

CRESTYL

A photograph of three horses in a field at sunset. The horses are silhouetted against the bright, low sun. The field is filled with tall grasses.

E

A photograph of a smiling woman with long blonde hair, wearing a blue and white striped shirt. She is sitting at a table in a cafe or restaurant, looking towards the right. There are plants and a window in the background.

S

A photograph of a modern interior space. A concrete wall is visible, and a black cabinet or counter is in the foreground. There are some plants and a small table with a white object on it.

G

Strategy

INDEX

Our business model	4
Our strategic sustainability goals	5
E - Environmental	6
General approach	6
Energy and climate change	7
Resource use, circular economy, and impacts of materials	11
Local impacts on biodiversity and ecosystems and water	14

S - Social	19
General approach	19
Own workforce	20
Workers in the value chain	23
Communities	25
End users and consumers	27
G - Governance	29
General approach	29

OUR BUSINESS MODEL

CRESTYL started out as a family business and has developed into a well-diversified portfolio of mixed-use commercial and residential projects. Since 2023, the Polish developer Spravia has been part of the CRESTYL Group, which is led by more than 300 professionals.

Within the development portfolio, residential projects are developed for direct sale, while commercial (including retail) projects are transferred to an “investment portfolio”. This portfolio is owned by CRESTYL and managed until such projects reach a level of maturity, robustness, and stability that will secure a worthy premium for CRESTYL upon exit.

Our commercial developments concentrate on premium locations, in central localities with excellent transportation connections, to create premium products.

The defining characteristic of CRESTYL’s business model is diversity within its portfolio – both as a means to achieving financial stability, which is a keystone for achieving our corporate goals, and as a way of ensuring the sustainability of our business and portfolio.

* Hereinafter CRESTYL refers to the CRESTYL Group, which includes Crestyl Holding Limited in the Czech Republic and Spravia sp. z o. o. in Poland. The commitments and goals relevant for commercial buildings are applicable only to CRESTYL in the Czech Republic, as there is no “investment portfolio” in Poland.

This diversity arises from the following aspects

1. Diversity of the development portfolio, comprising upper middle-market to high-end residential and downtown mixed use and office development.
2. Diversity of income stemming from residential apartment sales (i.e., a B2C product), sale of institutional income-generating assets to institutional investors, and long-term rental income from commercial and mixed-use properties.
3. Diversity of geography and urban areas, covering both capital cities and regional towns and cities, while always focusing on class A locations.

OUR STRATEGIC SUSTAINABILITY GOALS

CRESTYL is fully committed to supporting the achievement of the goals of the [European Green Deal](#) and the [UN Sustainable Development Goals](#) to achieve zero net emissions of greenhouse gases by 2050, decouple economic growth from resource use, and ensure respect for human rights.

Achieving these goals demands strategic transformation within the real estate sector, as buildings are the largest energy consumers in Europe and accounted for approximately 34% of energy-related greenhouse gas emissions in the EU in 2022, according to the European Environment Agency. Globally, the building and construction sector consumes 32% of total energy and contributes 34% of CO₂ emissions, as reported in the 2024/2025 Global Status Report by UNEP. Additionally, the World Green Building Council highlights that embodied carbon—emissions from building materials and construction—makes up 11% of global carbon emissions. Notably, the Czech Republic and Poland recorded among the lowest percentage changes in greenhouse gas emissions from building energy use between 2005 and 2022.

To contribute to the achievement of these goals CRESTYL has adopted and updated its ESG strategy.

We plan to adopt a climate transition plan to fully decarbonize our entire portfolio by 2050, with the goal to align with the 1.5°C scenario.

By 2030 the energy efficiency of our portfolio will be above the average needed to meet the EU and national goals. We aim to keep above the average in any subsequent milestones set by the EU or national authorities.

We will increase the share of projects that will meet the EU Taxonomy criteria of

significant positive contribution to climate change mitigation.

We will adopt a circular economy strategy with the aim to reduce CRESTYL use of emissions-intensive or scarce primary materials through increased use of bio-based, recovered or recycled materials; materially efficient construction practices; and design for adaptability, reconstruction or deconstruction at end of life.

To ensure that our projects do not have any other environmental impacts, we will gradually implement an Environmental Management System, starting with the Dornych project. We will also pursue an action plan to gradually ensure that our major suppliers who may have potentially significant impacts, including all general contractors we hire for construction work, have such a system implemented. Furthermore, our new projects will have the following certifications:

- All new residential projects - BREEAM Very Good from 2025.
- All new commercial developments - LEED Platinum from 2023.
- All new offices - WELL certification-ready from 2026.

