


# Murapol Group

Presentation of results for 1–3Q 2024

20 November 2024

A detailed architectural rendering of a modern, multi-story apartment building at dusk. The building features a light-colored facade with numerous balconies, some of which are illuminated from within. The balconies have white railings and some have potted plants. The building is set against a dark sky with a few stars visible. In the foreground, there are green trees and a paved walkway leading towards the building.

# Presenting today

Murapol Management Board



**Nikodem Iskra**

CEO



**Przemysław Kromer**

CFO



**Iwona Sroka**

Marketing, PR, IR & ESG

- 1 Sales in 1–3Q 2024: **2,084 units (development contracts and preliminary contracts)**—an increase of **0.4%** despite the demanding environment and declining trend on the market
- 2 Sale in November 2024 of **948 units in the PRS segment** in the design & build approach based on a framework agreement with AEREF VI worth **PLN 262m**
- 3 Handovers in 1–3Q 2024 in the R4S segment: **1,720** units
- 4 **Record-setting** number of units under construction at the end of September 2024: **8,684**, including 7,321 in the R4S segment and 1,363 in the PRS segment
- 5 The most diversified offer on the market comprising **4,736** units at the end of September: about **68% of the offer in 7 major urban areas**, 32% in regional cities
- 6 Distribution in 2024 of **PLN 200.3m in dividends**:
  - 8 May, dividend of PLN 80.4m paid out
  - 12 November, payment of advance against dividend for 2024 of nearly PLN 120m
- 7 Skilfully rebuilding and maintaining one of the biggest landbanks on the market, in 19 Polish cities, with a capacity for construction of nearly **22,000** units

## Further growth in the PRS segment

Segment generating significant cashflows and supplementing the company's principal development business

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**948 units**

sold under framework  
agreement with AEREF VI



**PLN 262m**

value of DMA contracts



**Gdańsk**

- ul. Twarda: 365 units
- ul. Śląska: 583 units





Murapol  
Matecznia

Kraków

About the Group

**23 years**

presence on the residential market

**21 cities**

with Murapol Group developments

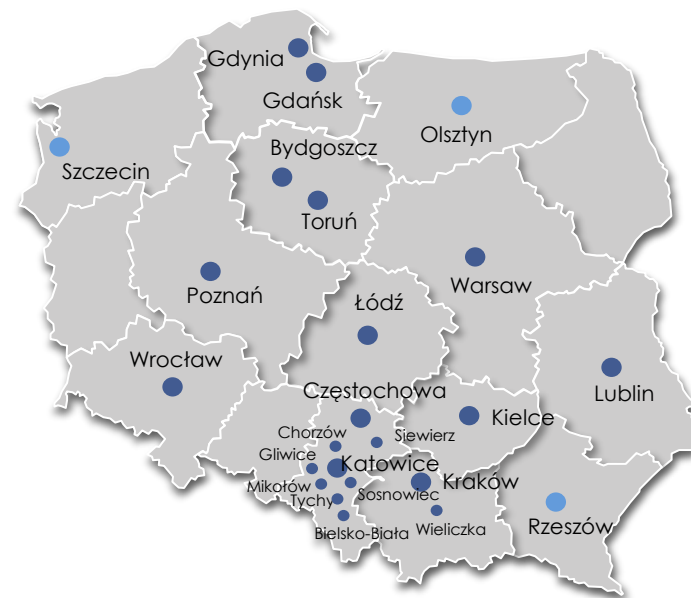
**29,900**

apartments built since the company's founding

**21,900**

units within the capacity of the active landbank

- One of the **largest and most experienced** residential developers in Poland, in business since 2001
- **The most geographically diversified** portfolio of development projects in Poland
- Product offering in **the broadest and most absorptive segment of the residential property market**, i.e. affordable and affordable premium
- One of the **biggest active landbanks** in the industry
- **Complementary** business building units for institutional rental sector (PRS and PBSA) in the design & build formula

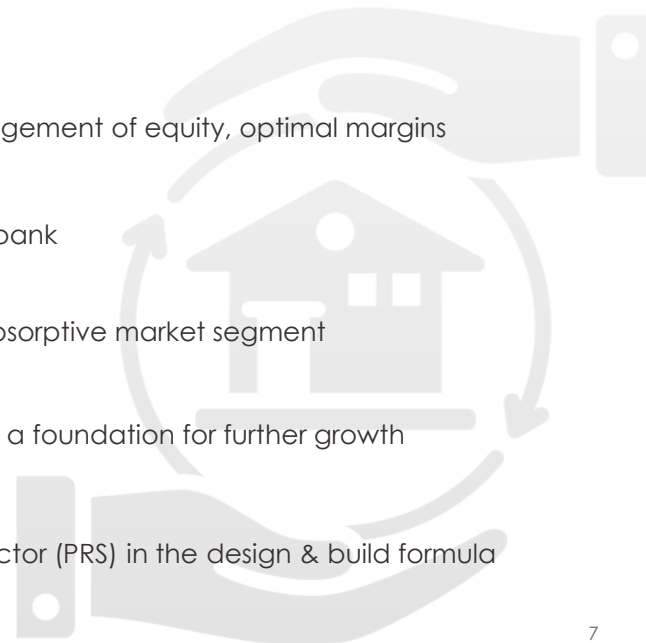


● Projects completed, under construction, and in the pipeline

● Potential new locations

# What sets us apart?

- 1 Proven stable sales results** despite challenging macroeconomic conditions
- 2 Leading market position** with highly supportive fundamentals
- 3 Unique** and vertically integrated **business model**—high cashflow, low engagement of equity, optimal margins
- 4 High level** of geographical diversification of projects and a large active landbank
- 5 Product offering** focused on the broadest group of customers, in the most absorptive market segment
- 6** Proven ability to renew the **landbank** at a higher pace than presale levels, as a foundation for further growth
- 7 Cooperation** with a leading investor in the complementary private rented sector (PRS) in the design & build formula



# Two complementary segments

PRS segment generating significant incremental cash in addition to core resi-for-sale business

Sales in 2024 carried out in two operating segments:

Resi-for-sale



- Affordable product highly resilient to macroeconomic fluctuations
- Addressing the broadest spectrum of customers
- Proven product strategy



Affordable product



Attractive location in promising districts of cities



High value for price and location

PRS



- 100% complementary to resi-for-sale → no cannibalization
- Attractive risk-return profile → guaranteed off-take
- Regular cash inflows
- Limited equity requirement – construction costs forward-funded by PRS investor



Possibility of building on plots zoned for services



Framework agreement governing off-take of premises by LifeSpot – PRS platform belonging to funds managed by Ares



Ultra-low saturation of PRS market in Poland



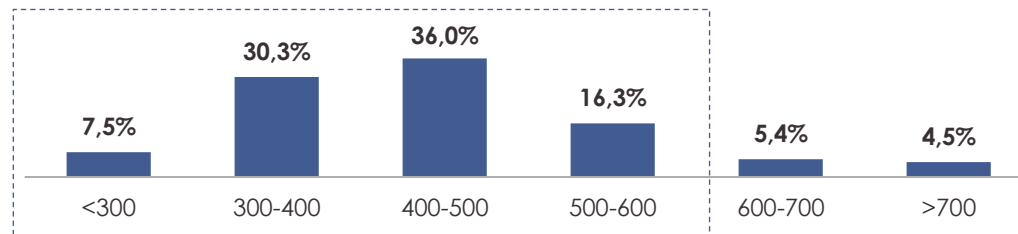
# Product targeting the broadest group of customers

