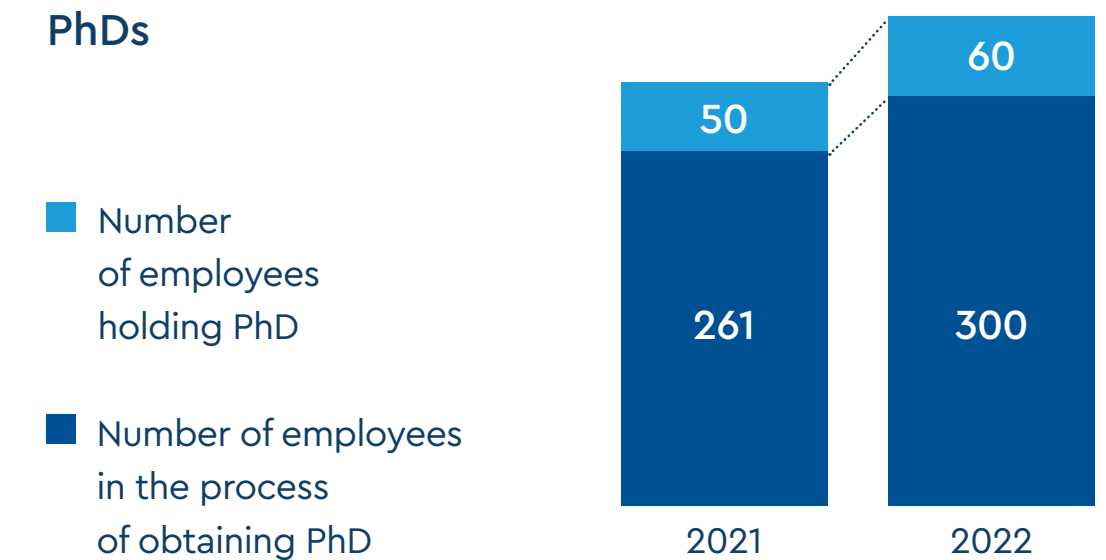
TABLE 7. Employees – PhDs

	2021	2022
Number of employees holding PhD	261	300
Number of employees in the process of obtaining PhD	50	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.

At Selvita there is no formal antidiscrimination policy yet, however recruitment, acknowledgement and recognition are based entirely on personal abilities, performance, potential and behaviour 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	2021	2022
Managers & team leaders	52%	60%
Directors (excl. Board)	59%	58%
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*	2021	2022
Scientific & laboratory support positions incl. managers	85%	87%
Support function positions incl. managers	90%	88%
Director positions (scientific & support functions)	97%	102%
Director positions (scientific & support functions) & Board	99%	101%

\*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 2022 Selvita Group employed 90 foreign associates, representing 26 different nationalities. Compared to 2021, the number of foreigners employed in Poland increased from 75 associates and 23 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	10. Greece	19. Portugal
02. Belarus	11. Hungary	20. Russia
03. Brazil	12. India	21. Serbia
04. Bulgaria	13. Italy	22. Spain
05. Chile	14. Columbia	23. Sri Lanka
06. Czechia	15. Libya	24. Turkey
07. France	16. Mexico	25. Ukraine
08. Germany	17. Mongolia	26. USA
09. Great Britain	18. Pakistan	

## 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 for gifts for their children. ●

TABLE 11.  
Working parents – maternity/paternity leaves

	2021	2022
Total number of employees on maternity/paternity leave	33	33
Total number of employees back to work after maternity/paternity leave	19	20
Back to work rate*	57,58%	60,61%

\*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

TABLE 12.  
Accidents at work

	2021	2022
Number of accidents at work	2	5
Frequency index*	2,32	4,78
Number of days of incapacity for work due to accidents at work	12	67
Severity index**	6,0	13,4

\*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

Ensuring the safety of employees is the primary goal of the Selvita Group. Work safety is an area in which we do our best to implement the highest standards to ensure that our employees will be able to work in safe and comfortable conditions.