We are committed to respecting human rights in all of our activities in alignment with the [United Nations Guiding Principles on Business and Human Rights](#), including zero tolerance for the trafficking of human beings, forced or compulsory labor and child labor, all types of discrimination.

To ensure respect for human rights, including labor rights, environmental and ethical norms in our operations as well as by our business partners, we plan to implement a sustainability due diligence process in line with international and EU norms to prevent and mitigate any adverse impacts in the value chain.

E ENVIRON- MENTAL

GENERAL APPROACH

Our goal is to reduce the overall environmental impact of our buildings, taking into account the whole life cycle of our projects. Starting with project development, we choose the optimum site location, not only to avoid harmful impacts on the environment but also to protect and revitalize the area's biodiversity and mitigate our greenhouse gas emissions through our choice of design, materials, and technologies.

We will focus on deploying low-carbon technologies across all building elements and systems, carbon-retention solutions and smart solutions for energy, material, and water efficiency. We will extend the life of buildings by renovation, smart demolition, and circularity.

CRESTYL will aim to apply Level(s) - a common EU framework of core indicators for assessing the sustainability of office and residential buildings - from the very earliest stages of conceptual design through to the projected end of life of the building. We will also aim to conduct Life Cycle Assessments. It will allow us to explore potential carbon reduction targets.

We will support our communities and tenants in adopting and scaling environmentally responsible behaviors and practices (e.g., waste reduction, sorting and recycling, energy efficiency, water conservation and reuse, pollution reduction) through knowledge sharing and education, green leasing, and other activities.

ENERGY AND CLIMATE CHANGE COMMITMENTS

Our goal is to reduce CRESTYL's own carbon footprint as well as the potential impact of climate change on CRESTYL's business. We plan to do this by designing low-carbon and resilient buildings that are conducive to combating climate change.

We are committed to decarbonizing our entire portfolio by 2050, with the goal to align with the 1.5°C scenario taking into account real estate sector specifics and available technologies. Our carbon trajectory will incorporate Scope 3 GHG emissions and the entire life cycle of assets, i.e., construction, renovation, and operation.

By 2030 the energy efficiency of our portfolio will be above the average needed to meet the EU and national goals. We aim to keep above the average in any subsequent milestones set by the EU or national authorities.

New developments and major renovations will be built to be highly efficient, powered by renewables, with a maximum reduction in embodied carbon and the compensation of all residual upfront emissions. In case of the acquisition of inefficient building assets, a plan will be developed on how to increase

their energy efficiency by renovation or redevelopment. All buildings that will be renovated will be energy efficient and have an EPC of 'C' or better. However, certain buildings (such as historical buildings NR7 and Palace Savarin) are not eligible for the certification due to their specific characteristics.

We will explore the potential of each new project to meet EU Taxonomy criteria with the aim to increase the share of projects that will meet the Taxonomy criteria of significant positive contribution to climate change mitigation.

Regardless of the potential of new projects to fully align with the EU Taxonomy for positive contribution, we will assess each new development project from the perspective of meeting the EU Taxonomy DNSH criteria.

We commit to adhere to the Green Building Principles*:

1.

Calculate a robust carbon footprint of your portfolio in the most recent representative year to inform targets.

2.

Set a target year for achieving net-zero carbon by 2050 at the latest, and an interim target for reducing at least 50% of these emissions by 2030.

3.

Measure and record the embodied carbon of new developments and major refurbishments.

4.

Maximize emissions reductions for all new developments and major refurbishments in the pipeline to ensure the delivery of net-zero carbon (operational and embodied) by the selected final target year.

5.

Drive energy optimization across both existing assets and new developments.

6.

Maximize the supply of on-site renewable energy.

7.

Ensure 100% off-site energy is procured from renewable-backed sources, where available.

8.

Engage with stakeholders with whom you have influence in your value chain to reduce Scope 3 emissions.

9.

Procure high-quality carbon offsets to compensate for residual emissions.

10.

Engage with stakeholders to identify joint endeavors and equitably share the costs and benefits of interventions.

* introduced by the World Economic Forum

PLANS AND ACTIONS

First of all, we will start with measuring and reporting on the greenhouse gas (GHG) emissions of the CRESTYL Group (Scopes 1 and 2), as well as the emissions from our property portfolio and development activities (Scope 3).

