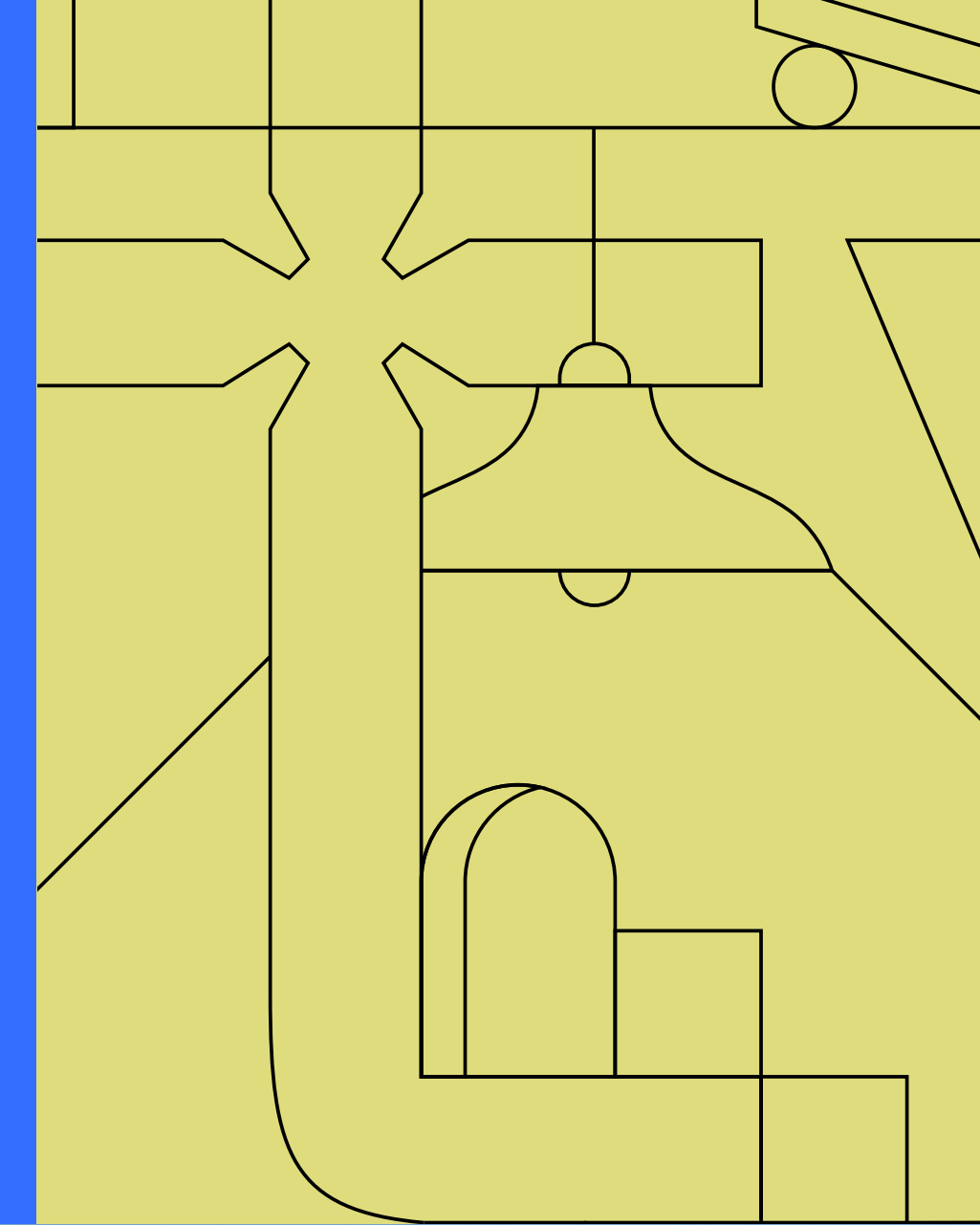


Crestyl Group ESG Report 2024



Crestyl



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01. General information



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About CRESTYL

CRESTYL began as a family-run business and has grown into a leading real estate group with a diversified portfolio of mixed-use commercial and residential projects. Since 2023, the Polish developer Spravia has been part of the CRESTYL Group¹, which now comprises over 320 experienced professionals.

With nearly 30 years of experience in the Central European real estate market, CRESTYL operates across the Czech Republic and Poland, managing more than 50 projects. A defining feature of CRESTYL's business model is portfolio diversity. This approach not only supports financial stability — crucial for achieving corporate goals— but also underpins the long-term sustainability of the business.

In the Czech Republic, the company focuses on high-end real estate, while in Poland, it develops a larger volume of projects in the mid-range segment. The Czech market is our home base and a key pillar of our operations, but it is also less predictable. Poland, on the other hand, represents a vital part of our future growth strategy.

CRESTYL has extensive expertise in the development and operation of multifunctional buildings. CRESTYL aims to leverage its design and architectural expertise to expand Spravia's presence beyond traditional residential projects in Poland.

¹ Hereinafter, CRESTYL refers to the CRESTYL Group, which includes Crestyl Holding Limited (CRESTYL real estate, s.r.o., and Facility Pro, s.r.o.) 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.

The Group's residential developments are built for direct sale, while commercial and retail projects are retained in an investment portfolio. These assets are managed until they reach a level of maturity and stability that ensures a premium return upon exit. Commercial projects are strategically located in central areas with excellent transport links, ensuring high value and accessibility.

Across all projects, the company emphasizes quality, design excellence, superior craftsmanship, the use of premium materials, and overall comfort for both residents and visitors.

CRESTYL's mission goes beyond constructing buildings; it is about creating vibrant, inclusive spaces where people can thrive. Through partnerships with leading architects and urban planners, and a deep understanding of current trends, CRESTYL delivers high-quality, healthy, and socially responsible environments.



We believe that truly sustainable development starts long before a building is completed — it begins on the construction site. In 2024, we continued to invest in environmentally responsible solutions that reduce emissions, protect ecosystems, and create greener places to live. We use forward-thinking innovations that make better homes for people and the planet.

The company has embraced ESG principles long before they became industry standard. CRESTYL recognizes the urgency of environmental stewardship and places community and sustainability at the heart of its philosophy. The team continuously seeks inspiration from innovative technologies and applies circular economy principles in practice. Thanks to the dedication of its employees, sustainability is not just a concept—it is a lived value, both professionally and personally.

In response to today's environmental and social challenges, CRESTYL has established clear, measurable, and time-bound ESG objectives. These goals reflect the company's commitment to protecting the planet, supporting communities, and upholding human rights and legal standards.



Overview of our projects

Our projects are located in the Czech Republic and Poland.

All our office buildings since 2023 have achieved LEED Platinum certification.

In 2024	Czech Republic		Poland
	Commercial	Residential	Residential
Real estate portfolio	Prague: DOCK (5 buildings) Jablonec nad Nisou: CENTRAL Jablonec (shopping mall)	-	-
Completed in 2024	Prague: Savarin Palace Hagibor (2 buildings)	Prague: Hagibor (Gamma, Delta)	Warsaw: Wiślany Mokotów VII (316 apt.) Gdynia: Solano (Strzelców) (242 apt.) Supernova (Kopernika) (60 apt.) Gdańsk: Blisko (86 apt.) Kraków: Fredry 6 IV (187 apt.) Nowa Myśliwska II (329 apt.) Nowa Myśliwska III (174 apt.) Wrocław: Midori House (46 apt.)

**Under
construction**

Brno:
Dornych

Prague:
Semerínka (185 apt.)
Vysoký Újezd:
Vysoký Újezd (33 houses)

Warsaw:
Górczewska 240 I (120 apt.)
Wiślany Mokotów VIII (88 apt.)
Wille Wiślany Mokotów (40 apt.)
Boksterska II (149 apt.)
Prystora I (122 apt.)
Via Familia (90 apt.)

Wrocław:
Nowy Grabiszyn VI (136 apt.)
Nowy Grabiszyn VII (146 apt.)
Nowy Grabiszyn VIII (147 apt.)

Gdańsk:
Aalto (88 apt.)

Kraków:
Dolina Prądnika (128 apt.)
Kołatajówka (109 apt.)

Poznań:
Kamienica Przy Kinie (149 apt.)
64 Dmowskiego (228 apt.)
Przy Unii II (182 apt.)

**Upcoming
projects**

Prague:
BOKA Pankrác
Hagibor (4 buildings)
NR7 (reconstruction)
Savarin

Prague:
Hagibor (Kappa, 253. apt)
ŠÁRKA (224 apt.)

Warsaw:
Onelife (91 apt.)
Prystora II (120 apt.)
Motiff (50 apt.)

Gdynia:
Norren (42 apt.)

Gdańsk:
Zaspa Wygodnie (226 apt.)

Poznań:
Ogrody Nałkowskiej (263 apt.)

DOCK, a project in Prague 8-Libeň, has transformed an abandoned brownfield into a thriving office, retail, and residential district near the Vltava River.

Through extensive efforts including decontamination, increasing retention capacity, planting trees, implementing green roofs, and adding greenery to facades, our vision became a reality in June 2022. DOCK is our flagship project, and we aim to apply the knowledge gained to all our other locations, striving to make each project a flagship project.



Case study

DOCK

In November 2024, CRESTYL officially launched its Dornych project, a major redevelopment initiative adjacent to Brno's main railway station.

Following the permanent closure of the old Prior shopping centre in late October, demolition began in December with the surrounding structures, and the main building was dismantled by April 2025. With the site now fully cleared, construction is underway for a vibrant new urban complex set to open in 2027.

The Dornych development will feature six buildings, the tallest reaching eight floors, arranged around a partially covered public space that will be freely accessible to the public. Ground floors will host retail and service units, while upper levels will include a hotel with 170 rooms, nearly 200 rental apartments, a medical clinic, and approximately 50,000 m² of office and commercial space. Underground parking will be provided to support accessibility and reduce surface traffic.

Designed to meet the highest standards of environmental responsibility, Dornych is targeting LEED Platinum certification, reflecting CRESTYL's commitment to sustainable construction and urban regeneration.

Dornych represents a new benchmark for sustainable urban development in Brno, combining modern architecture, environmental innovation, and community-focused design.



Case study

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On 11 September 2024, CRESTYL reintroduced the Baroque Savarin Palace to Prague's cultural landscape.

The most historically valuable areas of this heritage-listed building, originally designed by renowned architect Kilián Ignác Dientzenhofer, have been carefully restored and repurposed for public exhibitions—replacing their former use as a casino. The restoration, which began in late 2021 and was completed in September 2024, marks the first milestone of the broader Savarin project aimed at opening previously inaccessible spaces in the city centre.

Throughout the process, CRESTYL worked closely with heritage authorities to preserve and refurbish original architectural elements. Notably, in April, eleven Baroque statues by Ignác František Platzer—some newly created, others restored—were placed atop the façade. The building's final approval was granted in November.



Case study

© Savarin

CRESTYL has completed the third residential building, Gamma, in the new Hagibor district in Prague, offering 138 apartments for sale. In parallel, the fourth building, Delta, has been finalized with rental units.

Construction of the fifth residential building, Kappa, is scheduled to begin in the first half of 2025, adding 253 apartments of various sizes, ranging from compact studios to spacious five-room units. The building will feature a reception, retail spaces, restaurants, and services on the ground floor, as well as a landscaped courtyard for residents. Kappa is designed to meet the prestigious BREEAM certification for sustainable buildings.

The Hagibor project also includes six office buildings, two of which are already completed. All components of the district will be connected by a central pedestrian boulevard and public square, leading from the Želivského metro station and lined with shops and restaurants.



Case study

HAGIBOR

In January 2024, CRESTYL launched the next phase of its family housing development in the village of Vysoký Újezd, located near Prague and surrounded by nature.

This stage includes 33 spacious two-storey family homes, completing the residential area known as U Kůlen. Construction, managed by Metrostav, is expected to be completed by autumn 2025. All homes will be equipped with heat pumps, supporting energy-efficient living and reducing environmental impact.



Case study



VYSOKÝ ÚJEZD
U PRAHY

At the turn of 2024, CRESTYL began construction of its new residential project, Semerínka, located in Prague's Radlice district.

The development consists of four interconnected building blocks of varying heights, designed to follow the natural terrain and offer 185 apartments. Upper floors will provide unobstructed views of Prague and the surrounding greenery. The project includes community gardens and family-friendly spaces within the courtyards, promoting social interaction and outdoor living. Its unique location ensures excellent access to public transport via metro, while maintaining close proximity to nature.



Case study

Semerínka 

CRESTYL is preparing to launch its BOKA Pankrác project, a modern mixed-use development located between the Prague metro stations Pražského povstání and Pankrác.

Demolition of two outdated buildings on the site will begin in 2025, with construction scheduled to start in Q3 and completion expected within two years.

The new building will integrate premium office space with retail units and a supermarket, creating a vibrant commercial hub. A shopping arcade offering a wide range of services will enhance the convenience for both office tenants and the surrounding community. The project will deliver approximately 11,000 m² of office space built to the highest standards.

Sustainability is a core focus of the BOKA Pankrác development. The building is designed to meet the rigorous requirements of the LEED Platinum certification, the highest global standard for sustainable construction. The objective is to minimise the environmental footprint and significantly reduce operational costs.

