

CORPORATE SOCIAL RESPONSIBILITY REPORT

APA Sp. z o.o. | Gliwice | 2023

Report verified by



Deutsch-Polnische
Industrie- und Handelskammer
Polsko-Niemiecka Izba
Przemysłowo-Handlowa





The year 2023 was a time of dynamic change for our company, where every new technology we deployed was designed not only to push the boundaries of possibilities, but also to bring concrete social benefits. We are proud to say that our actions have been focused on sustainability, fair market practices and supporting our employees. We believe that technology companies like ours have a responsibility to shape the future in a way that strengthens local and regional communities.

I thank every member of our community - employees, partners and customers - for sharing this journey with us. Together, we are creating a future that is brighter, more sustainable and more inclusive.

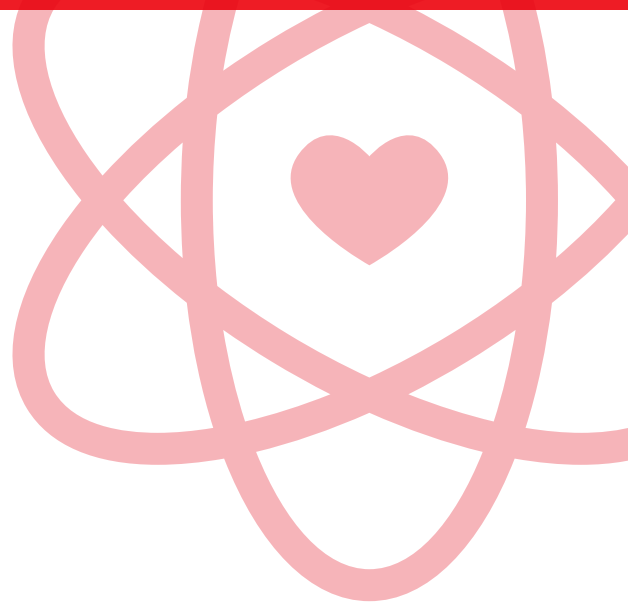


Discover
who we are

Artur Pollak

CEO of APA Group





I. ORGANIZATIONAL GOVERNANCE

APA is a group of creative professionals who develop and implement state-of-the-art intelligent automation solutions in the area of everyday life. At the center of our activities is always a person and its needs.

We are engaged in developing technology that makes everyday life easier.

YEAR 2023

In 2023 in our company we were engaged in providing advanced solutions in the field of industrial automation and building management. We have developed technologies to optimize machinery, costs, utilities and labor, according to the with the concept of Industry 4.0. We also specialized in monitoring and optimizing the consumption of energy and other utilities, offering innovative solutions for factories, buildings and cities.

In 2023, we at APA Group undertook numerous initiatives and activities to advance Industry 4.0 technologies and promote innovation. Our activities included the organization of the premiere event CTO Agenda. Industry 4.0 Connect Forum in Gliwice, which brought together key experts and technology executives from around the country, discussing the future of technology.

We have also worked with Axelon in a strategic partnership, which has opened up new

opportunities for us to fund innovative R&D projects. This cooperation has allowed us to develop new technologies and increase our competitiveness in the market.

We were also active at the European Congress of Small and Medium-sized Enterprises, where we led a debate on the role of artificial intelligence in business, which underscores our commitment to promoting modern technology in industry.

Another significant initiative was our presence at the 18th Researchers' Night of the Silesian University of Technology, where we presented our solutions and technologies that have attracted the interest of many young scientists and technologists.

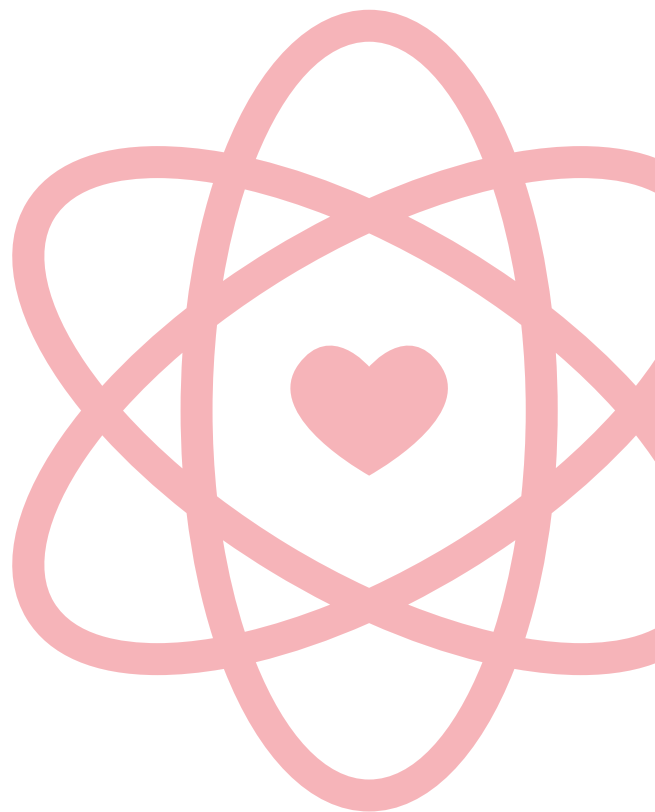
Dr. Anita Pollak from our team shared her expertise on digital competence at the New Industry 4.0 Conference, which testifies to our commitment to education and competence development in the area of digital transformation.

