

A woman with blonde hair pulled back, wearing a white double-breasted suit with gold buttons, stands on a pebbly beach. She is leaning against a large, dark, textured rock formation on the left. The background shows the ocean with gentle waves and a clear sky.

# LPP

## ESG FACTSHEET 2022/2023

RESERVED

CROPP

HOUSE

M O H I T O

sinsay

# Towards a circular economy

GRI 2-22, GRI 2-23, GRI 2-24

**Amidst ongoing war in Ukraine, the most difficult macroeconomic conditions in many years – is there space to talk about climate challenges and a more rational use of resources? I think there is. In LPP, regardless of the circumstances, we stick to the adopted sustainable development strategy.**

The ongoing battle we have been waging for the third year in a row, first with the pandemic and now with the war crisis across our eastern border, has made us absolutely determined to confront the pressing problems of our generation. The war in Ukraine has made everyone even more acutely aware of the need to respect our scarce assets. They don't draw our attention on a daily basis, yet they are the very things that determine our existence, especially at a time of general disruption in a hitherto relatively stable world. How do we ensure our energy security when we still rely on non-renew-

able sources for most of the economy? How do we make better use of the resources we have at our disposal in the face of their inevitable shortages? Finally, how do we save what we have in order to cope with an increasingly unpredictable reality? These types of questions and dilemmas, some of them economic and some environmental in nature, were the focus of our operations and discussions over the past year which brought concrete conclusions and results. It is those findings that we would like to share with you on the pages of this report, which I am pleased to hand over to you.

The war in Ukraine and the subsequent economic sanctions imposed on Russia, and, consequently, almost complete block of our two most important foreign markets, were a huge blow to our business last year. The struggle to stabilise the company and for the people, suddenly deprived of the most precious thing –





safety, were at the heart of our activities for a considerable part of the year. Social responsibility and humanity were once again put to the test.

So from the very first days of the war, we launched a project to help Ukraine. We fought a parallel battle – for our employees and their relatives in Ukraine who found themselves in a position of imminent threat to their lives and for the rest of Ukrainian society in need of almost everything at that moment.

We provided our colleagues and their families in Ukraine with safe passage to Poland. We organised temporary accommodation and full board for them, but also guaranteed financial, psychological and legal support. We knew that it was

our duty to equip them with the necessary resources to give them hope and a real chance to restart their lives. At the same time, together with our social partners, we ran an intensive campaign to provide in-kind and financial support to refugees reaching our country. In total, we allocated a substantial amount of PLN 20 million to this end. In parallel, our employees opened the doors of their homes to those most in need. The scale of support from each of our teams exceeded my expectations.

In the face of this tragedy, we could make no other decision than to withdraw our business from the Russian market. After 20 years of presence in that country, we completed the sale of a Russian company. We were aware of the impact this would

have on our company because the Russian and Ukrainian markets generated over a quarter of our revenue.

Determination and the will to fight for the stability of jobs for our teams, just like during the pandemic, became the driving force behind our actions. So we took the decision to change our business strategy. From the markets of Eastern Europe, we redirected our focus to the south and west of Europe. This is where we want to develop our presence, strengthen our brands, open more stores and showcase Polish creativity. We launched further online markets and started an intensive search for attractive locations for our stores in the UK, Italy or Greece, among others. We also strongly expanded our distribution network and, at the same time, fought an intense battle against rising costs, the effects of rampant inflation and the geopolitical instability that still hasn't let up.

A few years ago, when defining our commitments to the world and the next generations, we placed a strong emphasis on circular economy issues. When we developed the LPP sustainability action plan in 2019, we knew that environmentally safe renewable energy was the future. Hence, in 2021, we signed the largest long-term PPA contract in Poland for the purchase of wind energy to cater for the

needs of our offices, logistics and some of our stores. Today, we can observe the positive results of those actions. The first wind farm is already supplying us with renewable energy, and two more will reinforce us soon. This has given us a great deal of energy independence and protection from the drastic increase in energy costs and guarantees energy supplies for the next 10 years.

First and foremost, it is 100% green energy, which is a crucial factor allowing us to decarbonise our infrastructure in real terms. In this vein, we have also continued to develop the telemetry system in our stores, which allows for precise monitoring and management of electricity. Today, we already use it in over 800 stores in 12 countries, thanks to which we are increasingly able to control our energy intensity and implement further solutions to reduce the use of this valuable resource.

Speaking of resources, let us not forget the most valuable aspect of our business – fashion, which is becoming increasingly sustainable in all our brands' universes. As in the previous years, we are continuing our production based on modern and increasingly low-emission fabrics and processes. We rely heavily on organic and cellulose fibres, but also on recycled fabrics. In the latter in particular, we have decided to take a quantum leap towards





their circular use. In 2022, we signed an agreement with a Polish start-up which has been conducting intensive laboratory work ever since to develop an innovative technology for producing yarn from polyester textile waste. The first promising results in this matter have inspired us to go further and continue this cooperation to improve the techniques already developed. Ultimately, we want to gain a scalable tool for the complete conversion of textile waste into new yarn. The possibility of fully reusing used clothing and creating brand new clothes of unimpaired

quality out of it, with minimal environmental impact, is a pioneering project of which I am particularly proud. It is an initiative carried out by Polish scientists who, just like us, are proof of the uniqueness of our Polish creativity. The past year also brought us the first results of a pilot project undertaken with the Sustainable Fashion Institute in the search for an effective method of processing multi-grade materials.

Finally, 2022 was the moment when we decided to reach out to our customers

for the first time with an educational campaign aimed at increasing environmental sensitivity among them. As it turns out, each and every one of us can contribute to the reduction of the world's carbon footprint. Very few people realise, however, that they can do so through proper clothing care. Over the course of a six-month campaign called "Look after your clothes. Read. Check. Care", we equipped our customers with the tools and knowledge of how to better protect their garments so that they last longer, how to change their habits to put less strain on the environment when looking after their clothes. Finally, what to do when our clothes are no longer wearable. Until now, most of us have thrown them away instead of bringing them to our stores where we have already held collection of unwanted clothes all over Poland. The clothing that is still usable is sent to people in need. The rest can become a valuable resource for us to produce brand new clothes in the future in the spirit of circular fashion.

