



GENESIS PROPERTY

COMMUNICATION ON PROGRESS

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ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

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The Ten Principles of the United Nations Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Make sure that they are not complicit in human rights abuses

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labor

Principle 5: The effective abolition of child labor

Principle 6: The elimination of discrimination in respect of employment and occupation

Environmental

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

STATEMENT OF CONTINUED SUPPORT BY THE CEO

4th of November 2022

To our stakeholders:

I am pleased to confirm that Genesis Property reaffirms its support for the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti – Corruption.

In this annual Communication on Progress, we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to sharing this information with our stakeholders through our primary communication channels.

This Communication on Progress covers the period from the 8th of November 2021 to the 4th of November 2022.

Sincerely yours,

CEO of Genesis Property International S.A.

Liviu Tudor



I. HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

ASSESSMENT, POLICY AND GOALS

Human rights are based on important principles including respect, dignity, fairness and equality and Genesis Property is fully committed to respecting each of them in relation to every individual working with or within the company. In this regard, we take measures to ensure strict compliance with the Universal Declaration of Human Rights, European Convention on Human Rights, and any other national and international regulations in the field of human rights, which are transposed into our internal policies and regulations.

Based on our commitment we have set up the **Code of Conduct**, published on our company's website, to make our position very clear for all our employees, partners and suppliers, in order for all of them to be transparently informed with respect to our internal regulations clauses, their implementation and impact within the company, as well as the consequences of non-compliance. Moreover, we ensure that our internal policies, regulations and procedures are periodically improved and updated to reflect international standards.

IMPLEMENTATION

We educate and instruct our employees through regular training workshops (at least four times a year) where we discuss specific scenarios and encourage critical thinking in every individual. On their first day at work, the employees enter the Induction Program where they acknowledge our internal rules and the provisions of the **Code of Conduct**, which they sign at the end of the Induction Program.

Our employees are continuously encouraged to report any violation of our **Code of Conduct** and of our **Equal Opportunity and Non-Discrimination Policy** to the Human Resources Department whose members are trained to treat such complaints with priority and urgency in order to mitigate the negative effects on individuals, in particular, and on teams, in general.

Supporting documents:

Code of Conduct

Equal Opportunity and Non-Discrimination Policy

MEASUREMENT OF OUTCOMES

Our actions were rewarded, and our company did not face any incidents that could be regarded as human rights violations.

Our **Code of Conduct** is annually reviewed and updated by the company's management with the active involvement of the specialized departments, including the Human Resources Department and the Legal Department.

Procedures are in place against child and forced labor through the company's specific system to verify ages of job applicants and employees.

The Procurement Manager is annually assessing our suppliers and business partners without prior notice to ensure they are working within the defined guidelines of human rights.



II. LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ASSESSMENT, POLICY AND GOALS

Genesis Property is committed to implementing fair and equal practices in the field of labor as part of our general business and corporate responsibility vision. We recognize that our success as a company depends on the skills and contributions of a diverse group of employees who are engaged as individuals and teams. Our company has a reputation for providing equal opportunities to all employees and applicants for employment, without regard to gender, age, religion, race, color, national origin or disability, because at Genesis Property people are given job opportunities based on their competencies, skills, and results. We are always on the lookout to ensure that there is a constant balance between professional and personal life of our employees.

Romania is a member state of the International Labor Organization, thus the national legislation is in line with the labor standards, policies and rights promoted by ILO. Our internal policies, on the other hand, follow the standards prescribed in the national regulation and are regularly revised and updated to reflect any material changes. Our employees are transparently informed about our labor policies that include all of their labor rights and detailed steps to follow in regard to any violation thereof.

Our company does not tolerate any form of forced and compulsory labor, nor any form of discrimination within the workplace, in the recruitment process, or by any business partner.

IMPLEMENTATION

We renewed and updated our internal Code of Conduct with all new regulations and standards' requirements.

In 2019 we installed a permanent "Suggestions Box" in a visible and easily accessible place, so any employee can make anonymous complaints regarding any events related to labor, if necessary. If any, all complaints are collected by the Human Resources Department and forwarded to the Legal Department for further analysis and solution offering. We are pleased to say that until now we did not have any complaints in the Suggestions Box, but we did receive constructive feedback and suggestions for a better integration of our new employees within the already formed teams.