A significant event was also the inauguration of the EEC Members project, where our president, Artur Pollak, PhD, was included in the elite group of leaders, a recognition of our contribution to economic development and technological of the region.

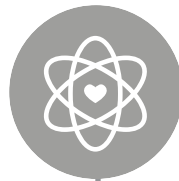
In addition, APA Group has initiated a postgraduate program in digital transformation in cooperation with SWPS University and AHK Poland, which shows our determination in educating future leaders and professionals in Industry 4.0.

Also in 2023, APA Group launched an inhouse 5G network at the Silesian University of Technology, which served as a platform for testing the and creating cutting-edge solutions for Industry 4.0. We also developed the report "The State of Industry 4.0 in Poland," which analyzed the the current state and future challenges in the sector. In addition, we took the initiative to cooperate with the Silesian Province, implementing a project for sustainable

development and cleaner air through a Smart Platform for Energy Optimization in 27 local government buildings.



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II. HUMAN RIGHTS

Our company has continuously respected internationally recognized human rights and avoided any instances of their violations.

The use of slavery in any form (servitude, forced labor, compulsory labor, human trafficking, etc.) is incompatible with our company policy - is completely prohibited.

We do not accept and fight against all forms of discrimination - including on the basis of race, color, gender, sexual orientation, language, religion, political beliefs and worldview, national or social origin, property, birth or for other reasons. We take measures for diversity, equal opportunities and equal treatment.

Our projects are global in scope, covering all latitudes. This gives us the opportunity to work in teams made up of people with different cultures, traditions and experiences.

Such a multicultural environment brings not only challenges, but above all enriches our cooperation and perception of the world. For us, it is crucial to respect every team member, regardless of their background or beliefs. That's why we attach so much importance to values such as diversity and inclusiveness. We believe that these aspects are the foundation for effective and harmonious cooperation.

At the operational level, we place the utmost care on ensuring that human rights are respected in every aspect of our activities. We have established dedicated procedures which are annually reviewed and embedded in our mandatory "Work Regulations". This diligence extends to the creation of all internal and external documents, including policies, regulations, directives, and communications with our suppliers. Our commitment to human rights is integral to how we operate and communicate, both within our organization and with our business partners.

One key component of our human rights strategy is the mandatory acceptance of our Supplier Code of Conduct. Every supplier we work with must agree to this document, which outlines our expectations regarding human rights. Additionally, we collect critical human rights information from our suppliers through a specially designed Supplier Questionnaire. These tools ensure that our entire supply chain adheres to the highest standards of ethical practice.



Supplier Code of Conduct



Supplier Questionnaire

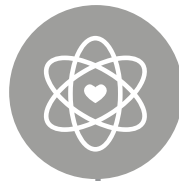


Human rights education is a central part of our employee onboarding process. Every new hire or collaborator is required to participate in a dedicated session led by a designated representative of our executive team. During this session, the importance of human rights within our company culture is emphasized, ensuring that all new members understand and commit to upholding these principles.

Furthermore, we actively promote human rights awareness throughout the year. At least once annually, we distribute a dedicated mailing to all employees and collaborators, aimed at reinforcing the importance of human rights and reminding everyone of the key policies that guide our organization's approach. This initiative serves both as an educational tool and a reminder of the values we uphold in every aspect of our work.



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III. LABOR RELATIONS

We invest in employee development - we implement programs to improve employees' skills (courses, training), depending on the needs of the department (including training in Excel, RODO, LinkedIn, etc.).