It is by closing the loop that we can get closer to our desired goal of successively reducing our carbon footprint. In particular, during the first half of last year, our attention and time were focused on working out key decarbonisation targets, which we submitted for professional scientific evaluation. To this end, as the first

Polish apparel company we joined the global Science Based Targets initiative supporting the private sector in its efforts to combat global warming. We will know the results of this assessment in 2023, which will, in turn, allow us to develop a reliable decarbonisation strategy and realistically fulfil the demands of a carbon-free economy.

Personally, I cannot get over how many beautiful things we can do together and how much we have achieved in the past year despite the omnipresent and so multifaceted economic, geopolitical, human, and climate crisis. For all this – I wish to sincerely thank my team. Your sensitivity to others and your closest surroundings is touching and at the same time drives us in the ongoing fight for a better tomorrow. I am hopeful about that and believe that none of us will lack the determination to carry out further projects of equal importance in this next difficult year.

**Marek Piechocki**  
**President of the Management Board**  
**LPP**

# Brand full of values

GRI 2-1, GRI 2-6, Own measure: Number of stores

Own measure: Description of the business model and omnichannel development

LPP is a Polish clothing company, the largest in Central and Eastern Europe. We have been operating for 30 years in Poland and – currently – in dozens of other countries. We offer clothing, accessories and footwear of five brands – Reserved, Cropp, House, Mohito, and Sinsay – to customers in our physical stores, as well as those visiting online. In addition, the offer of Reserved and Sinsay brands includes home articles and interior decor.

Our main headquarters are located in Gdańsk and so are the design departments of Reserved, Cropp, and Sinsay. Mohito and House collections are devised in the LPP office in Cracow. We implement innovations and export the Polish creative thought from London through Helsinki to Tel Aviv. We are a Fashion

Tech<sup>1</sup> company with its own analytical resources. Our IT team equals the size of the largest IT companies in Poland, while our potential and global experience in running warehouse facilities puts our logistics at the forefront of logistics operators in the market.

In 2022/2023 the LPP Group consisted of 35 companies – 9 in Poland (parent company and 8 subsidiaries) and 26 abroad. We employ nearly 30,000 people.

Welcome to LPP!



<sup>1</sup> Fashion Tech – modern technologies used in the fashion industry.

LPP'S BUSINESS MODEL GRI 2-1, GRI 2-6<sup>2</sup>

STEP 1:  
DESIGN

- **3** design offices in Poland and **1** in Spain
- **338** designers
- **5** diverse brands

STEP 2:  
PRODUCTION

- **1,238** suppliers from Asia and Europe
- We do not own manufacturing plants

STEP 3:  
SHIPMENT AND LOGISTICS

- Centrally managed global procurement and distribution network
- **3** Distribution Centres and **5** Fulfillment Centre<sup>3</sup> warehouses
- **459,000 m<sup>2</sup>** of combined warehouse space

STEP 4:  
SALES

- **27** markets – physical locations
- **34** markets – online sales
- **39** markets – physical locations and online sales
- Almost **430 m** items of clothing sold annually

BUSINESS STRATEGY



Sustainable Development Strategy „For People For Our Planet”

For **People**   
For Our **Planet**

1. More sustainable product, production and sales
2. Chemical safety in production
3. Packaging aware – plastics under control
4. Sustainable infrastructure the headquarters and retail network buildings



LPP VALUES






Fire-fueled, Ambition-driven, Socially-responsible, Team-oriented



<sup>2</sup> The LPP Group is not associated with business relations outside its value chain.

<sup>3</sup> Warehouses responsible for swift handling orders made by customers via our online store.

OUR ASSETS

<p><b>Natural capital</b></p>  <p>Raw materials used to produce fabrics and the use of natural resources, such as energy and water.</p>	<p><b>Financial capital</b></p>  <p>Equity and liabilities.</p>	<p><b>Human and intellectual capital</b></p>  <p>Meaning the contribution of our employees and suppliers into the creation, development and production of LPP brands' collections, their distribution and sales.</p>	<p><b>Social and relational capital</b></p>  <p>The inspiration and growth we owe to our relationships with investors, business and community partners, customers and other stakeholders.</p>	<p><b>Manufactured capital</b></p>  <p>Products, distribution and retail network.</p>
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Our results in 2022/2023

<ul style="list-style-type: none"><li>• <b>4,432,935.7 GJ</b> of energy used.</li><li>• <b>100%</b> of green energy powering our online stores.</li><li>• As of 01.2023, offices, distribution centres and selected stores are powered by wind energy from Figene.</li><li>• <b>8% CO<sub>2</sub>e</b> less greenhouse gas emissions y/y.</li></ul>	<ul style="list-style-type: none"><li>• <b>PLN 3,984.400:</b> equity.</li><li>• <b>PLN 8,936.700:</b> amount for long-term and short-term reserves and liabilities.</li></ul>	<ul style="list-style-type: none"><li>• <b>29,930</b> employees of the LPP Group.</li><li>• <b>1,238</b> suppliers on three continents.</li></ul>	<ul style="list-style-type: none"><li>• Partnerships for sustainability goals: Zero Discharge of Hazardous Chemicals (ZDHC), Polish Plastics Pact, Canopy, Cotton made in Africa, International Accord, amfori BSCI.</li><li>• Supporting sector-specific initiatives of the Union of Polish Retail and Services Employers (ZPPHiU).</li><li>• The scale of the LPP Foundation's activities and partnerships.</li></ul>	<ul style="list-style-type: none"><li>• <b>430</b> m items of clothing sold annually.</li><li>• Increased use of cotton labelled Cotton made in Africa – <b>2,661 tons</b> in 2022/2023 vs 22 tons in 2021/2022.</li><li>• Increased use of more sustainable materials – <b>19,569 tons</b> in 2022/2023 vs 13,362 tons in 2021/2022.</li><li>• <b>1,673,400 m<sup>2</sup></b> total floor area of all stores.</li></ul>
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Stakeholder value

