

# Solidarity

# Partnership

## **STRABAG in Poland for UKRAINE**

Summary of relief action in STRABAG Group in Poland carried out under the motto: Solidarity and Partnership.



11 April 2022

Ladies and Gentlemen / Dear Colleagues,

it's been over a month since the war in Ukraine broke out. On 24 February, we woke up to a new reality full of uncertainty and fear. The Russian aggression against our Neighbours in Ukraine has shocked everyone, without exception. Employees of STRABAG Group in Poland rose to the challenge and almost immediately started helping Ukraine and its residents.



We are full of admiration for your selflessness, dedication and commitment to help, often at the expense of your personal time. Our properties in Cracow (Plaza) and Warsaw (Atrium), selected staff hotels of STRABAG Group in Poland and sometimes also private apartments, among others, thanks to you became a safe haven for those in need. Our concern to make our neighbours from Ukraine feel at home in Poland has guided all our actions: working on weekends to adapt buildings to the needs of people fleeing the war-stricken country, the many sleepless nights during the transport of refugees and basics for them, as well as your other initiatives, such as collecting donations.

We extend to you great appreciation and respect. We would like to thank each of you personally, for the great help and kindness shown to the citizens of Ukraine. The greatest words of appreciation you hear directly from those in need by providing assistance on a daily basis.

Dear Colleagues, we are in a difficult moment of history, therefore we would like to emphasize once again the position of the entire Austrian construction corporation STRABAG SE and the STRABAG Group in Poland. We condemn Russian aggression against our Neighbour, which contradicts basic social and moral principles, international law, as well as our organization's values of solidarity, partnership, commitment and respect.

The STRABAG SE's strategic decision in this context and the termination of its business activities on the Russian market were noted, among others, by Ukraine's Foreign Minister Dmytr Kuleba, who appreciated this attitude in his post published on Twitter.

Thank you for your solidarity and open hearts. We can all be proud of what we were able to accomplish together for a month. You are the best ambassadors of STRABAG by bringing goodness. We know that you can always count on Teams Work STRABAG, and certainly all the needy residents of Ukraine can count on it.

Yours respectfully and sincerely,

Wojciech Trojanowski, Waldemar Wójcik  
Management Board of STRABAG Sp. z o.o.





Since 24 February, STRABAG in Poland has been actively supporting efforts to help the Ukrainians. We have accomplished so much together and we don't intend to stop there!

<b>more than 12 000 m<sup>2</sup> of space</b>	was made available to the cities of Cracow and Warsaw free of charge for the purposes of temporary accommodation and storage of goods
<b>up to 900 beds</b>	was built in STRABAG Real Estate properties (Galeria Plaza and Atrium International office building)
<b>approx. 175 people</b>	are currently staying in Atrium International in Warsaw
<b>approx. 300 people</b>	are currently staying in Galeria Plaza in Cracow
<b>130 of our employees</b>	participated in the work to adapt the Plaza Shopping Centre to the needs of people coming from Ukraine
<b>30 of our employees</b>	participated in the work to adapt Atrium International to the needs of people coming from Ukraine
<b>More than 1500 people</b>	were transported by our minibuses from Medyka to Przemyśl and from Zamość to Lublin, Warsaw and Cracow
<b>PLN 500 000</b>	was donated to the Siepomaga Foundation
<b>PLN 100 000</b>	was donated to the aid collection run by the Employers of Poland organization
<b>10 sanitary containers</b>	were lent to Chełm, Warsaw and Pruszcz Gdański
<b>7 housing containers</b>	were set up at the border crossing points in Dorohusk and Krościenko for the temporary refugee aid station
<b>30 places</b>	in so many places we are involved in providing help!

# Solidarity

# Partnership

Our employees continue to support local governments in many Polish cities and towns in organizing aid for those fleeing war, including organizing transport and necessary collections of basics and household equipment.