We will also calculate the Global Warming Potential for new buildings.

The robust carbon footprint calculation will allow us to develop and adopt a climate transition plan with smart and measurable goals and a roadmap aligned with a science-based sectoral pathway to fully decarbonize our portfolio by 2050 and reduce emissions by at least 50% by 2030.

We will conduct a climate change physical risks assessment for most new construction projects. We will also assess climate change physical risks for existing buildings and develop adaptation plans.

Buildings inevitably create transportation needs. As part of our commitment to low-emission mobility, we incorporate infrastructure that supports environmentally friendly transportation across all our projects. This includes the installation of electric vehicle (EV) charging stations and the provision of ergonomic bicycle parking facilities, designed to encourage the use of alternative, eco-conscious modes of transport. We are also choosing sites that enable and promote the use of public transport.

All our major contractors are required to implement processes and take concrete steps toward decarbonizing their products and services.

OUR PLANS

1. Develop a detailed Climate Transition Plan with CRREM analysis and SBT initiative goals throughout the whole portfolio.
2. Implement LCA analysis software to fully understand operational and embodied carbon emissions as well as other impacts on the environment and community.
3. Maximize on-site renewable energy production in each new project (for example, photovoltaic solar panels on the roofs and other parts of buildings, ground/water heat pumps).
4. Develop a strategy for off-site renewable energy production by 2030.
5. Reduce energy consumption (for example, the common areas of shopping centers will not be heated anymore).
6. Conduct energy consumption audits for buildings in our investment portfolio from 2025. Each such building will have a long-term EPC projection and energy efficiency management plan.
7. Reduce embodied carbon in new construction and renovation work by achieving our goals in resource use and the circular economy.

Measurable outcome-oriented targets and metrics for tracking effectiveness

	Targets	Metrics
GHG emission reduction	<p>Eradicate emissions generated by own buildings and own machinery on construction sites by 2030.</p> <p>Achieve carbon neutrality on Scope 2 GHG emissions in 2030 for owned buildings.</p> <p>Achieve full carbon neutrality, including development activities (Scope 3 emissions), by 2050 at the latest.</p>	<ul style="list-style-type: none"> • GHG emissions (total & intensity) for Scope 1, Scope 2, Scope 3. • % reduction in GHG emissions for the CRESTYL platform by Scope relative to the 2022 base year.
Energy use and production	<p>Purchase 100% of energy from certified renewable sources by 2025 in all cases where the energy distributor makes it possible.</p> <p>Targets for on-site and off-site renewable energy production will be set as a strategy which will be developed.</p>	<ul style="list-style-type: none"> • Total energy consumption. • Share of renewable energy (own production & certified). • Energy production. • Fossil fuel combustion. • Renewable energy production.
Energy efficiency	<p>Increase share of EU Taxonomy-aligned projects.</p> <p>Increase average portfolio energy efficiency.</p>	<ul style="list-style-type: none"> • EPC of buildings. • % of completed projects aligned with EU Taxonomy screening criteria. • Use stage energy performance, kWh/m²/yr. • Life Cycle Global Warming Potential, kg CO₂ eq./m²/yr.

RESOURCE USE, CIRCULAR ECONOMY, AND IMPACTS OF MATERIALS COMMITMENTS

Our goal is to reduce CRESTYL's use of emissions-intensive and scarce primary materials through increased use of bio-based, recovered, or recycled materials; materially efficient construction practices; and design for adaptability, reconstruction, or deconstruction at end of life.

To meet this goal, by 2028 we will develop a strategy, which will address the impacts of materials, to minimize embodied carbon in our new buildings and address negative impacts in our value chain. The strategy will address maximization of the use of recycled materials, the exclusion of materials with severe negative impact, and recycling of the materials. It will include an action plan to ensure traceability of construction materials, which will allow for the assessment of impacts in the upstream value chain and prioritize any for action. The building designs and construction techniques of CRESTYL will support circularity by being more resource efficient, adaptable, flexible, and easy to dismantle to enable reuse and recycling.



ACTIONS AND ACTION PLANS

We will work on tracing materials, analyzing material impacts linked to materials and their carbon footprint, carry out feasibility analyses and adopt an action plan based on the results. The action plan will also take into consideration the finalized EU Taxonomy Phase 2 technical screening criteria and the European Commission circular economy principles for building design. Based on the analysis, we will set specific targets on phasing-out high impact materials.

