

ANNUAL STATE- MENT

ESG /
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Dear Clients and Friends



The beginning of a new year and the planning of our next steps is always a good opportunity to take stock of what has been achieved and what still needs our attention and perhaps a little more time.

Today we have such an additional moment to review our activities, projects and processes thanks to our involvement in the UN Global Compact, of which we will become a full member at the end of 2022.

Piotr Kochański,
Senior Managing Partner
Kochański & Partners

It has been another challenging year

Russian aggression in Ukraine dramatically altered our perception of a reality that had only just begun to return to relative normality after two exhausting years of pandemic. In the early weeks, we listened anxiously to reports of new terrorist actions, crossed our fingers for the defenders and rushed to help as best as we could.

But the effects of this still ongoing war are now being felt more or less all over the world. In Poland this is felt via high inflation, problems with raw materials, general shortages and rising prices for food, energy, fuel and everything else.

Let's talk about change

But it is also a good reason to finally start talking seriously about change. About a more sustainable approach to business, about fair governance and creating an inclusive space, about the impact of climate change and energy transition, about using modern technology wisely and funding only those activities that will change the world for the better.

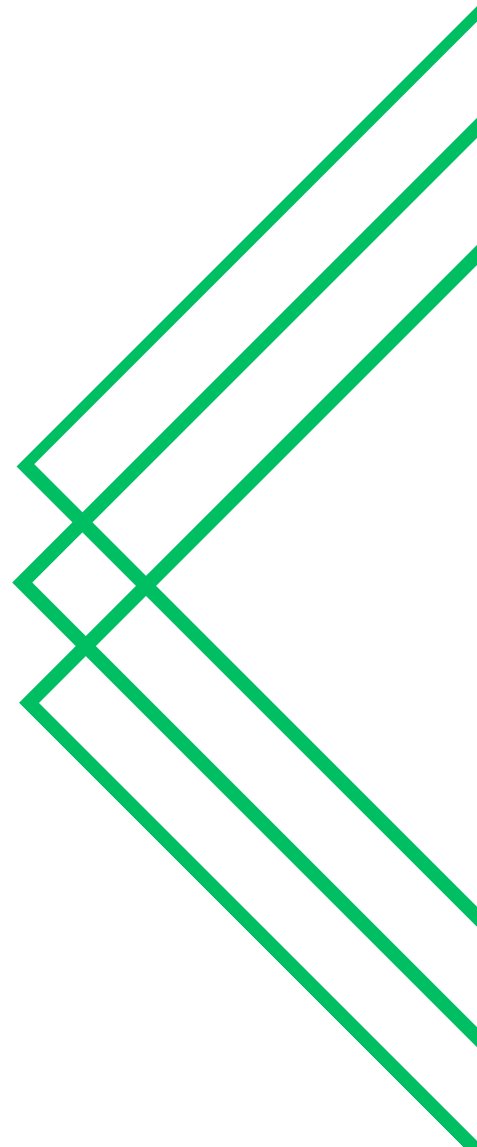
We make no secret of the fact that we want to be a partner in these discussions, and of companies that operate according to the values we share. But above all, we want to be an active agent of change. Because we have the know-how, the right people and the expertise, as well as the sensitivity and the urge to act.

We are aware of the challenges facing the world today and the limits we must not cross. In our daily lives, we have always worked for gender equality, we respond to injustice and human rights abuses. And we oppose war that leads to hunger, poverty and exile.

As lawyers, we want to do this in a wise and structured way, drawing on global models and standards and developing our own best practices.

This is why we are guided in our day-to-day work by the Sustainable Business Policy (ESG Policy), which was developed by a team drawn from many of the Firm's practices and support teams.

This highly committed and multi-disciplinary team looked closely at our work and our environment, asking dozens of pertinent and diverse questions in the areas that matter most to us: labour and human rights, ethics, the environment and the way we do business.



What has emerged is a document to guide us. It tells us how to act to make our mission to change the world for the better a reality. In our dealings with our employees and associates, our clients and stakeholders, the marketplace and our suppliers.

One of our sources of inspiration is our clients, whose technological innovations have a real impact on protecting human life and health, preserving biodiversity or preventing climate change. As lawyers, we advise them on their important, world-changing processes and projects, and provide practical support to those who have the courage to pursue them.

We are also driven by our people, dedicated and talented individuals and specialists in their fields, for whom we want to build a sustainable, friendly and open working environment.

The third important driver of our change is our commitment to business relationships and our willingness to work only with partners, counterparties and suppliers who share the same values and are prepared to make sometimes difficult decisions in the pursuit of a more sustainable business that is better for people and the environment.

A more sustainable business that responds to the world's problems

This is why we are now confidently submitting to the rigorous international verification by EcoVadis, which guarantees the world's most trusted business sustainability rating. We want to measure ourselves against the best and receive objective confirmation that we are on the right track and that we have concrete targets and measurable results in line with our principles and values.

And this is one of the reasons why one of the natural business decisions after the Russian attack on Ukraine was to set up the Ukrainian Desk and appoint our first Ukrainian partner. Markiyan Malskyy is a renowned lawyer and legal practitioner. He is also a highly educated polyglot, an experienced diplomat and a man deeply involved in social issues.

Markiyan's team constantly analyses the situation in Ukraine and provides all interested parties with overview reports in sectors such as infrastructure, construction, energy, medicine, IT, logistics and defence. It provides active support to the business community, both to Ukrainian companies wishing to relocate their activities and to Polish companies wishing to get involved in activities, tenders or projects currently under way in Ukraine.