We use flexible forms of employment

At APA, we provide the opportunity to work on the basis of employment contract, contracts Civil law or on a B2B basis. Our company generally has task-based working hours, as well as accepting remote work.

Regulatory compliance

We respect personal dignity, privacy and fully the rights of every person, in accordance with national law, and we comply with all standards set by the International Labor Organization. We treat all our employees with respect and do not use corporal punishment, mental or physical coercion, any form of abuse (including bullying, harassment, etc.).

We care about our employees, their mental and physical health, and make every effort to organize safe and comfortable working conditions for them. We have a number of regulations, internal instructions and codes, ensuring that our employees realize their rights, in accordance with the national and European regulations.

Each employee can expect from us:



timely payment of wages;



High culture and ensuring work safety;



development assurance;



High-quality social amenities;



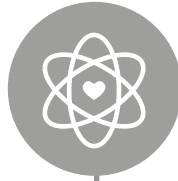
respect for human rights;



non-discrimination.

We have a company library and a board game lending library.

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IV. ENVIRONMENT

We are constantly taking measures aimed at environmental protection, investments that minimize environmental impact.

We are actively working to reduce our environmental impact, contributing to energy efficiency and eco-efficiency. We monitor legislative changes that affect energy management. We look at changes in electricity prices and analyze the shape of invoices.

We use advanced algorithms and the latest technologies. We keep in mind the welfare of future generations who would also like to benefit from natural resources.

IPOE

CO2 emissions into the atmosphere translate into an increase in global temperature, thus leading to global warming and melting glaciers. Therefore, energy efficiency and CO2 reduction is a manifestation of concern for the planet. We offer a proprietary solution to improve corporate energy efficiency. The Intelligent Platform for Energy Optimization (IPOE) provides a solution to support analytical and decision-making processes, the platform visualizes power system components such as current characteristics, electricity consumption or reactive power generation As well as



We present a case study of the implementation of the Intelligent Energy Optimization Platform in student residences belonging to the Silesian University of Technology



related statistics of costs incurred. The use of algorithms for processing and analyzing the above data allows to draw conclusions, translating into real savings.

NAZCA BMS

We offer a proprietary solution to generate savings in utility consumption and take advantage of the benefits of renewable energy in the form of photovoltaic cells, an electronic vehicle charging station and a biomass boiler.

Our flagship product, NAZCA BMS, can also be used to measure atmospheric conditions, measuring air, humidity, direction of



See in which aspects the BMS platform supports sustainability

and wind speed, insolation and CO₂ concentration. The solution can be used in a home or business.