Apartments in the affordable and affordable premium segments



## Structure of apartment sales by gross price (PLN '000)

Apartments priced below PLN 600,000 accounted for 90% of total Murapol Group sales

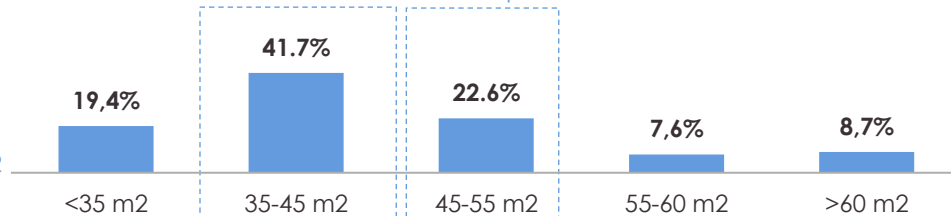


## Structure of sales by apartment floor area (m<sup>2</sup>)

Most popular 2-room apartments 35–45 m<sup>2</sup>

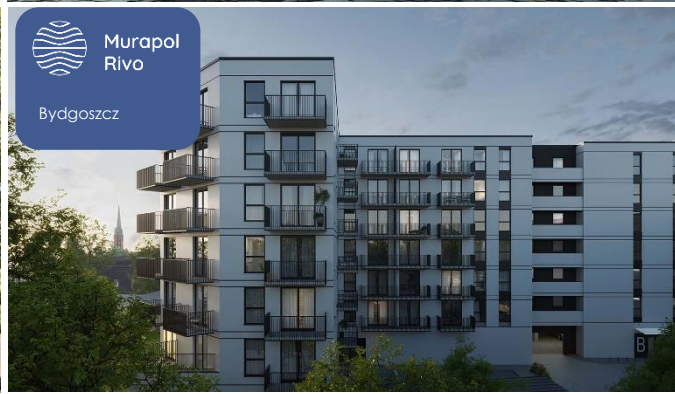
Most popular 3-room apartments 45–55 m<sup>2</sup>

c. **45 m<sup>2</sup>**  
average area of apartments sold from 2022 through 3Q 2024



# Examples of projects by the group

Affordable and affordable premium segments



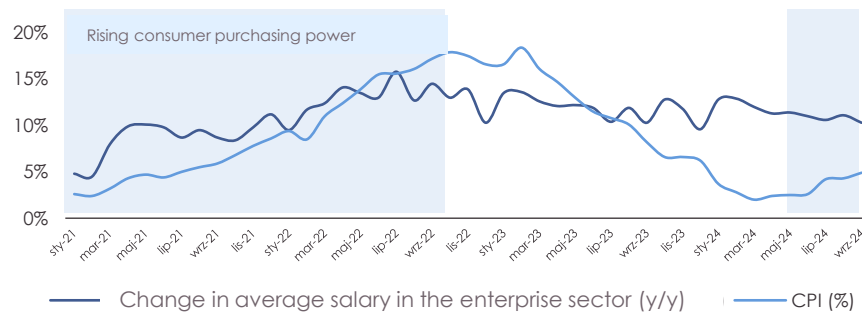


Murapol  
Scarpa  
Gdańsk

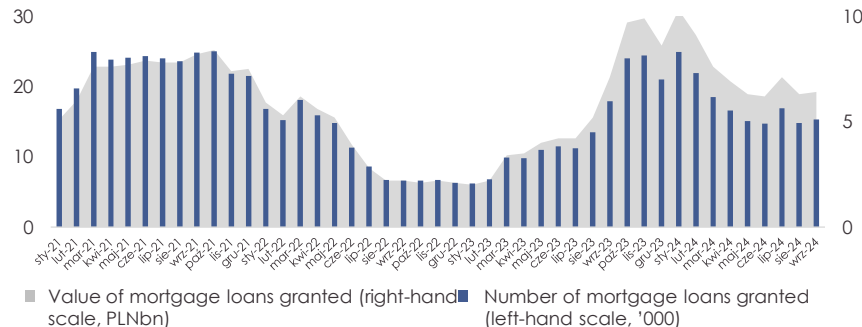
Murapol 1-3Q 2024

- In the 3<sup>rd</sup> quarter, a **continuation of trends** visible in the 2<sup>nd</sup> quarter
- Rebuilding of **developers' product line** in the largest markets
- **Stable** prices and availability of construction materials
- **Good prospects for the residential market** in the mid to long term, due to:
  - Structural housing shortage in Poland
  - Growth in real wages and level of deposits, rising consumer purchasing power
  - Low unemployment
  - Easing of lending policy by banks
  - Interest-rate cuts anticipated by analysts within the next year

### Change in average monthly wages compared to inflation (CPI)



### Number and value of mortgage loans granted in Poland



Source: Eurostat

# Key events in 1–3Q 2024

Further growth in operating scale and strong product line

**4,736 units**

(+48.8% y/y)

on offer at the end  
of September 2024



**3,194 units**

(+22.1% y/y)

introduced to  
product line (R4S  
segment)



**Lublin, Kielce  
Częstochowa**

presence on new  
markets



# 1-3Q 2024 in numbers

**1,720** units handed over to retail customers  
**(-23.0% y/y)**

**2,084** development contracts and preliminary contracts (+150 paid reservation agreements)  
**(+0.4% y/y)**

**PLN 9,300** average net price per m<sup>2</sup> of units sold  
**(+12.0% y/y)**

**PLN 786.3m**  
sales revenue

**PLN 193.2m**  
EBITDA

**PLN 131.8m**  
net profit

**28.7%** return on equity

**40.3%** 1<sup>st</sup> margin (R4S segment)

**17.8%** net profit margin (R4S segment)



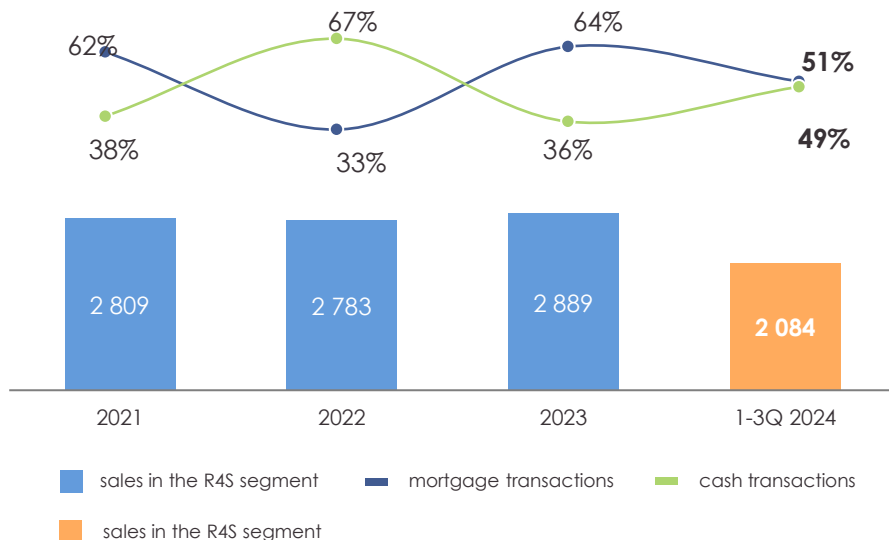
# Product line resilient to macro changes