The objectives defined in our OHS Policy, are:

- continuous cooperation in order to create safe and hygienic working conditions in all Group locations,
- complying with legal requirements and other requirements relating to OHS and constantly raising standards in this area,
- ensuring safe and hygienic workplaces, taking into account modern achievements in science and technology,
- maintaining and improving the OHS area, and thus improving work safety,
- "zero accidents" policy,
- constant analysis of processes in the organization in order to eliminate and reduce risks in the workplace,
- application of risk control measures in accordance with their hierarchy,
- raising the knowledge and competences of employees at all levels of the organization, constantly strengthening the culture of work safety and promoting preventive health care,
- promoting proactive attitudes among employees and other stakeholders in order to increase their involvement in the process of care for safety and health prevention.

An important element of activities aimed at building a "zero accidents" culture is also the ongoing analysis of the causes of accidents and the implementation of preventive measures in all areas. The rapid increase in employment motivates us to take special care to ensure that new employees, when getting used to their new duties, gain awareness of the safety culture prevailing in the Selvita from the very beginning and at the same time become familiar with all the standards applicable in this area.

In 2022, there were 5 accidents at work. They resulted in a total of 67 days of incapacity for work. In 2022, there were no serious or fatal accidents in the Selvita Group and no occupational diseases were diagnosed. (table 12)

Selvita Group has a full-time OHS Service with a total of 11 employees (8 in Poland and 3 in Croatia). It performs its tasks in accordance with the local national regulations, actively building a culture of safety and health in the organization.

Activities for safety and health in a given calendar year are described in the annual health and safety summary. In addition, safety indicators and the status of non-compliances identified as part of internal audits and official controls are monitored on an ongoing basis.



The process of identifying occupational hazards in the area of occupational health and safety is regulated by the Group's procedure specifying the use of the "risk score" method to assess the safety of processes carried out at workplaces in specific areas of their performance. The risk assessment team consists of personnel managing a given organizational unit and the OHS representative. The main purpose of the procedure is to determine the most effective way of estimating the degree of risk, as well as to introduce appropriate control measures to protect the life and health of employees and to improve working conditions, including reducing its nuisance.

**The risk control measures that are used to minimize it are:**

- eliminating the threat
- substitution with safer processes or materials or equipment
- applying technical and organizational risk mitigation measures
- using appropriate personal protective equipment.

A review of the risk assessment process enables the organization to continuously improve in this area, e.g. in the case of creating new workplaces, or introducing technical and technological changes, as well as adapting new laboratory or office space. In addition, the occupational risk assessment includes information on the hazards posed by chemical substances and mixtures used by employees. We provide all employees with access to the electronic database of Material Safety Data Sheets, which also includes the most important information identifying individual sub-

stances and the hazards they pose in accordance with the CLP classification.

We systematically direct our efforts to educate our employees in the field of health and safety. Selvita Group conducts initial health and safety training for all newly employed employees and periodic training for employees of cooperating companies and guests visiting our locations are also required to familiarize themselves with the health and safety rules applicable in our organization. As a result, we build among employees a deep awareness of the importance of health and safety and environmental protection issues, as well as a high sense of responsibility for their own safety. Thanks to the constant dialogue, people employed in our companies know the risks in the area of health and safety, they are informed about near-misses and accidents on an ongoing basis. In addition, stationary trainings are organized, which are conducted by industry specialists and qualified persons, e.g. in the field of first aid, use and inspection of oxygen apparatus, UDT training in the field of filling cylinders with technical gases.

In 2022, the OHS Service conducted 138 mandatory occupational health and safety training courses, which were attended by a total of 751 employees. ●



## 5.9. Sponsoring and charitable engagement

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

In 2022, a significant part of CSR activities was focused on supporting the victims of the war in Ukraine and the refugee crisis related to Russia's attack on Ukraine. Actions taken in this regard were primarily focused on supporting Selvita employees from Ukraine and their families located in the area affected by the armed conflict. We decided to organize transport to Krakow for all willing relatives of our employees who were in Ukraine at the time of the attack. Moreover, Selvita's employees were involved in the collection of food, clothing and basic necessities for refugees, as well as in a financial collection aimed at the purchase of powerbanks for the Ukrainian Territorial Defense. In addition, Selvita S.A. made a donation of PLN 50,000 to the Polish Humanitarian Action (PAH) and funded the purchase of a generator for the Ukrainian city of Turka.

Furthermore, 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 2022, 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 returning to health and a good life.