The use of environmentally friendly materials, heat recovery systems, and rainwater harvesting will be standard features of the project.

The architectural design respects the existing urban fabric of Na Pankráci Street, ensuring continuity and harmony with the local environment. Greenery is an integral part of the façade and terrace design, contributing to a pleasant microclimate and enhancing the building's aesthetic and ecological value.



Case study

BOKA

Spotlight on Aalto – a new standard for green residential living

The Aalto project in Gdańsk is a showcase of Spravia's commitment to sustainable design. The project received on Feb 20, 2024, BREEAM INTERIM certification that provides our customers with assurance that their apartment was designed with both the planet and future residents in mind.

It features six modern and stylish urban villas with 88 family apartments. The buildings were designed with elegant facades in soft, pastel colours. We've paid special attention to the quality of shared spaces, including staircases and balconies with glass balustrades. The architectural concept emphasises lightness and refined proportions, with sloped roofs and decorative elements that give the project a distinctive character. Just as importantly, the layout of the estate ensures that no ground-level parking is located within the central, residential area —

creating a more peaceful, greener and pedestrian-friendly space for all residents.

The Aalto estate includes:

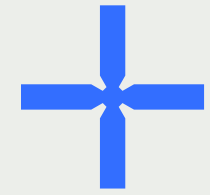
- Energy-efficient buildings with EP ratings below 56 kWh/(m²/year), lowering energy bills and carbon emissions;
- Future-ready infrastructure for renewable energy, preparing the development for a low-carbon future;
- A thoughtful mix of private gardens, common green spaces, and recreational areas, encouraging community life and healthy lifestyles;
- A wide range of green and smart solutions, including air-purifying plants, LED lighting, photovoltaic panels, as well as retention tanks, rain gardens, and facilities for cyclists and electric vehicle owners;
- Smart Home as standard which allows for simple and convenient apartment management via an app or four wall-mounted buttons - a solution that helps take care of the environment.

With Aalto, we are not just building apartments - we are creating a living environment that reflects our ESG values and anticipates the needs of future generations.



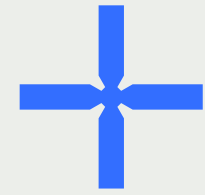
Case study

Value chain



Upstream

Delivery of construction works;
Supply of equipment;
Architectural and design services;
Other services.



Crestyl Group

Sale/rental of real estate;
Real estate management;
Real estate acquisition;
Project preparation;
Investment.



Downstream

Purchase of real estate;
Lease of real estate
(109 tenants in DOCK).



We prefer cooperation with such partners whose products have a detailed certificate of their impact on the environment, the so-called Environmental Product Declaration (EPD).

Stakeholder interests and opinions

Stakeholders	Engagement	Interests
Own workforce	Regular information meetings; Training on whistleblowing system, code of ethics, etc.	Safety at work; Good working conditions.
Suppliers' employees: • direct (CZ) • direct in the EU • direct outside the EU	Possibility to use the whistleblowing mechanism of (we require our suppliers to inform their employees on this)	Safety at work; Good working conditions.
Suppliers	ESG clauses in contracts; Audits.	Maintaining business relationships
Customers	Green Lease Agreements; Online portal and application.	Price; Quality.
End-users	Community Manager; Online portal and application.	Quality; Safety.



We are a member of professional councils and associations, and through these memberships we also support the responsible role of developers in the development of modern society, for example, Czech Green Building Council (CzGBC) and Association of Developers.



2-22

ESG Strategy

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 buildings 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 registered the lowest percentage changes in greenhouse gas emissions from building energy use between 2005 and 2022.

To contribute to the achievement of these goals in 2023 CRESTYL adopted its first ESG strategy, which was updated in 2025 to reflect the current legislation and market trends.

We plan to adopt a climate transition plan to fully decarbonise our entire portfolio by 2050, with the goal to align with a 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 will 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's 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. We also plan to start using Level(s).

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 and an action plan to gradually ensure that our major suppliers who may have potentially significant impacts, including all general contrac-

tors we hire for construction works, have such a system implemented. Furthermore, our new projects will have the following certifications:

- . all new residential projects - BREEAM 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 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 labour and child labour, all types of discrimination.

To ensure respect for human rights, including the labour 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 in order to prevent and mitigate any adverse impacts linked to us by business relationships.



Sustainability governance

Simon Johnson has recently assumed leadership of the entire CRESTYL Group. Over the past 14 years, he has served as the Group's Chief Operating Officer and also held the role of Managing Director for the Czech Republic. Omar Koleilat, the founder, owner, and former CEO of CRESTYL, has transitioned from his executive role to become a strategic advisor to the company. He remains the owner and continues to play a key role in shaping the Group's long-term vision.

ESG management in Crestyl (CR) is integrated within all senior management functions:

- Jozef Ďurík, CFO, is responsible for the analysis of financial risks associated with ESG;
- Viktor Peška, Chief Commercial Officer, is responsible for managing environmental and social issues;
- Petr Pilz, HR Manager & Payroll Controller, is responsible for managing social issues concerning own workforce.



Crestyl Group's Supervisory Board



Simon Johnson

CEO

Simon has over 18 years of experience in real estate development across Central and Eastern Europe. As a key figure in project execution at CRESTYL, he manages acquisitions, construction, and quality control. His notable projects include Eurovea and Palladium, demonstrating his proficiency in enhancing product placement and management.



Jozef Ďurík

Chief Financial Officer

Jozef Ďurík oversees the group's financial management since 2010. He manages the Czech finance team, asset management, project financing, and financial reporting. Starting as a student, he advanced to lead financial planning for CRESTYL Czech Republic before assuming his current executive role.



Magda Pokorná

Chief Corporate Officer

Magda Pokorná manages the group's strategic legal and commercial transactions and oversees corporate governance. She brings extensive experience from Allen & Overy and Squire Patton Boggs, where she specialized in corporate and real estate M&A. Magda is a law graduate from Charles University and Harvard Law School.



Viktor Peška

Chief Commercial Officer

With over 20 years in business management and marketing, particularly in financial services, Viktor Peška now serves as the Director of Business and Marketing at CRESTYL. His background includes roles at HBO, GE Capital, and Raiffeisenbank International, and he has significantly contributed to corporate leadership in Central Europe. At CRESTYL, he leads product definition, strategy development, and marketing, enhancing the brand and customer relations.

Spraviva's Management Board



Tomasz Konarski

Chief
Executive Officer

Tomasz Konarski has over 26 years of experience in the development industry. Most recently, he served for nearly 10 years as President of the Management Board (CEO) of YIT in Poland. Prior to joining YIT, he spent five years as Vice President at Qualia Development, where he oversaw business operations, including project delivery, construction, and sales. Early in his career, he was Vice President at Longbridge Group and Chief Financial Officer for Central and Eastern Europe at Dawnay Day Europe. Tomasz holds a master's degree in finance from Kozminski University (Akademia Leona Koźmińskiego) in Warsaw.



Ewa Perkowska

Head of the
Commercial Division

Ewa Perkowska has been in the position of board member since 2014. She is responsible for sales and post-sales policy and marketing. She holds a university degree in investment and property management and a postgraduate MBA. She has been working for the company since 1999.



Łukasz Białecki

Head of the
Financial Division

Łukasz Białecki is a real estate finance expert with 15 years of experience. He began his career in EY's Corporate Finance team and then moved to the banking sector, where he worked, among other areas, on real estate debt financing. For eight years, he served as a Director at Bank Pekao S.A., heading the Commercial Real Estate Finance Office. He holds a degree in Finance and Accounting from the SGH Warsaw School of Economics and an Executive MBA from the University of Warsaw. Łukasz is also a Chartered Certified Accountant (ACCA).



Tomasz Franczewski

Head of the
Realization Division

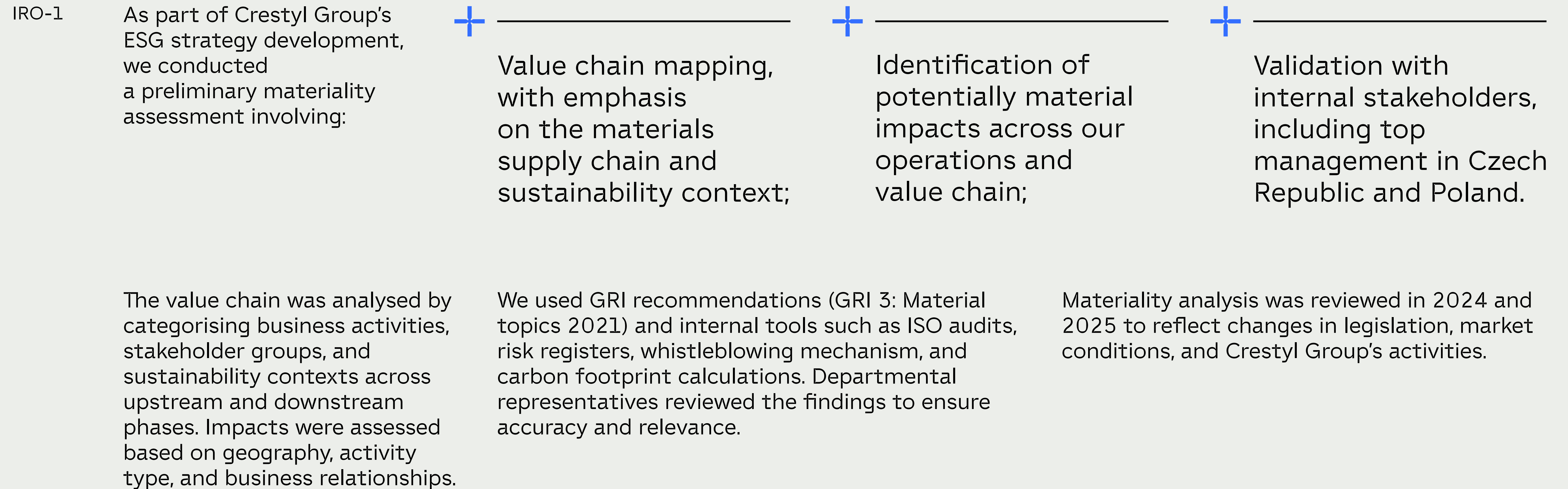
Tomasz Franczewski has been in the position of board member since 2020. He is responsible for leading the implementation processes in the company. He is a graduate of the Faculty of Civil Engineering at the Warsaw University of Technology. He also completed Executive MBA postgraduate studies. He has been working for Budimex Group (the previous owner of the company) since 1997.

The group organization is supported by specialized committees, formed in 2021, specifically established to monitor and manage business-specific topics (on top of regular work positions). Each committee consists of employees from different fields and is supervised by a board member:

- . Valuations, audit and risk committee - CFO;
- . Culture team - CPO;
- . ESG committee - CCRO;
- . Investment committee - COO.



Process to identify material impacts, risks and opportunities



Material impacts

ESRS Topic	Impact	Nature of the impact	Position in the value chain	Description of the impact
E1 Climate change and energy	GHG emissions production	Actual	Own operations value chain	Emissions from purchased energies on owned buildings; Emissions embedded in the construction of the new buildings; Emissions embedded in the use-phase of sold buildings.
	Production of renewable energy	Actual (positive)	Own operations value chain	Exploiting the potential of installing renewable energy sources.
E3 Water & Marine Resources	Impact on water availability	Actual	Own operations value chain	Water consumption during: <ul style="list-style-type: none"> • owned & sold buildings use-phase; • construction phase of new development projects: the production of construction materials & construction process.
E4 Biodiversity & Ecosystems	Land-use change - greenfields, forests, arable land	Potential	Own operations	Risk of conversion of arable land of high quality in new development, conversion of forests or biodiversity-sensitive areas in new development.

E5 Circular economy	Use of materials	Actual	Own operations upstream	Use of resources for owned buildings operation & maintenance; Use of materials for construction and renovations.
	Waste generation	Actual	Own operations value chain	Production of operational waste from own activities; Production of operational waste by tenants; Production of construction waste.
S1 Own workforce	Working conditions of own employees	Actual	Own operations	Impacts on own workforce connected with adequate wages, work-life balance, health & safety, etc.
	Equal treatment and other work-related rights	Potential	Own operations	Employees may face unequal treatment.
S2 Workers on the value chain	Working conditions of workers in the value chain	Actual	Value chain	Impacts on workers in the value chain connected with adequate wages, work-life balance, health & safety, etc.
	Equal treatment and other work-related rights of workers in the value chain	Potential	Value chain	Workers of suppliers can be at risk of violation of human and working rights (especially suppliers further up the supply chain in countries outside of the EU).
S3 Affected communities	Impacts on local communities	Actual	Own operations value chain	Impacts on community life through new development in the vicinity.

S4 Consumers & End-Users	Impacts on end-users of buildings	Actual	Own operations	Inner environment of owned and sold buildings influencing health and safety of end-users.
G1 Business conduct	Corporate culture	Potential	Own operations	Lack of business conduct policies can have a negative impact on different stakeholders.
	Whistleblowers protection	Potential	Own operations value chain	Whistleblowers may face retaliation for reported issues.
	Payments to suppliers	Potential	Own operations	Late payments to SMEs can have negative impacts on their economical sustainability.
	Corruption	Potential	Own operations	Corruption may be related to the use of land and urban development plans regulated by government agencies.