Similar, satisfactory margins in major urban areas and in regional cities

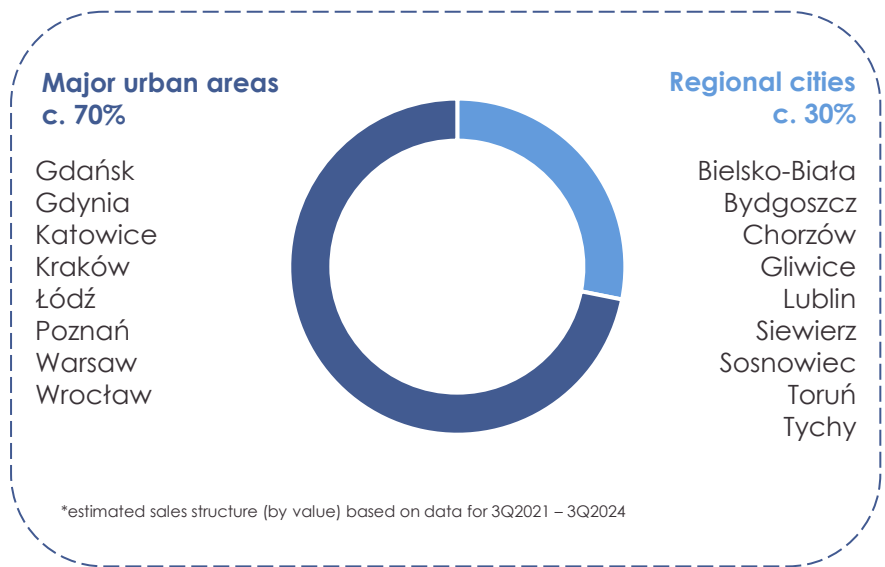
- Growth in the share of **cash customers** to 49%, vs. an average of 36% in FY 2023

- Similar percentage increase in average transaction prices in 2021–2024 in major urban areas (+31%) and regional cities (+30%)
- The aggregate margins on sales of units in big cities and regional cities in 2023 and 1H 2024 did not differ by more than 1pp

Split of mortgage vs. cash customers



Sales structure\*

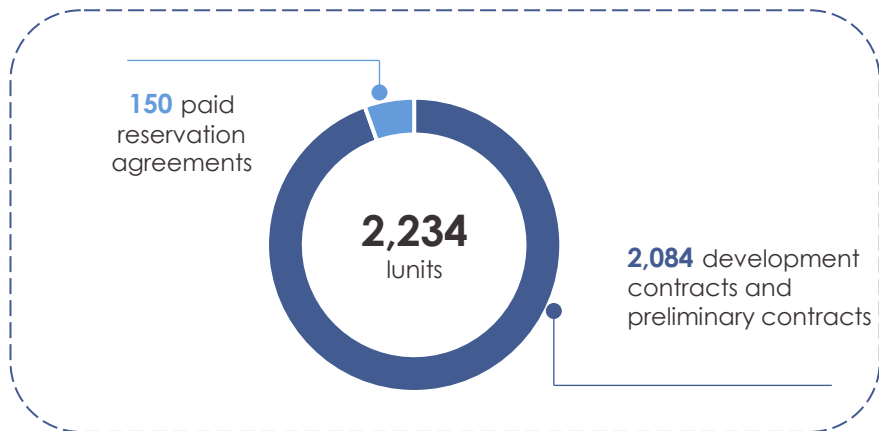


# Sales of apartments in 1–3Q 2024

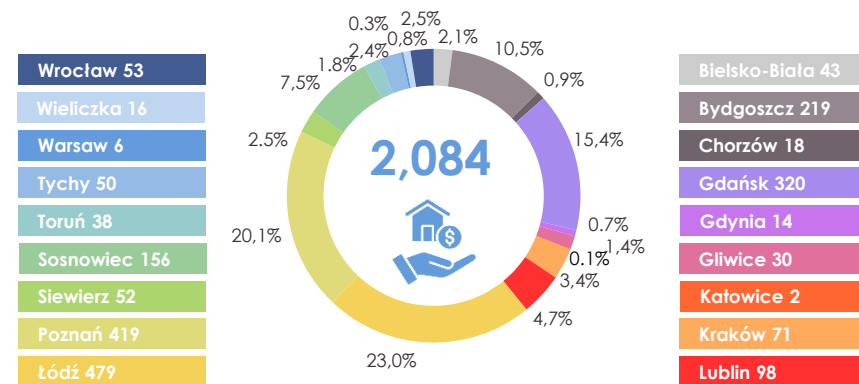
Comparable sales y/y despite uncertainty arising from the market environment

- **2,084 units (vs. 2,076, +0.4%)** were sold under development contracts and preliminary contracts, and an additional **150 units** with paid reservation agreements
- Additionally, sale in November 2024 of **948 units in the PRS segment** under framework agreement with AEREF VI
- The most apartments in the R4S segment were sold in **Łódź** (479), **Poznań** (419) and **Gdańsk** (320)

Total net sales by the group to retail customers



Geographical breakdown of sales of residential units to retail customers (development contracts and preliminary contracts)





# Handovers in 1–3Q 2024

Lower level of handovers in the retail segment linked with timetable of development projects

- **Increase** in average price of units handed over in 1–3Q 2024 of **10.7%**
- The most units were handed over in 1-3Q 2024 to customers in **Gdańsk** (391) and **Tychy** (258)
- Number of units sold but not handed over: **2,847**

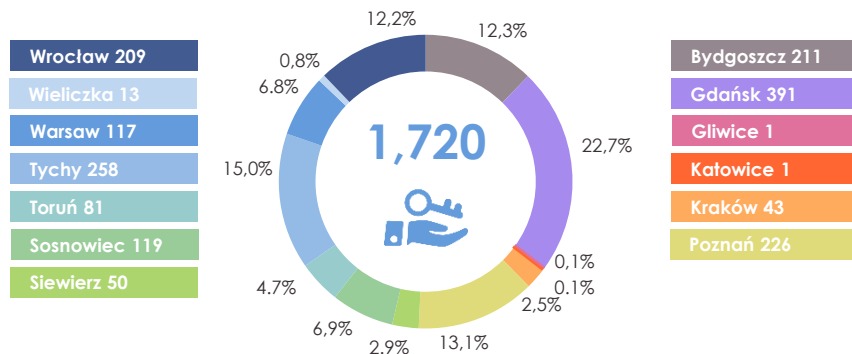
**2,234**

handovers in 1–3Q 2023

**1,720**

handovers in 1–3Q **2024**

Geographical structure of handovers of units to retail customers (development contracts and preliminary contracts)