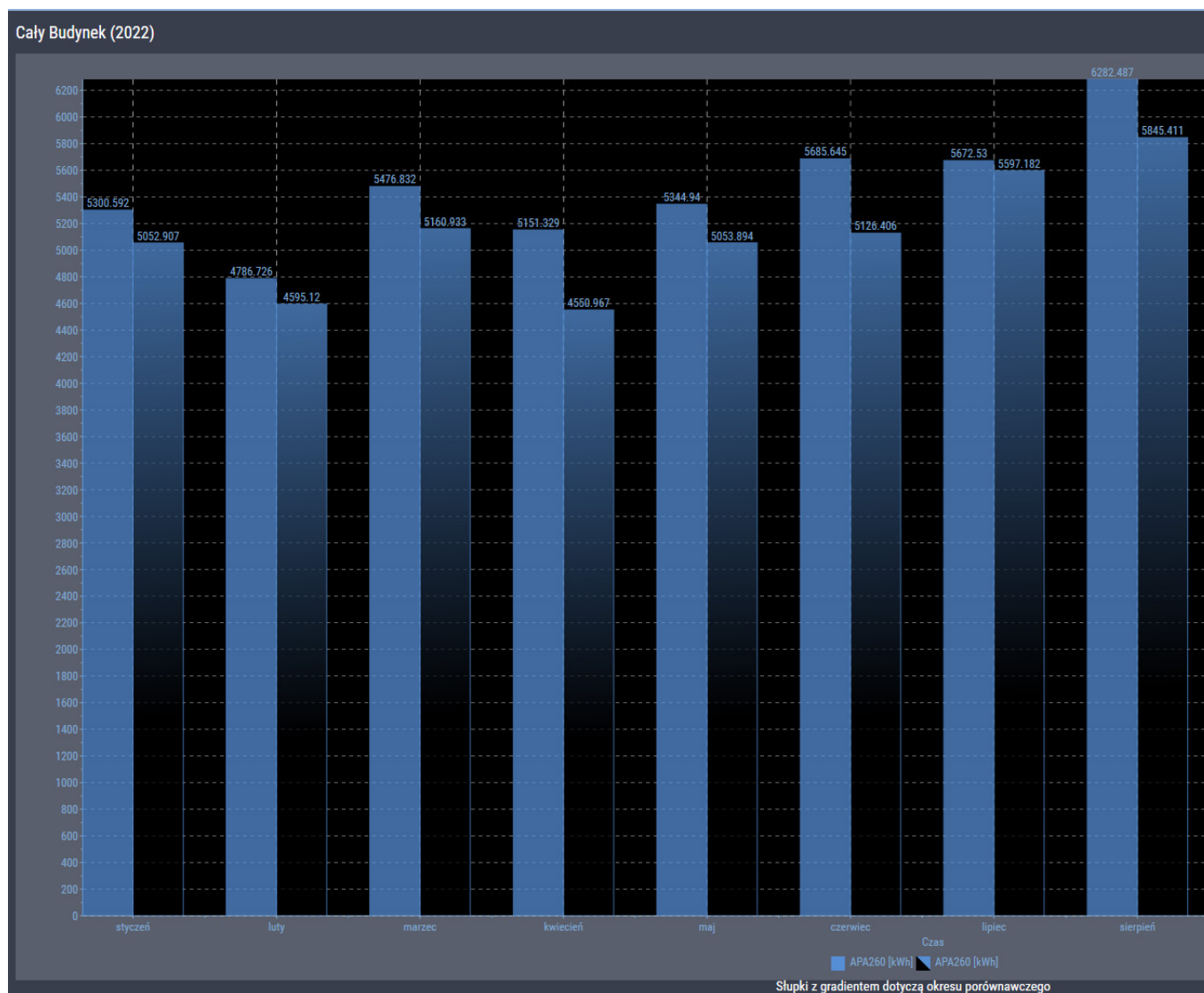
Energy Consumption Overview

As part of our commitment to sustainability, we closely monitor our energy consumption through systems such as IPOE and NAZCA. These tools provide us with a detailed analysis of our energy use, allowing us to identify key areas for improvement and optimize our resource management. A comparison of our energy usage in 2022 and 2023 shows a notable decrease in consumption across all monitored periods. This reduction underscores our efforts to enhance energy efficiency within the organization.

Key Optimization Efforts

The main drivers behind this improvement stem from several targeted optimization initiatives:

External Parking Lot Lighting: By reducing the brightness of our parking lot lighting and shortening the duration for which it remains active, we have significantly cut energy usage in this area. This adjustment ensures that the lighting is operational only when necessary, minimizing wastage without compromising safety.



Building Facade Banners: We also shortened the illumination time for the banners displayed on our building facades. By strategically limiting their lighting hours, we have reduced the overall energy consumption while maintaining the intended visibility during peak periods.

Indoor Lighting Sensors: Inside our facilities, we optimized the time settings for lighting systems triggered by motion sensors. By decreasing the duration for which the lights remain active after motion is detected, we further reduced unnecessary energy consumption without impacting the comfort or functionality of our workspaces.

Energy Consumption Trends

As illustrated in the accompanying chart, the energy consumption in 2023 was consistently lower compared to 2022 in every month. Each column on the left represents the energy usage from 2022, while the columns on the right reflect the corresponding values from 2023. The steady reduction demonstrates the effectiveness of our optimization efforts and reinforces our commitment to reducing our environmental footprint.

Through these measures, we have not only decreased our energy use but have also made meaningful strides toward achieving our sustainability goals. The ongoing optimization of our energy consumption practices will remain a top priority as we continue to evaluate and refine our operations to further minimize our environmental impact.

In 2023

The IPOE platform has been developed and deployed at a number of sites serving the region's residents and employees. Intelligent energy optimization platform (ISO 50001 compliant), supports energy management based on the Deming cycle (PDCA);