02. Environmental information

To set standards for new construction we closely collaborate with Czech Green Building Council (CZGBC).

At CRESTYL, our commitment to environmental stewardship and the enhancement of public spaces has always been a core priority. We strive to minimize the environmental impact of our buildings throughout their entire life cycle—starting with the careful selection of locations, with a strong focus on revitalizing brownfield sites.

Sustainability is embedded in every phase of our project development. We make deliberate choices in design, materials, and technologies to reduce greenhouse gas emissions

and promote long-term resilience. To meet our environmental goals, we are integrating low-carbon technologies across all building components, implementing carbon retention solutions, and prioritizing energy, material, and water efficiency.

We also aim to extend the lifespan of our buildings through thoughtful renovation and smart demolition practices. Beyond construction, we actively engage with our communities and tenants to foster environmentally responsible behavior. Through initiatives such as educa-

tional content in our community magazine, green leasing programs, and knowledge-sharing activities, we promote waste reduction, recycling, energy conservation, water efficiency, and pollution mitigation.

These efforts not only enhance the well-being of our communities but also significantly reduce our overall environmental footprint. At CRESTYL, we believe that by prioritizing sustainability and cultivating a culture of environmental responsibility, we can create a meaningful and lasting impact on the world around us.

Climate change



MDR-P,
E1-1,
E1-2,
E1-3
3-3

In 2023, we made a general commitment to achieve climate neutrality by 2050 and adhere to the Green Building Principles set by the World Economic Forum.

Policies

Our primary objective is to reduce CRESTYL's carbon footprint and mitigate climate-related risks to our business. We aim to achieve this by designing low-carbon, resilient buildings that are energy-efficient and powered by renewable sources. All new developments and major renovations will minimise embodied carbon and offset any residual upfront emissions. In cases where inefficient assets are acquired, tailored renovation or redevelopment plans will be implemented to improve energy performance, with all renovated buildings achieving an EPC rating of 'C' or better².



² Certain buildings may not be eligible for certification due to their specific characteristics, such as historical buildings NR7 and Palace Savarin.

Targets

We are firmly committed to fully decarbonizing our entire portfolio by 2050, in alignment with the 1.5°C climate scenario, taking into account the real estate sector specifics and available technologies. Achieving this goal requires a deep understanding of both direct and indirect emission sources to prioritize actions and implement an effective net-zero strategy.

To support this transition, we are developing a comprehensive climate transition plan. As part of this effort, we have mapped our Scope 1 and Scope 2 emissions for the years 2023-2024, establishing a baseline that will guide the setting of measurable and achievable decarbonization targets.

Our Scope 3 emissions have already been defined, and we are currently evaluating software solutions capable of tracking carbon emissions across the full lifecycle of our projects. This process is closely integrated with our supply chain, including collaboration with designers, architects, and other key stakeholders.

By 2030, we aim for the energy efficiency of our portfolio to exceed the average required to meet both EU and national climate targets.

In order to achieve our targets related to climate change we plan to conduct the following steps:

- develop a detailed Climate Transition Plan with CRREM analysis and SBT initiative goals through the whole portfolio;
- implement an LCA analysis software to fully understand operational and embodied carbon emissions as well as other impacts on the environment and community;

- maximise 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);
- develop a strategy for off-site renewable energy production by 2030;
- reduce energy consumption (for example, common areas of shopping centres will not be heated anymore);
- 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;
- reduce embodied carbon in new constructions and renovations by achieving our goals in the field of resource use and circular economy.

In the Czech Republic all new buildings that are already under construction or planned to be constructed will have an EPC of at least “B”.





In Poland all new buildings that were constructed in 2023 or that are currently under construction have an average energy efficiency of 77 kWh/(m²year), in 2024 – 72.5 kWh/(m²year).

Three of our residential developments achieved outstanding energy performance, with non-renewable primary energy demand (EP) values below 60 kWh/(m²/year).

Such low EP values mean that buildings require less energy for heating, ventilation, and hot water — translating into lower utility bills for residents and a reduced climate impact throughout the building's life cycle.

These include:

- Wiślany Mokotów VIII (Warsaw) – 54.8 kWh/(m²/year),
- Aalto (Gdańsk) – 55.97 kWh/(m²/year),
- Wiślany Mokotów Villas (Warsaw) – 58 kWh/(m²/year).

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.



Actions and plans

We continuously update our digital systems to improve monitoring and regulation of energy consumption across individual appliances, including HVAC, air conditioning, and charging stations. This enables efficient electricity distribution, even in cases of limited grid capacity.

To ensure continuous improvement, we monitor and evaluate the carbon footprint of each project annually and conduct internal energy efficiency audits.

For each new project, we assess its potential alignment with EU Taxonomy criteria, aiming to increase contributions to climate change mitigation. Where full alignment is not feasible, we apply the Do No Significant Harm (DNSH) criteria to ensure environmental sustainability remains a priority.

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



Smart design and renewable energy solutions at Dornych

The Dornych project incorporates energy-saving lighting and an advanced architectural concept that, combined with the use of ground-source heat pumps, is expected to reduce energy consumption by up to 40% compared to similar mixed-use buildings in CRESTYL's portfolio.



Case study

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BOKA Pankrác – Advancing Energy Efficiency in Urban Development



Case study

The BOKA Pankrác project exemplifies CRESTYL's commitment to climate-conscious development and energy innovation. Designed as an energy-efficient, mixed-use building, BOKA Pankrác integrates modern technologies with practical solutions to reduce its environmental footprint.

Key energy features include:

- Alternative energy sources for heating and cooling, reducing reliance on fossil fuels.
- Photovoltaic panels installed on the roof to generate clean electricity and enhance energy self-sufficiency.
- Smart energy systems that combine functionality with sustainability, ensuring optimal performance and reduced operational costs.

Through these measures, BOKA Pankrác contributes to CRESTYL's broader climate strategy by lowering greenhouse gas emissions and promoting renewable energy use in urban environments.

BOKA

On-site renewable energy systems in Poland

Across four of our developments - Dolina Prądnika & Kołatajówka (Kraków), Aalto (Gdańsk), and Przy Unii II (Poznań) — we are preparing to implement on-site renewable energy systems which will allow residents to benefit from clean, locally produced electricity. These solutions reduce dependence on fossil fuels and ensure more stable energy costs for households.



Case study

Green electricity in Poland

Nine of our construction sites - including Przy Unii II & Dmowskiego (Poznań), Prystora & Via Familia (Warsaw), Kołatajówka (Kraków), Nowy Grabiszyn VII and VIII (Wrocław), and Aalto (Gdańsk) - are already powered 100% by electricity from certified renewable sources supplied by our energy providers. This shift toward green energy supports the decarbonisation of the construction process and aligns with national and EU climate goals.



Case study

Low-emission concrete at Via Familia: Cutting carbon without compromising performance

One of the key ways Spravia reduces its environmental impact is by using low-emission concrete. In the Via Familia project in Warsaw, this solution significantly reduced the carbon footprint associated with the construction process. Compared to conventional concrete, low-emission variants generate fewer greenhouse gas emissions during production and curing. As a result, we are able to deliver the same structural performance while drastically lowering embodied carbon — a crucial factor in sustainable building.



Case study

None of the buildings already owned, under construction or planned to be built by CRESTYL is used or planned to be used to extract, store, process or transport fossil fuels.

CRESTYL recognizes the pivotal role transportation plays in advancing sustainable urban development. 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.

Our site selection strategy prioritizes accessibility, with a strong focus on proximity to public transportation. In Prague, for instance, our developments are purposefully located within a five-minute walking distance of metro stations, ensuring convenient and sustainable mobility options for both residents and tenants.

Moreover, we hope that the amenities for cyclists (a local bike storage facility, individual bike lockers, racks, and bike repair points) may encourage some residents to invest in a bike and change their transportation habits.



Smart infrastructure for sustainable commuting and electric mobility

Our residential and mixed-use projects are designed to encourage low-emission commuting and active lifestyles. Developments such as Dornych and BOKA Pankrác feature infrastructure that supports electric mobility, including fast-charging stations for electric vehicles and e-bikes. To further promote cycling, we provide ample bike storage and underground parking, along with facilities like showers and changing rooms for office users. These features reflect our commitment to integrating sustainable transport solutions into everyday urban living.

MDR-M
E1-5
E1-6

GRI
301-1
302-2
302-3

Metrics

Energy consumption and mix	2024
1. Fuel consumption from coal and coal products (MWh)	0
2. Fuel consumption from crude oil and petroleum products (MWh)	1,360.94
3. Fuel consumption from natural gas (MWh)	0
4. Fuel consumption from other fossil sources (MWh)	0
5. Consumption of purchased or acquired electricity, heat, steam and cooling from fossil fuels (MWh)	18,652.39
Electricity	10,935.46
Heat	7,716.93
6. Total fossil energy consumption (MWh)	20,013.33
Share of fossil sources in total energy consumption (%)	96.29
7. Consumption from nuclear sources (MWh)	0
Share of consumption from nuclear sources in total energy consumption (%)	0
8. Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0

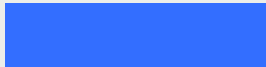
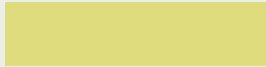
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	771.1
10. The consumption of self-generated non-fuel renewable energy (MWh)	0
11. Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	771.1
Share of renewable sources in total energy consumption (%)	3.71
Total energy consumption (MWh) (calculated as the sum of lines 6 and 11) associated with activities in high climate impact sectors (NACE F41 - Construction of buildings)	20,784.43
Energy intensity per net yield	2024
Total energy consumption of activities in high climate impact sectors per net income from activities in sectors with a high climate impact (NACE F41 - Construction of buildings)	X MWh / thousand CZK

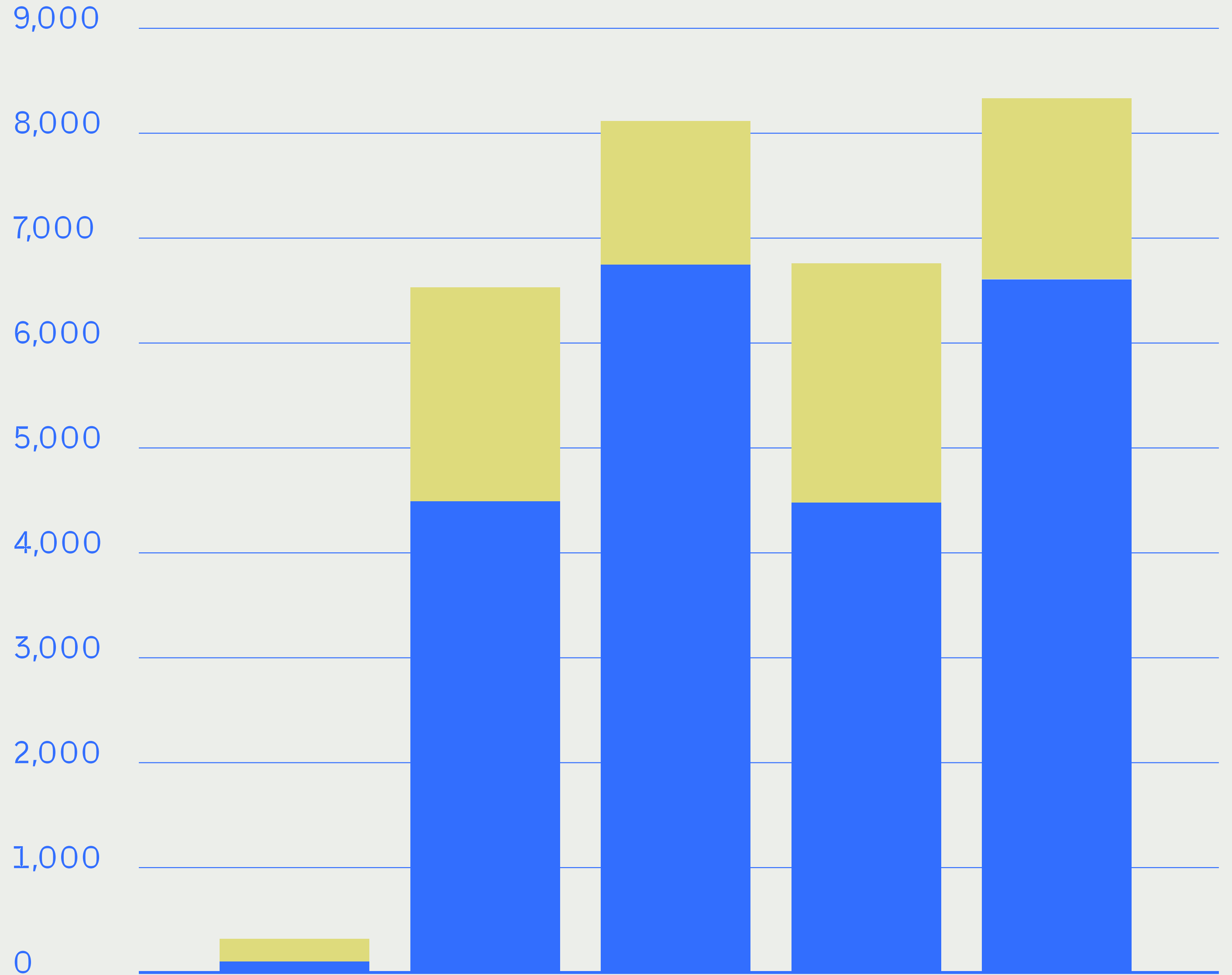
GRI
305-1
305-2

GHG emissions, tCO₂eq

GHG emissions, tCO ₂ eq	Czech Republic	Poland	Total
Scope 1 GHG emissions	61.70	258.66	320.36
Scope 2 GHG emissions	-	-	-
Gross location-based Scope 2 GHG emissions	4,506.48	2,082.56	6,589.04
Gross market-based Scope 2 GHG emissions	6,644.90	1,535.26	8,180.16
Total GHG emissions			
Total GHG emissions Scope 1+2 (location-based)	4,568.18	2,341.22	6,909.40
Total GHG emissions Scope 1+2 (market-based)	6,706.60	1,793.92	8,500.52

In 2024, the Crestyl's greenhouse gas (GHG) emissions, calculated according to the GHG Protocol under operational control for all managed properties and company vehicles, were 320.36 t CO₂e for Scope 1, covering direct emissions from fuel consumption in company vehicles. Scope 2 emissions amounted to 6,589.04 t CO₂e on a location-based basis and 8,180.16 t CO₂e on a market-based basis, reflecting indirect emissions from purchased electricity and heat. Total GHG emissions for Scope 1 and 2 were 6,909.40 t CO₂e location-based and 8,500.52 t CO₂e market-based.