All the company's employees are entitled to medical insurance, and they are offered medical subscriptions to a private clinic, "Medicover".

Our employees are encouraged to exercise, and they can use, free of charge, the running track in West Gate Business Park, where we also have an outdoor pool accessible for our employees at a discounted rate. Other company benefits for employees include meal tickets, Easter and Christmas holidays benefits, annual activity bonuses, referral cash bonuses, paid parental leave, continuous professional development trainings.



Furthermore, to reduce risks in the workplace and to ensure a solid framework for the health, safety and wellbeing of our employees we have applied and been certified for the world's international standard for occupational health and safety ISO 45001.

All new employees attend courses related to labor protection and are being presented with a set of actions and measures for the prevention of occupational risks and elimination of risk factors and accidents.

During employment, all employees attend regular presentations (at least twice a year) on labor protection to reaffirm our support and commitment to a proper and safe work environment.

Supporting documents:

Equal Opportunity and Non-Discrimination Policy
Health, Safety and Environmental Policy

MEASUREMENT OF OUTCOMES

Genesis Property has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labor principles.

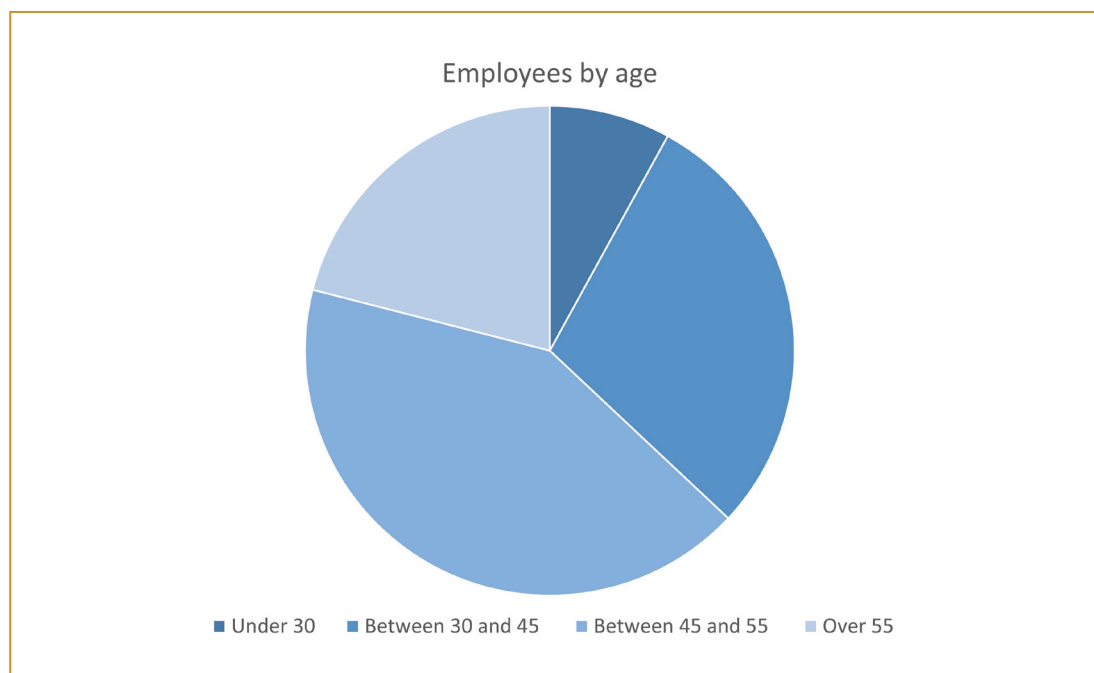
Genesis Property has not been subjected to any health and safety statutory notices or prosecutions in the last year.