<ul style="list-style-type: none"><li>• Reduction of negative environmental impacts of the industry.</li><li>• Limiting harmful chemical substances and single-use plastics in the environment.</li><li>• Wider choice of products that are more environmentally friendly to facilitate more responsible consumer decisions.</li></ul>	<ul style="list-style-type: none"><li>• Financial results appreciated by investors.</li><li>• Ability to adequately remunerate employees.</li><li>• Strengthening of the economy through, among other things, taxes and cooperation with suppliers from the region.</li></ul>	<ul style="list-style-type: none"><li>• Convenient working conditions for thousands of LPP employees.</li><li>• Opportunities for employees to develop professionally and improve their skills.</li></ul>	<ul style="list-style-type: none"><li>• Help offered to suppliers with regard to managing their environmental impacts and increasing their competitive advantage.</li><li>• Help offered to suppliers with regard to working conditions and human rights protection.</li><li>• Assistance for local communities and the society at large.</li></ul>	<ul style="list-style-type: none"><li>• More innovation and better access to advanced technologies in the fashion industry.</li><li>• Availability of products and convenience of safe shopping for customers.</li></ul>
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# Sustainable development strategy

GRI 3-3

In the Sustainable development strategy, set out in 2019, we focused on environmental objectives. Work on its revision is underway. The planned changes result, among other things, from a multi-stage process of social and environmental risk analysis and work on decarbonisation targets according to the SBTi methodology. The new strategy will be announced in 2023.

## MAIN ACTIVITIES FOR SUSTAINABLE DEVELOPMENT IN 2022/2023

- we continued our activities under the **“Roadmap to Zero”** initiative led by ZDHC
- we joined **amfori BSCI**,
- we defined **ambitious decarbonisation targets** and submitted them to SBTi for verification,
- we reduced energy consumption in stores by **10%**,
- in e-commerce, we replaced boxes with lighter envelopes,
- we have reduced the use of plastic by another **567 tons** – purchases from

- Reserved and Mohito are no longer shipped in extra polybags,
- we were exploring the market for recycled fabrics – we started collaborating with the **Sustainable Fashion Institute**,
  - we were developing polyester recycling technology with a Polish start-up **Use Waste**,
  - we increased recycling of clothing – the possibility of leaving used clothing **in every store in Poland**,
  - we were promoting best clothing practices – **“Look after your clothes. Read. Check. Care”** campaign.







**“FOR PEOPLE FOR OUR PLANET” SUSTAINABLE DEVELOPMENT STRATEGY OBJECTIVES FOR 2020-2025**  
GRI 2-22, GRI 2-24, GRI 3-3

	2020	2021	2023	2025
<b>PRODUCT AND PRODUCTION</b>	<ul style="list-style-type: none"><li>• Launching a programme to support our suppliers in implementing best practices that reduce the use of natural resources in the garment production process.</li></ul>	<ul style="list-style-type: none"><li>• 25% of the garments produced by LPP are collections made from more sustainable materials.</li><li>• 30% of suppliers in South Asia are factories using technologies that reduce water and/or energy consumption in the garment production process.</li></ul>	<ul style="list-style-type: none"><li>• 100% of the denim factories covered by the programme use technologies that reduce water and/or energy consumption in the garment production process.</li><li>• Second-hand clothing collection system in 100% of stores in all countries (in 2022/2023 we achieved 100% in Poland)</li><li>• PLN 1m on investment in new technologies allowing for textile waste utilisation.</li></ul>	<ul style="list-style-type: none"><li>• 50% of Reserved clothing made from more sustainable materials (i.e. organic, cellulose or recycled fibres).</li><li>• CO<sub>2</sub> reduction of 15% (target in revision according to SBTi methodology).</li></ul>
<b>CHEMICAL SAFETY IN PRODUCTION</b>	<ul style="list-style-type: none"><li>• ZDHC membership.</li></ul>	<ul style="list-style-type: none"><li>• 100% of products containing wool or down with RDS/RWS certificate.</li></ul>		<ul style="list-style-type: none"><li>• Full compliance with ZDHC standards.</li></ul>
<b>PACKAGING AWARE: PLASTICS UNDER CONTROL</b>	<ul style="list-style-type: none"><li>• 100% of online orders packaging of Mohito and Reserved without single-use plastics.</li><li>• 100% of foil for House, Cropp and Sinsay online orders shipment from recycling.</li><li>• Limiting single-use film for commercial samples packaging by 50%.</li></ul>	<ul style="list-style-type: none"><li>• 100% of price tags film-free.</li></ul>	<ul style="list-style-type: none"><li>• 100% of cardboard boxes with FSC certificate or recycled.</li><li>• 100% of store packaging recycled.</li></ul>	<ul style="list-style-type: none"><li>• 100% of plastic in packaging suitable for re-use, recyclable or biodegradable.</li></ul>
<b>SUSTAINABLE DEVELOPMENT IN HQ BUILDINGS AND RETAIL NETWORK</b>	<ul style="list-style-type: none"><li>• Implementing an energy efficiency programme in stores, as well as solutions to reduce emissions.</li></ul>	<ul style="list-style-type: none"><li>• 100% of green energy powering our servers and online stores.</li></ul>	<ul style="list-style-type: none"><li>• All new buildings with environmental certification (BREEAM/LEED).</li></ul>	<ul style="list-style-type: none"><li>• 100% of stores covered by store energy efficiency programme and emission reduction solutions.</li></ul>
	● Objective attained			

## look after your clothes

### AWARDS AND RANKINGS

- Yet again, LPP has been recognised for its actions geared towards sustainable development and ESG in “the CSR Leaves” poll organized by “Polityka” weekly. This year, the Polish apparel company received two awards – the Golden Leaf for all its activities from an environmental, social and corporate governance perspective, and the Green Leaf, awarded for the first time to companies for which reducing their negative climate impact is a key element of their business operations.
- LPP hailed the best WIG20 index company in the “Bulls and Bears” competition organised by Rzeczpospolita magazine.
- Title of the best exporter and employer in the “TOP 100 POMORSKIE” ranking.
- First place in the survey of investor relations in WIG30 companies as assessed by analysts and financial institutions.
- New Warehouse of the Year 2022 award of the Eurobuild Awards for the LPP SA Distribution Centre in Brześć Kujawski. It has been recognised as the Best New Warehouse of the Year in Central and Eastern Europe.
- Golden Clips award for the “Look after your clothes” campaign.