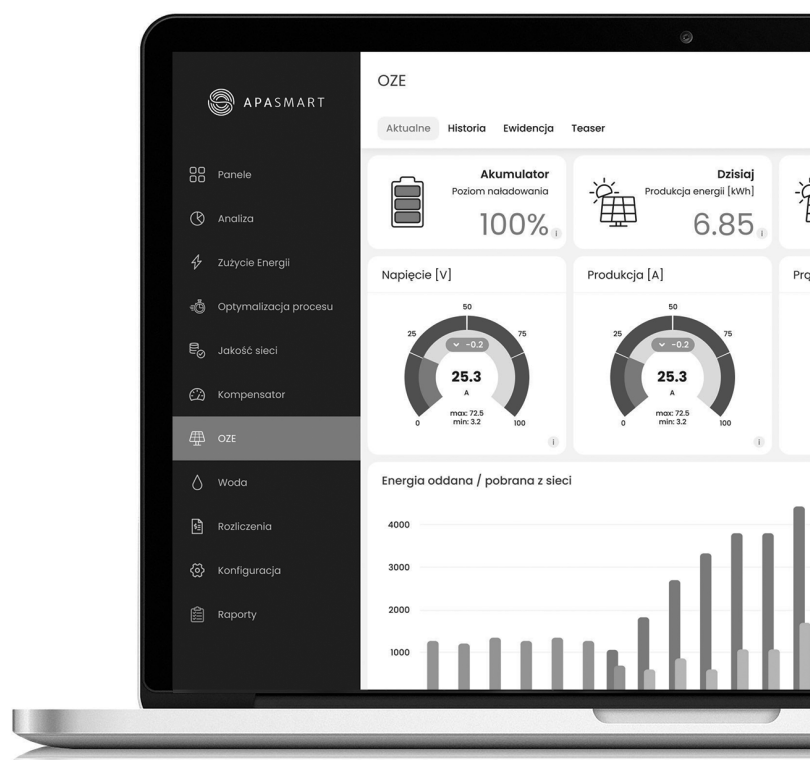
The solution, allows for increased efficiency in the use of electricity and other utilities.

In addition - we try to take care of the environment by reducing water consumption and energy, natural resource management, air quality monitoring, segregation and waste reduction.

We use the Waste Database (BDO), which is designed to, among other things, seal the waste management system and improve recycling rates.

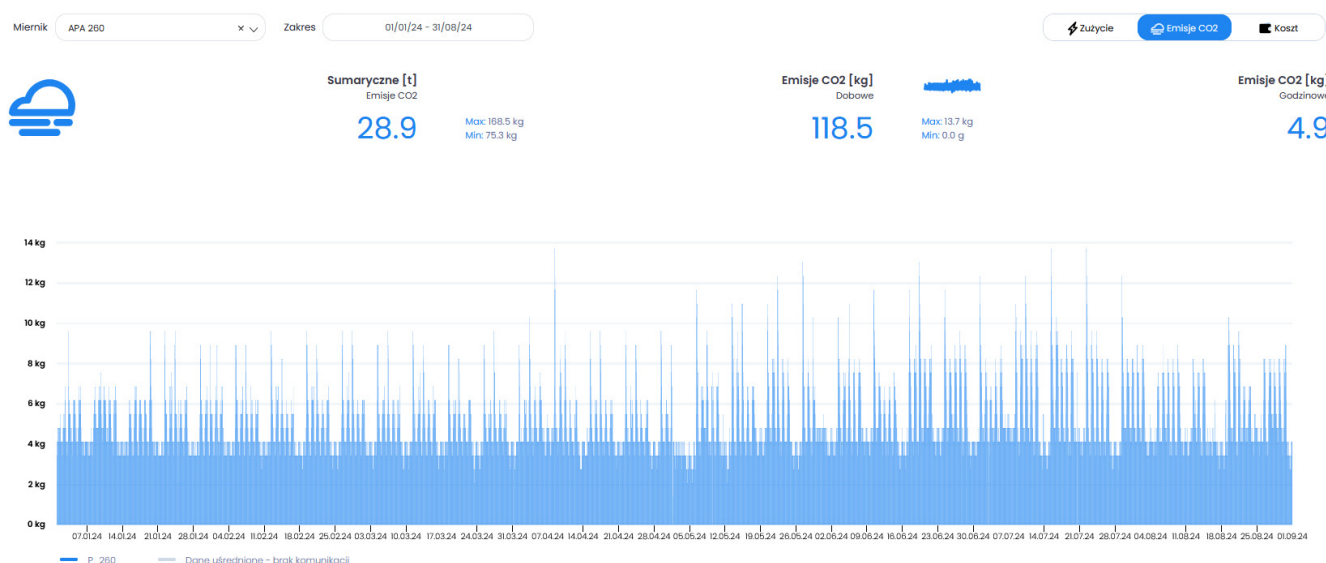
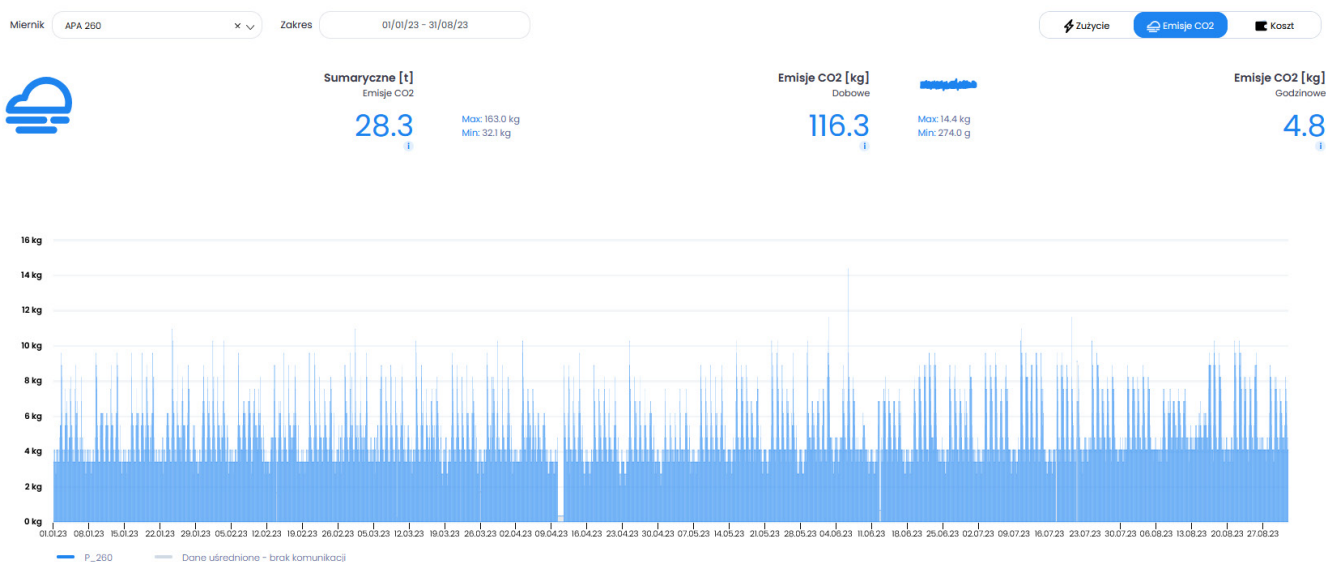