Moreover, as every year we took part in a Kraków charity run 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 2022 to PLN 13 000 PLN. ●

# 6



# Environment

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# 6.1. Environmental Protection Policy

Selvita Group identifies climate change as one of the greatest global sustainability challenges. In preventing environmental risks during the execution of our processes, we take into account, among other things, energy efficiency, as well as limitations on the availability of natural resources. As an organization serving society wherever we operate, with significant innovative and investment power, we share responsibility for sustainable development. Therefore, we are committed to promoting socially relevant issues and needs. We make every effort to monitor local and international environmental regulations in order to fulfill the obligations imposed in the highest possible quality.

Selvita's impact on climate change is insignificant, as our main business is based on providing services. Nevertheless,

we strive to mitigate our environmental impact and reduce the consumption of natural resources and the amount of waste generated, especially those classified as hazardous. We also integrate environmental considerations into our investment plans, which is why in 2021, when we began the process of building the Research and Development Center, we included technical solutions for efficient, low-carbon and cost-effective green buildings in the building design.

Selvita Group's responsibility in the area of environmental protection is defined in the developed and implemented policies and procedure, of which the Environmental Protection Policy is the overriding one. The Environmental Protection Policy of Selvita Group refers to our impact on the natural environment and defines actions aimed at minimizing

the risks arising from the excessive use of natural resources. The Policy also defines obligations regarding e.g. meeting legal requirements related to environmental protection, conducting rational waste management by reducing its generation, selective collection and transfer for recycling or disposal, applying good practices in the field of environmental protection and promoting environmental knowledge among employees.

The most important issues implemented in 2022 by the Selvita Group include supervision over the chemicals used, proper segregation and management of hazardous waste, as well as monitoring of fuel consumption in the car fleet. In 2022, no penalties were imposed on the Selvita Group for non-compliance with environmental laws and regulations.

#### Our main actions for the coming years in implementing the Policy will be to:

- improve the effective management of media, in particular: water, electricity, heat and fuel consumption,
- strive to obtain as much electricity from renewable sources as possible,
- reduce GHG emissions by developing a decarbonisation strategy that will include carbon footprint calculations according to GHG Protocol Scope 1 and 2, and by developing decarbonisation initiatives and scenarios along with operational roadmaps,
- take into account energy efficiency indicators for buildings (LEED).

Another goal is to implement ISO certification in the Research and Development Center building in the field of environmental protection, health and safety standards. We are committed to holistic solutions in our operations, combining business with care for the environment. We are aware that climate change is a real challenge for us as a responsible organization. Our ambition is to become part of the green change on the European market. We are currently working on an energy strategy that will define the path to achieving climate neutrality in scopes 1 and 2 by 2050.

We assume that even small activities for the environment, if implemented on a large scale, can bring great benefits. We try to increase awareness and provide knowledge to our employees, as well as indicate and provide them with appropriate solutions. We promote sustainable transport among employees. Thanks to this, we have an impact on reducing the emission of carbon dioxide, exhaust fumes and other pollutants. Environmental education of our employees is an important element of our activities. ●

# 6.2. Waste management



We make every effort to minimize the amount of waste generated in all our sites and locations. Selvita Group has developed a procedure for a waste management system. The purpose of the procedure is to define and standardize the rules regarding the proper segregation of generated waste, its processing, protection of employees' health, as well as broadly understood environmental protection in the field of business. The procedure also defines specific rules for the storage of waste at the place of its generation and transport within organizational units.

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

Our employees are trained in the proper segregation, classification, labelling and packaging of different types of waste. We emphasize proper waste sorting and not mixing different types of waste, especially hazardous with non-hazardous. Separate storage facilities are provided for hazardous and non-hazardous waste, as required by national regulations. We work only with authorized

waste disposal companies, and their permits are regularly checked. We also keep records of the amount of waste generated.

The most important steps we have taken for better waste management include changing the way they are managed and the methods of waste recovery offered by waste treatment companies. In addition, training programs were implemented to raise awareness in the field of selective waste collection, and where possible, waste was transferred for recycling to specialized external companies. ●

TABLE 13.  
Hazardous and non-hazardous waste

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



# 6.3. Emissions

Processes related to chemical synthesis cause emission of pollutants into the atmosphere. In chemical synthesis, mainly organic solvents are used. Because we are aware of their impact on the environment, we limit their consumption. If, due to limitations in the quality of conducted reactions, their use cannot be eliminated, waste containing organic solvents is directed to a waste incineration plant, and the heat from combustion is used to heat the incineration facilities. The principles of solvent management are in line with the company's assumptions and consist in eliminating chlorinated solvents, limiting the amount of solvents used, assessing chemicals and solvents used in processes before their use, so that substances with the lowest environmental impact are used.