# Environmental area

E – Environmental

## ENERGY AND EMISSION

GRI 302-1 Energy consumption within the organization [GJ]	02.2021-01.2022		02.2022-01.2023	
	LPP Group	Including LPP SA and stores in Poland	LPP Group	Including LPP SA and stores in Poland
Electricity consumption	1,065,944.10	603,904.78	770,160.06	377,349.67
Heating	4,032,735.51	1,108,942.32	2,732,448.56	1,197,336.84
Natural gas	99,846.77	49,888.37	904,886.95	287,053.20
Diesel fuel	16,128.99	16,128.99	9,531.57	9,531.57
Petrol (gasoline)	11,078.81	11,078.81	15,826.16	15,826.16
Fuel oil	0	0	82.41	82.41
<b>Total [GJ]</b>	<b>5,225,734.19</b>	<b>1,789,943.27</b>	<b>4,432,935.70</b>	<b>1,887,179.84</b>
<b>Consumption of energy from renewable sources</b>	<b>0</b>	<b>0</b>	<b>3,636.22</b>	<b>3,636.22</b>

**Method applied**  
Data for all LPP Group. The consumption of fuels was converted into GJ using the conversion factors published by the Polish National Centre for Emissions Management (KOBIZE).

GRI 305-1 Direct GHG emissions (Scope 1), GRI 305-2 Energy indirect GHG emissions (Scope 2), GRI 305-3 Other indirect GHG emissions (Scope 3)

	02.2021-01.2022			02.2022-01.2023		
	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3
Greenhouse gas emissions [t CO <sub>2</sub> e]	4,420.67 (0.15%)	10,267.11 (0.36%)	2,865,952.62 (99.49%)	13,762.35 (0.52%)	7,827.65 (0.30%)	2,631,555.83 (99.18%)

Scope 3 of emissions: emissions per source type	02.2021-01.2022		02.2022-01.2023	
	t CO <sub>2</sub> e	%	t CO <sub>2</sub> e	%
<b>Scope and emission category</b>	<b>2,865,952.62</b>	<b>100</b>	<b>2,631,555.83</b>	<b>100</b>
Cat. 1 Raw materials and services purchased	1,892,769.20	66.04	1,705,738.53	64.82
Cat. 2 Investment goods (CAPEX)	197,454.69	6.89	198,798.33	7.55
Cat. 3 Emissions related to consumption of energy and fuels not included in scope 1 and 2	3,666.63	0.12	5,777.88	0.22
Cat. 4 Transport and distribution of products purchased	157,610.94	5.50	176,198.81	6.70
Cat. 5 Waste generated in the course of activity	385.10	0.01	400.13	0.02
Cat. 6 Business trips	2,390.09	0.08	3,062.98	0.12
Cat. 7 Employees commuting to work	16,319.17	0.57	16,891.80	0.64
Cat. 8 Assets leased – sales outlets	388,443.36	13.55	277,908.89	10.56
Cat. 9 Transport and distribution of products sold (e-commerce transport)	26,212.33	0.91	28,959.62	1.10
Cat. 10 Processing of products sold	0.00	0.00	0.00	0.00
Cat. 11 Use of products sold	146,559.20	5.11	171,358.99	6.51
Cat. 12 Disposal of products sold	32,969.36	1.15	45,179.33	1.72
Cat. 13 Assets leased	0.00	0.00	0.00	0.00
Cat. 14 Franchise	1,283.55	0.04	1,280.54	0.05
Cat. 15 Investments	0.00	0.00	0.00	0.00



GRI 305-4 Greenhouse gas emissions intensity	02.2021-01.2022	02.2022-01.2023
GHG emissions of the LPP Group in the scope 1 and 2 in terms of revenue [t CO <sub>2</sub> e/PLN 1 M]	1.04	1.36

**Method applied**

Data reflect the emissions of all LPP Group in scope 1 and 2 in terms of revenue.  
The change in the value from 2021/2022 from 1.15 to 1.04 results from the conversion of electricity in scope 2 using the market-based method, which is required by SBTi.

**Packaging and waste**

GRI 306-3 Waste generated

Total packaging out on the market by LPP Group (in tonnes)	02.2020-01.2021	02.2021-01.2022*	02.2022-01.2023
Cardboard	19,707	27,068	15,112
Plastic film	2,105	3,986	2,373
Wood	50	82	2,563
Glass	Reported from the reporting year 2021/2022	7	0

**Method applied**

Data relate to the weight of packaging put on the market by LPP Group companies in a given reporting year.  
\* Data without Russian market.

<sup>4</sup> Cardboard packaging, price tags, courier labels.

GRI 306-4 Total recycled waste (in tonnes)\*

Total recycled waste (in tonnes)	02.2020-01.2021		02.2021-01.2022		02.2022-01.2023	
	LPP Group	LPP SA	LPP Group	LPP SA	LPP Group	LPP SA
Recycled cardboard <sup>4</sup>	5,901	4,572	8,829	5,839	16,096	13,167
Recycled plastic film	82	64	437	222	624	583
Recycled wood	119	118	141	141	181	181
<b>Total</b>	<b>6,102</b>	<b>4,754</b>	<b>9,407</b>	<b>6,202</b>	<b>16,901</b>	<b>13,931</b>

\*There was no hazardous waste sent for recycling.

**Additional information:**

- we reused over 2.1 million cardboard boxes, which allowed us to save approx. **41,000 trees**
- level of plastic reduction in Reserved and Mohito packaging – **567 tonnes**
- we hand over all materials intended for recycling to external organizations.

**Method applied**

Data related to recycled waste generated by all companies of the LPP Group. The increase in the number of packages introduced to the market is due to the dynamic development of the business and the increase in the share of e-commerce sales in total sales.