 Crestyl
 Spravia



Methodology for GHG Emissions Reporting (Scope 1 & 2)

Standard:

GHG Protocol Corporate
Accounting and
Reporting Standard

Organizational boundaries

GHG Protocol Corporate
Accounting and
Reporting Standard

Scope 1

Direct emissions

- Fuel consumption in company vehicles only.
- No stationary sources, process emissions, or refrigerant leaks.
- Emission factors from DEFRA.

Scope 2

Indirect emissions
(purchased energy)

- Electricity and heat in company-managed buildings.
- Electricity:
 - Location-based: national grid average
 - Market-based: residual mix (AIB)
- Heat: national emission factors from ecoinvent (supplier-specific data not available).

Limitations

- Heat emissions use average factors due to lack of supplier data.
- Process emissions and refrigerant leaks are not included.

Water



MDR-P
E3-1
GRI
303-1
303-2

Policies

At CRESTYL, we prioritize the protection and preservation of water resources. Our aim is to prevent negative impacts on water quality and to mitigate environmental degradation risks, ensuring good water status and ecological potential. CRESTYL is committed to promoting sustainable water use across its commercial properties.

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 the 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 maximising the use of rainwater.



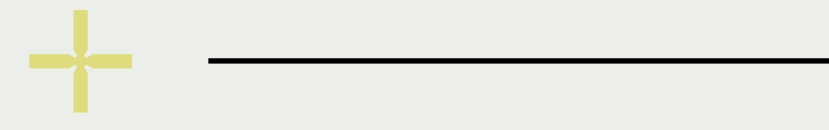
Actions and plans

All water appliances installed in our buildings utilize advanced technologies that meet the EU Taxonomy's "Do No Significant Harm" (DNSH) criteria for the sustainable use and protection of water and marine resources. These systems are designed to optimize water flow rates, reduce overall consumption, and minimize wastewater generation.

In addition, we recognize rainwater as a valuable natural resource. All newly developed buildings will incorporate rainwater harvesting systems, including retention tanks that collect and store rainwater for reuse. This water will be used for irrigating green spaces and flushing toilets, contributing to reduced demand on municipal water supplies and enhancing the sustainability of our developments.

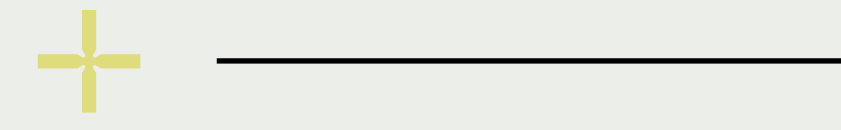


Measurable strategies for water retention:



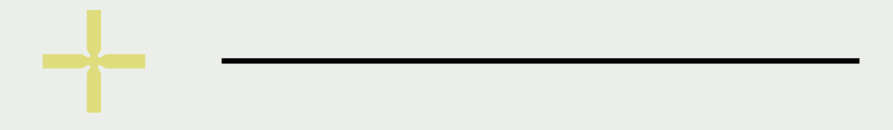
01. Green Roofs

vegetated roofs systems that absorb rainwater.



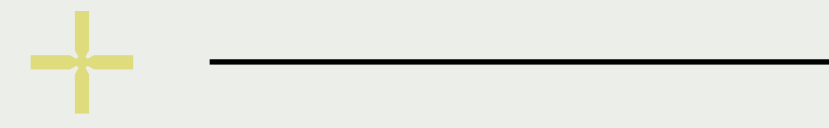
02. Rain Gardens

planted vegetation that allows runoff from impervious urban areas to be absorbed.



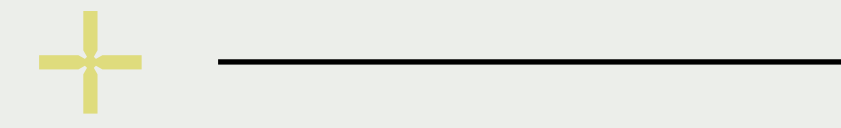
03. Permeable Pavements

surfaces that allow water to flow through them and be absorbed in the soil.



04. Detention Basins

structures that are designed to hold runoff temporarily and release it at controlled rates or to evaporate.



05. Material Selection

choosing materials to optimize water collection and natural irrigation.

The Dornych project will fully utilise rainwater for irrigation and toilet flushing, contributing to efficient water management and sustainability.

BOKA Pankrác project will feature both retention and accumulation tanks, enabling rainwater to be reused for irrigation and toilet flushing, further enhancing resource efficiency.



Case study

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We will carry out an Environmental Impact Assessment (EIA) for most projects, including a water impact assessment and measurement. This proactive approach will help us identify potential challenges and implement appropriate measures to mitigate them, safeguarding water resources.

Monitoring water usage in our commercial buildings during occupancy and development is a key priority.



Metrics

Water consumption by Crestyl Group, m³/year

Indicator	Crestyl (CR)		Spravia (PL)		Total	
	2023	2024	2023	2024	2023	2024
Total water consumption	42,169.2	-	17,712.2	13,088.6	59,881.4	-
Water consumption in company's offices ³	0	0	803.4	733.8	803.4	733.8
Water consumption in commercial buildings rented	24,454.2	-	-	-	24,454.2	-
Water consumption during construction	17,715.0	-	16,908.8	12,354.8	34,623.8	-

³ Company's offices in the Czech Republic are located in buildings owned by Crestyl Group, so the water consumption is accounted for by all commercial buildings rented.

Biodiversity and Ecosystems

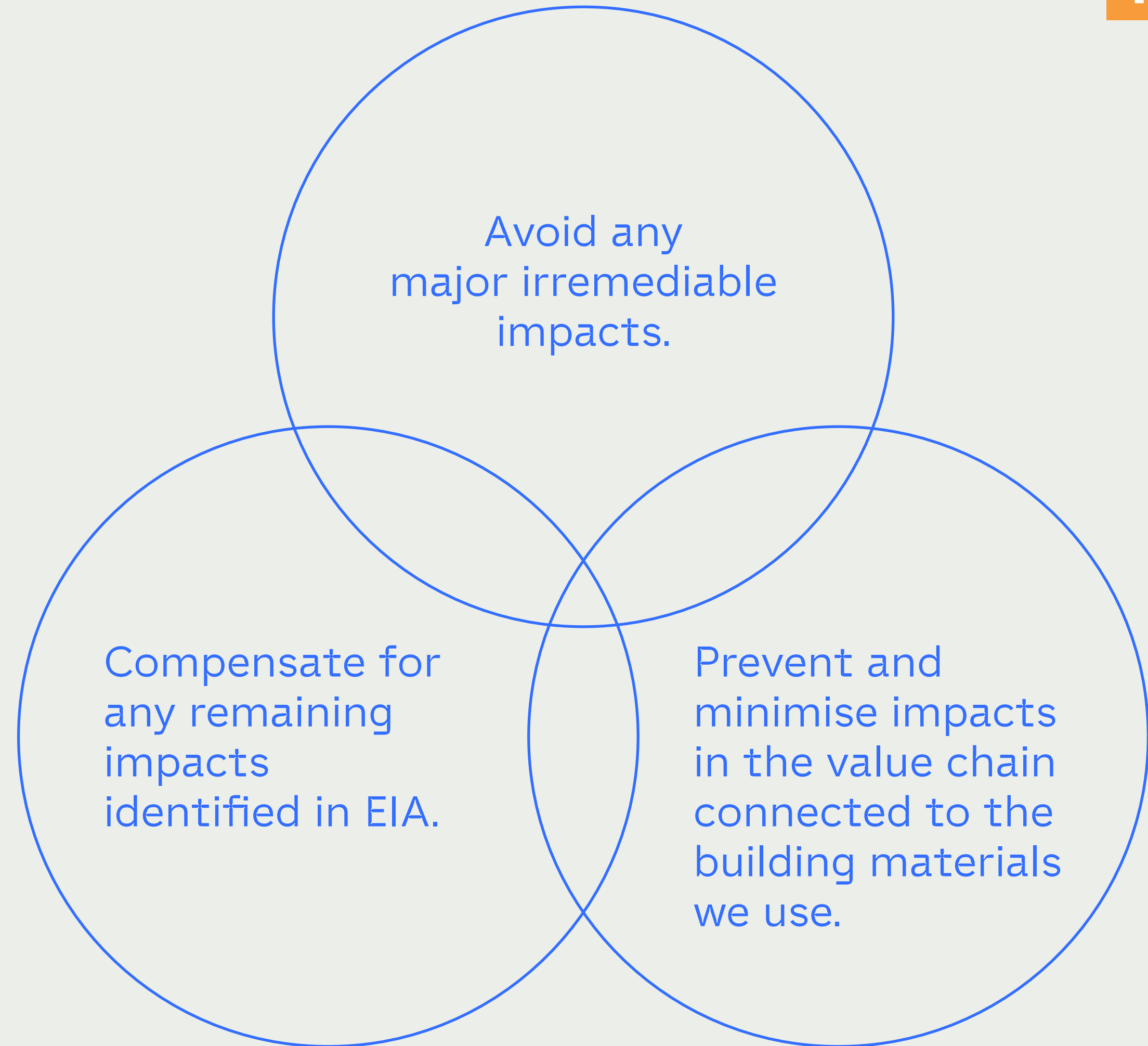


MDR-M
E4-2
GRI
304-2

Policies

At CRESTYL, we recognize the vital importance of biodiversity and healthy ecosystems to the well-being of our communities and the planet. We are actively engaged in preserving natural habitats, restoring ecological balance, and enhancing biodiversity in the areas where we operate.

We are committed to identifying, preventing, and mitigating any adverse impacts on biodiversity that may arise from our activities—particularly in relation to new development projects. Through responsible planning and collaboration with environmental experts, we strive to ensure our operations contribute positively to the natural environment. This commitment has three aspects:



Actions and plans

At CRESTYL, we prioritize the transformation of brownfield sites into vibrant, livable spaces, thereby minimizing the need to convert greenfield land. When redevelopment of brownfields results in biodiversity loss, we assess the impact and provide appropriate compensation to restore ecological balance.

In cases where brownfield redevelopment is not feasible, we take a precautionary approach to land conversion. We avoid disturbing biodiversity-sensitive areas, including forests, habitats of endangered species, and locations of recognized high biodiversity value. Where small-scale conversion is unavoidable, we ensure full compensation by recreating equivalent habitats nearby.

We also refrain from converting arable and crop land with high soil fertility (classified under protection classes I and II of the agricultural land fund), as well as land with significant below-ground biodiversity.

Our developments aim to preserve and enhance the natural landscape. We reclaim formerly contaminated areas for ecological and community use by integrating green spaces—such as green roofs, native vegetation adapted to local fauna, and thoughtfully designed parks. We design external parking spaces as partially grassy, increasing the retention and share of biologically active surfaces. These green elements, created in collaboration with leading landscape architects, not only support biodiversity but also help mitigate the urban heat island effect, improving overall urban resilience.

We actively practice water-efficient techniques to limit watering. Additionally, we educate and engage local users to appreciate and benefit from the green spaces we create.



In the past, we
decontaminated
and remediated

37,000 m²

of lagoons

excavated

25,000 tons

of
contaminated
sludge

and extracted

9.2 tons

of lead

resulting in a

20,000 m³

increase in the
retention capacity
of the lagoons.

The next phase of family housing development in Vysoký Újezd has been designed with respect for residents' privacy and harmony with the natural environment.