**We are present in 30 places in Poland!**



**Thank you TEAMSWORK STRABAG!**





## VALUES ON WHICH WE BUILD OUR ASSISTANCE TO UKRAINE

### You can always count on TEAMSWORK!

From the beginning of the attack on Ukraine, we joined the relief effort. Based on the materials we received from you, we have prepared a summary of what we were able to do for a month. We know that this assistance will be needed over the long term, and what we present here is only part of what has already been done. We will certainly keep you posted on future actions. Perhaps not everything has appeared here, not all activities are known about. We encourage you to share these with us so that we can report on them in the next issue of the newsletter.

### 1. STRABAG and STRABAG Real Estate for the needy

We provided a total of 8700 m2 free of charge to the city of Cracow and the city of Warsaw – over 3300 m2.



**Cracow**



**Warsaw**

Our facilities in Cracow and Warsaw were shown in television reports – TV BBC World reported from Cracow, and the main news crew of NOS (public channel of the Netherlands Television NOP1) prepared material from Warsaw.

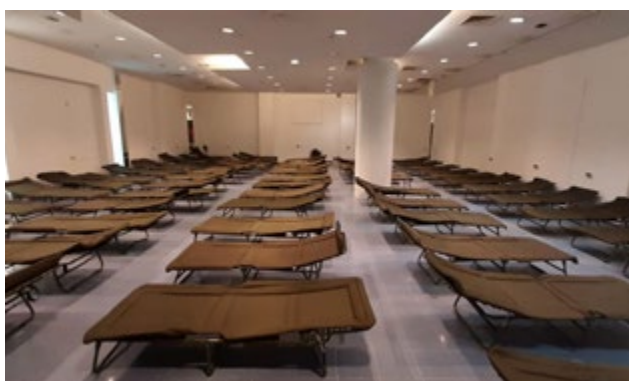
# Plaza Shopping Centre



Our Galeria Plaza Shopping Centre in Cracow serves both accommodation needs as well as storage, sorting and delivery of clothing and other necessary goods to refugees.



Almost 100 STRABAG employees and its subcontractors worked 24/7 to adapt the building to its new function – a temporary help centre for the needy. Currently there are 300 people and ultimately, there will be up to 500 beds with sanitary facilities and a canteen. A playroom for children was also created, for which toys, games, puzzles and books were collected and transported by STRABAG employees in Pruszków.



## Szafa Dobra



In the 3700 m2 of our Plaza Shopping Centre, the Internationaler Bund Polska Foundation (acting on behalf of the City of Cracow) runs a Multicultural Centre and provides legal and psychological care. A "Szafa Dobra" (Wardrobe of Good) was also created in the donated space. As part of its activities, the Foundation accepts, stores and segregates clothing and other donations. Needy from Ukraine in the framework of the "Wardrobe of Good" activity can receive needed clothing and other accessories completely free of charge.







The first needy found shelter in Cracow's Plaza on Monday, March 14. The estimated cost of the work to adapt the space, which we have covered, amounts to nearly PLN 350 thousand. The building, owned by STRABAG Real Estate, was made available to the local government for a symbolic PLN 1 plus VAT, in accordance with the tax law.



**Thank you!**

Special thanks are also due to the artists from the Academy of Fine Arts, who created real masterpieces on the walls of the Plaza Shopping Centre, which aim to cheer up the rooms of this huge building! Big thanks are also due to contractors HIRCH, ELTAR MAŁOPOLSKA, POL-STROY, GREG, RKD DUDZIAK, ZIO-MAX, NORBUD, DARKI, POLTRADE, DIAMOND HILL, material suppliers: KRAK-KOLOR MAL-REM, PAWLAK BUDOWNICTWO and HYDROSOLAR, as well as UJĘDRUSIA company, which donated meals for people working at the construction site of "Miasteczko Plaza". Toys and furniture for the playroom were provided by IKEA, and a nearby McDonald's was also involved!