Selvita Group identifies that the main source of CO<sub>2</sub> emissions in 2022 at all locations is the emissivity associated with electricity generation. The CO<sub>2</sub> emissivity associated with electricity generation is presented below, specifically the CO<sub>2</sub> burden of one megawatt hour of electricity generated. Monitoring the CO<sub>2</sub> emission rate for the annual consumption of electricity purchased by the energy supplier is our first step in determining our emissivity as a Group according to the GHG Protocol in scope 2. (table 14) ●



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

	Emission [Mg]	Emission rate* [kg/MWh]
Carbon dioxide (CO <sub>2</sub> )	2 514	708

\*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



Water is one of the most valuable natural resources, which is why we care about its rational use, both for providing services as well as social and living needs.

Selvita Group is a tenant of office and laboratory spaces with ready and properly designed infrastructure. Our laboratories and offices are located in Krakow, Poznan and Zagreb. In both domestic locations, the Selvita Capital Group uses water supplied by the Municipal Water and Sewage Enterprises. City water is used to carry out experiments in laboratories. The sewage disposal system is connected to the municipal sewage system, however, the reaction residues are not discharged into the sewage system, but collected by specialized companies.

In Croatia, we are the tenant of two locations located in Zagreb. City water is used as raw material for the production of purified water and as hot or cold sanitary water. Purified water is used in the laboratory's daily work processes, for steam production, sterilization of hazardous waste and washing of laboratory glassware. The internal sewage system is connected to the municipal sewage system, which has a sewage treatment plant in its system.

**The Group's total water consumption in 2022 amounted to 34,806 m<sup>3</sup>.**

Initiatives we have taken to reduce water consumption include raising employee awareness of ways to save water, including posting reminders to save water, installing aerators in bathroom and kitchen faucets to reduce water consumption, and reducing the use of a steam generator in laboratories. ●



# 6.5. Electricity

Electricity is a single source of power for all systems (heating, ventilation, air conditioning) used for everyday work in laboratories and offices of Selvita Group. At the Zagreb facility, we also use gas for supplemental heating during the transitional period (spring, autumn), as well as in the event of very low outdoor temperatures. Gas is also used to produce steam, which is used to maintain the relative humidity of the air, and for sterilization.

In the coming period, we further plan to take measures such as saving industrial energy by lowering the temperature in offices and laboratories, posting information in offices and laboratories to remember to turn off lights in empty rooms, using LED lighting in every area, monitoring energy consumption (BMS) and purchasing "green" energy. ●

Total energy consumption in 2022 by source is shown in the table. (table 15)

One of our two leased buildings in Zagreb was renovated in 2021, in particular the building systems (facade, carpentry, thermal insulation), electrical (LED lighting) and mechanical (heating, cooling, ventilation) were renewed. The equipment and appliances used are energy-efficient.

At the second location in Zagreb, a cooling system reconstruction project was implemented in 2021, resulting in annual savings of 12.5%. In addition, electricity in this building is sourced 100% from renewable resources. In 2023, the building's owner plans to save industrial steam by lowering the temperature in office and laboratory spaces and by putting air conditioning chambers into stand-by mode at night.

For the newly constructed building in Krakow, in turn, we plan to implement the ISO 50001 energy standard and obtain an energy certificate in the near future. A detailed description of the pro-environmental measures and solutions used in the new building is discussed in a separate chapter of the report.

TABLE 15.  
Energy consumption in 2022

	2022
Total consumption of electricity per year [MWh]	8 082
Total consumption of gas per year [MWh]	1 300
Total consumption of other fuels per year [MWh]	4 804
Share of renewable energy in overall energy mix	22%

## 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. 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. Within the Selvita Group, we work with mice and rats at our laboratory in Zagreb.

Preclinical research scientists have ethical and scientific obligation to reduce pain and distress in laboratory animals used for scientific purposes, underpinned by the 3R principles. The 3Rs form the basis of ethically acceptable research and their application into preclinical research is mandated by the supranational legislation, the Directive 2010/63/EU and national animal protection legislation.