Each plot is surrounded by greenery, with tree-lined streets and grassy verges enhancing the landscape. To further support local biodiversity, more than 1,200 trees have been planted across the municipality.



Case study

 **VYSOKÝ ÚJEZD**
U PRAHY

Aalto: 70% green surface for biodiversity, comfort, and climate resilience.

A standout feature of the Aalto project in Gdańsk is that 70% of the site is biologically active surface — a rare achievement in urban residential development. This not only enhances biodiversity but also improves microclimate, supports natural rainwater absorption, and creates attractive green areas for everyday use. Residents benefit from lush, landscaped spaces that are not only beautiful but also functional - cooling the surroundings in summer and reducing noise pollution.



Case study

Designing for Biodiversity and Natural Harmony

Our residential developments in Poland are thoughtfully designed to coexist with nature and promote biodiversity. Guided by principles of sustainable development, we maximize green space across projects — from green roofs to unfenced landscapes that encourage openness and ecological integration.

Green areas feature a rich mix of ornamental grasses, shrubs, perennials, and trees, including anti-smog species and pollinator-friendly plants. These selections ensure vibrant colors from early spring to late autumn, while supporting local bird and insect populations.

Inspired by natural landscapes like the Vistula and Białucha rivers, our internal greenery offers a naturalistic feel, enhanced by irrigation systems and meandering walking paths. These biodiverse environments not only enrich the residents' experience but also contribute to healthier urban ecosystems.



Case study

In 7 projects under construction in Czech Republic by Crestyl, cca

36%

of the total land area will be covered by vegetation.

In 24 projects under construction in Poland by Spravia, cca

37%

of the total land area will be covered by vegetation.

In 2024, we started applying a set of sustainable site selection criteria to guide our development projects. These criteria help us make more environmentally responsible decisions from the very start of each project.

We will carry out an Environmental Impact Assessment (EIA) for most projects, including a biodiversity assessment and measurement to determine any possible need for compensation measures. We will identify opportunities to improve ecosystem functions (e.g., by creating new habitats and bio corridors) in and around the development sites.

We plan to introduce ecological green space management practices: adjustment of the frequency of mowing, gradual elimination of the use of phytosanitary products.

Crestyl will also work closely with nature conservation professionals and NGOs to adopt and implement best practices in biodiversity protection.





Resource Use and Circular Economy

MDR-P
MRD-A
E5-1
E5-2

GRI
306-1
306-2

Policies

CRESTYL is committed to reducing its reliance on emissions-intensive and scarce primary materials by increasing the use of bio-based, recovered, and recycled alternatives. This commitment extends to implementing materially efficient construction practices and designing buildings for adaptability, reconstruction, or deconstruction at the end of their lifecycle.



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.

To support this goal, CRESTYL will develop a comprehensive materials strategy by 2028. This strategy will focus on minimizing embodied carbon in new developments and mitigating negative impacts across the value chain. Key components will include:

+

Maximizing the use of quality, low-carbon, recycled and recyclable, bio-sourced and health-friendly materials in construction.

+

Using only wood, wood fibres or wood particles that have sustainable forest management certification (for example FSC).

+

Excluding materials with severe environmental or social impacts.

+

Promoting recycling and reuse of materials at the end of building life.

+

Ensuring traceability of construction materials, enabling assessment of upstream impacts and prioritization of mitigation actions.

As part of the strategy development, CRESTYL completed an in-depth review of its current practices. This review identified key opportunities to expand circular economy principles in future projects, including enhanced material efficiency, increased reuse and recycling, further waste minimization, and reduction of embodied emissions.

CRESTYL is committed to optimising waste management and reducing resource consumption across all construction, renovation, and demolition activities. To ensure consistent implementation, a dedicated waste management plan will be adopted for every project. Additionally, a pre-demolition audit will be conducted for all renovation and demolition works to identify opportunities for reuse and recycling.

In alignment with the EU Construction and Demolition Waste Management Protocol, CRESTYL follows selective demolition practices that enable the safe handling of hazardous substances and support high-quality recycling. All construction, demolition, and excavation waste generated on-site will be managed in accordance with the EU protocol checklist, ensuring compliance and promoting circularity.

MDR-M
E5-3

Targets

At least 50% (by weight) of the non-hazardous construction and demolition waste generated on the construction sites will be prepared for reuse, recycling, and other material recovery by 2025.



MDR-M
E5-4
GRI
301-1
301-2

Resource inflows

Materials used for construction and major renovations by CRESTYL in 2023

Indicator	Crestyl (CR)	Spraviva (PL)	Total
Overall total weight of products and technical and biological materials used, tonnes	47,969	16,060,890	16,108,859
Repurposed/reused materials, kg	10	n/a	n/a
Recycled materials, kg	3.2	n/a	n/a

Certified timber for ethical and sustainable construction.



We pay special attention to the origin of our building materials. All timber used on our construction sites comes from legally sourced and responsibly managed forests, holding FSC (Forest Stewardship Council) or equivalent certification. Choosing certified wood supports global efforts to combat illegal logging, protect biodiversity, and uphold the rights of forest communities. For future residents, this means their apartments are built with materials that meet the highest ethical and ecological standards.

MDR-M
E5-5

Resource outflows - products

We focus on designing buildings that are adaptable and easy to deconstruct, ensuring long-term sustainability and reduced environmental impact.

We will undertake a Life Cycle Assessment (LCA) for most new projects from 2025 in accordance with EN 15978, covering each stage in the life cycle, and make the results publicly available. Buildings' End-of-Life phase and the reuse or recyclability of used materials will be monitored.

MDR-M
E5-5

GRI
306-3
306-4
306-5

Resource outflows - waste

In 2024, 14.1% of waste generated during development of new buildings by Crestyl Group was recycled. In the Czech Republic this share was 84%. The amount of hazardous waste was 0 in 2023-2024.



Waste generated by Crestyl Group in 2024, tonnes

Indicator	Waste from owned or rented buildings			Waste from development of new buildings			Waste from operations, total		
	Crestyl CR)	Spravia (PL)	Total	Crestyl (CR) ⁴	Spravia (PL)	Total	Crestyl (CR)	Spravia (PL)	Total
Total amount of waste generated	112.9	18.1	131.0	514.4	4,063.3	4,577.7	627.3	4,081.4	4,708.7
Amount of hazardous waste	0	0	0	0	0	0	0	0	0
Amount of non-hazardous waste	112.9	18.1	131.0	514.4	4,063.3	4,577.7	627.3	4,081.4	4,708.7
recovery	23.8	0	23.8	503.0	118.5	621.5	526.8	118.5	645.3
preparation for reuse	0	0	0	0	118.5	118.5	0	118.5	118.5
recycled	23.8	0	23.8	503.0	0	503.0	526.8	0	526.8
other recovery operations	0	0	0	0	0	0	0	0	0
directed to disposal	89.1	18.1	107.2	11.4	3,924.7	3,936.1	100.5	3,942.8	4,043.3
incineration	89.1	n/a	n/a	11.4	0	11.4	100.5	n/a	n/a
landfill	0	n/a	n/a	0	3,924.7	3,924.7	0	n/a	n/a
other disposal operations	0	n/a	n/a	0	0	0	0	n/a	n/a
Total amount of non-recycled waste	89.1	18.1	107.2	11.4	3,924.7	3,936.1	100.5	3,942.8	4,043.3
Percentage of non-recycled waste	78.9%	100%	81.8%	2.2%	96.6%	86.0%	16.0	96.6%	85.9%

⁴ The data relates to the construction of two buildings in the Hagibor project. For the other buildings, either no waste has been generated yet, or the data has not yet been collected.

Waste management at Dornych project

At CRESTYL, we view waste as a resource. Our approach ensures that materials are not discarded but reintegrated into the value chain, supporting both environmental sustainability and responsible urban development.

From the demolition of a large-scale commercial building, approximately 95,000 tons of debris were transported for recycling. Notably, 90% of all demolition material was successfully recycled—an exceptional achievement in the Czech context.

In addition, 100% of the excavated soil, totaling around 247,000 cubic meters, will be reused. A portion of this material will be reintegrated directly into

the construction of the new development, while the remainder will be repurposed for other projects. This comprehensive reuse strategy reflects our commitment to minimizing landfill waste and maximizing resource efficiency.

Initial sorting of materials began on-site at Dornych, where coarse separation was conducted. The materials were then transported to the specialized recycling center, equipped with advanced technologies for further processing. Construction waste was meticulously sorted and crushed into appropriate fractions, which are then used in embankments, drainage systems, soil stabilization, structural layers, concrete mixtures, and landscaping.

Additionally, the existing structure of the shopping center contained several usable items that were still in good condition. Rather than disposing of them irresponsibly, we offered functional equipment—such as sanitary fixtures, doors, and lighting—to the public for a symbolic fee.



Case study

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03. Social information

At Crestyl, the protection and promotion of human rights are fundamental to our values and business practices. We are firmly committed to upholding human rights across all aspects of our operations, in accordance with the United Nations Guiding Principles on Business and Human Rights. This includes a zero-tolerance approach to trafficking, forced labor, child labor, and all forms of discrimination.

Our responsibility extends throughout our entire value chain—from our direct employees to construction workers employed by general contractors, service providers' personnel, communities impacted by our developments, and users of our buildings. We actively work to ensure fair and safe working conditions, and we implement robust systems to monitor and support human rights compliance.

By embedding these principles into our operations, we strive to cultivate a culture of respect, equity, and dignity for everyone connected to Crestyl.



Own workforce



MDR-P
MDR-A
S1-1
S1-2
S1-3
S1-4

Employee policies

At Crestyl, our employees are at the heart of everything we do. We view them not just as colleagues, but as valued members of the Crestyl family. We are committed to fostering a flexible and supportive work environment that promotes work-life balance, personal well-being, and professional fulfillment.

Our ambition is to be recognized as an employer of choice in the development, asset management, and property management sectors. To achieve this, we focus on attracting and retaining top talent who share our values and vision. We provide good working condi-

tions, flexible arrangements to accommodate diverse needs, and an open, inclusive culture.

Our internal policies—such as our Health and Safety Policy, Compliance Policy, and Code of Ethics—form the foundation of our employee relations and ensure a safe, respectful, and ethical workplace.

We strive to build a culture of high engagement, where employees are empowered to bring their best selves to work. This culture is driven by meaningful work, supportive leadership, opportunities for growth, and a shared sense of purpose. We encourage learning from mistakes, taking pride in achievements, and aligning with Crestyl's strategic goals and values.

Teamwork and collaboration are central to our approach. We nurture a caring, team-based culture built on mutual trust and strong interpersonal relationships. Cross-functional collaboration is actively encouraged, enabling individuals with diverse skills to support and learn from one another.

Our offices are thoughtfully designed to meet the highest standards of comfort and functionality, ensuring that employees feel welcomed, engaged, and inspired. We are committed to fostering a sense of belonging and ensuring equal treatment, fair access to opportunities, and inclusive practices for all.

S1-6
GRI
405-1

Crestyl Group employees⁵

Number of employees (head count)

Crestyl (CR)		Spravia (PL)	
--------------	--	--------------	--

2023	2024	2023	2024
------	------	------	------

86	104	165	206
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Crestyl Group employees⁶ at 31.12.2024 by gender

Number of employees (head count)

Crestyl (CR)		Spravia (PL)	
--------------	--	--------------	--

Male	Female	Male	Female
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41	63	86	120
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5 Data is expressed in the number of persons at the end of the reporting period.

6 Data is expressed in the number of persons at the end of the reporting period.



Crestyl Group employees by contract type at 31.12.2024

	Female	Male	Total
--	--------	------	-------

Number of employees (head count)

Crestyl (CR)	63	41	104
Spravia (PL)	120	86	206
Total	178	128	306

Number of permanent employees (head count)

Crestyl (CR)	62	41	103
Spravia (PL)	120	86	202
Total	177	128	305

Number of temporary employees (head count)

Total	1	0	1
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Number of non-guaranteed hours employees (head count)

Total	0	0	0
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Number of full-time employees (head count)

Crestyl (CR)	58	41	99
Spravia (PL)	120	86	206
Total	173	128	301

Number of part-time employees (head count)

Crestyl (CR)	6	0	6
Spravia (PL)	2	0	2
Total	8	0	8

S1-7

Total number of non-employees in the enterprise's own workforce, i.e. persons who have a contract with the enterprise to provide labour ('self-employed') at 31.12.2024

Crestyl (CR)	Spravia (PL)	Total
0	17	17

GRI
401-1

Total number of employees who left the enterprise during the 2024

Female	7	9	16
Male	3	10	13
Total	10	19	29

Turnover rate
of employees
in 2024 in
Crestyl (CR) was,

9.5%

in Spravia (PL)

10.2%

In 2024, the company saw an increase in employee recruitment, driven by the expansion of operational activities. Within Spravia, we began implementing comprehensive construction management practices, which necessitated strengthening our technical departments with additional qualified personnel.