Read about the conference
"Silesian local governments for
blue sky"



Year-on-Year CO₂ Emissions Reduction

A key indicator of our environmental performance is the reduction of CO₂ emissions. Comparing the period from January to September 2023 with the same period in 2024, we have seen a substantial decrease in our carbon footprint. This reduction is directly tied to our efforts to improve energy efficiency and adopt more sustainable operational practices. By reducing overall energy consumption, optimizing lighting systems, and embracing energy-saving technologies, we have not only lowered our energy use but also significantly cut the emissions associated with it.



Summary of CO₂ Emissions

In 2023, our total CO₂ emissions amounted to 42.0 tons, compared to 45.7 tons in 2022. This represents a reduction of approximately 3.7 tons, a significant decrease in emissions that reflects our continued focus on energy efficiency and sustainability.

Daily CO₂ Emissions: The daily CO₂ emissions in 2023 averaged 115.0 kg/day, whereas in 2022, it was 125.3 kg/day. This shows a noticeable drop of around 10.3 kg per day, underscoring the impact of our operational improvements.

Hourly CO₂ Emissions: On an hourly basis, the average CO₂ emissions in 2023 were 4.8 kg/hour, compared to 5.2 kg/hour in 2022. This reduction points to enhanced energy efficiency, with lower emissions recorded for each hour of operation in 2023.