# Social area

S – Social

Contributions to the state budget [in PLN thousand]	02.2020-01.2021	02.2021-01.2022	02.2022-01.2023
Value Added Tax (VAT)	457,190	761,231	895,713
Value Added Tax (VAT) e-commerce store EU	-	-	33,056
Corporate Income Tax (CIT)	40,458	360,180	183,927
CFC from controlled foreign companies	50,945	31,528	0
Retail Sales Tax (RST)	-	38,024	53,599
Customs duty	115,953	202,426	270,662
Personal Income Tax (PIT)	19,656	31,831	35,755
Social Insurance Institution	64,267	153,603	223,224
State Fund for Rehabilitation of Disabled People (PFRON)	880	5,022	7,143
Real Property Tax	4,919	6,018	7,466
Means of Transport Tax	2	2	1
<b>Total [in PLN thousand]</b>	<b>754,270</b>	<b>1,589,865</b>	<b>1,710,546</b>
<b>Change Y/Y</b>	<b>-31%</b>	<b>111%</b>	<b>8%</b>



**Employment under an employment contract in LPP Group, as of 31 Jan 2023**

GRI 2-7 Employees

		LPP Group		Of which:	LPP SA		LPP Retail		Other Polish companies		Foreign subsidiaries*	
		Number of people	FTE		Number of people	FTE	Number of people	FTE	Number of people	FTE	Number of people	FTE
Employed under an employment contract	Women	23,309	19,352.07		2,362	2,356.53	10,037	7,790.64	489	485.9	10,421	8,719
	Men	3,221	2,896.75		566	566	522	397.25	567	565.5	1,566	1,368
	<b>Total</b>	<b>26,530</b>	<b>22,249</b>		<b>2,928</b>	<b>2,923</b>	<b>10,559</b>	<b>8,188</b>	<b>1,056</b>	<b>1,051</b>	<b>11,987</b>	<b>10,087</b>

\* The decrease in the number of employees in foreign companies compared to the previous reporting period results from the closure of operations on the Russian market.

**Number of people employed directly by LPP Group companies based on forms of contracts other than an employment contract per gender and type of contract, as of 31 Jan 2023**

GRI 2-8 People performing work for the organization who are not its employees

		LPP Group	Of which:	LPP SA	LPP Retail	Other Polish companies	Foreign subsidiaries
Employment under civil law contracts	Women	1,662		31	1,568	1	61
	Men	231		14	196	11	10
	<b>Total</b>	<b>1,893</b>		<b>45</b>	<b>1,764</b>	<b>12</b>	<b>71</b>
Other (Management contract; B2B, interns)	Women	1,133		2	-	43	1,088
	Men	374		3	-	273	98
	<b>Total</b>	<b>1,507</b>		<b>5</b>	<b>-</b>	<b>316</b>	<b>1,186</b>

**Method applied**

In LPP Retail, a large part of employees employed in stores work on the basis of civil law contracts (in the case of the Polish market) and in the case of foreign companies, other forms of direct employment (student contracts) or indirect employment (temporary employment agencies). They are often young people who work seasonally, often part-time.

**Number of workers performing work for the organization who are not its employees, employed by entities other than LPP Group companies**

GRI 2-8 Workers who are not employees

		Grupa LPP	Of which:	LPP SA	LPP Logistics	Other Polish companies	Foreign subsidiaries
Temporary agency workers		6,596		0	5,991	0	605
<b>Total</b>		<b>6,596</b>		<b>0</b>	<b>5,991</b>	<b>0</b>	<b>605</b>

**Method applied:**

Number of people as at the given reporting period 01.02.2022 – 31.01.2023. Due to the specificity of this area reported here is the average annual employment. Employees of temporary employment agencies support the logistics centres of the LPP Group on the Polish and foreign markets.



## GRI 2-7 Employees

Employee count per gender and type of contract		LPP Group		Of which:	LPP SA		LPP Retail		Other Polish companies		Foreign subsidiaries	
		Indefinite contract	Fixed term contract		Indefinite contract	Fixed term contract	Indefinite contract	Fixed term contract	Indefinite contract	Fixed term contract	Indefinite contract	Fixed term contract
Women		11,985	11,324		1,323	1,039	3,048	6,989	228	261	7,386	3,035
Men		2,010	1,211		311	255	160	362	251	316	1,288	278
<b>Total</b>		<b>13,995</b>	<b>12,535</b>		<b>1,634</b>	<b>1,294</b>	<b>3,208</b>	<b>7,351</b>	<b>479</b>	<b>577</b>	<b>8,674</b>	<b>3,313</b>

**Method applied**

The data includes only people employed by LPP Group companies under employment contracts (number of people). As at the end of the reporting period.

Employee count per gender and working time		LPP Group		Of which:	LPP SA		LPP Retail		Other Polish companies		Foreign subsidiaries	
		Full time	Part time		Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time
Women		13,653	9,656		2,342	20	5,064	4,973	477	12	5,770	4,651
Men		2,295	926		566	0	272	250	563	4	894	672
<b>Total</b>		<b>15,936</b>	<b>10,582</b>		<b>2,908</b>	<b>20</b>	<b>5,336</b>	<b>5,223</b>	<b>1,040</b>	<b>16</b>	<b>6,664</b>	<b>5,323</b>

**Method applied**

The data includes only people employed by LPP Group companies under an employment contract. As at the end of the reporting period.

For other forms of direct employment (civil law contracts, B2B, managerial contracts) the working time criteria do not apply. In the case of civil law contracts in LPP Retail, the full-time job tentatively declared when concluding the contract was given. Civil law contracts are flexible and the actual hours worked may differ from those declared in the contract.

Own measures: Employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Employment per gender, age and level and other aspects		LPP Group			Of which:	LPP SA			LPP Retail			Other Polish companies			Foreign subsidiaries		
		< 30	30-50	50 <		< 30	30-50	50 <	< 30	30-50	50 <	< 30	30-50	50 <	< 30	30-50	50 <
Number of employees	Women	8,991	3,800	97		905	1,403	54	7,930	2,081	26	156	316	17	6,744	3,496	181
	Men	802	772	81		193	346	27	430	89	3	179	337	51	1,016	520	30
	<b>Total</b>	<b>9,793</b>	<b>4,572</b>	<b>178</b>		<b>1,098</b>	<b>1,749</b>	<b>81</b>	<b>8,360</b>	<b>2,170</b>	<b>29</b>	<b>335</b>	<b>653</b>	<b>68</b>	<b>7,760</b>	<b>4,016</b>	<b>211</b>
Percentage of employees in particular categories in total employment	Women	61.8	26.1	0.7		30.9	47.9	1.8	75.1	19.7	0.2	14.8	29.9	1.6	56.2	29.1	1.5
	Men	5.5	5.3	0.6		6.6	11.8	0.9	4.1	0.8	0.03	17.0	31.9	4.8	8.5	4.3	0.3
	<b>Total</b>	<b>67.3</b>	<b>31.4</b>	<b>1.2</b>		<b>37.5</b>	<b>59.7</b>	<b>2.8</b>	<b>79.2</b>	<b>20.6</b>	<b>0.3</b>	<b>31.8</b>	<b>61.8</b>	<b>6.4</b>	<b>64.7</b>	<b>33.5</b>	<b>1.8</b>