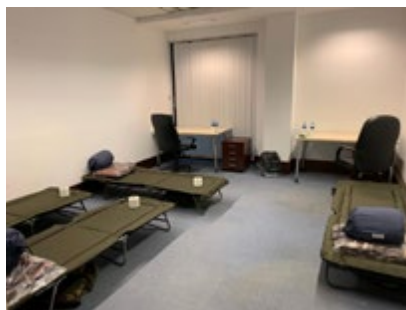


# Atrium International in Warsaw

**Working over the weekend, the STRABAG team made the necessary adaptations to the rooms in the Atrium International building, which currently accommodate 175 people, and ultimately – up to 400.**

Women, children and the elderly found accommodation there. As in Cracow, the building was made available to the Warsaw local government by STRABAG Real Estate for a symbolic PLN 1 plus VAT.

STRABAG team from Warsaw adapted part of the rooms for playrooms for kids, collected toys, paintings and crayons. Laundry facilities and kitchens for food preparation were also organized.



## Thank you!

Walking through the corridors of the Atrium, meeting smiling faces, one can hear – in Ukrainian *дуже тобі дякую* and in Russian *большое спасибо*.

This is for you, colleagues from STRABAG Real Estate, STRABAG General Construction Branch in Warsaw and our subcontractor company MES S.C., which performed the plumbing work! For your good hearts and fantastic work!



## Visit of the Duchess of York – Sarah Ferguson

on March 17, the Duchess of York, Sarah Ferguson, a philanthropist committed to helping Ukraine, paid a visit to the Atrium International office building in Warsaw. She was accompanied by the Mayor of the Capital City of Warsaw, Mr. Rafał Trzaskowski. The Duchess of York spent 1.5 hours talking to mothers and children who had to flee many Ukrainian cities from the horrors of war, Russian bombing and air raids. The meeting was also accompanied by volunteers who provide daily assistance to the families living in the office building. Princess Sarah Ferguson and Mayor Rafał Trzaskowski also found a moment to talk to STRABAG employees, thanking them for making the facility available to the needy.



Employees of the General Directorate of Construction, Warsaw Branch, in cooperation with the Sons of North FG Motorcycle Club, delivered vegetables to refugees accommodated in our Atrium International building and cooked 120 litres of sour soup (300 servings) in a real field kitchen, which was delivered to our building.





## 2. Sanitary and storage containers

### aid stations for refugees

Using our resources and capabilities, we responded to the needs of local authorities and Border Guard by placing seven STRABAG containers at border crossings in Dorohusk and Krościenko, which serve as temporary aid stations for refugees – in cooperation with local authorities of Lubelskie and Podkarpackie Provinces and the Border Guard.



### Ten storage and sanitary containers

- in the EXPO hall on Modlińska street in Warsaw (for sanitary needs at the temporary accommodation),
- in Chełm, on the site of the former Tesco shopping centre, where the local government is organizing accommodation for 2000 people – also for sanitary needs,
- in Pruszcz Gdański, at the request of the City Hall and the Poland 2050 Association. The containers will be equipped with furniture and other necessary articles by Pruszcz Gdanski, while STRABAG employees equipped one of the rooms with air conditioning – for food storage purposes.

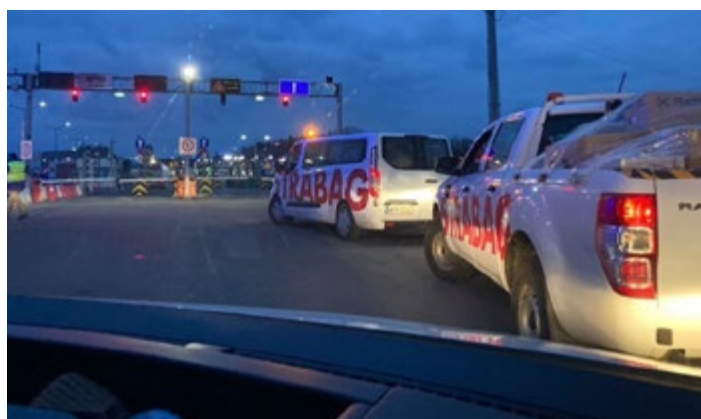






### 3. STRABAG drivers transport refugees and basics

Our colleagues have already transported more than 1500 people – mostly mothers with children and the elderly – from the Polish-Ukrainian border to places of temporary residence. They also transported material aid toward the border. STRABAG drivers of PE and PK Directorate drove from Medyka to Przemyśl and from Zamość to Lublin, Warsaw and Cracow.