We have already organised more than a dozen meetings, international conferences and webinars with representatives of authorities, NGOs and the business community from Poland, Ukraine, Japan and Spain, we constantly monitor current tenders and public procurements, work with special economic zones, conduct trainings and consultations, and actively promote Ukrainian-Polish business potential.

We are ready because we are constantly adapting to a changing world

Believing that we can make a lasting difference in our part of Europe, we consistently pursue a policy of building multidisciplinary teams composed of the best specialists in the market.

Thanks to this, we are ready to fully manage even the most complex and demanding projects – from obtaining financing to providing support during the implementation phase.

It is thanks to our competent and motivated people that we have been able to participate in the largest and most strategic projects in our region, such as the Baltic Pipe.

In this historic endeavour, which has connected Poland to the European gas transmission network and has made us independent of unethical suppliers supporting global terrorism, our legal team's understanding of sensitive environmental issues, as well as international cooperation and the ability to respect and understand the interests and needs of each party to this joint European investment, played a major role alongside their advice and practical knowledge.

From this perspective, an important step has been to expand the group of equity partners, i.e. those who share in the firm's profits.

This group now includes not only top lawyers, but also people without a legal background who are nevertheless highly effective and experienced managers.

Their knowledge, skills and deep understanding of the firm and its processes ensure that the day-to-day running of the firm is smooth and seamless, that the organisation itself is on a solid and sustainable footing, and that its growing strength allows it to tackle more global challenges in a more systemic and comprehensive way.

It is with this in mind that we have recruited Parasto Yari, a prominent Afghan lawyer, activist and human rights defender. She brings unique knowledge and expertise to our Human Rights team.

Parasto is a courageous, uncompromising and highly talented expert who closely monitors all cases of human rights violations, prepares expert reports, speaks at key events and is fully committed to supporting the girls and women of Afghanistan.

On board our firm, her role is to develop activities that promote diversity, inclusivity, gender equality and refugee support, and to educate about the importance of respecting human rights in today's complex and often polarised and stratified world.

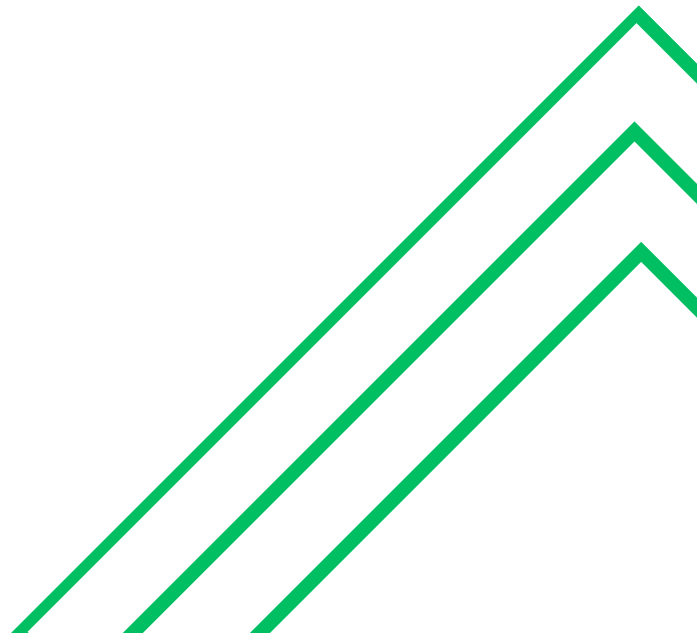
We Work For Those Who Change The World For The Better

For we make the world and work with those who have the courage to change it. That is why we have organised dozens of events, webinars and conferences with more than 15,000 participants.

We have trained entrepreneurs, clients and employees in areas such as technology, IT, labour law, energy, infrastructure, public procurement, real estate and international finance. We have also held extensive discussions on cybersecurity, anti-money laundering and anti-corruption issues.

We have twice invited prominent Polish technology companies to London for our own conference, Polish Tech Pitches to Private Capital, where companies from the FinTech, MedTech, BioTech and New Technology sectors, especially those for whom corporate social responsibility issues are as important as business profitability metrics, were able to present themselves to international investors, showcase their potential and successfully seek global funding.

We publish 'The Right Focus', which is not only a monthly newsletter but also a rich educational programme for entrepreneurs. It provides not only hard knowledge in many areas of law, but also a further opportunity to focus on ESG issues, our obligations to communities near and far, workers' rights, fairer management and respect for the environment and its natural resources.



We have produced two comprehensive reports on the potential of the Metaverse, providing a broad legal perspective on digital reality and outlining the tax implications of virtual currency transactions.

We work with technology companies, but we also develop cutting-edge IT solutions ourselves. Our IRAAPORT system (Internet Remote Actions and Paper Observance Register Technology) is a proprietary enterprise software application for managing a law firm and an innovative tool that allows our clients to continuously monitor the level of achievement of their business objectives and to respond flexibly to changes.

In 2022, we intensively developed the functionalities of the programme, including to enable it to work with banks and financial institutions that adhere to the highest standards in terms of cyber security and anti-corruption policies. And because we have zero tolerance for corruption ourselves, we have been their partner throughout this process.

Ladies and Gentlemen

Over the past twelve months we have achieved a great deal.

In addition to the welcome and positive changes that are now benefiting all of us – our firm, our employees, clients, contractors and ultimately the community as a whole – we have also gained a huge and sustainable competitive advantage.

We have consolidated our strong position in the international market, particularly among global companies that already consider sustainable business to be standard practice and that, for various reasons, are unwilling or unable to work with service providers that are not pro-ESG.

The next 12 months will be no less challenging. But we set the bar high, and we promise: We Work For Those Who Change The World For The Better. We Find The Rules.

Yours sincerely
Piotr Kochański



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