

| CEJS Central Europe Janitorial Services | | Management review incomes - KPI 2023 | | | | | | | | 20.02.2024 | | |
|---|--|--|---|---------------|-----------------------|-----------------------|-----------------------|-----------------------|--------------|----------------------------------|-------------|-------------|
| Respective KPI's targets to be achieved until December 31st of respective year from columns F-J | | | | | | | | | | | | |
| KPI | Data Source | Responsible | Unit | 2019 | 2020 | 2021 | 2022 | 2023 | Target/Trend | Compliance with the trend/target | 2024 Target | |
| 1 | AVG number of employees using office infrastructure | HR database | Administration Manager | person | 32 | 34 | 33 | 36 | 42 | N/A | ✓ | N/A |
| 2 | Direct electricity consumption | Electricity counters | Administration Manager | kwh | 4 276 156 | 4 011 595 | 4 617 362 | 4 212 076 | 4 173 811 | 2023 < 2022 | ✓ | 3 965 120 |
| 2.1 | Direct electricity consumption (kWh) of the Company per 1 person using the office infrastructure | Electricity counters | Administration Manager | kwh/person | 133 630 | 117 988 | 139 920 | 117 002 | 99 376 | 2023 < 2022 | ✓ | 94 408 |
| 3 | Water consumption | Water counters | Administration Manager | m3 | 133 630 | 117 988 | 84 387 | 84 238 | 83 954 | 2023 < 2022 | ✓ | 79 756 |
| 3.1 | Water consumption per 1 person using office infrastructure | Water counters | Administration Manager | m3 per person | 4 176 | 3 470 | 2 557 | 2 340 | 1 999 | 2023 < 2022 | ✓ | 1 899 |
| 4 | Total weight of disposed waste, by type of the waste [kg] | Waste transfer card | Administration Manager | kg | 0 | 27 | 3 | 18 | 38 | 2023 < 2022 | ✗ | 2024 < 2023 |
| 4.1 | 16 02 16 - Items removed from used devices other than those mentioned in 16 02 15 [kg] | Waste transfer card | Administration Manager | kg | 0 | 9 | 0 | 17 | 11 | 2023 < 2022 | ✓ | 2024 < 2023 |
| 4.2 | 16 80 01 Magnetic and optical information carriers [kg] | Waste transfer card | Administration Manager | kg | 0 | 2 | 0 | 1 | 0 | 2023 < 2022 | ✓ | 2024 < 2023 |
| 4.3 | 16 02 14 Discarded devices other than those mentioned in 16 02 09 to 16 02 13 [kg] | Waste transfer card | Administration Manager | kg | 0 | 16 | 3 | 0 | 27 | 2023 < 2022 | ✗ | 2024 < 2023 |
| 4.4 | Total weight of hazardous waste | Waste transfer card | Administration Manager | kg | 0 | 0 | 0 | 0 | 0 | 2023 < 2022 | ✓ | 2024 < 2023 |
| 5 | Car fleet size | Car fleet register | Fleet management and resource administration specialist | pcs | 17 | 18 | 19 | 19 | 18 | N/A | ✓ | N/A |
| 5.1 | Total CO2 emission [T] (TOTAL GROSS SCOPE 1) | Car fleet register | Fleet management and resource administration specialist | tCO2eq | 89,12 | 81,02 | 71,86 | 64,51 | 40,11 | <51 | ✓ | 38,10 |
| 5.2 | The average level of CO2 emission per 1 car [T] | Car fleet register | Fleet management and resource administration specialist | T/pcs | 5,24 | 4,50 | 3,78 | 3,40 | 2,23 | 2023 < 2022 | ✓ | 2024 < 2023 |
| 5.3 | GHG emissions from the generation of purchased electricity consumed by the company (TOTAL GROSS SCOPE 2) | Data from electricity provider | Administration manager | tCO2eq | 3382,87 | 3173,57 | 3652,79 | 3332,17 | 3125,83 | <2875 | ✗ | <2875 |
| 5.4 | other indirect GHG emissions that are a consequence of the activities of the company, but occur from sources not owned or controlled by the company. Some examples of scope 3 activities are extraction and production of purchased materials; transportation of purchased fuels; and use of sold products and services. (TOTAL GROSS SCOPE 3) | Data from transportation services providers | Administration manager | tCO2eq | 10,14 | 7,15 | 8,54 | 7,9 | 7,5 | <8 | ✓ | <7 |
| 5.5 | Gross scope 3 downstream GHG emission | Data from transportation services providers | Administration manager | tCO2eq | No data (newly added) | No data (newly added) | No data (newly added) | No data (newly added) | 3,89 | <4 | ✓ | <3,5 |