CRESTYL plans to undertake an in-depth review of its current practices to identify significant areas for the expanded adoption of circular economy approaches in new projects, including material efficiency, reuse and recycling, further minimization of waste and reduction of embodied emissions.

We will undertake a Life Cycle Assessment (LCA) for most new projects from 2026 according to Level(s) and EN 15978, covering each stage in the life cycle, **and make the results publicly available.**

We will implement the monitoring of buildings' end-of-life phase and the reuse or recyclability of materials used. We plan to optimize waste management and limit resource consumption on sites. A waste management plan will be adopted for every construction, renovation, and demolition project. A pre-demolition audit will be conducted for every renovation and demolition project.

OUR PLANS

1. We will transform old buildings into modern structures where possible.
2. We will prioritize high-quality, low-carbon, recycled and recyclable, bio-sourced and health-friendly materials.
3. We will use only wood, wood fibers or wood particles, that have sustainable forest management certification (for example FSC).
4. We will limit waste generation related to construction and demolition in accordance with the EU Construction and Demolition Waste Management Protocol, taking into account the best available techniques.
5. All generated construction, demolition and excavation waste will be treated in accordance with the checklist of the EU Construction and Demolition Waste Management Protocol.
6. We will use selective demolition to enable the removal and safe handling of hazardous substances and facilitate the reuse and high-quality recycling by selective removal of materials, using available sorting systems.

Measurable outcome-oriented targets and metrics for tracking effectiveness

	Targets	Metrics
Resources	<p>Targets will be set in the circular economy strategy, including for:</p> <ul style="list-style-type: none"> • Minimization of the use of primary raw material through the use of secondary raw materials (including recycled or re-used products). • Phasing out high impact materials. 	<ul style="list-style-type: none"> • Repurposed/ reused materials (%) kg/m² floor space. • Recycled materials (%) kg/m² floor space. • Repurposable/ reusable materials (%) kg/m² floor space. • Recyclable materials kg/m² floor space. • Renewable materials kg/m² floor space. • Virgin raw materials consumption for new construction and major renovations kg/m² floor space.
Waste	<p>At least 50% (by weight) of the non-hazardous construction and demolition waste generated on construction sites will be prepared for reuse, recycling, and other material recovery by 2025.</p>	<ul style="list-style-type: none"> • Total weight of waste by type and disposal method. • Waste kg/m² of floor area. • Share of waste diverted from disposal (reuse, recycle). • Reduction of waste production by type (% or tons).

LOCAL IMPACTS ON BIODIVERSITY, ECOSYSTEMS, AND WATER

We will carry out an Environmental Impact Assessment (EIA) for most new projects with potential urban impact, including a biodiversity and water impact assessment and measurement to avoid irremediable impacts and determine the possible need for compensation measures. The risks so identified will be addressed.

WATER COMMITMENTS

We will develop a policy to prevent or avoid negative impacts on water resources and, where necessary, to mitigate them. It will be based on an analysis of environmental degradation risks related to preserving water quality and avoiding water stress. Such risks will be addressed with the aim of achieving good water status and maximizing the use of rainwater.

Water flow rates in water appliances installed in commercial buildings will comply with the EU Taxonomy DNSH criteria for sustainable use and the protection of water and marine resources.

PLANS AND ACTIONS



1. We will conduct a water risk assessment for most new projects.
2. We will monitor water usage in our commercial buildings and during development and set year-on-year reduction targets for water consumption per m² of standing investments.
3. Rainwater will be captured from all new buildings in retention tanks from which it will be harvested to water the green spaces and also used for toilets.

BIODIVERSITY AND LAND USE COMMITMENTS

Our goal is to preserve biodiversity, restore natural environments and make a positive impact on ecosystems in the locations and communities where we work.

We commit to prevent and mitigate adverse impacts on biodiversity caused or contributed by our operations, in particular in connection to new development projects. This commitment has three aspects:

1. We will avoid any major irremediable impacts in the development (e.g. impacts on species, valuable ecosystems or protected areas).
2. We will compensate for any remaining impacts identified in the Environmental Impact Assessments.
3. Our resource use and circular economy strategy will seek to prevent and minimize impacts in the value chain connected to the building materials we use (see resource use & circular economy for more information).

We will continue to prioritize building on brownfield sites, transforming them into living areas as opposed to acquiring greenfield sites for new buildings. The loss of biodiversity due to the re-developing of brownfields will be measured and, if needed, compensated.