Selected projects where units were handed over in 1–3Q 2024

Murapol Osiedle Novelo

Gdańsk

Murapol Osiedle Ambro

Gdańsk

Murapol Osiedle Akademickie

Bydgoszcz

Murapol Zielony Żurawiniec

Poznań

Murapol Osiedle Smart

Toruń

Murapol Osiedle Fit

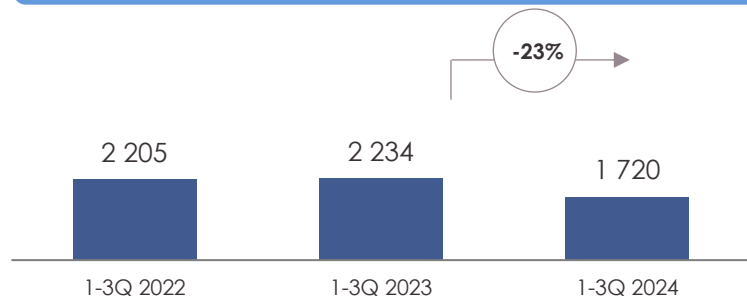
Tychy

# Key financial data for 1–3Q 2024

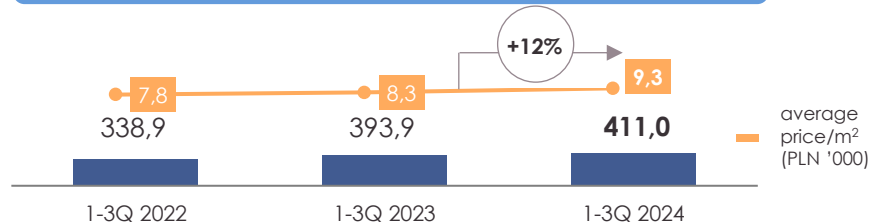
Decline in sales revenue due to lower level of handovers

- Growth in the average price of units handed over in 1–3Q 2024 of **10.7%** (to **PLN 396,200** vs. PLN 357,800 in 1–3Q 2023)
- Decline in revenue of **14.7%** in the retail segment connected with the lower number of handovers

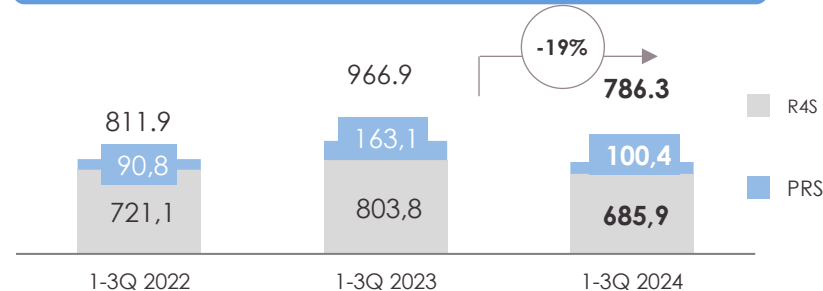
### Apartments handed over (units)



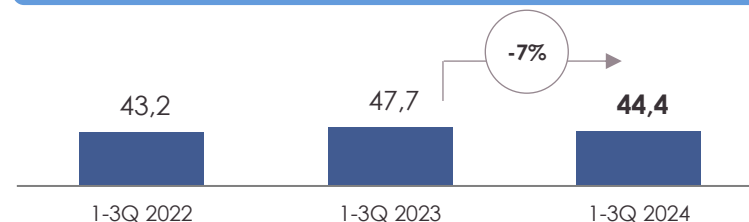
### Average net price of units sold (PLN '000)



### Sales revenue (PLNm)

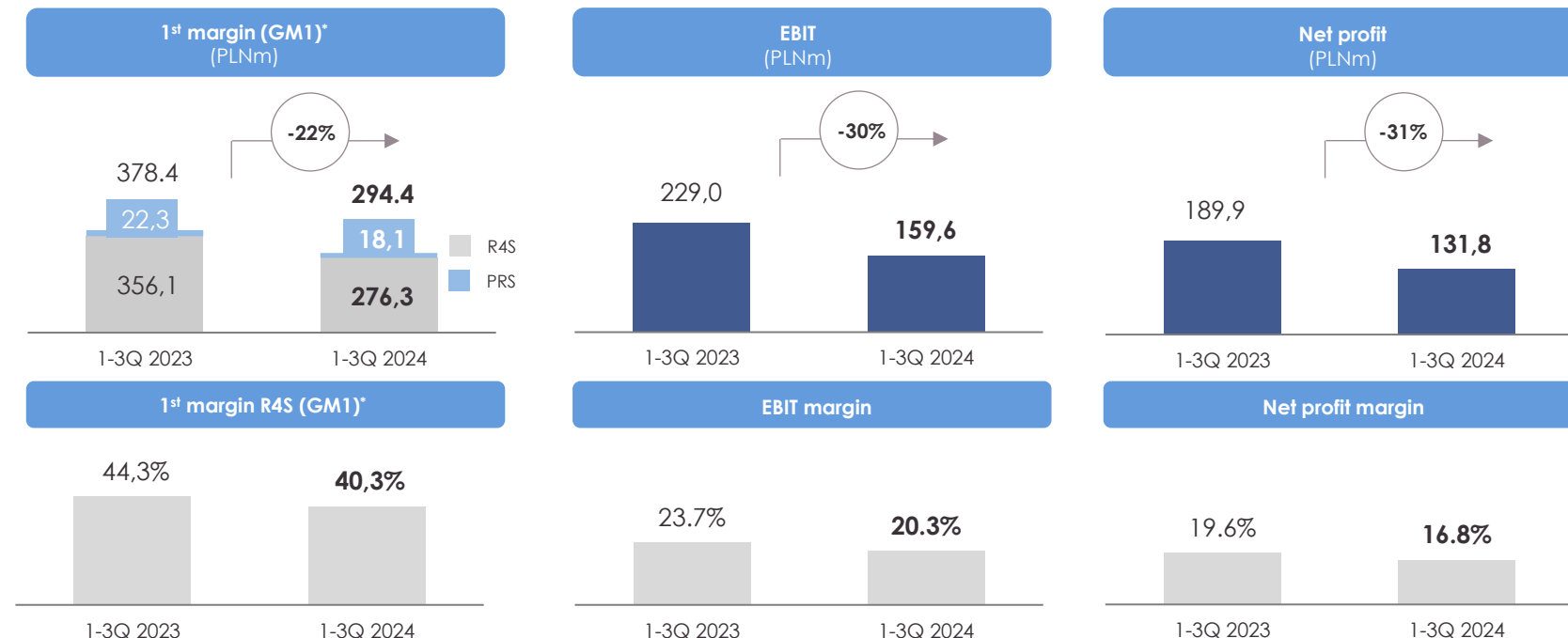


### Average size of units sold (m<sup>2</sup>)



# Key financial data for 1–3Q 2024

Results y/y impacted by lower level of handovers in 1–3Q 2024 vs. 1–3Q 2023

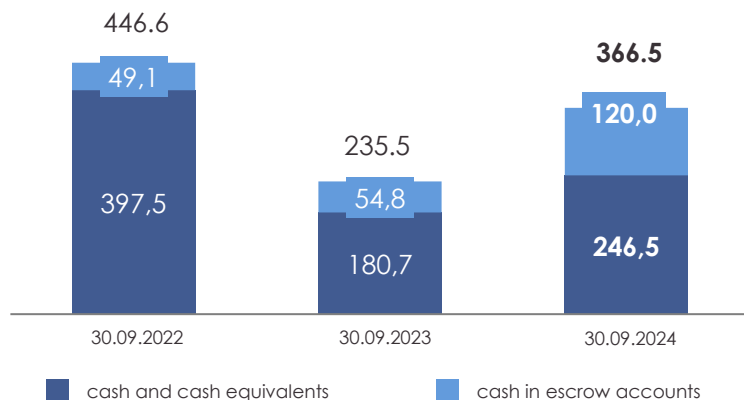


\*1st margin: revenue from apartment sales contracts less costs for acquisition of land, direct materials, and direct labour (costs of subcontractors)