5 vehicles shuttled donations from the central warehouse in Przemyśl to the needy directly in Ukraine. In addition, our vehicles from the PP Directorate travel from Cracow to the Ukrainian border as part of the action organized by the LoveKraków portal, in which Cracow's councilors have also joined.



## Our activities have been noticed on both sides of the border.

STRABAG's engagement in relief effort has been officially recognized! Our support was appreciated by the authorities of Przemyśl, and STRABAG employees had a special meeting with the Mayor, Mr. Wojciech Bakun.

The Lviv City Council prepared a letter, signed by Mr. Markiyan Lopachak, Chairman of the Lviv City Council, thanking for the support provided by STRABAG so far.



### СЕКРЕТАР ЛВІВСЬКОЇ МІСЬКОЇ РАДИ

Україна, 79006, м. Львів, пл. Ринок, 1 тел.: 38 (032) 297-59-01

10.03.2022 № 003-вир-20356

Pan Wojciech Trojanowski  
Pan Waldemar Wójcik  
Członek Zarządu STRABAG Sp. z o.o.  
ul. Parzniewska 10,  
05-800 Pruszków, Polska

Szanowni Panowie,

W tych tragicznych chwilach dla światowego pokoju w których naród Ukrainy, na skutek działań wojennych, ponosi najcięższe ofiary, w imieniu moich rodaków pragnę wyrazić głęboką wdzięczność za solidarność i wsparcie okazane Ukrainie przez STRABAG Sp. z o.o. Państwa zrozumienie i wsparcie pomoże zachować to co najcenniejsze - zdrowie i życie ludności cywilnej Ukrainy, a zwłaszcza dzieci.

Z wyrazami szacunku

Markiyan LOPACHAK  
Przewodniczący Rady Miasta Lwowa

Ulyana Tybinka,  
+38097 660 21 66



## 4. We financially support non-governmental organizations that help Ukraine

### Siepomaga Foundation

On March 16 this year, we signed an agreement with the Siepomaga Foundation and made a transfer worth PLN 500 000. The money went to STRABAG's virtual money box.

Funds collected in this way will be used to purchase food, hygiene and medical supplies, which will arrive in Ukraine on transports from Łódź, Ostrzeszów and Poznań.



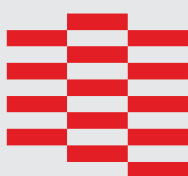
### Contribute! Support STRABAG for UKRAINE collection!

We sincerely encourage you to join our joint collection! We have combined the funds collected so far in the electronic money box with the donation on the Siepomaga Foundation website. We currently have over PLN 510 000 there.

**<https://www.siepomaga.pl/strabagforukraine>**

### Employers of Poland

We made a donation of PLN 100 000 to the largest employers' organization, Employers of Poland. Along with our very large in-kind contribution, we are thus part of a wide-ranging charitable campaign by Polish entrepreneurs. The value of this assistance has already exceeded PLN 200 000 000, including more than PLN 160 000 000 of in-kind help, and more than PLN 45 000 000 of contributions have been credited to the accounts of Siepomaga and Employers of Poland.