In cases where a brownfield option is not viable, we will minimise the conversion of greenfield land and forest and avoid other biodiversity sensitive areas, such locations of recognised high biodiversity value and

land that serves as a habitat of any endangered species.

Where small-scale conversions of such areas are unavoidable, we will fully compensate for their loss by recreating them nearby.

We will also avoid converting arable and crop land with a high level of soil fertility (I and II protection class of the agricultural land fund) and below-ground biodiversity.

In each new project, we will identify opportunities to improve ecosystem functions (e.g., by creating new habitats and bio corridors) in and around the development sites. We will help to preserve the natural landscape and, to the greatest possible extent, reclaim formerly contaminated areas for natural ecosystems and the local community. Such areas will be enhanced by tree planting, along with wholesome green areas designed by leading landscape architects and creative water management solutions.

Integral aspects of our projects are green roofs, tree planting, parks, and managed landscapes in close proximity to buildings. The development of green terraces in urban areas will also help to mitigate the urban heat island effect.

PLANS AND ACTIONS

1. We implement sustainable site selection criteria for development projects.
2. We are planting native plants, adapted to the needs of local fauna, and limiting watering.
3. We plan to introduce ecological green space management practices: adjustment of the frequency of mowing, gradual elimination of the use of phytosanitary products.
4. We promote green space functions to local users.
5. We will also work closely with nature conservation professionals and NGOs to adopt and implement best practices in biodiversity protection.



Measurable outcome-oriented targets and metrics for tracking effectiveness

	Targets	Metrics
Water	We will set year-on-year reduction targets for water consumption per m ² of standing investments.	<ul style="list-style-type: none">• Reduction of water consumption (% or liters).• Reduction of water intensity in portfolio (% or liters).• Total water consumption (fresh water, recycled water).• Rainwater harvesting system in portfolio (volume in liters).• We will set metrics for risk areas regarding consumption and grey water.
Biodiversity and land use		<ul style="list-style-type: none">• Area covered with vegetation including green roofs (m²).• Area of I and II protection class of agricultural land that has been converted (ha).• Area of forest, grassland and wetland that has been converted due to urbanization (ha).

S SOCIAL GENERAL APPROACH

We are committed to respecting human rights in all of our activities in alignment with the United Nations Guiding Principles on Business and Human Rights, including zero tolerance for the trafficking of human beings, forced or compulsory labor and child labor, and all types of discrimination.

We also seek to prevent and mitigate adverse impacts linked to us by our business relationships.

We focus on human rights, including labor rights and the working conditions of our own workers and workers in the value chain (in particular construction workers and workers of our service providers) and the well-being of communities affected by our projects and people using our buildings.

We have a workplace accident prevention management system that applies to all our employees/workers/service providers, and we require such a system from our key suppliers.

By the end of 2026 we will implement a robust human rights due diligence process that will protect workers on all sites:

1. Ensure monitoring compliance with the UN Global Compact principles and the OECD Guidelines for Multinational Enterprises.
2. Include processes for engagement with affected stakeholders, channels for them to raise concerns, and measures to provide and/or enable remedies for human rights impacts.
3. Address actual and potential material impacts in the development of new projects, the management of existing assets, and the risks of severe human rights impacts caused or contributed to by the tenants in our buildings.
4. Include policies for identifying where child labor, forced labor and human trafficking may occur.

OWN WORKFORCE

COMMITMENTS

Our goal is to become a preferred and highly sought-after employer in development, asset management and property management.

We are committed to providing our employees with good working conditions, the flexibility to accommodate the needs of employees, and an open culture.

We maintain excellent employment conditions for our employees, including:

- Flexible working conditions in the form of part-time employment, distance working, and flexible working hours, that are beneficial to our employees.
- Short working day on Friday.
- Regular monitoring of working spaces and environments to ensure that the conditions, furnishings, and design are in line with best practices and market standards.

Our priority is to create the best conditions for our employees, so that they can enjoy enough time for themselves, their families, and friends. We will further support flexible working time and work-life balance arrangements with respect to employees' individuality and their respective life strategies. We will place a special focus on employees with small children, people with disabilities and people who have to deal with difficult health situations (including in their families).

We promote the physical health and well-being of employees and a safe and inspiring environment.

We are committed to maintaining and developing the professional skills of our employees.

We are committed to creating an environment that supports the individuality and uniqueness of each employee and provides all employees with equal treatment and fair access to opportunities and resources, including people with disabilities. We support a diversity of employees from various nationalities and age groups as well as gender balance.