Number of days lost due to work-related injuries - 0
Number of days lost due to accidents at work - 0

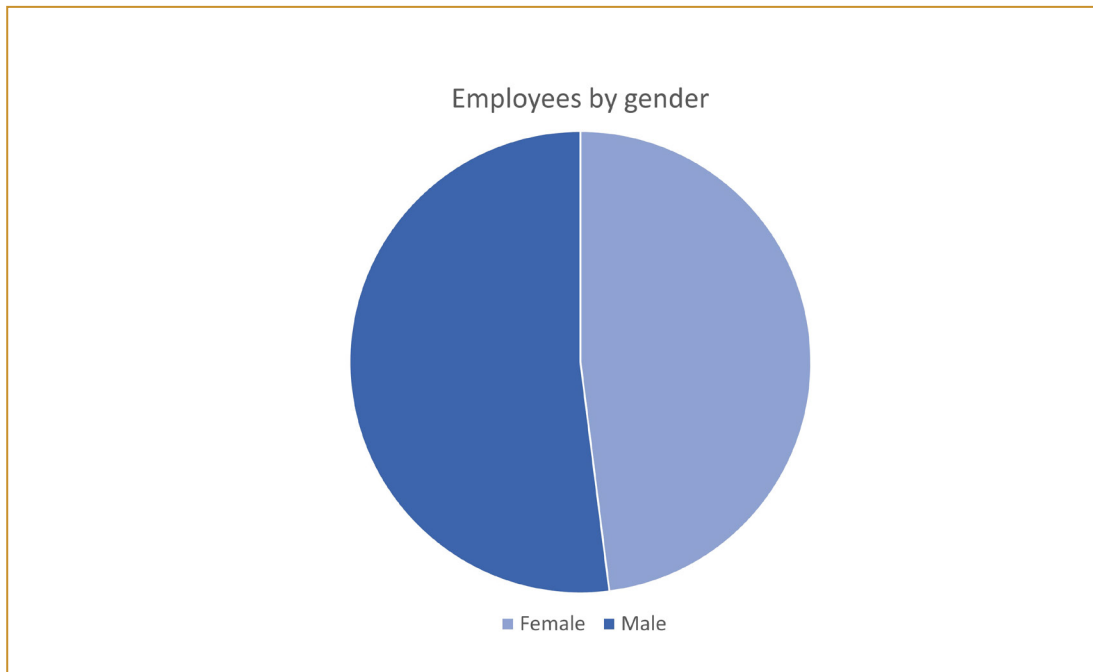
Genesis Property does not have employees under the age of 18 years old. We do not tolerate child labor in our company and supply chain either.

Workforce data:

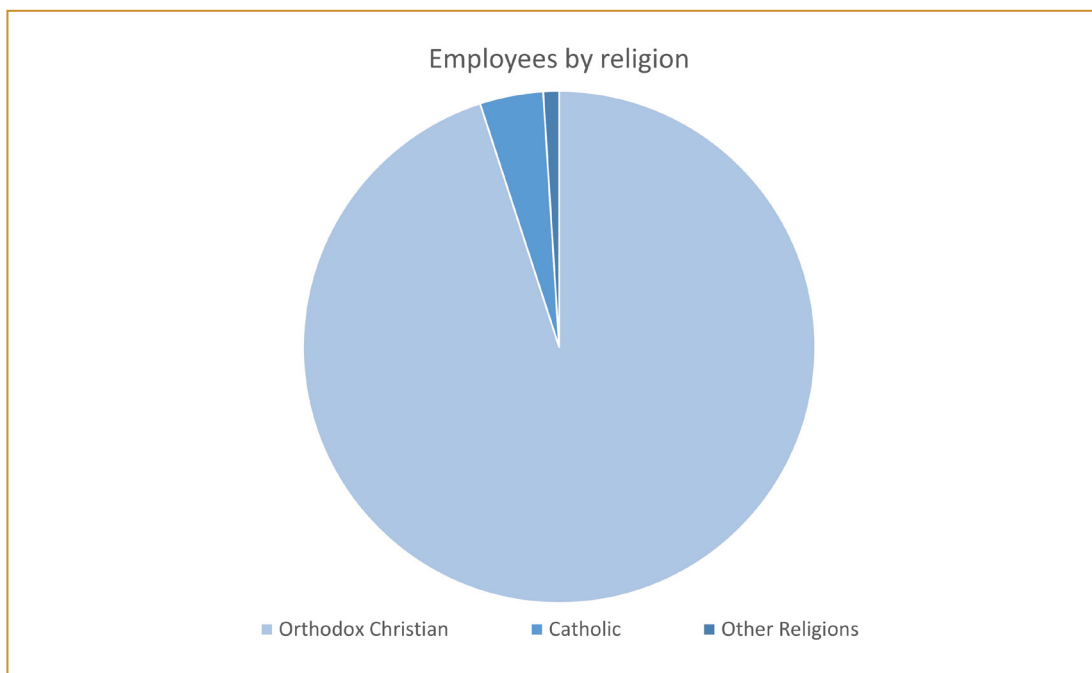
Employees by age: under 30 – 8%; between 30 and 45 – 29%; between 45 and 55 – 42%; over 55 – 21%