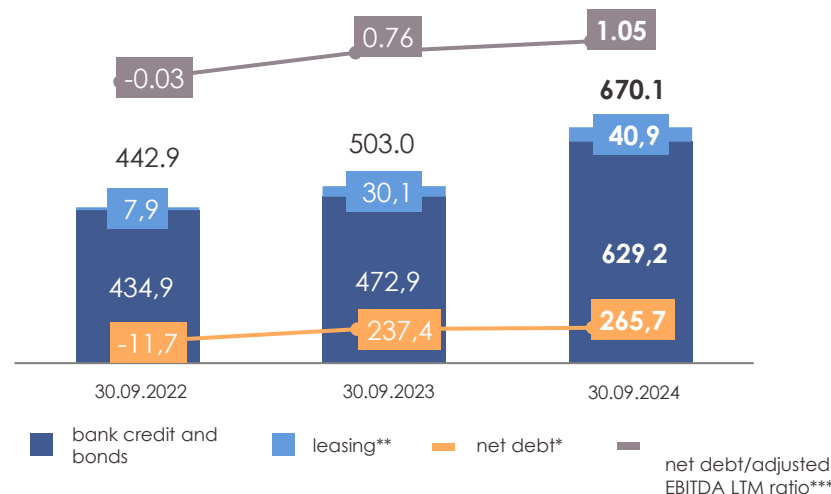
# Group's current financing structure

- **Safe** net debt/adjusted EBITDA LTM ratio (**1.05** at the end of 3Q 2024)
- In April 2024 Murapol adopted a programme for issuance of bonds of up to **PLN 500m**, and then in May successfully issued the first series of bonds with a combined value of **PLN 150m**

Cash position  
(PLNm)



Debt  
(PLNm)



\* net debt calculated as bank credit less cash (including escrow accounts)

\*\* leasing as of 30 September 2024 concerns mainly the accounting valuation of the lease for the office in Bielsko-Biala

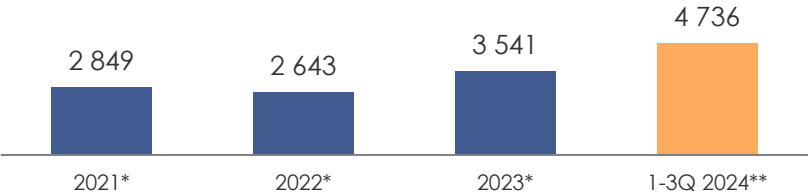
\*\*\* adjusted EBITDA LTM—operating profit for the last twelve months plus amortization, interest recognized in the cost of goods sold, and one-off or non-cash transactions

# Record number of units offered, and a strong landbank

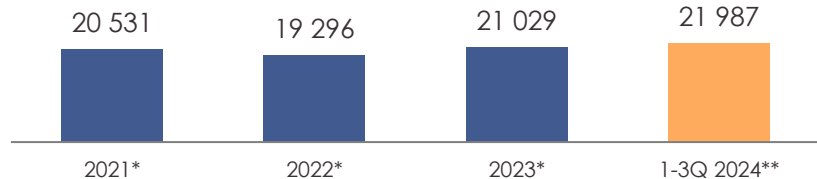


- At the end of 3Q 2024 Murapol's **offer** included **4,736 units** in 14 cities
- **Record number of apartments under construction: 8,684 units** at 31 projects in 15 cities
- Active **landbank** with a capacity for construction of nearly **22,000 units** in 19 cities, with a total floor area of nearly **946,000 m<sup>2</sup>**

Units offered



Landbank



\* total no. of units on 31 December of the given year  
\*\* total no. of units on 30 September 2024

# Units added to the product line in 1–3Q 2024

One of the biggest offers on the market: 4,736 units at the end of 3Q 2024

- In 1–3Q 2024 the Murapol Group added **3,194 residential units** to its offer in **11 cities**, including a new operating market, **Lublin**
- The most units were added in **Łódź** (514), **Gdańsk** (509) and **Lublin** (332)

**2,615**

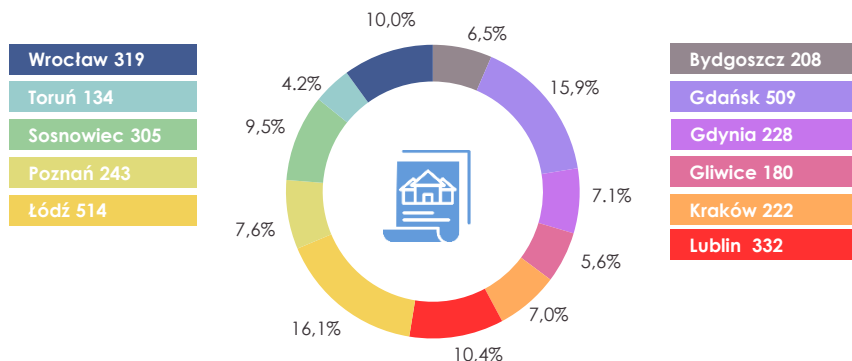
units added in 1-3Q 2023

**3,194**

units added in **1–3Q 2024**

## Selected projects put on offer in 1–3Q 2024

Structure of units put on offer



### Murapol Prado

Kraków

### Murapol Motivo

Wrocław

### Murapol Stoczniova

Gdańsk

### Murapol Primo

Lublin

### Murapol Osiedle Dynamia

Gdynia

### Murapol Helio

Toruń

# Projects offered for sale in 1–3Q 2024

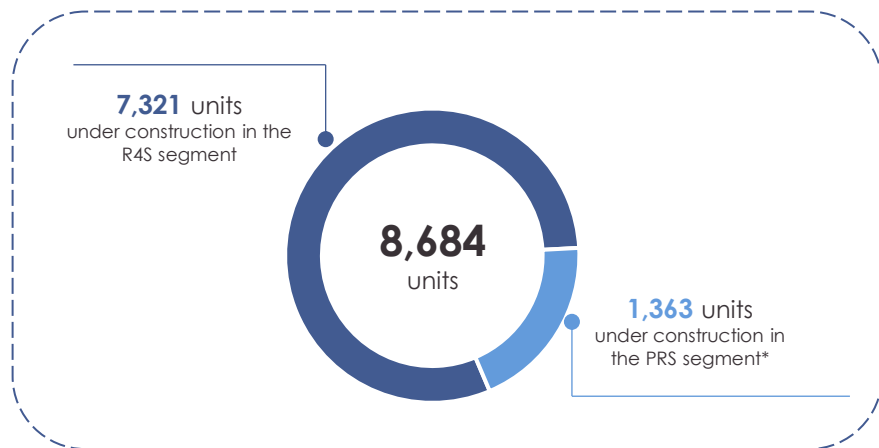
- In the first three quarters of 2024 Murapol added to the offer **3,194 new** units
- The units introduced into sales are being built in **11 cities**, including both the largest residential markets in Poland, e.g. Poznań, Łódź, Wrocław and Gdańsk, but also in smaller cities such as Bydgoszcz, Gliwice, Lublin, Sosnowiec and Toruń
- Additional units are planned to be introduced in 4Q 2024, in locations such as **Warsaw, Gdańsk and Katowice**