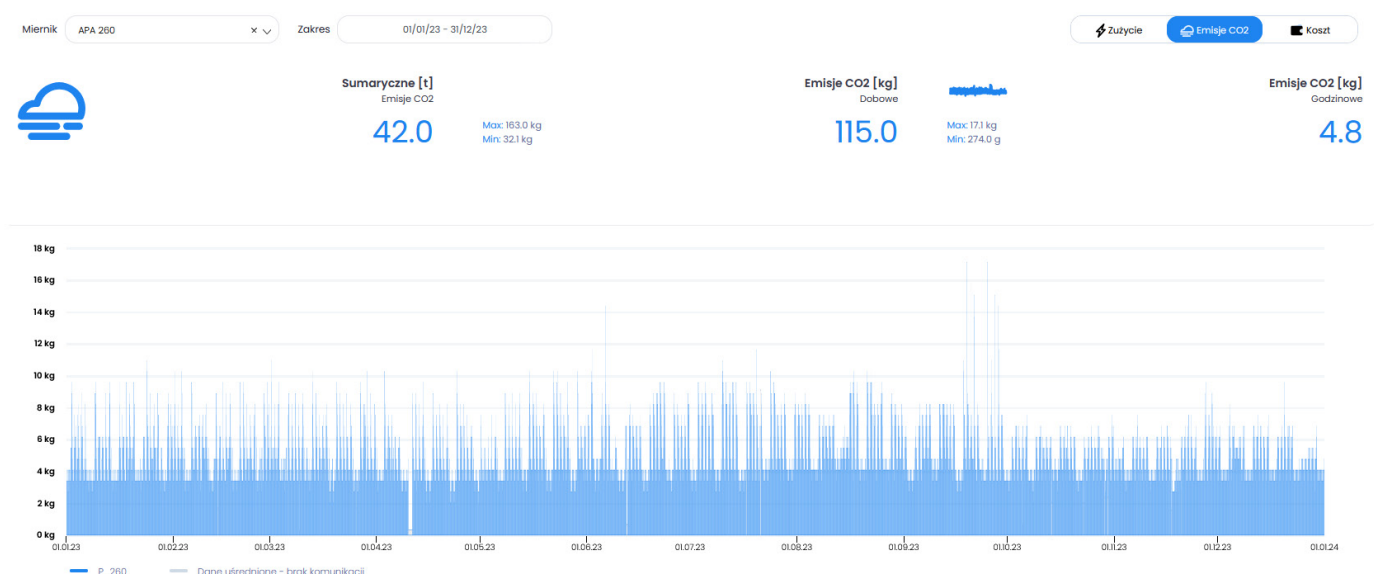
Impact of CO₂ Reduction in APA

The reduction in CO₂ emissions can be attributed to our more effective management of the APA infrastructure, focusing on both equipment maintenance and efficiency monitoring:

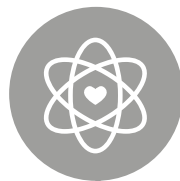
Improved Infrastructure Management: By implementing better maintenance practices and regularly modernizing our systems, we have been able to reduce energy consumption and improve performance across the board.

Optimization via NAZCA BMS: The introduction and refinement of operating schedules for key systems, including air conditioning and ventilation units, have played a critical role in reducing emissions. The NAZCA Building Management System (BMS) has allowed for more precise control and monitoring, ensuring that these systems are running only when necessary, further contributing to lower CO₂ output.

These steps demonstrate our commitment to reducing the environmental impact of our operations, while also ensuring that our energy infrastructure remains both efficient and sustainable.



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V. FAIR OPERATING PRACTICES - FAIR MARKET PRACTICES

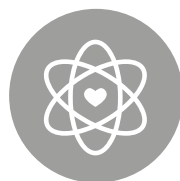
In our business relationships we are guided by the principles of free and fair competition, to which we also oblige our suppliers.

Both our company and our suppliers are required to comply with antitrust rules. It is our company policy that any practice that threatens the development and protection of competition is unacceptable. We counteract practices that restrict competition or the collective interests of consumers, including on an ongoing basis

by verifying the contractual templates used to eliminate any abusive clauses. We apply the principles of corporate social responsibility at every stage of supply, requiring contractors to respect human rights and act only in accordance with the law.



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VI. COMMUNITY ENGAGEMENT IN 2023

At APA Group, we believe that business and technology and corporate social responsibility can go hand in hand. Learn about the initiatives we have taken to help and change the reality around us for the better.

We support the passions of our employees

Our unquestionable asset is not only our expert knowledge, but also our passion and employee engagement. Therefore, as APA Group, we are happy to support their in developing their non-work hobbies and interests. Building a community with many passions translates into a constant broadening of our horizons, which in turn benefits other employees and customers of the company.

Child and youth development - Children's tours at APA Group

At APA Group, we make sure that everyone is able to find their way in the field of expressly developing technologies. Our The doors are always open, even for those youngest visitors. We try to inspire them and teach them about the modern world. Perhaps in the future, they will be the ones automating our environment. In one of our headquarters - APA Black House's ultra-modern showroom, you can marvel at how a smart building management system makes everyday life easier. All of our employees can, along with their families to visit this remarkable place.