Total number of newly hired employees by gender during the 2023

Gender	Crestyl (CR)	Spravia (PL)	Total
Female	6	12	18
Male	2	13	15
Total	8	25	33

Total number of newly hired employees during the 2024

Gender	Crestyl (CR)	Spravia (PL)	Total
Female	10	31	41
Male	2	27	29
Total	12	58	70

S1-12

Persons with disabilities

Percentage of persons with disabilities among own-employees in Crestyl (CR) was

0%

in Spravia (PL)

0%

Diversity and Equality, and Inclusion

Crestyl's Equality, Diversity, and Inclusion (EDI) Policy reinforces our commitment to fostering a respectful, inclusive, and equitable workplace for all employees. This policy applies across the entire organization and establishes a clear framework for ensuring equal opportunities, regardless of background, identity, or personal circumstances.

The EDI Policy explicitly prohibits all forms of discrimination, including direct and indirect discrimination, harassment, and victimization. We have established clear reporting channels for any violations, including direct managers, the Head of Compliance, and a confidential whistleblowing mechanism. We maintain a strict non-retaliation policy to protect individuals who report concerns or participate in investigations.

To support the implementation of this policy, we provide regular training on human rights, diversity, and equal opportunity principles. Our goal is to create an environment where every individual feels valued, respected, and empowered to thrive.

We are committed to equal treatment and fair access to opportunities and resources for all employees, including individuals with disabilities. We actively promote diversity across nationalities, age groups, and gender, and we strive to attract top talent from a wide range of backgrounds and experiences.

Crestyl is dedicated to increasing workforce diversity, with a particular focus on age inclusion and the employment of individuals with disabilities. Our job advertisements explicitly welcome candidates with disabilities, and our buildings, including the Dock area, are designed to be fully accessible to wheelchair users.

We also aim to ensure gender equality in management positions. If female representation falls below 40%, we will investigate the underlying causes and implement corrective action plans to address the imbalance.

At Crestyl, we believe that diversity and inclusion are key drivers of innovation and success. We support diversity not only in gender and age but also in employment types and contract structures. By fostering a collaborative, inclusive culture, we empower our teams to bring unique perspectives and creative solutions to our business.

Diversity metrics

Representation of women and men in top management in 2024⁷

Gender	Crestyl (CR) ⁸		Spravia (PL)		Total	
	Number	Share (%)	Number	Share (%)	Number	Share (%)
Female	1	20	1	25	2	22.2
Male	4	80	3	75	7	77.7
Total	5	100	4	100	9	100

Distribution of Crestyl Group employees by age groups in 2023

Age of employees	Crestyl (CR)		Spravia (PL)		Total
under 30 years old	8		38		46
30–50 years old	57		95		152
over 50 years old	21		32		53

Distribution of Crestyl Group employees by age groups in 2024

Age of employees	Crestyl (CR)		Spravia (PL)		Total
under 30 years old	10		35		45
30–50 years old	71		135		206
over 50 years old	23		34		57

⁷ i.e. 2 levels below administrative and supervisory authorities

⁸ Includes employees at the CZ Board level who manage the operations of Crestyl real estate, s.r.o. and Facility Pro s.r.o.

Fair Employment and Equal Pay

At Crestyl, we are committed to attracting and retaining top professionals—women and men of all age groups, backgrounds, and areas of expertise—across all levels of the organization. We ensure equal conditions, opportunities, and remuneration for all employees, in line with our core values of fairness and inclusion.

S1-10

All Crestyl Group employees (100%) are paid an adequate wage.

We strictly adhere to the principle of “equal pay for equal work” and are taking active steps to ensure pay equity across the company. By the end of 2025, we will conduct a comprehensive gender pay gap analysis, identify potential contributing factors, and develop a targeted strategy and action plan to address any disparities. Where relevant, we will establish measurable, outcome-oriented targets to track progress.

In Poland, we have implemented a formal annual HR process that supports fair compensation practices. This process incorporates market salary benchmarking (available each March) and a structured merit cycle in April, ensuring that all employees receive competitive and appropriate remuneration based on performance and market standards.



Crestyl Group's approach reflects our broader commitment to equity, transparency, and accountability in all aspects of employment.

Social protection

All employees (100%) across the Crestyl Group are covered by comprehensive social protection, either through public programs or company-provided benefits. These safeguards are designed to support employees in the event of income loss due to significant life events, including:

1. illness;
2. unemployment;
3. work-related injury and acquired disability;
4. parental leave;
5. retirement.

GRI
404-2

Training and skills development

Crestyl is committed to ensuring that all employees are equipped with the knowledge and skills necessary to perform their roles safely, ethically, and effectively. Mandatory training—including Occupational Health and Safety (OHS), Personal

Protective Equipment (PPE), First Aid, GDPR, and the Code of Ethics—is provided through a dedicated web-based application managed by Crestyl real estate s.r.o. and Facility Pro s.r.o.



This platform enables employees to:

- Access and complete individual training modules.
- Take online assessments.
- Electronically sign certificates of completion.

All new employees are enrolled in the system on their first day and are required to complete the training immediately. Existing employees must repeat the training at regular intervals, with automated reminders and deadline tracking managed by the application. The HR department oversees compliance to ensure timely completion across the organization.

The training program is highly personalized. It typically entails an introductory session lasting about 1.5 hours, which includes Occupational Safety and Health (OSH) and Fire Safety training for new hires. Following this, specific roles have access to tailored coaching, English language courses, Excel training sessions, among other resources.

The average number of hours of training per employee that was offered to and completed by employees in 2024

Gender	Crestyl (CR)	Spraviva (PL)
Female	4	23.5
Male	4	23.5
Total	4	23.5

We also actively support the professional development of our officers, directors, and team leaders, including the enhancement of soft skills. Our current training offerings include the MBA in Real Estate from the University of Economics in Prague, and we plan to expand this portfolio to include more specialized programs tailored to managerial roles.

1000%

of Crestyl Group employees participated in regular performance reviews and career development in 2024.

In 2025, we will update our training policy, which outlines the training budget per employee and available learning opportunities based on role and position. As part of this update, we will establish a target to increase the annual average training hours per employee, reinforcing our commitment to continuous learning and development.



Work-life balance

At Crestyl, we prioritize creating optimal working conditions that enable our employees to maintain a healthy balance between their professional and personal lives. We are committed to supporting flexible work arrangements that respect individual circumstances and life strategies—particularly for employees with young children, people with disabilities, and those facing challenging health situations, including within their families.

We actively promote work-life balance, encouraging employees to dedicate time to themselves, their families, and their personal interests. To accommodate diverse needs, we offer a range of flexible working options, including:

- part-time employment;
- remote work (distance working);
- flexible working hours;
- shortened working hours on Fridays.

In accordance with Polish labor legislation, Spravia adheres to a maximum annual overtime limit of 400 hours, ensuring that employee workloads remain both sustainable and equitable. At Crestyl, overtime is not practiced, reflecting a strong commitment to work-life balance and responsible labor management.

In 2023, Crestyl introduced a formal Home Office Policy to reflect evolving work environments. This policy outlines clear conditions for remote work, ensuring that employees working from home maintain productivity, data security, and compliance with health and safety standards equivalent to those in the office.

We also conduct regular assessments of our workspaces to ensure that office environments meet the best practices and market standards in terms of comfort, design, and functionality. Our goal is to create a workplace where employees feel supported, engaged, and empowered to perform at their best.

Share of own workers
who exceed 48 hours
of work per week

in Crestyl (CR) was

0%

0%

in Spravia (PL).

S1-15
GRI
401-3

Work-life balance indicators in 2024

According to Czech and Polish law, all Crestyl Group employees are entitled to maternity, paternity and/or parental leave.

Work-life balance indicators in 2024	Crestyl (CR)	Spraviva (PL)
Percentage of employees entitled to take family-related leave	100%	100%
Total number of entitled employees that took family-related leave	14	38
male	1	14
female	13	24
Total number of employees that returned to work in the reporting period after parental leave ended	2	10
male	1	4
female	1	6
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	2	5
male	1	0
female	1	1
Return to work rate	33.3% ⁹	100%
Retention rate	100%	50%

9 4 additional employees who were due to return during 2024 have taken their 2nd parental leave.

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Health and safety

At Crestyl, the health, safety, and well-being of our employees are top priorities. We have implemented a comprehensive health and safety management system that applies to all individuals within our organization, ensuring that every workplace complies with relevant regulations and maintains high safety standards.

We actively encourage employees to contribute ideas for improving workplace safety and health protection. All proposals are professionally evaluated, and where appropriate, implemented to enhance our safety culture.

To promote physical health and well-being, we have established clear safety protocols and training programs. We also organize special Health Days, offering preventive services such as mole checks and spirometry screenings.

We are committed to identifying and addressing cases of excessive overtime, ensuring that employees receive the support they need to maintain a healthy work-life balance.

Our overarching goal is to maintain a zero incidence of work-related injuries and occupational illnesses, reflecting our dedication to creating a safe and supportive working environment for all.



S1-14
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403-9
403-10

Health and safety indicators

Health and safety indicators	Crestyl (CR)	Spraviva (PL)
Percentage of people in its own workforce who are covered by the undertaking's health and safety management system based on legal requirements and/or recognised standards or guidelines	100%	100%
Share of own employees trained in health and safety	100%	100%
Number of fatalities as a result of work-related injuries and work-related ill health	0	0
Number of recordable work-related accidents	0	1
Rate of recordable work-related accidents	0	3.24
Number of cases of recordable work-related ill health	0	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health ¹⁰	0	21

¹⁰ It concerns only working days.

Engagement with employees

At Crestyl, we are dedicated to cultivating a workplace culture grounded in open communication, employee engagement, and mutual respect. Each year, we conduct an employee satisfaction survey, which is reviewed by our internal Culture Team. Based on the insights gathered, the team proposes actionable initiatives to enhance employee experience and overall work environment.

We are also dedicated to maintaining a safe and confidential space where employees can raise concerns or express their needs directly with the HR department, ensuring that every voice is heard and respected.

Crestyl supports volunteerism and personal well-being by offering an additional allowance for employees to pursue leisure or community-focused activities of their choice.

In Poland, we maintain a formal cooperation agreement between management and the workers' council, promoting structured social dialogue. This includes regular information sharing and consultation with employee representatives, particularly before decisions on employment-related matters are finalized. The number of employee meetings has increased over the past year, reflecting our commitment to transparency and collaboration.

We fully respect freedom of association and do not interfere with the formation or operation of trade unions. In Poland we ensure:

- Unrestricted access for trade unions to company premises.
- Adequate time off for workers' representatives to perform their duties.
- Zero tolerance for any form of discrimination against trade union members or employee representatives.



Fostering a Culture of Engagement and Communication

The most recent survey highlighted a need for improved communication and access to information from leadership. In response, we introduced monthly employee breakfasts, where different teams present their current projects and activities. Additionally, our CEO and other C-level executives host quarterly breakfasts to share company updates, results, and strategic developments.

The survey also revealed a desire among employees to strengthen interpersonal connections. To support this, we organized small team-building events and introduced more informal, fun activities within the office. We also placed a strong emphasis on improving internal communication, including training sessions focused on effective use of Microsoft Teams. These efforts aim to encourage greater involvement, celebrate successes, and ensure transparency around ongoing projects and challenges.



S1-8
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407-1

Percentage of all employees covered by collective agreements in Crestyl (CR) was

0%

in Spravia (PL)

0.0%

The total percentage of employees who are represented by worker representatives - Crestyl (CR) was

0%

in Spravia (PL)

100%



Human rights

Crestyl maintains a zero-tolerance policy toward all forms of discrimination, violence, and harassment in the workplace. We are fully committed to respecting the human rights of all employees, guided by international standards and national legislation, including the ILO Standards on Equality of Opportunity and Treatment and all applicable Czech laws.

Our approach to preventing discrimination is aligned with key EU and UN frameworks, including:

- The European Union's Gender Equality Strategy 2020–2025,
- Broader EU anti-discrimination initiatives,
- The UN Sustainable Development Goals, particularly:
 - o Goal 5 – Gender Equality,
 - o Goal 8 – Decent Work and Economic Growth,
 - o Goal 10 – Reduced Inequalities.

To strengthen our commitment to fairness and accountability, we implement a formal grievance mechanism for all employees in 2024. This system will provide a clear, transparent, and confidential process for raising and resolving workplace concerns. It will be regularly communicated to employees and designed to ensure:

- No retaliation or discrimination against individuals who raise grievances,
- Confidential handling of all complaints,
- Timely and fair resolution of reported issues.

S1-17
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406-1

Incidents, complaints and severe human rights impacts

100% of Crestyl Group employees were trained in human rights, diversity, data privacy, Vode of Ethics and Whistleblowing policy.

Incidents, complaints and severe human rights impacts	Crestyl (CR)	Spraviva (PL)	Total
The total number of incidents of discrimination, including harassment, reported in the reporting period	0	0	0
The number of complaints filed through the designated channels	0	0	0
Number of serious cases of human rights violations	0	0	0
The total amount of fines, penalties and compensation for damages as a result of the incidents and complaints disclosed above	0	0	0

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Workers in the value chain



Policies

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

A whistleblowing mechanism was fully adopted internally in 2024 and in future 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.



Working conditions

At CRESTYL, we are firmly committed to safeguarding the health and well-being of all individuals present on or near our construction sites. Our approach prioritizes the prevention of occupational accidents and the mitigation of work-related illnesses through proactive planning and rigorous safety standards.