Location	Units introduced in 2024	Units introduced in 2Q 2024	Units introduced in 3Q 2024	Total
Bydgoszcz	-	85	123	<b>208</b>
Gdańsk	-	173	336	<b>509</b>
Gdynia	-	-	228	<b>228</b>
Gliwice	180	-	-	<b>180</b>
Kraków	-	-	222	<b>222</b>
Lublin	332	-	-	<b>332</b>
Łódź	514	-	-	<b>514</b>
Poznań	243	-	-	<b>243</b>
Sosnowiec	305	-	-	<b>305</b>
Toruń	-	134	-	<b>134</b>
Wrocław	319	-	-	<b>319</b>
<b>Total</b>	<b>1,893</b>	<b>392</b>	<b>909</b>	<b>3,194</b>

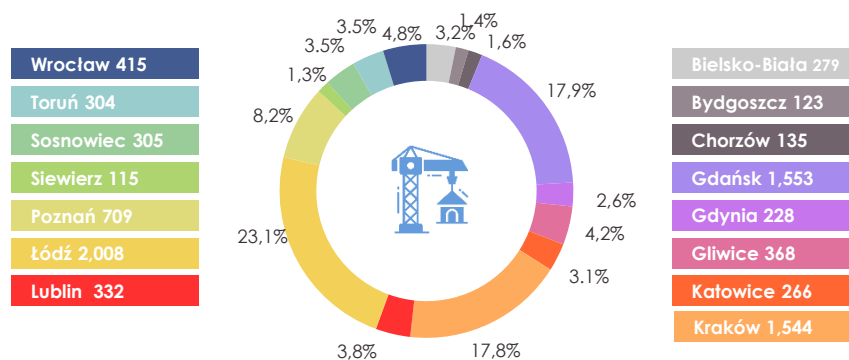
# Projects under construction at the end of 3Q 2024

## Record number of units under construction

- Record-high number of apartments under construction: **8,684** units with a combined area of c. **363,000 m<sup>2</sup>**, in **114** buildings in **15** cities
- Additionally, as of the end of 3Q 2024, projects under construction had obtained occupancy permits (**508** units, c. **23,200 m<sup>2</sup>** UFA), but handovers of apartments at these projects had not begun



Units under construction, by city



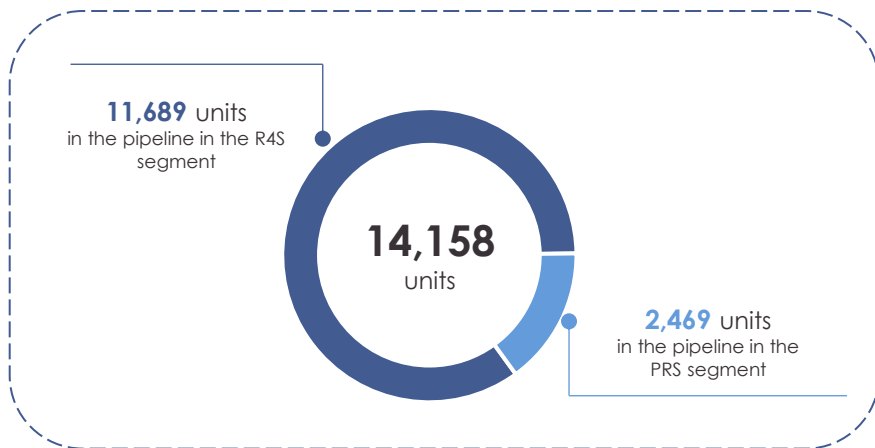
\* Units under construction from the PRS segment are not counted in the Murapol Group landbank (the land was sold to LifeSpot, and the Murapol Group serves as general contractor for PRS projects).



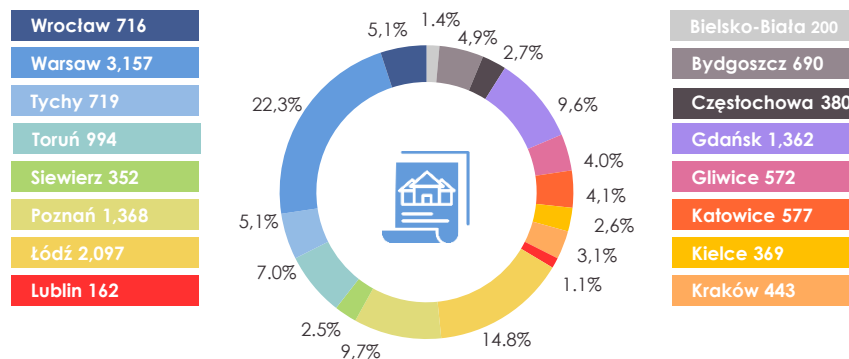
# Projects in the pipeline at the end of 3Q 2024

Attractive and well-diversified portfolio of projects in preparation

- **14,158** units in the pipeline, with a combined area of c. **600,000 m<sup>2</sup>**, in 16 cities
- **Strong landbank in Warsaw** (for 3,157 units), **Łódź** (2,097), **Poznań** (1,368) and **Gdańsk** (1,362)



Units in the pipeline, by city





Murapol  
Agosto Łódź

## Summary

- 1 Sales in 1–3Q 2024: **2,084 units (development contracts and preliminary contracts)**—an increase of **0.4%** despite the challenging environment and declining trend on the market
- 2 Sales in November 2024—**948 units in the PRS segment** in the design & build approach, based on a framework agreement with AEREF VI, with a **value of PLN 262m**
- 3 Handovers in 1–3Q 2024 in the R4S segment: **1,720** units
- 4 **Record** number of units under construction at the end of September 2024: **8,684**, including 7,321 in the R4S segment and 1,363 in the PRS segment
- 5 The most diversified offer on the market, including as of the end of September **4,736** units: c. **68% of the offer is in 7 of the biggest urban areas in Poland**, and 32% in regional cities
- 6 Distribution of **dividend of PLN 200.3m planned for 2024**:
  - 8 May, dividend of PLN 80.4m paid out
  - 12 November, payment of advance against dividend for 2024, in the amount of almost PLN 120m
- 7 Skilfully rebuilding and maintaining one of the biggest landbanks on the market, in 19 cities around Poland, with a capacity for construction of nearly **22,000** apartments

Thank you!