We are committed to attracting the best professionals, women, and men of all age groups and of various backgrounds and expertise, to work at CRESTYL at all levels of the company and ensure equal conditions and remuneration for all of them.

We plan to increase the diversity of our own workforce with a special focus on the aspects of age and disadvantage or impairment. People with disabilities will be welcomed in job advertisements.

We have zero tolerance for discrimination, violence, and harassment in the workplace. We are committed to respecting all the human rights of all our workers. In this regard, we follow international standards, regulations and initiatives, including [The ILO Standards on Equality of opportunity](#).

and treatment and all effective Czech legislation. Our approach to preventing discrimination is conceptually guided by the EU and UN initiatives, including the European Union's Gender Equality Strategy 2020 – 2025 as well as the European Union's initiatives combatting discrimination, and relevant UN Sustainable Development Goals (esp. Goal 5 – Gender equality, Goal 8 – Decent work and economic growth, and Goal 10 – Reduced inequalities).

CRESTYL aims to ensure gender equality in management positions. In case the representation of women drops below 40%, we will examine the reasons and implement an action plan to remedy the situation.

We adhere to the “equal pay for equal work” principle.

We will undertake an analysis of the current gender pay gap, identify the scope of its possible drivers, and decide on a strategy and an action plan by 2025 to address the findings, and, where relevant, set meaningful outcome-oriented targets.

PLANS AND ACTIONS

1. We have implemented a grievance mechanism for our own employees in 2024 which provides a clear and transparent framework to address complaints in the workplace. It will be regularly communicated to them. We will ensure that there will be no retaliation or discrimination against those who express grievances and that grievances will be treated with confidentiality.
2. In 2023 we adopted the Equality, Diversity and Inclusion Policy, which applies to all CRESTYL employees. Cases of violation of this policy can be reported via the whistleblowing mechanism. We will be providing employees with regular training related to human rights, diversity, and equal opportunities.
3. Annually, we conduct a satisfaction survey of our employees, based on the results of which our “culture team” suggests steps, solutions and measures for improvement. We will further foster a safe and confidential environment for affected employees to raise their needs with HR.
4. We continuously support the professional development of our officers, directors, and team leaders, including their soft skills. We will extend our training offer for managers, which already includes the MBA RE (real estate) from the University of Economics in Prague, to include potentially more specialized programs. Our training policy, which provides information on the training budget per employee and training options based on employee position, will be updated by 2026. We plan to set and implement a target for increasing the annual average hours of training per employee.
5. All our workers are covered by an H&S management system. We have set up clear rules and implemented training programs on physical health and safety. Special health days are also organised.
6. We will place a special focus on identifying and addressing cases of excessive overtime work and ensure support for employees.
7. We support volunteer activities and provide an additional allowance for employees to pursue their chosen leisure-time activities.

Measurable outcome-oriented targets and metrics for tracking effectiveness

	Targets	Metrics
Secure employment		<ul style="list-style-type: none"> • Workforce composition & breakdown (gender) (country) (contract) (turnover).
Diversity	The share of management positions occupied by women is at least 40 %.	<ul style="list-style-type: none"> • Female representation in governance bodies in %. • Diversity of management - % (gender, age group, nationality). • Distribution of employees by age group.
Equal treatment & opportunities (training & skills)	Increase the % of employees receiving training and regular skills development reviews.	<ul style="list-style-type: none"> • % of persons with disabilities. • % of employees that participated in regular performance and career development reviews. • % of the average number of training hours per person. • Difference between average gross hourly earnings of male paid employees and female paid employees. • The ratio of the annual total compensation ratio of the highest paid individual to the median annual total compensation for all employees.
Work-life balance		<ul style="list-style-type: none"> • % of employees entitled to take family-related leaves. • % of entitled employees that took family-related leaves (gender) & retention rate.
Health & safety	Maintain zero number of work-related injuries and work-related ill health.	<ul style="list-style-type: none"> • Work-related injuries & ill health. • Recordable work-related accidents.
Human rights		<ul style="list-style-type: none"> • Incidents of discrimination. • Reported human rights violations. • % of employees trained for diversity and fair access. • % of employees receiving human rights training (no. hours, people).

WORKERS IN THE VALUE CHAIN COMMITMENTS

CRESTYL is committed to protecting people's physical health, preventing occupational accidents and the occurrence of occupational diseases on the construction site and in its immediate vicinity.