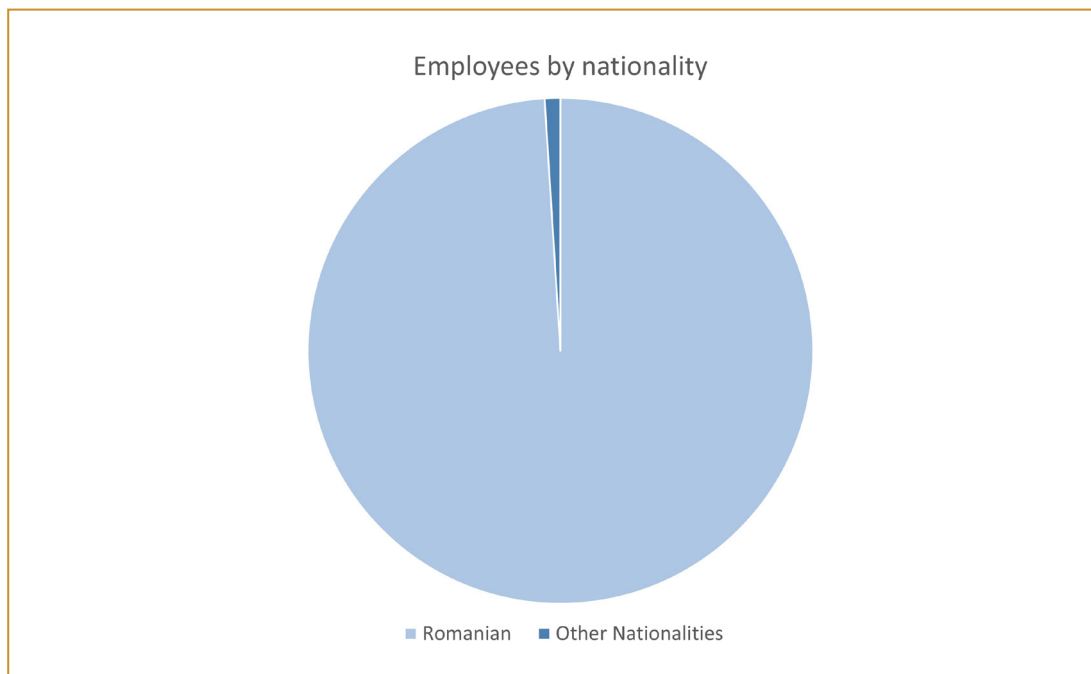
Employees by gender: Female 48%; Male 52%