Own measures: Employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Diversity in the composition of the Management Board and the Supervisory Board	Number of people	Percentage
Composition of the Management Board	<ul style="list-style-type: none"> <li>• 5 men</li> <li>• 0 women</li> <li>• 2 people aged 30-50</li> <li>• 3 people over 50</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of the Management Board</li> <li>• 0</li> <li>• 40% of the Management Board</li> <li>• 60% of the Management Board</li> </ul>
Composition of the Supervisory Board	<ul style="list-style-type: none"> <li>• 5 men</li> <li>• 1 women</li> <li>• 2 people aged 30-50</li> <li>• 4 people over 50</li> </ul>	<ul style="list-style-type: none"> <li>• 83% of the Supervisory Board</li> <li>• 17% of the Supervisory Board</li> <li>• 33.3% of the Supervisory Board</li> <li>• 66.6% of the Supervisory Board</li> </ul>

#### Method applied

Composition as of 31 Jan. 2023. Data for LPP SA.

Gender Pay Gap	02.2022-01.2023
<b>LPP SA</b>	<b>98%</b>
Executive positions	96%
Non-executive positions	99%
<b>Other LPP Group companies in Poland</b>	<b>99%</b>
Executive positions	95%
Non-executive positions	99%
<b>LPP Group in Poland</b>	<b>98%</b>

<sup>5</sup> Women earn 3% more.

Number and percentage of people with disabilities in LPP Group	02.2021-01.2022		02.2022-01.2023	
	LPP Group, of which:	LPP SA	LPP Group, of which:	LPP SA
Number of employees with disabilities	325	50	381	54
Percentage of employees with disabilities	1.0%	1.9%	1.4%	1.8%

#### Method applied

The data includes only persons employed by LPP Group companies on the basis of an employment contract. As at the end of the reporting period.

#### Comment

While in the stores themselves the number of employees with disabilities is low due to the nature of the work, we work intensively with a group of teleworkers, developing our disability activation project. They assist us in numerous HR and OHS processes.

Gender Pay Gap	02.2021-01.2022	02.2022-01.2023*
<b>LPP SA</b>	<b>4%</b>	<b>2%</b>
Executive positions	+3% <sup>5</sup>	4%
Non-executive positions	6%	1%
<b>Other LPP Group companies in Poland</b>	<b>4%</b>	<b>1%</b>
Executive positions	6%	5%
Non-executive positions	0%	1%

#### Method applied

\*Due to the need to report pay differences in our organization to various financial institutions, we decided to standardize the method of calculating the Gender Pay Gap indicator. In the calculations of the Gender Pay Gap indicator, it was determined for homogeneous job groups as the ratio of the average total pay of women to the average total pay of men (employed under a contract of employment). Total salary means the sum of the average basic salary from the entire period on a monthly basis, converted to full-time employment, together with the average bonus, which was calculated on the basis of the amount paid in the reporting period on a monthly basis.

Employee turnover ratio for LPP Group companies in Poland

Own measures: New employee hires and employee turnover		LPP Group			Of which:	LPP SA			LPP Retail*			Other Polish companies:		
		< 30	30-50	50 <		< 30	30-50	50 <	< 30	30-50	50 <	< 30	30-50	50 <
New employee hires	Women	12,223	1,273	32		423	241	4	11,650	805	15	150	227	13
	Men	1,396	425	59		94	73	4	1,123	35	2	179	317	53
	Total	13,619	1,698	91		517	314	8	12,773	840	17	329	544	66
Percentage of people employed	Women	261.6	123.1	138.7		46.7	17.2	7.4	123.4	37.8	50.0	91.5	68.2	81.3
	Men	301.7	118.6	181.5		48.7	21.1	14.8	180.3	38.0	66.7	72.8	59.5	100.0
	Total	254.2	118.5	157.0		47.1	18.0	9.9	126.9	37.8	51.5	80.2	62.8	95.7
Number of people who lost company employee status	Women	1,573	919	20		192	153	3	11,354	738	16	27	28	1
	Men	1,204	134	14		52	42	2	1,104	40	2	48	52	10
	Total	12,777	1,053	34		244	195	5	12,458	778	18	75	80	11
Overall employee turnover ratio	Women	105.1	36.5	43.5		21.2	10.9	5.6	120.2	34.6	53.3	16.5	19.5	18.3
	Men	99	20.6	25		26.9	12.1	7.4	177.2	43.5	66.7	8.4	9.8	9.2
	Total	104.5	33.2	33.3		22.2	11.2	6.2	123.8	35	54.6	6.3	18.9	15.9

Method applied

The turnover data include the number of people employed on the basis of an employment contract. The data concern LPP Group companies in Poland. We are working on extending and streamlining data reporting processes by our foreign subsidiaries. In the case of LPP SA, due to the specific nature of its activity, only employment contracts were taken into account, and civil law contracts, which usually do not constitute permanent cooperation, were not taken into account, and one-time or periodic purchase of services.

The new employee hires ratio was calculated according to the formula: the number of employees employed in a given category by the number of people at the end of the reporting period (employment as at January 31, 2023), multiplied by 100.

The general employee turnover ratio is calculated according to the formula: total number of employees in a given category who left the organisation in the reporting year (12 months) divided by the total number of employees in the reporting year (employment as of 31.01.2023), multiplied by 100.

In LPP Retail, which, due to the business model, is characterized by a high turnover rate of people working for the company under a contract other than an employment contract. These are mainly young people, including students, who treat work in a store as casual and short-term work.