Investor Relations  
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[ir@murapol.pl](mailto:ir@murapol.pl)



Murapol  
Portovo

Gdańsk

Q&A



# Appendices



# Profit and loss statement

PLN '000	1-3Q 2024	1-3Q 2023	Change
<b>Sales revenue</b>	<b>786,323</b>	<b>966,892</b>	<b>-18.7%</b>
<i>Revenue from sales to retail customers</i>	685,904	803,795	-14.7%
<i>Revenue from sales to PRS</i>	100,419	163,097	-38.4%
<b>Gross profit on sales</b>	<b>235,451</b>	<b>310,204</b>	<b>-24.1%</b>
<b>Gross margin on sales</b>	<b>29.9%</b>	<b>32.1%</b>	<b>-2.2pp</b>
<b>EBIT</b>	<b>159,551</b>	<b>228,999</b>	<b>-30.3%</b>
<b>EBIT margin</b>	<b>20.3%</b>	<b>23.7%</b>	<b>-3.4pp</b>
<b>Net profit</b>	<b>131,789</b>	<b>189,945</b>	<b>-30.6%</b>
<b>Net profit margin</b>	<b>16.8%</b>	<b>21.9%</b>	<b>-5.1pp</b>

# Balance sheet

Assets	30.09.2024	31.12.2023	Liabilities	30.09.2024	31.12.2023
Non-current assets	91,960	86,523	<b>Equity attributable to shareholders of the parent company</b>	612,162	557,960
Current assets	2,219,454	1,773,292	Non-controlling interest	-	1,425
<b>Total assets</b>	<b>2,311,414</b>	<b>1,859,815</b>	<b>Total shareholders' equity</b>	<b>612,162</b>	<b>559,385</b>
			Long-term liabilities	641,165	454,770
			Short-term liabilities	1,058,087	845,660
			<b>Total liabilities</b>	<b>1,699,252</b>	<b>1,300,430</b>
			<b>Shareholders' equity and liabilities</b>	<b>2,311,414</b>	<b>1,859,815</b>

# Projects under construction

- As of the end of 3Q 2024, the portfolio of projects under construction included **8,684** units with a combined usable floor area of **363,000 m<sup>2</sup>**, arising in **114** buildings erected in 31 projects in **15** cities
- The most new apartments are being built in Łódź (**2,008**) and Gdańsk (**1,553**)

Location	Project	No. of residential and commercial units	UFA (residential and commercial, m <sup>2</sup> )
Bielsko-Biała	Murapol Trzy Lipki (bldg. 1, 4)	143	6,910
Bielsko-Biała	Murapol Trzy Lipki II (bldg. 2, 3)	136	7,306
Bydgoszcz	Murapol Rivo (bldg. 1)	123	5,491
Chorzów	Murapol Osiedle Wolka (bldg. 1, 2, 3)	135	6,571
Gdynia	Murapol Osiedle Dynamia (bldg. 1, 2, 3, 4)	228	10,409
Gdańsk	Murapol Osiedle Zen II (bldg. 1, 3, 5)	173	7,825
Gdańsk	Murapol Osiedle Zen (bldg. 2, 4, 6)	173	7,821
Gdańsk	Murapol Scarpa (bldg. 1, 2)	291	14,010
Gdańsk	Murapol Portovo (bldg. 1)	384	11,885
Gdańsk	Murapol Portovo (bldg. 2)	196	5,850
Gdańsk	Murapol Stoczniowa (bldg. 3)	336	11,335



# Projects under construction

Location	Project	No. of residential and commercial units	UFA (residential and commercial, m <sup>2</sup> )
Gliwice	Murapol Osiedle Szafirove (bldg. 1, 2)	180	8,786
Gliwice	Murapol Osiedle Szafirove (bldg. 6, 7)	188	9,941
Kraków	Czerwone Maki (bldg. 1) [PRS]	404	12,115
Kraków	Murapol Mateczniq (bldg. 1, 2, 3)	187	8,109
Kraków	Murapol Mateczniq III (bldg. 4)	38	1,803
Kraków	Lipska (bldg. 1,2) [PRS]	249	7,185
Kraków	Okulickiego (bldg. 1) [PRS]	444	13,275
Kraków	Murapol Prado (bldg. 1, 2)	222	10,524
Katowice	Sikorskiego (bldg. 1) [PRS]	266	7,553
Lublin	Murapol Primo (bldg. 1, 2)	332	15,091

# Projects under construction

Location	Project	No. of residential and commercial units	UFA (residential and commercial, m <sup>2</sup> )
Łódź	Murapol Osiedle Faktoria (bldg. 1, 2)	269	9,868
Łódź	Murapol Agosto (bldg. 1, 2, 3)	442	20,304
Łódź	Murapol Argentum (bldg. 1)	409	19,410
Łódź	Murapol Nowa Przędzalnia IX (bldg. 1)	43	2,044
Łódź	Murapol Forum (bldg. 1, 2)	514	21,809
Łódź	Murapol Osiedle Filo (bldg. 1)	143	6,376
Łódź	Murapol Osiedle Filo II (bldg. 2)	188	8,508
Poznań	Murapol Havelia (bldg. 1, 2)	326	14,409
Poznań	Murapol Osiedle Verde III (bldg. 3)	243	11,308
Poznań	Murapol Zielony Żurawiniec III (bldg. 6, 7)	140	6,202

# Projects under construction

Location	Project	No. of residential and commercial units	UFA (residential and commercial, m <sup>2</sup> )
Siewierz	Murapol Siewierz Jeziorna (bldg. 15–18)	115	5,784
Sosnowiec	Murapol Apartamenty Na Wzgórzu IV (bldg. 4, 5)	305	14,707
Toruń	Murapol Aviator (bldg. 1)	170	5,650
Toruń	Murapol Helio (bldg. 2, 3)	134	6,223
Wrocław	Murapol Osiedle Ferrovia (bldg. 1–12)	24	2,244
Wrocław	Murapol Osiedle Ferrovia II (bldg. 13–21)	18	1,622
Wrocław	Murapol Osiedle Ferrovia III (bldg. 22–30)	18	1,622
Wrocław	Murapol Osiedle Ferrovia IV (bldg. 31–42)	24	2,141
Wrocław	Murapol Osiedle Ferrovia V (bldg. 43–48)	12	1,109
Wrocław	Murapol Motivo (bldg. 1)	319	11,626
<b>Total</b>		<b>8,684</b>	<b>362,758</b>

# Projects in the pipeline

- As of 30 September 2024, within the Murapol Group landbank, there was a portfolio of pipeline projects comprising about **14,200** units with a combined usable floor area of c. **600,000 m<sup>2</sup>**, ensuring continuity of the group's business for the next several years

Location	Planned UFA (m <sup>2</sup> )	Planned no. of units	Location	Planned UFA (m <sup>2</sup> )	Planned no. of units
Bielsko-Biała	8,882	200	Łódź	94,274	2,097
Bydgoszcz	31,308	690	Poznań	61,705	1,368
Częstochowa	17,438	380	Siewierz	17,109	352
Gdańsk	40,988	1,362	Toruń	42,702	994
Gliwice	26,953	572	Tychy	32,581	719
Katowice	22,360	577	Warsaw	134,561	3,157
Kielce	16,611	369	Wrocław	24,289	716
Kraków	20,992	443	<b>Total</b>	<b>599,817</b>	<b>14,158</b>
Lublin	7,063	162			

## Integrated business model

### Land acquisition

- Effective land acquisition model
- Payment of a large portion of the price deferred until a building permit is obtained

### Design & planning

- In-house architectural and engineering studio
- Standardized buildings allow for lowering costs while maintaining optimal quality
- Plug & Play business model facilitates scaling: expansion in existing and new locations

### Construction

- Team responsible for general contracting
- Standardized process divided into 94 tasks
- In-house budgeting team
- In-house materials supplier

### Marketing & sales

- Network of 28 sales offices, enabling 55% of commercialization of projects through the group's own distribution channels
- Extensive, widespread external network