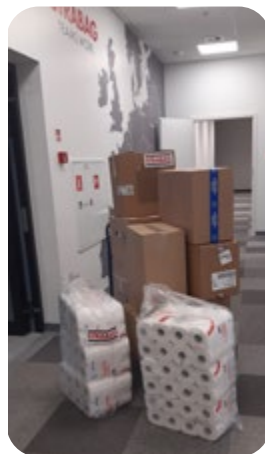
**Pracodawcy  
Rzeczypospolitej  
Polskiej**

Rok założenia 1989

## 5. We act in regions!

### Augustów

STRABAG BMTI Augustów provided transport of: cardboard boxes for sorting humanitarian donations for refugees, for the Tricity Search and Rescue Group TGPR; first aid supplies shipped directly to Ukraine.



### Bydgoszcz

Colleagues from STRABAG Bydgoszcz joined the campaign conducted by the city of Bydgoszcz, through Bydgoszcz Industrial and Technological Park, the owner of the building in which they rent an office. As part of the relief effort, we purchased food, beverages, cleaning supplies, and hygiene items.



### Chełm

Employees of STRABAG in Chełm, PE Directorate, Chełm ring road construction purchased and installed a TV set for children who, escaping the Russian invasion, came to Poland from an orphanage in Ukraine, finding shelter in the Pilgrim's House at St. Mary's Basilica in Chełm.

### Gdynia

STRABAG Gdynia provided Centre for Vocational and Continuing Education No. 2, where the city has prepared 140 beds for people fleeing the war in Ukraine, with all the necessary products and equipment, including a washing machine, electric kettles, COVID-19 tests, personal hygiene products, drawing utensils for children, bath towels and water.

In addition, we took things to the School Youth Hostel in Gdynia on ul. Energetyków 13A, where refugees from Ukraine are also taken in.



### Grodzisk Mazowiecki

STRABAG BMTI handed over 2 power generators from its warehouse for shipment to Ukraine, organized with the support of the City Council in Grodzisk Mazowiecki. Arrangements are also being made to transport the necessary items to Lviv. Workers from the construction site of the Grodzisk Mazowiecki Ring Road also donated aid to Ukrainian families who are cared for by the Water Company in Grodzisk and the school in Izdebnio.





## Kowale

BMTI Kowale Branch, assisting the Poland 2050 Association, lent buses to transport the donations.



## Olsztyn

STRABAG Olsztyn Branch financially supported the charity concert "Help the refugees from Ukraine" organized by the State Music School in Olsztyn.

### Charytatywny Koncert „Pomóż uchodźcom z Ukrainy”

Sala koncertowa Państwowej Szkoły Muzycznej w Olsztynie  
ul. Tadeusza Kościuszki 39

09 kwiecień 2022  
godzina 17.00

SEKTOR :  
RZĄD :  
MIEJSCE :

Cena : 70 zł



organizator



## Poznań and Leszno

STRABAG Poznań employees collected food, both for adults and children, a lot of hygiene products, nappies, blankets, sleeping bags as well as painkillers and bandages. The funds raised were used to purchase first aid kits, extension cords, batteries, flashlights and disinfectants, among other items. The donations went directly to Ukraine. The aid that went to Przemyśl was organized in the Leszno office, where employees collected blankets, sleeping bags, towels, powerbanks, head flashlights, hygiene products, canned food and nappies.

STRABAG Poznań Branches (PK/EE, PP/CC, PC/CC) donated material aid to the Social Welfare Centre in Swarzędz (Swarzędz Municipality). The purchased equipment was transported by STRABAG employees to Janikowo, where the Social Welfare Centre, on the premises of one of the local companies, adapted office space for the refugees from Ukraine (mainly women with children). The funds raised by STRABAG were used to purchase necessary washing machines, dryers, irons, ironing boards, bedside lamps, pillows, hangers and other small equipment. We also supported the Public Benefit Organization Caritas in Poznań with a donation and purchased and transported furniture to a social welfare centre near Głogów (Dolnośląskie Province).



## Strzałkowo

The boarding house in Strzałków accommodated 29 people (women with children), for whom STRABAG BMTI provided necessary long-term food, chemistry, clothing and other necessities.