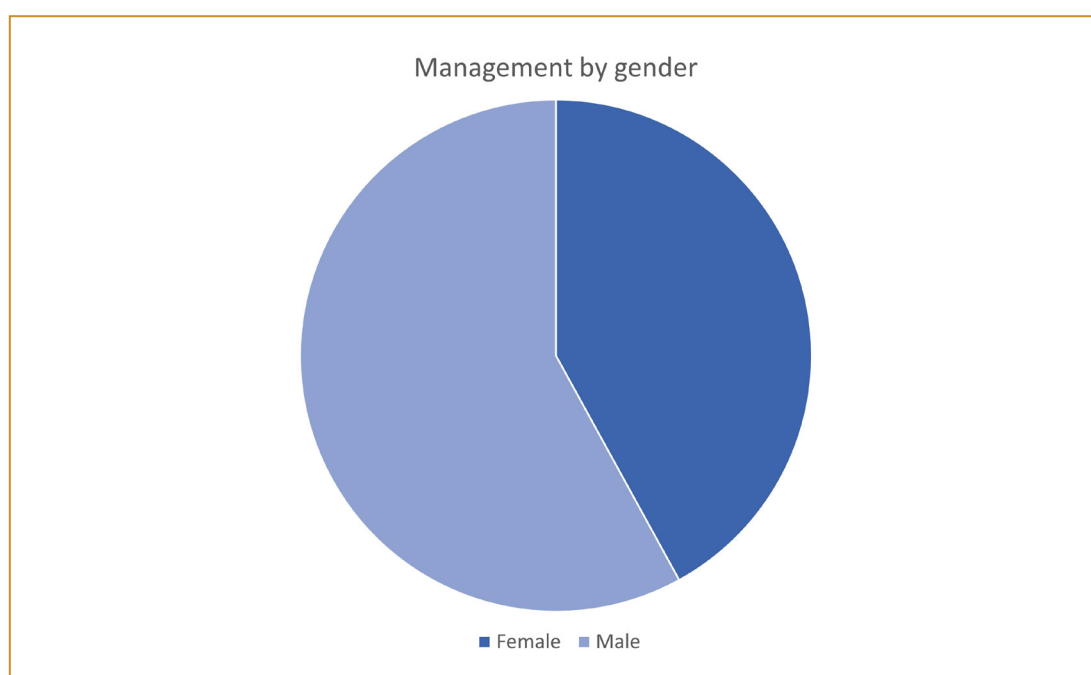
Employees by religion: Orthodox Christian 95%; Catholic 4%; Other Religions 1%



Employees by nationality: Romanian 99%; Other nationalities 1%



Management by gender: Female 42%; Male 58%





III. ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ASSESSMENT, POLICY AND GOALS

Our integrated management system Quality – Environment – Safety & Security, which is ISO 14001 and ISO 45001 certified, sets the standards that Genesis Property and all our service providers/contractors must adhere to in relation to our real estate investment activities, including the construction and operational management of our assets. This system is in place to ensure that we, alongside with our investors, contractors, service partners & stakeholders, maximize our environmental performance and minimize the impact that our investments might have on the environment.

We continuously improve, update and audit on an annual basis our integrated management system to monitor legislative compliance, minimize the risk of pollution, manage key environmental risks and help achieve objectives and specific targets. ISO 14001 is the stepping-stone for any organization to begin strategically improving its environmental performance.

Our short-term objectives (3 years) include voluntary measurement and reporting of our GHG emissions, disclosure of our annual ESG performance through participation in the Global Real Estate Sustainability Benchmark (GRESB), as well as our net-zero targets validation by SBTi.

Our 2030 objectives are aimed at making all Genesis Property buildings becoming Near-Zero Energy buildings and Zero Carbon buildings, as well as reaching Carbon Neutrality from our operation by the same date. Moreover, we're continuously working to minimize our impact on the environment by constantly promoting reuse and circular economy principles, encouraging recycling and using water wisely. Only by acting in this way, responsibly, can we achieve our main long-term objective of becoming a net-zero company by 2040, so that we can achieve climate climate neutrality for our company.

Nature and gardens are important for everyone's quality of life. We will continue to seek every opportunity to create and increase our green spaces and to promote biodiversity across our locations. Ensuring that we do not go below 30% of vegetated areas at in-ground equivalent in all our owned and operated locations is a main objective for us.

IMPLEMENTATION

We are aware of the fact that understanding and calculating our carbon footprint is essential to developing an effective emissions reduction strategy. That is why, very recently, we have just contracted the consultancy services to start measuring, monitoring and reporting our greenhouse gas emissions following the methodology provided by the **GHG Protocol Corporate Standard**, so that in the next year's "Communication on Progress" we can disclose the main measurement results. This approach will allow us to effectively manage and integrate climate risks and opportunities within our strategic and operational processes.

Within our own offices, we continue to raise awareness of recycling, while all excess IT or furniture equipment continues to be diverted for refurbishment or re-use through our charitable partners. We'll also continue to raise awareness on reducing water consumption, paper and single-use plastics, as well as on their re-use.