| 5.6 | Gross scope 3 upstream GHG emission | Data from transportation services providers | Administration manager | tCO2eq | No data (newly added) | No data (newly added) | No data (newly added) | No data (newly added) | 3,61 | <4 | ✓ | <3,5 |
| 5.7 | TOTAL environmental protection expenditure [PLN net] | Accounting data | Main accountant | PLN | 546 405,56 | 645 834,90 | 237 645,24 | 327 489,11 | 416 293,21 | N/A | ✓ | N/A |
| 5.8 | Percentage of car fleet with at least the EURO class [%] | Car fleet register | Fleet management and resource administration specialist | % | 100% | 100% | 100% | 100% | 100% | 100% | ✓ | 100% |
| 5.9 | Expenditure on car fleet with at least the EURO class [PLN net] | Accounting data | Main accountant | PLN | 546 405,56 | 645 834,90 | 201 410,56 | 201 410,57 | 389 423,00 | N/A | ✓ | N/A |
| 5.10 | Expenditure on equipment, devices with at least A electricity consumption class [PLN net] | Accounting data | Main accountant | PLN | 46 700,00 | 14 144,50 | 36 234,67 | 34 793,00 | 17 721,87 | N/A | ✓ | N/A |
| 5.11 | Percentage of the equipment with at least A class electricity consumption [%] | Accounting data | Fleet management and resource administration specialist | PLN | 100% | 100% | 100% | 100% | 100% | 100% | ✓ | 100% |
| 5.12 | Percentage of total energy consumption from renewable sources | Data from Landlord | Administration manager | % | No data (newly added) | No data (newly added) | No data (newly added) | No data (newly added) | 7% | >5% | ✓ | >10% |
| 6 | Number of environmental incidents | Environmental failures register | IMS Manager | pcs | 0 | 0 | 0 | 0 | 0 | 0 | ✓ | 0 |
| 7 | Number of non-compliances related with waste disposal | Environmental failures register | IMS Manager | pcs | 0 | 0 | 0 | 0 | 0 | 0 | ✓ | 0 |
| 8 | Number of environmental accidents (e.g. unplanned releases) | Environmental failures register | IMS Manager | pcs | 0 | 0 | 0 | 0 | 0 | 0 | ✓ | 0 |
| 9 | Number of EMS complaints lodged | Environmental failures register/Feedback from auditors | IMS Manager | pcs | 0 | 0 | 0 | 0 | 0 | 0 | ✓ | 0 |
| Respective KPI's targets to be achieved until December 31st of respective year from columns F-J | | | | | | | | | | | | |
| KPI | Data source | Responsible | Unit | 2019 | 2020 | 2021 | 2022 | 2023 | | | | |
| 10 | Employees by the type of employment and gender | | | | | | | | | | | |
| 10.1 | Employment contract | HR database | HR Manager | % | 42,50% | 39,00% | 15,58% | 49,50% | 43,70% | | | |
| 10.1.1 | Woman | HR database | HR Manager | % | 15,83% | 19,86% | 8,44% | 21,14% | 26,81% | | | |
| 10.1.2 | Men | HR database | HR Manager | % | 26,67% | 19,14% | 7,14% | 28,36% | 16,89% | | | |
| 10.2 | Civil and B2B contract | HR database | HR Manager | % | 57,50% | 61,00% | 84,42% | 50,50% | 56,30% | | | |
| 10.2.1 | Woman | HR database | HR Manager | % | 17,50% | 26,25% | 37,66% | 26,20% | 28,11% | | | |
| 10.2.2 | Men | HR database | HR Manager | % | 40,00% | 34,75% | 46,75% | 24,30% | 28,19% | | | |
| 11 | Employees by the employment contract type [%] | | | | | | | | | | | |
| 11.1 | Employment contract for an indefinite period | HR database | HR Manager | % | 5,05% | 23,64% | 45,83% | 49,00% | 47,50% | | | |
| 11.2 | Fixed-term employment contract | HR database | HR Manager | % | 63,64% | 59,99% | 54,17% | 22,64% | 36,70% | | | |
| 11.3 | Trial period contract | HR database | HR Manager | % | 31,31% | 16,37% | 0,00% | 28,36% | 15,80% | | | |
| 12 | Employees by the age categories [%] | | | | | | | | | | | |
| 12.1 | Less than 30 years old | HR database | HR Manager | % | 28,33% | 23,36% | 24,38% | 25,92% | 32,00% | | | |
| 12.1.1 | Woman | HR database | HR Manager | % | 8,33% | 9,49% | 9,38% | 10,12% | 16,20% | | | |
| 12.1.2 | Men | HR database | HR Manager | % | 20,00% | 13,87% | 15,00% | 15,80% | 15,80% | | | |
| 12.2 | 30-50 years old | HR database | HR Manager | % | 55,00% | 58,39% | 51,25% | 47,34% | 53,68% | | | |
| 12.2.1 | Woman | HR database | HR Manager | % | 16,67% | 27,02% | 21,88% | 18,73% | 27,93% | | | |