At Selvita Group, compliance with these principles is confirmed by the external mechanisms such as regular veterinary inspections and quality audits conducted by clients and as well as by the internal mechanisms, such as internal post approval monitoring and harm benefit analysis of animal-related projects, conducted regularly by the ethical committee and EHS (Environment, Health and Safety) department.

All Selvita's personnel involved in animal related research are required to participate in continuous professional development, in house and by participation in international symposia and conferences, focusing on Laboratory Animal Science and the animal welfare training, as mandated by the FELASA function specific training and task specific training.

Selvita has more than 10 veterinarians, including a Designated Veterinarian, Animal Welfare Officer, Compli-

ance Manager and EHS Manager to ensure the health and well-being of the animals in our care. Furthermore, we work to provide proper animal husbandry, including biosecurity guarded species appropriate physical environments and housing, and enrichment protocols that meet species-specific needs.

Aiming to minimize the use of animals in research and development as far as possible we use the latest technologies and best biostatistical practices which is also in the spirit of the 3R principle. On that note, Selvita continues to make investment into state-of-the-art laboratory equipment such as the bioimaging equipment (i.a. Micro PET CT and optical imaging equipment purchased and to be operationalized in 2023) which permits longitudinal studies, significantly reducing the number of animals required for the study.

Selvita also continually implement practices that minimize stress and ensure the health of research animals, not losing site of safety and welfare of research personnel by continually investing into automated facility and laboratory equipment that helps decrease the intensity of research labor.

AAALAC-I continuous accreditation of Selvita Zagreb animal care and use program since 2009 promotes scientific validity and demonstrates Group's true commitment to humane animal care and use, ensuring animal well-being and consequently the quality of animal-related science.

In 2022 we began works on opening a new animal facility at our site in Krakow. The new facility is going to be specific pathogen free and is designed to household rodents

in a sterile environment. The animal facility is still in the preparation stage, but we are already training personnel at the Zagreb facility to ensure a high standard of operation, keeping animals' welfare as a priority. Moreover, we are going to apply for a number of accreditations, including AAALAC-I, in order to follow the highest ethical and scientific standards. Selvita plans to optimize the number of rodents used in the future by investing in high-quality imaging systems, such as for example ultrasonography or bioluminescence imaging. ●



# 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:

## Infrastructure and its impact on the environment

In 2021, Selvita began construction of its first building for the Research and Development Center for Laboratory Services in the Drug Discovery and Development Area. The project is under construction and envisions a building with a total area of approximately 10,000 sqm, of which 4,000 sqm is laboratory space. The building will be 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.



Glycol heat recovery



Weather system and motion sensors



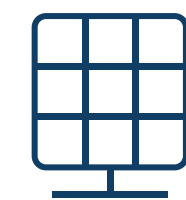
LED lightning



Facilities for cyclists



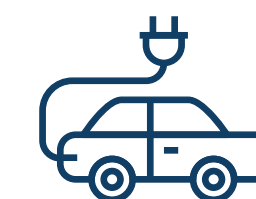
Use of rainwater for watering greenery



Photovoltaic panels



Facade with high thermal insulation



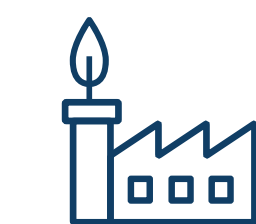
Electric car chargers



Green areas and insect-friendly plants



Solutions to reduce water consumption



Green roofs



BMS system managing the building



## 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.

**In order to increase energy efficiency in the Selvita building, we have introduced solutions to reduce the demand for primary energy, such as:**

- a glass facade with high energy efficiency parameters
- the facade of the so-called "second skin"
- insulation of opaque strips of the highest quality
- weather control systems
- twilight sensors
- motion sensors

## 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, when designing and constructing its new building, has set itself the goal of caring for the environment and applying such solutions as:**

- use of rainwater retention
- use of retained rainwater for watering greenery
- discharge of excess retained water into a drainage ditch instead of into the municipal sewer system
- application of highly economical sink faucets

To improve the environment and increase the population of beneficial insects, the green areas around the Selvita building were designed and planted with honey-giving and insect-friendly plants, as well as bird-friendly trees. Additionally, herb and sedum mats were used on the green roofs, and floral meadows were designed in the area designated for the next phase of the project. ●



# 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 and adaptation. The analysis was conducted for the two criteria defined. As the criteria of the Taxonomy are further defined and the analysis of the Group's activities is updated in subsequent years, the data presented for 2022 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

#### 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 2022,
- 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 2022,
- 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 2022.