Socios Silesia and OCR Training Center - Gliwice

When implementing business activities, we are mindful of our immediate environment. We support local initiatives, including one of the largest and fastest obstacle teams in the country - Socios Silesia. This is a group of OCR enthusiasts from different parts of Silesia, who regularly meet for team training at the OCR Training Center - Gliwice, a training base not far from our company. They compete at national and international competitions, Polish, European and World Championships, representing national colors as well as team colors.

At APA, we believe that sports is a very important part of life, helps shape character and influences the professionalism that we display in all our activities.



Organize the finals of the competition for technical student circles “Fly with us to Dubai”

We enabled students to demonstrate their technical skills, and the best team was awarded a trip to Dubai.



Watch on FB: See what the visit to Dubai by students from APA looked like



Chess club sponsorship

APA Group is proud to support the SKOCZEK Chess Club, emphasizing its commitment to both innovative solutions and in developing the passions and talents of young people. As part of our social responsibility, the company has for several years actively participates in the life of this club, contributing to the success of its young chess players.

Thanks to this cooperation, we have the opportunity to follow the sports development of players who passionately represent the colors of APA and SKOCZEK. This initiative is a perfect example of our belief in the importance of supporting local communities and promoting healthy lifestyles and strategic thinking among young people. We are proud to be part of their

path to success and watch chess inspire the next generation.



Watch video: Learn the story of SKOCZEK

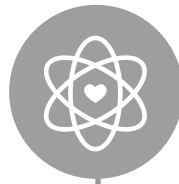
Aid to Ukraine

In response to the refugee crisis, we offered free access to our Elodia technology to help Ukrainian refugees in their plight.

Cooperation with the Association “House of the Guardian Angels”

APA Group was proud to support the Association “Home of the Guardian Angels. Our cooperation with the foundation focuses on providing support to children and young people so that they can receive safe shelter, education and psychological assistance. We are convinced on the importance of social responsibility and outreach.

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VII. EDUCATIONAL INITIATIVES



At APA Group, we believe that business and technology and corporate social responsibility can go hand in hand. Learn about the initiatives we have taken to help and change the reality around us for the better.

Podcast

The realization of the author's podcast "Industry 4.0 in practice" is a series of conversations with theoreticians, practitioners and business representatives and institutions supporting the development of digital transformation. The initiative is aimed at spreading knowledge about the implementation of new technologies in Poland and revealing the challenges faced by Polish companies.



Listen to the podcast
Industry 4.0 in practice

Report

The study of the nationwide survey "State of Industry 4.0 in Poland" provides important information on the progress of digitization in Poland. The analysis points to key areas requiring attention and action, as well as opportunities for development in this sector.



Download Report: The State of
Industry 4.0 in Poland

Publication

Publication of the book in cooperation with AHK Poland Polish-German Chamber of Industry and Commerce "Enterprise 4.0, 360° - recommendation of good practices" is a guide to the digitization of the enterprise and a must-read for managers. The book emphasizes the importance of adapting to modern technologies in business and presents a practical approach to implementing Industry 4.0.



Read more...

Study

Co-creation of postgraduate studies with the Silesian University of Technology and another course with SWPS is an initiative to educate specialists in the field of digital transformation. These programs respond to the growing market demand for skilled workers in the area of new technologies.



Deutsch-Polnische
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The Polish-German Chamber of Industry and Commerce (AHK Poland), based in Warsaw, is the largest bilateral chamber in Poland. It has been supporting Polish-German economic relations for almost 30 years. Among its many activities for sustainable, fair and equitable development, the organization deals with issues of market consulting, verification of the activities of business entities, law and taxation, human resources standards, and carries out a number of thematic committees.

Work in AHK Poland's committees is one of the key forms of support and verification of business entities focused on specific economic issues, or in a particular industry. The committees provide a forum for discussion and sharing of best practices within the business community, and give companies an opportunity for dialogue with representatives of government administration. Each committee is led by volunteer chairmen who are experts in the field and seek to identify the most important issues affecting the business of the companies affiliated with the committee.

These include such committees as the Compliance Committee, the Gas and Energy Committee, the Procurement Committee, the Digitization and Industry 4.0 Committee, the Legal / Legal tech Committee, the Labor Market Trends Committee, Sustainable Energy Generation, among others.

This report has been verified by AHK representatives, and the information contained herein has been confirmed.



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