## Building Information Modelling

BIM technology enables preparation of a **precise bill of quantities**, helping **prevent conceptual mistakes**, and defining the **precise scope of work and materials needed**

HVAC

Sanitary systems

Architecture

Electrical system



Murapol  
Portovo

Gdańsk

Unit 94

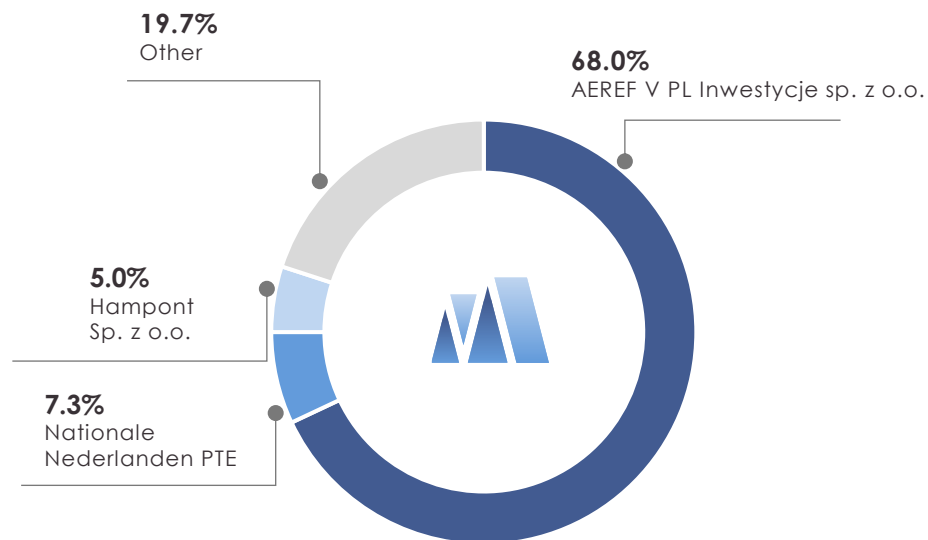
System of **94 standardized universal tasks** for every project, translating into **precise planning, efficient budgeting and selection of subcontractors**

Shareholder	No. of shares	Capital
AEREF V PL Inwestycje sp. z o.o.	27,760,000	68.0%
Nationale Nederlanden PTE	2,960,000	7.3%
Hampont sp. z o.o.	2,040,000	5.0%
Other	8,040,000	19.7%
<b>Total</b>	<b>40,800,000</b>	<b>100.0%</b>



Shares listed on the Warsaw Stock Exchange since **15 December 2023**

**Indices:** WIG, sWIG80, WIG140, WIG-nieruchomości, sWIG80TR, WIG-Poland, GPWB-CENTR, CEEplus



\* shareholdings by Nationale-Nederlanden Powszechnie Towarzystwo Emerytalne S.A. stated according to notice dated 18 December 2023, including shares held by Nationale-Nederlanden Otwarty Fundusz Emerytalny

# Organizational culture and corporate governance

Solid governance structure aimed at effective and sustainable growth in value

## Supportive shareholders and independent decision-making

- Experienced stakeholders with competences required for achieving strategic goals

## Knowledge, experience, unique know-how

- Integrated and motivated team of top-notch specialists in the industry
- Inclusive workplace

## Compliance with Best Practice for WSE-listed Companies

## Up-to-date Code of Conduct

- Internal policies addressing conflicts of interest
- Appointment of ethics czar



## Experienced supervisory board

- Highly experienced Supervisory Board with independent members ensuring protection of the interests of minority investors
- Appointment of audit committee and investment committee
- Rules implemented for addressing potential conflicts of interest

## Effective and sustainable management structure

- Experienced Management Board
- Broad competences in real estate, law, finance, transactions and the capital markets
- Women hold nearly 50% of management posts

## Main operating principles

Transparency of operations

Quality communications with investors

Protection of shareholders' rights

## Pillars of the ESG strategy

- Sustainable modern construction
- Responsible strategic partners
- Balanced working environment
- Responsible organization

## Reporting standards

- Achievement of readiness for reporting in compliance with the CSRD directive and selected ESRS reporting standards by the regulatory deadlines

## Active participant in ESG forums

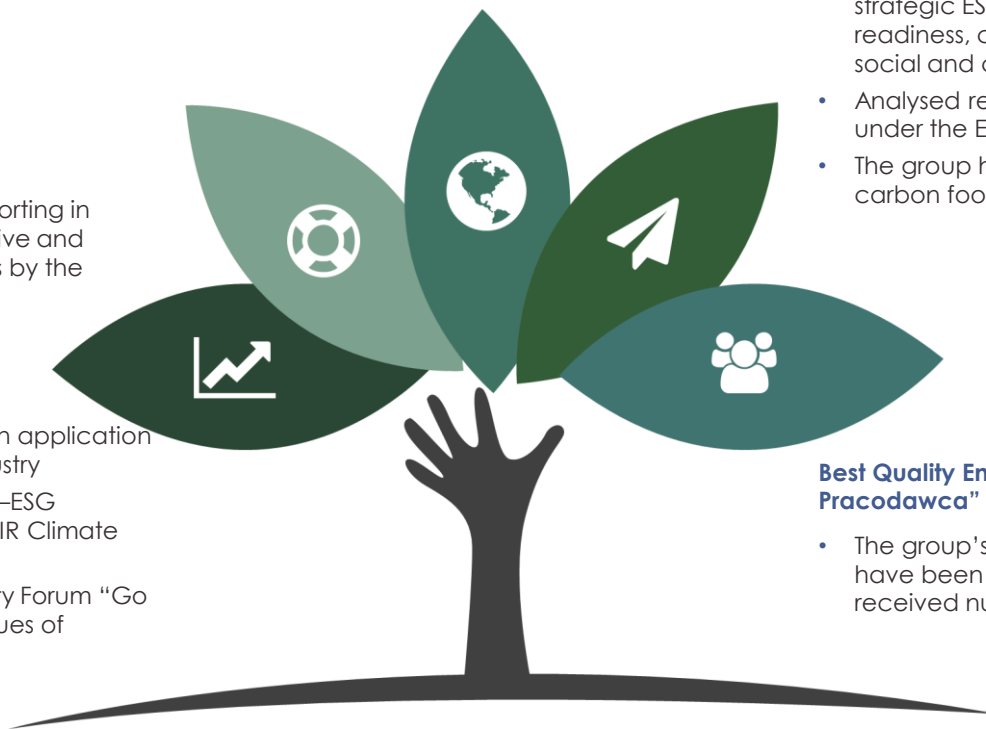
- Involvement in public discourse on application of ESG rules in the real estate industry
- Engagement in the Round Table—ESG Compass, supporting the TOGETAIR Climate Summit
- Participation in ESG & Sustainability Forum “Go to the Future” and debates on issues of sustainable building

## Advanced preparations

- Murapol has already completed drafting of strategic ESG analyses, including regulatory readiness, climate threats and opportunities, social and corporate governance
- Analysed requirements and qualification under the ESG taxonomy
- The group has calculated its scope 1 and 2 carbon footprint

## Best Quality Employer, “Dobry Pracodawca” awards

- The group's actions for employees have been recognized and have received numerous awards





## Legal disclaimer

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