To uphold these standards, we require our key suppliers to implement robust workplace accident prevention management systems. As of 2024, our General Terms and Conditions for supplier contracts include specific provisions addressing worker safety. These provisions extend to precarious forms of employment—including short-term contracts, part-time work, third-party employment, subcontracting, and informal labor—and are aligned with relevant International Labour Organization (ILO) standards.

CRESTYL designates a dedicated Health and Safety Coordinator for each construction site. This individual is responsible for preparing the site-specific Health and Safety Plan and for coordinating safety measures among contractors and subcontractors to ensure comprehensive protection for all workers.

Furthermore, access to the construction site is strictly limited to individuals who possess valid identification confirming completion of mandatory Occupational Health and Safety (OHS) training.





Human rights

CRESTYL is committed to upholding and promoting human rights across its operations and supply chain. We expect our suppliers to respect fundamental labour rights and to provide safe, fair, and dignified working conditions for all workers.

Beginning in 2024, our General Terms and Conditions for supplier contracts include explicit provisions prohibiting human trafficking, forced labour, and child labour. These requirements are aligned with applicable International Labour Organization (ILO) standards and form a core part of our responsible sourcing practices.

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 labour) and/or criminally liable (e.g. corruption).

Targets and metrics

Our main target is to have zero number of fatalities among suppliers' workers as a result of work-related injuries and work-related ill health.

Health and safety indicators	Crestyl (CR)	Spraviva (PL)
Number of fatalities as a result of work-related injuries and work-related ill health of other workers working on the undertaking's sites	0	0
Number of recordable work-related accidents of other workers working on the undertaking's sites	0	1
Number of cases of recordable work-related ill health of other workers working on the undertaking's sites	0	0

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Affected communities

Policies

CRESTYL's vision is to create vibrant, inclusive neighborhoods that enhance the quality of life for residents, tenants, local communities, and municipalities. Our developments prioritize the integration and enhancement of public spaces, recognizing their essential role in fostering community engagement and well-being.

Beyond architectural aesthetics, we focus on the functional and operational aspects of our buildings to support diverse uses—residen-

tial, commercial, and recreational. This holistic approach ensures that our neighborhoods are not only visually appealing but also practical and welcoming environments for living, working, and leisure.

Through each project, we aim to strengthen the social infrastructure and vitality of both the development site and its surrounding districts, contributing to long-term urban resilience and community cohesion.



Revitalising Heritage for the Public

The Savarin project, located in the heart of Prague, is focused on the preservation and sensitive restoration of historically neglected buildings, with the goal of making them accessible to the public. CRESTYL is working in close collaboration with heritage authorities, who have already issued a positive assessment of the project's approach. The development will breathe new life into inner courtyards by restoring gardens, creating a public square, and connecting preserved courtyards through newly designed pedestrian passages.

A key highlight is the opening of the historic riding hall—previously hidden from public view—which will be transformed into a venue for cultural and social events. The restored palace has already begun welcoming visitors, with its first public opening during Prague Art Week in September 2024. Throughout the restoration process, close cooperation with conservation experts led to the discovery and preservation of valuable architectural details.

The revitalised inner block will become a vibrant public space, featuring a new metro entrance, retail outlets, cafés, and exhibition areas. The Savarin project exemplifies CRESTYL's commitment to protecting cultural heritage while enhancing urban life for local communities.



Case study

© Savarin

Creating a Vibrant Urban Hub

The Dornych project is transforming a neglected site near Brno's main railway station into a dynamic, publicly accessible urban space. At its heart will be a partially covered public plaza spanning 25,000 m², surrounded by six mid-rise buildings. These will host a mix of functions, including the lifestyle-focused NYX Hotel Brno with 170 rooms, 186 rental apartments, and approximately 50,000 m² of office, retail, and service space. Among the tenants will be EUC Clinic, offering medical services and two pharmacies across 6,000 m², and Scott.

Weber Workspace, which will open the largest flexible office and coworking centre in South Moravia, accommodating up to 600 people and featuring a private 500 m² terrace.

A key feature of Dornych will be its extensive hospitality offering, with 5,000 m² dedicated to restaurants, cafés, and bars. This includes a modern food hall concept—a vibrant marketplace combining bistros, food trucks, traditional pubs, and takeaway options.

The development will be seamlessly integrated into Brno's urban fabric, connecting the historic city centre with the planned Southern District via the existing street network and underpass beneath the railway station. Dornych is designed to foster community interaction, accessibility, and urban regeneration.



Case study

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Enhancing Local Livability

The Hagibor development is designed to enrich the everyday lives of local residents by offering a wide range of amenities directly within the neighborhood, including a supermarket, fitness center, pharmacy, drugstore, and several restaurants, cafés, and bakeries.

A key focus of the project is the creation of high-quality public spaces, led by renowned landscape architect Michel Desvigne. His vision integrates greenery as both a connector and separator between residential and office zones, creating areas for play, picnics, sports, and community interaction. Tree canopies help buffer street-level noise, ensuring a peaceful atmosphere on elevated terraces. This thoughtful design fosters a vibrant and inclusive environment that supports community well-being and urban sustainability.



Case study

HAGIBOR



Actions and plans

CRESTYL conducts thorough assessments of the environmental, social, and broader sustainability impacts of its developments on surrounding neighborhoods. These evaluations are carried out in advance wherever such impacts are present or likely to occur, based on the location and nature of the planned changes to local conditions.

Collaboration with municipalities is a cornerstone of our development strategy. We engage with local authorities from the earliest planning stages to identify and address the social and transportation infrastructure

needs of each project. This includes provisions for essential community amenities such as kindergartens, schools, healthcare clinics, retail spaces, public transport stops, bicycle facilities, and charging stations for electric and hybrid vehicles.

By integrating municipal input into our planning process, we ensure that our projects are aligned with local development goals and contribute positively to the long-term sustainability and livability of the communities in which we operate.

Investing in Community Infrastructure



As part of the ongoing development of family housing in Vysoký Újezd, CRESTYL continues to invest not only in residential construction but also in local infrastructure and community amenities—an approach that sets this location apart. The area already features a grocery store, delicatessen, a popular Italian restaurant, and a fitness center, all located in spaces developed by CRESTYL. In addition, the company has contributed to the revitalisation of the village square and donated land for a kindergarden, actively supporting its construction. These efforts reflect CRESTYL's long-term commitment to building vibrant, well-equipped communities that enhance quality of life for residents.

Case study



VYSOKÝ ÚJEZD
U PRAHY

In 2023 Crestyl organized several entertainment activities for its employees, tenants and general public, such as DOCKina, Christmas punch, panel exhibitions in the DOCK area. Open House Festival was held providing a tour of the Dock 04 building and its technologies, providing insight into the operations of a new type "A" energy-efficient administrative building.

Crestyl also organized charitable activities that have positive impact on disadvantaged groups, such as a clothing drive for wheelchair users, a fair for social enterprises, and food truck Gulefoodtruck, which creates job opportunities for people with health disabilities. We also helped the Mathilda Endowment Fund that supports people with severe visual impairments.

We plan to undertake a stakeholder dialogue and conduct social surveys in the area of planned developments 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 dialogue process will be reflected in our development project, wherever relevant and reasonable. In 2024 such dialogues were conducted for the Dornych and Šárka projects.

From 2018 we have a community manager for all our multipurpose developments.



Community manager in DOCK

Since 2018, CRESTYL has appointed a dedicated community manager at our flagship DOCK project to foster a welcoming and inclusive environment for residents, tenants, and visitors. The role supports community building through regular events—such as open days, yoga sessions, exhibitions, and live music—and by publishing the DOCK magazine, a lifestyle and community-focused publication available in both print and digital formats.



Case study

DOCK

Responsible Redevelopment Near Brno Main Station



To minimize disruption during the demolition of an outdated shopping center adjacent to Brno's main railway station, temporary closures related to utility relocations were being carefully planned to reduce the impact on both pedestrian and vehicle traffic. Throughout the process, we were maintaining safe and accessible routes between the train station and the Vaňkovka shopping center.

We recognize that redevelopment inevitably affects daily life in the area and appreciate the patience of residents and visitors. All closures and restrictions will be continuously adjusted in coordination with the progress of preparatory works, ensuring transparency and responsiveness to community needs.

Dornych events



Case study

As part of our commitment to maintaining strong community relations, we organized accompanying events that allowed residents to say farewell to the old building. Additionally, the existing structure contained several usable items that were still in good condition. Rather than disposing of them irresponsibly, we offered functional equipment—such as sanitary fixtures, doors, and lighting—to the public for a symbolic fee.

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Enhancing community life through thoughtful green spaces



Across our residential developments in the Czech Republic and Poland, we prioritize creating inviting and functional green areas that foster community interaction and well-being. Landscape architects have designed pathways complemented by modern street furniture — including benches, deckchairs, pergolas, and picnic tables — to encourage relaxation and social engagement.

To support active lifestyles, we incorporate outdoor gyms and street workout zones, while children of all ages enjoy safe and imaginative playgrounds nestled in the greenery. These spaces are not only aesthetically pleasing but also serve as vibrant hubs for everyday life, blending urban comfort with a touch of nature.

Crestyl endowment fund

At CRESTYL, we view corporate social responsibility as a personal and collective commitment. As members of the communities where we live and work, we strive to do the right thing. Our CSR initiatives focus on building inclusive communities, fostering connections, and supporting those facing social disadvantages.



ASOCIACE
SPOLEČENSKÉ
ODPOVĚDNOSTI

We support the largest initiative targeting corporate social responsibility and, above all, the UN Sustainable Development Goals for the Czech Republic.



VŠE / MBARE
(MBA NEMOVITOSTI
A JEJICH OCEŇOVÁNÍ)

We support the MBARE program at the University of Economics in Prague. The MBA Real Estate and Valuation Program was created with the full support of the local and European levels of the RICS organization.



NEVYPUSŤ DUŠI

We contribute to the operation of the non-profit organization Nevypušť duši which cares for students' mental health.



FAKULTNÍ NEMOCNICE
BULOVKA

We contribute to the operation of Fakultní nemocnice Bulovka, one of the top healthcare providers in the Czech Republic.

Spravia's charitable activities

In Poland Spravia contributes financially to a range of charitable activities. In 2024, we carried out CSR initiatives in every city where we operate — across all five of Poland's largest urban centres.

In Poznań, we carried out another edition of our "Good Neighbourhood" micro-grant programme. Three local initiatives were funded, all focused on strengthening community ties and fostering neighbourly support.

In Warsaw's Wiślany Mokotów estate, we continued our close partnership with the "Bo Warto" Foundation that led several community-building initiatives, including educational activities, Christmas gift packages, and neighbourhood integration events.

In the Tricity area (Gdańsk, Sopot, Gdynia), we continued our support for sports and active living. In 2024, we once again partnered with the Zaspą district to sponsor local events such as Zaspą Day and the Running Grand Prix of Zaspą — a collaboration that has been ongoing for several years.

In Wrocław, we supported 41 children living in foster care by providing them with Christmas gift packages. This initiative was driven by Spravia employees and coordinated locally as part of our holiday support efforts for those most in need.

In Kraków, our employees took part in initiative to plant an urban forest contributing to a greener and more sustainable city.

Other initiatives included support for chronically ill children through the "Christmas with Fantazja" gala, sponsorship of local sports teams, and employee-led actions such as participation in the national "Noble Package" campaign, which provides support to those in need during the Christmas season.

Through these efforts — and with a total of 16 CSR initiatives in 2024 — Spravia remains committed to being a good neighbour: one that not only builds homes, but also helps build resilient, caring communities.

Helping communities and honoring heroes

Spravia continued its long-standing cooperation with the Polish Association of Developers (PZFD). Together, we promptly responded to the flooding that struck Poland last autumn. Spravia's board acted immediately, supporting the municipality of Łącko — one of the hardest-hit areas — by donating several thousand euros to provide essential aid to affected residents. We also once again prepared Easter care packages for the Warsaw Insurgents — a tradition that honours those who fought for freedom and dignity.



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S4-4

Consumers and end users



Policies

CRESTYL aims to maintain its leadership in commercial leasing and residential development by fostering long-term tenant relationships and high satisfaction levels. We prioritize the health, safety, and well-being of all users within our office and mixed-use properties.