## Employee turnover ratio for LPP Group companies in Poland

GRI 401-3 Parental leave. Return to work and retention rates of employees that took parental leave, by gender

	LPP SA									Silky Coders						LPP Retail					
	02.2021-01.2022			02.2022-01.2023			02.2021-01.2022			02.2022-01.2023			02.2021-01.2022			02.2022-01.2023					
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
The number of employees who started parental, maternity and paternity leave	204	34	238	178	28	206	2	10	12	10	11	21	627	2	629	714	5	719			
The number of employees who finished parental, maternity and paternity leave	140	35	175	121	27	148	0	10	10	3	11	14	569	2	571	600	5	605			
The number of employees who left the organisation as in the previous period ended parental, maternity and paternity leave	0	0	0	9	1	10	0	0	0	0	1	1	0	0	0	96	0	96			
Percentage of employees who left the organisation as in the previous period ended parental, maternity and paternity leave	0	0	0	6.43	2.86	9.29	0	0	0	0	10.00	10	0	0	0	16.87	0.00	16.87			

## TRAINING SESSIONS

Number of training hours in LPP Group	02.2020-01.2021		02.2021-01.2022		01.2022-01.2023	
	LPP Group	of which LPP SA	LPP Group	of which LPP SA	LPP Group	of which LPP SA
Average number of training hours per employee	3.2	7.4	4.5	18.4	6.2	18.3
Total number of training hours (stationary and e-learning training)	70,958	18,752	142,564	50,435	182,235	54,413

GRI 404-1 Average number of training hours per employee by gender and employment structure in the reporting year

	LPP Group	In which:	LPP SA	LPP Retail	Other Polish companies	Foreign subsidiaries
Managers	Women	13.0	16.8	15.6	15.6	10.1
	Men	14.7	17.3	35.6	10.6	9.5
	Total	13.3	16.9	16.7	11.8	10.0
Other employees	Women	5.1	18.2	5.9	12.5	1.2
	Men	6.7	19.9	8.9	8.5	0.9
	Total	5.3	18.5	6.1	10.4	1.2

### Method applied

The data applies to the entire LPP Group, including stationary and e-learning training. The training covers not only employees with an employment contract. The indicator was calculated taking into account employees employed by LPP Group companies based on other forms of contracts (mandate contracts, B2B).

Work-related injuries and accident rate in the financial year 2022/2023 and in previous years

GRI 403-9

	02.2020–01.2021		02.2021–01.2022		02.2022–01.2023	
	LPP Group	Grupa LPP	LPP Group	LPP SA	LPP Group	LPP SA
Job-related accidents in the reporting period	78	130	130	9	204	16
Including fatal accidents	0	0	0	0	0	0
Accident rate	3,4	0,6	3,7	2,3	3,8	3,4
Main types of injuries recorded	Contusions, surface injuries, sprains.					

Method applied

The data refers to all workplace accidents recorded by LPP Group companies in the year. This data does not include the number of accidents on the way to or from work.  
Accident rate: from 01.2019-01.2020, the rate is calculated according to the formula: number of accidents recorded during the reporting period divided by the total number of hours worked by all employees multiplied by 1,000,000. The indicator also captures fatal accidents.

Accident rate in 2022/2023

		LPP Group	Of which:	LPP SA	LPP Retail	Other Polish companies	Foreign subsidiaries
Total number of reported accidents, in which:							
	Women	184		11	107	1	65
	Men	20		5	4	1	10
	<b>Total</b>	<b>204</b>		<b>16</b>	<b>111</b>	<b>2</b>	<b>75</b>
Number of fatal accidents							
	Women	0		0	0	0	0
	Men	0		0	0	0	0
Number of accidents resulting in loss of working time							
	Women	183		11	107	0	65
	Men	20		5	4	1	10
Working days lost due to job-related accident							
	Women	2902		32	1,786	0	1,084
	Men	436		43	62	68	263
	<b>Total</b>	<b>3338</b>		<b>75</b>	<b>1,848</b>	<b>68</b>	<b>1,347</b>

SOCIAL ENGAGEMENT

Own measures: Value of donations made, number of volunteers involved in projects in the reporting year

Assistance provided to local communities	02.2021-01.2022	02.2022-01.2023
Assistance in total (both monetary and in-kind donations)	PLN 6,691,542	PLN 26,390,950
Including:		
Monetary donations	PLN 2,058,781	PLN 7,760,501
In-kind donations	PLN 4,632,761	PLN 18,630,449

Method applied

The data includes amounts allocated to social activities by the LPP Group companies in Poland and abroad and the LPP Foundation.



The scale of activity of the LPP Foundation	02.2021-01.2022	02.2022-01.2023
Value of donations made in the reporting year	PLN 1,617,517	PLN 3,099,840
Including:		
Donations made to support healthcare	PLN 798,533	PLN 696,500
Donations made to support ecological projects	PLN 32,881	PLN 45,000
Donations made to support local communities and projects preventing social exclusion	PLN 786,103	PLN 1,358,340
Amount as part of the #LPPUkraine action	-	PLN 1,000,000
#LPPUkraine (full in-kind and financial support)	-	PLN 21,685,824
Number of organizations supported by the LPP Foundation	43	58
Number of volunteers involved in projects in the reported year	374	975
Number of hours worked by volunteers	5257	8,212
Number of items of clothing donated for social purposes	123,000	180,014
Number of entities that received clothing	120	127

# Organisational governance area

G – Governance

GRI 2-1 Organisational details, GRI 2-2 Entities included in the organization’s sustainability reporting

**Companies comprising the LPP Group and included in this report (as at 31.01.2023)**

The LPP Group consists of: LPP SA (parent company), 8 domestic subsidiaries and 26 foreign subsidiaries. Foreign companies are entities which mainly distribute LPP goods outside Poland. Polish subsidiaries are engaged in the following activities: store operation services in the territory of Poland (LPP Retail Sp. z o.o), sale of promotional clothing (LPP Printable Sp. z o.o.), logistics services (LPP Logistics Sp. z o.o.), development works involving logistics centres (Veviera Investments Sp. z o.o.), management of IT projects for the LPP Group (Silky Coders Sp. z o.o. and Dock IT Sp. z o.o.) and activities involving rental of real property in Poland, where ours brand stores are located (DP&SL Sp. z o.o., IL&DL Sp. z o.o.).

In the reporting period, there were the following changes in the LPP Group’s structure: sale of Re Trading OOO, the Russian subsidiary to an external business partner, closure of Reserved Fashion BIS Modne Znamke DOO, one of our two Slovenian subsidiaries, closure of company IPMS Management Services FZE with its registered office in ZEA, establishment of four new foreign companies: LPP Italy SRL, the Italian subsidiary with its registered office in Milan, LPP Albania LTD, the Albanian subsidiary with its registered office in Tirana, Spanish LPP Clothing Retail Spain S.L. with its registered office in Madrit and Greek LPP Greece Single Member Private Company with its registered office in Athens. The new companies have been established with a view to the expansion of the LPP Group’s operations to those countries. Additionally, changes in structure of LPP Group in

financial year related to sale to an external business partner 50% of shares in Veviera Investments Sp. z o.o. company.