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 or adaptation and whether they do not cause seri-

ous harm to the other environmental objectives. Moreover, it was verified whether the indicated activities are carried out in such a way as to comply with the minimum safeguards in the company's procedures to ensure compliance with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions indicated in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the principles and rights set out in the International Bill of Human Rights.

To avoid double counting, revenue amounts have been attributed to a single activity. Once attributed to an activity, they were not included in further analyses.

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 16.  
Turnover

Economic activities	Code(s)	Turnover		Substantial contribution criteria						DNSH criteria "Does Not Significantly Harm"						Minimum safeguards		Taxonomy-aligned proportion of turnover, 2021		Taxonomy-aligned proportion of turnover, 2022		Category (enabling activity)	Category (transitional activity)
		Absolute turnover	Proportion of turnover	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Y/N	%	%	E	T			
		PLN '000	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%					
<b>A. Taxonomy-eligible activities</b>																							
A1. Environmentally sustainable activities (Taxonomy-aligned)																							
Data processing, hosting and related activities	8.1	41590	10%	87%	0%	0%	0%	0%	0%	N/D	N/D	N/D	N/D	N/D	N/D	N/D	9%						
Turnover of environmentally sustainable activities (Taxonomy-aligned A.1)		41590	10%	87%	0%	0%	0%	0%	0%	N/D	N/D	N/D	N/D	N/D	N/D	N/D	9%						
A2. 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)																							
<b>Total (A.1 + A.2)</b>		<b>41590</b>	<b>10%</b>																				
<b>B. Taxonomy-non-eligible activities</b>																							
Turnover of Taxonomy-non-eligible activities		374239	90%																				
<b>Total (A + B)</b>		<b>415829</b>	<b>100%</b>																				



TABLE 17.  
CapEx

			Substantial contribution criteria							DNSH criteria "Does Not Significantly Harm"										
Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards	Taxonomy-aligned proportion of CapEx, 2022	Taxonomy-aligned proportion of CapEx, 2021	Category (enabling activity)	Category (transitional activity)
		PLN '000	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
<b>A. Taxonomy-eligible activities</b>																				
A1. Environmentally sustainable activities (Taxonomy-aligned)																				
Electricity generation using solar photovoltaic technology	4.1	1042	1%	N/D	N/D	N/D	N/D	N/D	N/D	T	N	N	N	T	N					
Construction of new buildings	7.1	29600	29%	N/D	N/D	N/D	N/D	N/D	N/D	T	N	N	N	T	N					
Renovation of existing buildings	7.2	4497	5%	N/D	N/D	N/D	N/D	N/D	N/D	T	N	N	N	T	N					
CapEx of environmentally sustainable activities (Taxonomy-aligned A.1)		35139	35%	N/D	N/D	N/D	N/D	N/D	N/D	T	N	N	N	T	N	0	0%			
A2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities A.2)																				
<b>Total (A.1 + A.2)</b>		<b>35139</b>	<b>35%</b>																	
<b>B. Taxonomy-non-eligible activities</b>																				
Turnover of Taxonomy-non-eligible activities		65451	65%																	
<b>Total (A + B)</b>		<b>100590</b>	<b>100%</b>																	

TABLE 18.  
OpEx

			Substantial contribution criteria							DNSH criteria "Does Not Significantly Harm"										
Economic activities	Code(s)	Absolute OpEx	Proportion of OpEx	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards	Taxonomy-aligned proportion of OpEx, 2022	Taxonomy-aligned proportion of OpEx, 2021	Category (enabling activity)	Category (transitional activity)
		PLN '000	%	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
<b>A. Taxonomy-eligible activities</b>																				
A1. Environmentally sustainable activities (Taxonomy-aligned)																				
Data processing, hosting and related activities	8.1	29934	8%	87%	0%	0%	0%	100%	0%	N/D	N/D	N/D	N/D	N/D	N/D	N/D	8%			
OpEx of environmentally sustainable activities (Taxonomy-aligned A.1)		29934	8%	87%	0%	0%	0%	100%	0%	N/D	N/D	N/D	N/D	N/D	N/D	N/D	8%			
A2. 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)																				
<b>Total (A.1 + A.2)</b>		<b>29934</b>	<b>8%</b>																	
<b>B. Taxonomy-non-eligible activities</b>																				
Turnover of Taxonomy-non-eligible activities		341214	92%																	
<b>Total (A + B)</b>		<b>371148</b>	<b>100%</b>																	