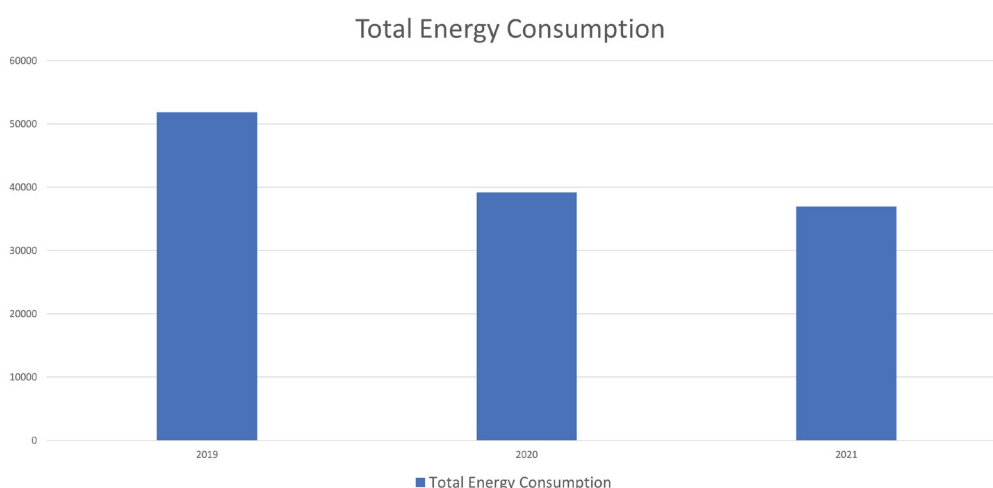
We think far beyond the properties we own and operate and aim to encourage activity in the spaces between the buildings, create meeting places where people feel safe, and services and features that get people interacting and talking. The recent launch of the Novo Park Transformation Project into Yunity Park is an eloquent proof of this approach. The park's concept was designed keeping in high regard the UN's 17 global sustainability goals, which will contribute to a more vibrant environment where people are given not only more green spaces, but also the opportunity to reconnect with others.

Supporting documents:

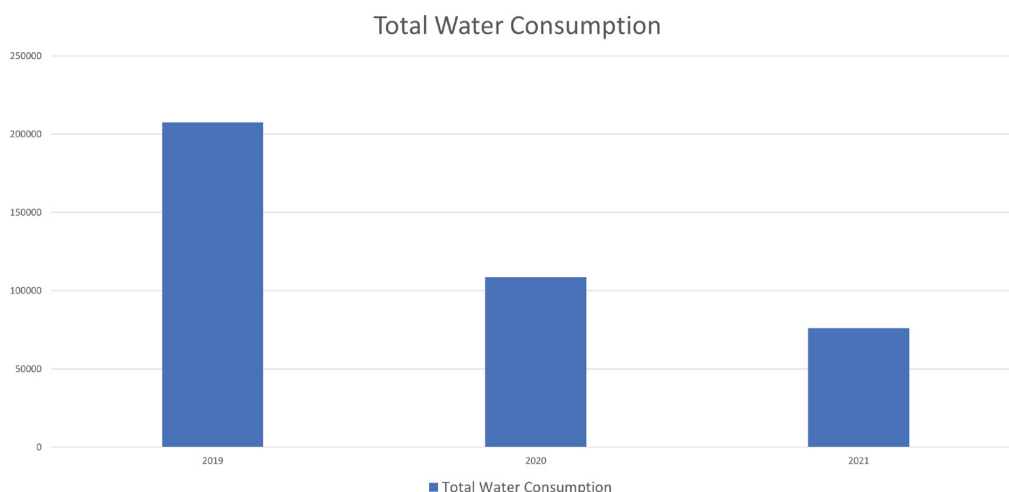
Health, Safety and Environmental Policy

MEASUREMENT OF OUTCOMES

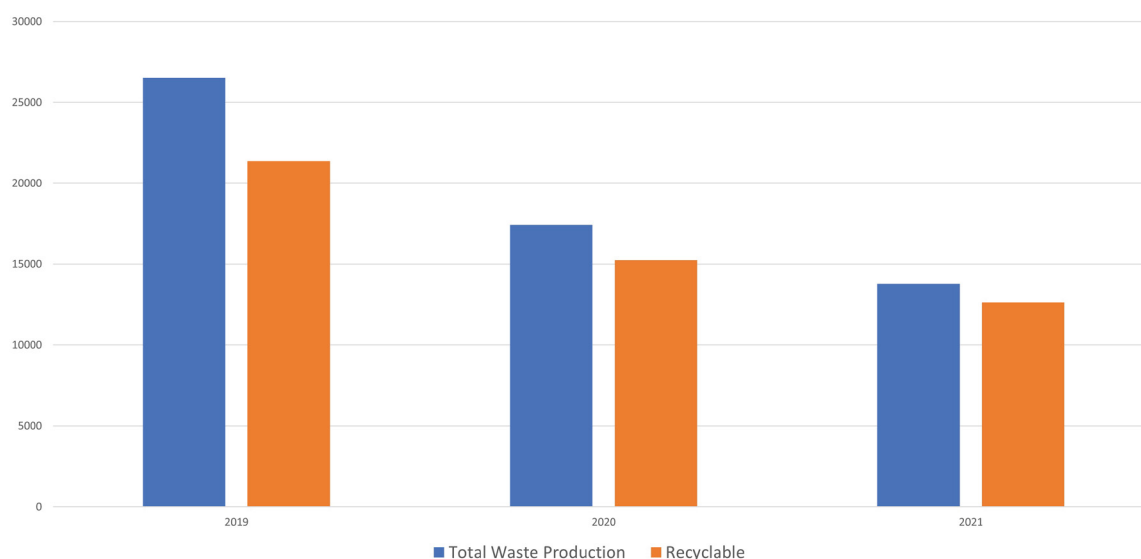
Total Energy consumption (KWh), gas included:



Total Water consumption (m.c.):



Total Waste production (kg.):



All our buildings received the highest energy efficiency rating' level A certification, according to the EU's Energy Efficiency of Buildings Directive (EPBD).

All our buildings received BREEAM Very Good certification.

Supporting documents:

Health, Safety and Environmental Policy

IV. ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ASSESSMENT, POLICY AND GOALS

Genesis Property is committed to achieve the highest standard of ethical behavior, integrity, and corporate governance in everything that we do, and we demonstrate zero tolerance for corruption, extortion, and bribery, in particular.

Since the early 2000's, Romania ratified the most important anti-corruption conventions, such as the Civil Law and the Criminal Law Conventions on Corruption of the Council of Europe or the United Nations Convention against Corruption which determined the development of comprehensive anti-corruption policies at a national level and the establishment of certain principles and guidelines that the relevant institutions engaged to respect and put into practice. Our internal regulations stipulate conduct concerning anti-corruption, conflicts of interest and integrity in our business relations and our internal **Anti-corruption Policy** is constantly updated within the company to accurately reflect local and international regulations and standards.



Genesis Property's approach to anti-corruption is mainly focused on prevention, but we are also prepared to offer solutions and manage any case of corruption brought to our attention by our employees or business partners. Nevertheless, we are open to co-operation with the public and private organizations with attributions in preventing and fighting corruption.

Our employees are periodically trained with respect to anti-corruption policies and each of them can report corruption incidents to the Legal and Human Resources Departments and Superior Management who will take any required measures in this regard in accordance with our **Complaint Resolution Policy**. Furthermore, we expect our partners to share our vision regarding anti-corruption, and we emphasize this aspect in our process of getting to know the clients and business partners.

IMPLEMENTATION

Communication and training for all employees on the anti-corruption commitment were updated in 2021 and were made public for all our partners and employees.

We ensure the communication of our **Code of Conduct** and **Anti-Corruption Policy** to all employees and business partners.

Supporting documents:

Anti-Corruption Policy
Code of Conduct
Complaint Resolution Policy

MEASUREMENT OF OUTCOMES

All employees are regularly trained regarding internal rules and the provisions of the Code of Conduct.

Genesis Property has not been involved in any legal cases, rulings or other events related to corruption and bribery.

Genesis Property has an external audit company to do two internal audits every year and the report is directly submitted to the CEO. Our books and accounts are subjected to statutory external audit annually.

V. HOW WILL WE PROMOTE THE TEN PRINCIPLES?

The 10 Principles of UNGC are available to all our employees via email / newsletters on their first day of work, suppliers and general public by e-mail upon request and on our website www.genesisproperty.net.