CRESTYL is committed to ensuring that its suppliers do not violate human rights, including labor rights, and maintain good working conditions.



PLANS AND ACTIONS



CRESTYL appoints a Health and Safety Coordinator that prepares the Health and Safety Plan for the construction site, coordinates the activities of the contractor and subcontractors when taking measures to ensure safety and health protection while working on the construction site. All persons on the construction site must be equipped with a label/card confirming that the holder has completed the necessary OHS training.

From 2024 the general terms and conditions for contracts with our suppliers include provisions addressing the safety of workers, including temporary work (i.e., use of workers on short-term or limited hours contracts, workers employed via third parties, sub-contracting to third parties or use of informal workers), human trafficking, the use of forced labor or child labor, which will be in line with applicable ILO standards. Procurement criteria will include specific human rights due diligence requirements focused on practices and actual and potential impacts on CRESTYL's projects. Large contractors will be also obliged to have human rights due diligence & compliance systems established for all their operations. In addition, CRESTYL will have an option to cancel the contract in case any contractor is found liable for human rights violations (e.g. forced/child labor) and/or criminally liable (e.g. corruption).

A whistleblowing mechanism was adopted in 2024 and will include the possibility for suppliers' workers to report on possible unethical, improper, or unlawful conduct or situations. Information about this possibility will be communicated to the suppliers' workers.

We plan to adopt a human rights due diligence process focusing on key risks for the construction workers of our suppliers, vulnerable workers of service providers in existing buildings, and the risks of severe human rights violations in the buildings occupied by our tenants.

COMMUNITIES

COMMITMENTS

Our goal is to make a positive contribution to the development and lifestyle of the communities where CRESTYL operates. We support the development of urban areas not only in respect to the “design” and look of our buildings but also their functional and operational parameters, to increase the attractiveness of neighborhoods as places to live, do business and spend free time.

We strive to make a positive contribution to the social infrastructure and vitality of our project locations and their surrounding districts.

We are committed to cooperating with municipalities in assessing the social and transportation infrastructure for every new project based on local communities’ and municipalities’ future needs. This includes the future provision for kindergartens, schools, shops, healthcare clinics, new public transport stops, public charging points for electric and hybrid cars and bicycles and other relevant facilities.

We are also committed to undertaking a stakeholder dialog and conducting social surveys in the areas of planned developments. We do this during the initial planning phase of projects with urban impact to obtain insights and independent feedback on the relevant environmental, social and transport issues and needs. The feedback gathered in this dialog process will be reflected in our development project, wherever relevant and reasonable. We aim to promote and bring to life a vision of vibrant and participating neighborhoods that improve the lives of our residents, tenants, local communities, and municipalities.

PLANS AND ACTIONS

1. We start cooperation with municipalities during the early planning phase of our projects to ensure that they are well adapted to the municipality/ neighborhood and respectful to natural ecosystems, social and community aspects, and traffic and transportation needs.
2. We conduct a comprehensive assessment of the environmental, social and other sustainability impacts of our buildings on their neighborhood in advance. We do this where such impacts are present or likely to occur due to the location and the nature of the change of local conditions.
3. We plan to employ a community manager for all multipurpose developments starting from 2024 onwards.
4. We provide support for specific projects through our CRESTYL Endowment Fund, which involves the support of non-profit and charitable organizations and other institutions and individuals.



END USERS AND CONSUMERS

COMMITMENTS

Our goal is to maintain market leadership in commercial leasing and residential development and to maintain long-term relationships with our tenants and a high level of tenant satisfaction.

We aim to create inspiring living and working environments for residents, commercial users, and visitors alike. We are committed to caring for the well-being, health, and safety of our tenants' employees within our office and mixed-use assets.

We will conduct health & safety inspections of our owned properties twice per year.

We also have a significant role to play in promoting our ESG values and vision among our tenants and working with them to reduce or eliminate the negative environmental and social impacts of their activities while improving the quality of their user experience.

ACTIONS

Our developments are largely open to the public with welcoming spaces that everyone can enjoy.

We have launched a new client portal that combines the services of a technical help desk for the building with useful community information, such as the daily menus of local restaurants, community events and other services provided in the neighborhood. From 2025, 100% of new residential project clients are registered on the client service portal, allowing for fully paperless communication.

We are actively engaging with our tenants' employees and responding to their needs. We shall monitor on a year-to-year basis tenant retention rates, the long-term average occupancy rate and the tenant satisfaction rate.