## Szczecin

Colleagues from the Szczecin Branch bought and donated colouring books, drawing pads, crayons, markers, candy, etc. for children from Ukraine. These things were supposed to give a little smile to our small guests. They also supported the aid station for Ukrainians in Stargard with household appliances.

## Słupsk

Employees of Gdynia – Słupsk Group donated the most needed household appliances to “Radość” Recreation Centre in Ustka, which taken in 88 children up to the age of 3 and 29 up to the age of 6 as well as 35 houseparents with their children.



## Środa Śląska

STRABAG BMTI workers from Środa Śląska transported 23 people fleeing from Ukraine (mainly women and children) from Przemyśl and the border crossing in Medyka to Środa Śląska.

## Warsaw



STRABAG Warszawa, through <https://pomagamukrainie.gov.pl>, bought, among others, underwear for women and children, clothes, tea, as well as colouring books and crayons. All these items were taken by employees to the address indicated by the coordinators of the collection – Al. Jerozolimskie 28 in Warsaw.

The staff at the Bielański Hospital construction office in Warsaw purchased a list of products, consulted directly with the front line people from Kharkiv. That's where they ended up – dressing materials, elastic bandages, patches without gauze, hydrogen peroxide and painkilling tablets, coffee and tea. Additionally, we donated powdered milk, cereal and wet wipes to the youngest in need.

Employees of the Directorate of General Construction Warsaw Branch regularly contribute to food purchases, especially food for children staying in the Atrium International building. These purchases make it possible to prepare breakfast for the little ones. Underwear and shower shoes were also provided.





## Wrocław

Employees of STRABAG Infrastruktura Południe, PH Directorate, have also become actively involved in helping refugees from Ukraine. At our hotel near the Bitumen Plant in Pęcz near Strzelin (Dolnośląskie Province), there is currently Mrs. Olga from Kharkiv with her 4 daughters, the youngest of whom is only 4 months old. In addition to them, Mrs. Zhanna from Kiev is also staying at the hotel.

One of the utility rooms in the building has now been converted into a children's playroom. The hotel, in order to accommodate the new residents, has been equipped with a new refrigerator, linens, dishes and basics. Our employees also donated, among other things, fruits, vegetables toys for children, toiletries for ladies and baby food.





## We help our colleagues from Ukraine!

**STRABAG in Poland has launched a program of specific assistance activities addressed to our Ukrainian employees and their families. Moreover, we also supported families of people who were supposed to work for STRABAG in Poland but, due to the warfare, remained in Ukraine.**

Additionally, every Ukrainian citizen employed by STRABAG in Poland, who is currently staying on the territory of Ukraine, received a guarantee of return to work. They are now on leave and also receiving special benefits.

We are creating a professional psychological assistance program with Ukrainian and Russian speaking psychologists available to our employees.

- The Directorate of General Construction brought three families of our Ukrainian construction workers to Poland. One of them, for whom transport from Przemyśl had been arranged, took up residence in Zgorzelec, two others, with their children, stayed in Wrocław.
- The Directorate of Highways and Major Projects, based on the application of the Ukrainian employee, provided relocation and housing for his family in Warsaw.



### “In Solidarity with Ukraine” voluntary service!

**In order to meet the demand of our employees (a vast majority of us also help privately), the Management Board of STRABAG sp. z o.o. has decided to offer 2 days of paid volunteer work in March and April to all those who would like to help the Ukrainian citizens.**

Any employee employed under an employment contract, after obtaining prior consent of the supervisor, can become a volunteer within the employee volunteer service “In Solidarity with Ukraine.” Participation is voluntary, meaning that the volunteer undertakes the activity of his or her own free will, during working hours, without additional compensation.

Our Polish colleagues are cordially invited to join the action!

**STRABAG**  
TEAMS WORK.

**Solidarność**  
**Partnerstwo**

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We keep you updated about our outreach efforts on our social media channels.



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