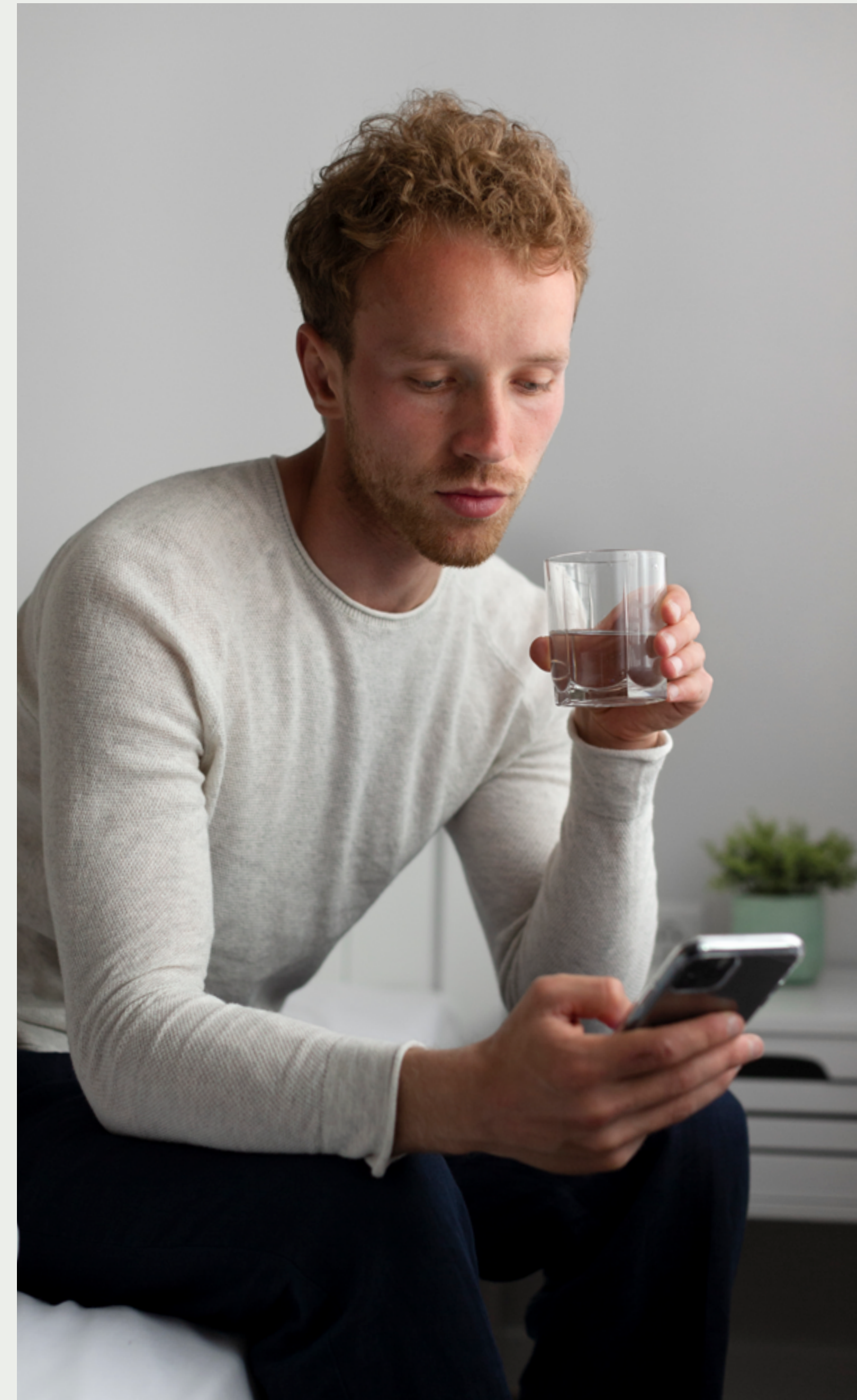
Our developments are designed to be inclusive, accessible, and inspiring—serving residents, businesses, and the wider public. We actively promote our ESG values among tenants and collaborate with them to reduce environmental and social impacts while enhancing their overall experience.



Actions and plans

CRESTYL has launched a client portal and mobile app that integrates building support services with local community information, including restaurant menus, events, and neighborhood services. In 2025, 100% of new residential clients were registered on the client service portal, enabling fully paperless communication and direct feedback through a complaint form.

We prioritize tenant well-being, health, and safety across our office and mixed-use properties. These are managed through modern technologies, trained personnel, and biannual health and safety inspections twice per year. We actively engage with tenants' employees and monitor key performance indicators such as tenant retention, average occupancy, and satisfaction rates to ensure continuous improvement.



Our buildings and the Dock area are designed to be accessible to wheelchair users with disabilities.



DOCK

In 2024, CRESTYL introduced a Green Lease Clause into all new lease agreements¹¹, reinforcing our commitment to sustainability, transparency, and ethical business practices.

The clause includes the following key elements:



Tenants acknowledge receipt of CRESTYL's current ESG strategy, available at www.crestyl.com/esg.

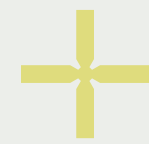


Tenants commit to adhering to the Tenant's ESG Code, which supports the goals of CRESTYL's ESG strategy.



Both parties agree to annual reporting on ESG performance and to propose improvements where relevant.

The Tenant's ESG Code addresses key environmental, social, and governance topics and includes a commitment to CRESTYL's Code of Ethics. This collaborative approach helps align tenant operations with our sustainability objectives and promotes continuous improvement across our portfolio.



E

Energy saving;
Waste management;
Sustainable choice of materials;
Water saving;
Green certification.



S

Health and safety;
Accessibility;
Community involvement;
Diversity and Inclusion;
Employee satisfaction.



G

Compliance;
Ethical business practices;
Privacy protection and data security;
Reporting and transparency.

04. Governance information



Business conduct

MDR-M,
G1-1

Policies

CRESTYL Group fully adheres to the UN Global Compact principles and the OECD Guidelines for Multinational Enterprises. In 2024, we introduced a comprehensive set of compliance policies and procedures to ensure alignment with legal, ethical, and professional standards.

Our internal processes are regularly updated to reflect evolving requirements, including anti-bribery, anti-corruption, and sanctions compliance relevant to suppliers and customers. We maintain detailed records of all compliance activities—such as training, audits, and incident reporting—to support transparency, accountability, and continuous improvement across the organization.

CRESTYL has established a strong compliance framework that upholds ethical behavior, protects employee rights, and ensures full adherence to legal and regulatory standards.

This commitment is central to our mission and helps build trust with stakeholders and the broader community.



Code of Ethics

CRESTYL's commitment to integrity is guided by our Code of Ethics, which outlines the core principles of transparency, accountability, and ethical conduct in all business activities.

The Code covers key areas such as relationships with stakeholders, anti-bribery and anti-corruption, conflicts of interest, data protection, social responsibility, inclusion and diversity, and environmental stewardship.

We maintain a strict zero-tolerance policy toward bribery, corruption, and compliance violations. Lobbying and hospitality are conducted under clear ethical guidelines. Adherence to the Code is mandatory for all stakeholders, reinforcing a culture of integrity across the organization.

Head of Compliance

From 2023 there is the role of Head of Compliance as an independent and impartial function within the Group. This role ensures the effective implementation of our compliance program and reports directly to the Officers' Board and statutory bodies of relevant entities.

The Head of Compliance oversees adherence to internal controls and external regulations, conducts regular audits, delivers employee training, and ensures timely reporting and resolution of compliance incidents. This structure supports our ongoing commitment to integrity, transparency, and ethical business conduct.

Whistleblowing

CRESTYL has implemented a whistleblowing policy aligned with Directive (EU) 2019/1937 to encourage the reporting of unethical or illegal conduct without fear of retaliation. Reports can be submitted confidentially or anonymously through an internal channel managed by the Head of Compliance.

All reports are thoroughly investigated, and any form of retaliation against whistleblowers is strictly prohibited. This mechanism reinforces our commitment to transparency, accountability, and ethical business practices.

Internal whistleblowing channels



1. the box for receiving paper submissions, which is located in the area near Copier 2;



2. a written notification, which can be sent to the address of the relevant Crestyl Group company, with the envelope marked "Notice - do not open - exclusively for the hands of the Investigator";



3. telephone line +420 277 010 990;



4. the email address compliance@crestyl.com;



5. personal dealings.

GRI
418-1

GDPR and Data Protection Policy

CRESTYL is fully committed to protecting personal data and ensuring compliance with the General Data Protection Regulation (GDPR). We have implemented a comprehensive data protection policy that ensures all processing activities are lawful, transparent, and secure.

All employees (100%) receive regular training on data protection principles, and we conduct periodic audits to monitor compliance and continuously improve our practices.

Number of identified leaks, thefts, or losses of customer data	Crestyl (CR)	Spravia (PL)	Total
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number of identified leaks, thefts, or losses of customer data	0	3	3
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number of incidents solved	0	3	3
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Anti-Money Laundering (AML) Policy

CRESTYL has voluntarily adopted a robust Anti-Money Laundering (AML) policy to prevent money laundering, terrorist financing, and any form of financial misconduct. The policy includes customer due diligence, transaction monitoring, and screening against sanctions lists and other relevant databases.

We regularly assess clients and business partners for compliance with AML requirements. Any updates to sanction lists trigger a review of all relevant entities to ensure continued compliance. These measures reflect our commitment to ethical business practices and financial integrity.



Actions

CRESTYL ensures that all employees are well-informed and equipped to uphold the highest standards of compliance and ethical conduct. All staff members are trained annually on the Code of Ethics and the Corporate Compliance Program, including mechanisms for reporting violations.

Regular training is also provided on GDPR, data privacy, and Anti-Money Laundering procedures. These programs are designed to strengthen awareness, promote accountability, and foster a culture of transparency across the organization.

Training of employees

Training of employees in the field of human rights

	Crestyl (CR)	Spravia (PL)
Share of employees trained for diversity and fair access	100%	100%
Share of employees trained in the Ethical codex and whistleblowing policy	100%	100%
Share of employees trained in data privacy	100%	100%
Share of employees receiving human rights training	100%	100%

PR and marketing

CRESTYL is committed to transparent and responsible communication. We actively avoid any form of greenwashing in our PR and marketing activities. We conducted an analysis of our communication, including the promises we make and how we present ourselves.

We also seek partnerships with companies, NGOs, and business stakeholders to collectively promote integrity and combat greenwashing within the real estate sector.



Management of relationships with suppliers

Policies and actions

At CRESTYL, we recognize that strong, long-term partnerships with reliable suppliers, subcontractors, and business partners are essential to our success. We promote mutual trust, quality, and shared values—guided by our Code of Ethics—throughout our entire supply chain.

Starting in 2024, all new supplier contracts include ESG commitments, with compliance monitored regularly. We are developing a supplier engagement strategy based on sustain-

ability risk assessments and supplier reviews. Environmental and social criteria will be integrated into procurement processes to guide partner selection.

We also plan to introduce support mechanisms for vulnerable suppliers to help improve their ESG performance. Special attention will be given to fair payment practices, particularly for small suppliers.

Metrics

Crestyl's (CR) standard payment terms for suppliers are 21 days for agreements and 45 days for general contractors for. 72% of payments were aligned with these standard terms in 2024. The average time it takes to pay an invoice from the date when the contractual or statutory term of payment starts was 27.8 days compared to 43.8 days in 2023.

Spravia's (PL) standard payment terms for suppliers are from 28 to 34 days for investment invoices payment. 69% of payments were aligned with these standard terms in 2024. The average time it takes to pay an invoice from the date when the contractual or statutory term of payment starts was 3-5 days.

Prevention and detection of corruption and bribery

MDR-P
MDR-A
G1-3

Policies and targets

CRESTYL maintains a strict zero-tolerance policy toward bribery, corruption, and compliance violations. All lobbying and hospitality activities are governed by clear ethical rules outlined in our Code of Ethics and are subject to high-level approval and transparency requirements.

Our goal is to maintain zero incidents, convictions, or fines related to anti-bribery and anti-corruption laws, reinforcing our commitment to integrity and responsible business conduct.



G1-4
GRI
205-1
205-2
205-3

Metrics

Crestyl Group had zero convictions and fines for violations of anti-corruption and anti-bribery laws in 2024.

Percentage of at-risk functions covered by training programs ("At-risk functions" are defined as functions that are considered at risk of corruption and bribery as a result of their respective roles and responsibilities) - 100%.

Corruption and bribery indicators	Crestyl (CR)	Spraviva (PL)
Share of employees trained in anti-corruption policy (%)	100	100
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws	0	0

About the Report

BP-1 The ESG report is prepared in accordance with the European Commission's Delegated Regulation on Sustainability Reporting Standards (ESRS).



Consolidation

This report contains information for Crestyl Group. The scope of consolidation is the same as for the financial statements.



Reporting period

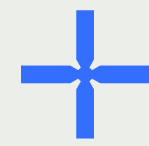
The data in this report covers the period from **January 1, 2024 to December 31, 2024**, i.e. the same period as the financial statements.



The scope of the given data

The report takes into account information and data from the value chain, especially when it comes to upstream (material consumption), specifically within:

- assessment of material topics;
- policies, actions and targets.



Classified information

Crestyl Group did not use the option to omit certain information regarding intellectual property, know-how or innovation results.



Forward-looking statements

Crestyl Group ESG report contains forward-looking statements. These statements may be characterized by the words “strategy”, “expectations”, “development”, “plans”, “forecasts”, “views”, estimates”, “intentions”, “projects”, “goals”, “intentions” or other expressions with similar meaning. It is characteristic of these statements that they do not refer exclusively to historical or current realities.

At Crestyl, therefore, we cannot guarantee that these expectations will actually be met. Although all plans and forecasts are based on careful consideration, the achievement of results may be affected by external circumstances. Therefore, actual results may differ from the estimated, predicted or planned results, especially if as yet unknown risks emerge or if the underlying assumptions prove to be inaccurate.