Health, safety, and privacy in leased buildings are managed and monitored using modern technologies as well as security guards properly trained to resolve any incidents.

Measurable outcome-oriented targets and metrics for tracking effectiveness

	Targets	Metrics
Workers in the value chain	Zero number of fatalities among suppliers' workers as a result of work-related injuries and work-related ill health.	<ul style="list-style-type: none"> • Number of incidents of discrimination. • Number of reported human rights violations. • Number of non-compliance incidents with H&S assessment. • Number of fatalities as a result of work-related injuries and work-related ill health. • Number and rate of recordable work-related injuries. • Number of cases of recordable work-related ill health. • Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health.
Communities and end users and consumers	Include green lease management principles in all contracts with tenants.	<ul style="list-style-type: none"> • % of tenants in the green leasing scheme. • No. of publicly available charging stations per m² of gross leasable area. • No. of bicycle parking spaces per m² of gross leasable area. • Public spaces (play/sport/relax areas) and green spaces – m². • No. of e-bike charging stations. • Shared places for family life - e.g., public grill, etc. • Investment in healthy lifestyles and public safety and wellbeing measures as a % of average project budgets.

G GOVERN- ANCE

GENERAL APPROACH

The cornerstone of our integrity and business ethics framework is the Ethical Codex, which is binding for all our employees and will also apply to our business partners and agents.

We have zero tolerance for bribery and corruption, as well as compliance violations. Any lobbying or hospitality activities are conducted within clear and formal ethical rules and guidelines which are described in the [Ethical Codex](#), subject to high-level approval and the transparency principle. We commit to maintaining full compliance with GDPR rules, with 100% of employees trained and updated in data privacy.



COMMITMENTS

We plan to implement environmental and social criteria in our procurement practices in the selection of contractual partners. Mechanisms for supporting vulnerable suppliers will be developed to improve their environmental and social performance. Special attention will be paid to payment practices and their monitoring, especially for small suppliers.

The general terms and conditions for contracts with our suppliers contain ESG commitments for new contracts from 2024. Compliance with them will be regularly monitored.

We will avoid any form of greenwashing in our communication and PR activities.

Our internal processes related to integrity and business ethics will be regularly reviewed and updated to incorporate the latest requirements covering, for example, anti-bribery and anti-corruption measures and/or sanctions lists (relevant to our suppliers and customers).

PLANS AND ACTIONS

1. In 2024, we established the role of Head of Compliance to ensure the effective implementation of our compliance program.
2. A whistleblowing protection policy and mechanism for integrating it, in line with Directive (EU) 2019/1937, was fully adopted at CRESTYL in 2024. The policy sets up an internal reporting channel, guaranteed by the Head of Compliance. The channel will protect the identity of the whistleblower from a third party without their express consent. Whistleblowers will be able to submit a report fully anonymously, as well. Any form of retaliation against persons reporting such breaches is prohibited.
3. In 2023 a revision of the CRESTYL Ethical Codex was adopted, which covers the relationships with business partners, public authorities and regulators, competitors, bribery and gifts, conflicts of interest, protection of personal data, social responsibility, inclusion and diversity, and environmental protection. All employees receive training on the CRESTYL compliance program, and the possibilities to report any violations. Training helps prevent illegal actions by employees. All employees will be familiarized with the changes implemented by the new whistleblowing protection policy and the revised Ethical Codex, once adopted.
4. We will seek alliances with other companies, NGOs and business partners to combat greenwashing in the real estate sector.
5. We ensure the regular training of all relevant employees regarding GDPR rules, data privacy and Anti-Money Laundering screening.

Measurable outcome-oriented targets and metrics for tracking effectiveness

	Targets	Metrics
Governance	Maintain zero incidents, convictions and the number of fines for violation of anti-corruption and anti-bribery laws.	<ul style="list-style-type: none">• % of employees trained in the Ethical Codex and whistleblowing policy.• No. of compliance violations (including monitoring how they were addressed).• % of employees trained in data privacy.• No. of identified leaks, thefts, and losses of customer data including no. of incidents solved.• No. of incidents, convictions and the number of fines for violation of anti-corruption and anti-bribery laws.



CONTACTS

Viktor Peška

Chief Commercial Officer

Viktor.Peska@crestyl.com

+420 603 183 939



Prepared in close cooperation with
Frank Bold Advisory.

 **Frank Bold** Advisory
for **CRESTYL**