The companies from LPP Group are included in this report.

1. LPP SA

2. LPP Retail Sp. zo.o.

3. DP&SL Sp. z o.o.

4. IL&DL Sp. z o.o.

5. LPP Printable Sp. z o.o.

6. LPP Logistics Sp. z o.o.

7. Dock IT Sp. z o.o.

8. Silky Coders Sp. z o.o.

9. Veviera Investments Sp. z o.o.

10. LPP Czech Republik SRO

11. LPP Slovakia SRO

12. LPP Hungary KFT

13. LPP Lithuania UAB

14. LPP Latvia LTD

15. LPP Estonia OU

16. LLC Re Development

17. LPP Ukraina AT

18. OOO LPP BLR
19. LPP Kazakhstan LLP

20. LPP Bulgaria EOOD

21. LPP Fashion Bulgaria EOOD

22. LPP Romania Fashion SRL

23. LPP Croatia DOO

24. LPP Reserved DOO Beograd

25. Reserved Fashion, Modne Znamke DOO

26. LPP BH DOO

27. LPP Macedonia DOOEL

28. LPP Albania LTD

29. LPP Greece Single Member Private Company

30. LPP Deutschland GmbH

31. LPP Reserved UK LTD

32. LPP Finland LTD

33. LPP Italy SRL

34. LPP Clothing Retail Spain S.L.

35. P&L Marketing&Advertising Agency SAL

GRI 205-2 Communication and training about anti-corruption policies and procedures

GRI 205-3 Confirmed incidents of corruption and actions taken

	01.2020-02.2021	02.2021-01.2022		02.2022-01.2023
		LPP Group	Percentage	Number
Percentage of the Management Board members informed about the anti-corruption policy and procedures at the organisation	100%	100%	100%	5
Percentage of suppliers informed about the anti-corruption policies and procedures at LPP	100%	100%	100%	1,238
Number and percentage of the Management Board members who have undergone anti-corruption training	N/A	N/A	100%	5
Number and percentage of employees who have undergone anti-corruption training as part of onboarding training for new hires	N/A	N/A	100%	LPP SA - 838 Silky Coders - 169 LPP Logistics - 498
Number of confirmed cases of corruption	0	0	0	0
Number of confirmed incidents in which employees were dismissed or disciplined for corruption	b/d	b/d	0	0
Number of incidents where contracts with business partners were terminated or not renewed due to breaches related to corruption	b/d	b/d	0	0

GRI 406-1 Incidents of discrimination and corrective actions taken

	01.2020-02.2021	02.2021-01.2022		02.2022-01.2023
		LPP Group	Percentage	Number
Number of reports of potential irregularities (reports via ethics mail) box <sup>6</sup>	6	LPP SA - 14 LPP Retail - 58		LPP SA - 12 LPP Retail - 143
Number of confirmed cases of discrimination in the workplace	0	0	0	0

In the reporting period, proceedings were initiated against the LPP Group (LPP SA) concerning a breach of the principle of equal treatment towards an employee.

<sup>6</sup> Reports that require, in the opinion of the employees reporting them, verification for compliance with ethical principles, concerning, e.g. issues of relations between the supervisor and subordinate or the rules of communication via social media.



KEY PERFORMANCE INDICATORS

Number of stores	1,962 stores in 27 countries
Number of newly opened stores <sup>7</sup>	271
Number of employees all over the world	29,930
Number of people employed under a contract of employment in Poland <sup>8</sup>	14,543
LPP Group's stores combined space	1,673,360.0 m <sup>2</sup>
Number of clothes shipped to stores on average per day	3,0.0m items
Sales revenue	PLN 15,9.0bn
Revenues from e-commerce activities	PLN 4,392.0m
Share of sales from abroad	27.6%
CAPEX	PLN 1,157.0m
Number of transactions made by customers	PLN 165.0m

Product price component (PLN)	2021/2022	2022/2023
Example product price	PLN 123.0	PLN 123.0
Production cost (incl. factory workers' pay)	PLN 37.0	PLN 44.0
Store maintenance	PLN 35.0	PLN 28.0
VAT	PLN 23.0	PLN 23.0
Distribution and transport	PLN 12.0	PLN 14.0
The brand's profit	PLN 7.0	PLN 7.0
Design and administration	PLN 6.0	PLN 4.0
Corporate Income Tax	PLN 2.0	PLN 1.0
Tariffs	PLN 2.0	PLN 2.0

<sup>7</sup> Number of newly opened stores adjusted by the number of stores closed in a given year, on continued operations (after conversion without the Russian market).

<sup>8</sup> In Poland, for people employed under a full-time employment contract, there is a standard 40-hour working time in an average 5-day working week. Weekly working time, including overtime, may not exceed 48 hours in the accepted reference period. Every person employed under an employment contract is entitled to at least 11 hours of uninterrupted daily rest and 35 hours of uninterrupted weekly rest. During the working day, the employee is entitled to a break of at least 15 minutes if the daily working time is at least 6 hours. In the case of working in front of a computer screen, the employee is entitled to an additional 5-minute break from the computer after each hour worked. Breaks are counted as working time. As a rule, annual leave is granted to every person employed under an employment contract. In Poland, the annual length of leave depends on the employee's length of service, which also includes the period of education and amounts to 20 working days per calendar year for an employee with less than 10 years of service and 26 working days per calendar year for an employee with at least 10 years of service. Employees have the opportunity to use days off for various life circumstances, e.g. their own wedding, child's wedding or the funeral of a family member. In addition, in Poland there are 13 public holidays a year, established by the legislator.

GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Total number of incidents (quality defects of products)	13 All disputed products were withdrawn from sale and handed over to the relevant rendering plants. We have not identified any other defects, in particular defects that could have a negative impact on the health and safety of customers.
Incidents of non-compliance with regulations resulting in a fine or penalty	0
Incidents of non-compliance with regulations resulting in a warning	0
Incidents of non-compliance with voluntary codes	0





# LPP

We look forward to reading your e-mails

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