# Management

Krakow, March 28, 2023



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VICE-PRESIDENT OF MANAGEMENT BOARD



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**Dariusz Kurdas**

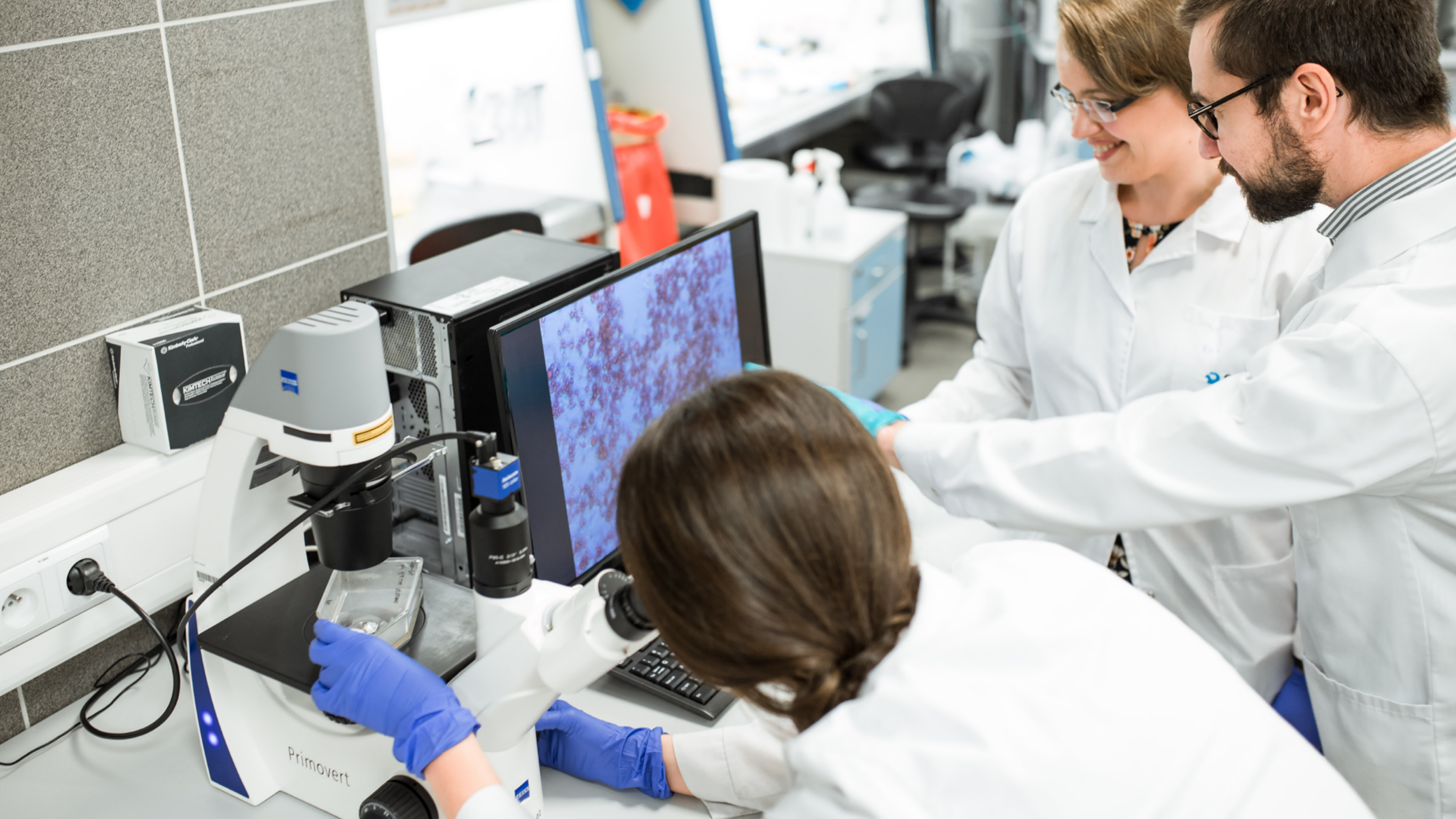
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