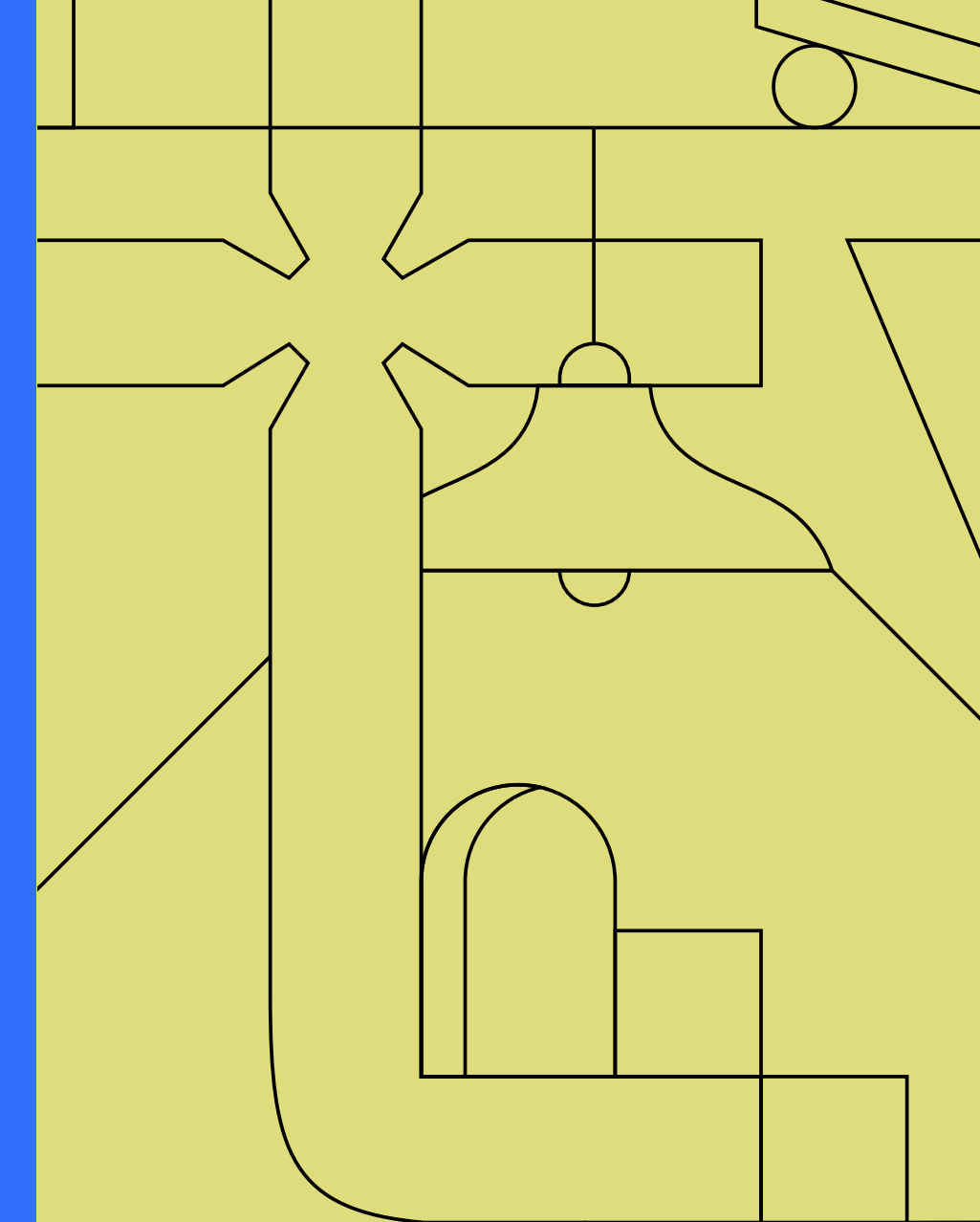


# Crestyl Group ESG Report 2023



**CRESTYL**





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# 01. General information

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2-2

## About CRESTYL

CRESTYL began as a family business and has developed a diversified portfolio of mixed-use commercial and residential projects. In 2023, Polish developer Spravia joined the group, now led by over 260 professionals. Operating in both the Czech Republic and Poland, CRESTYL focuses on premium, design-centric developments, while Spravia, Poland's sixth-largest residential developer, targets a proven market segment.

CRESTYL's commercial projects prioritize sustainability, client satisfaction, and community needs, particularly in central locations with excellent transport links. A key aspect of its

business model is portfolio diversity, ensuring financial stability and long-term resilience. Beyond simply constructing spaces, CRESTYL creates environments that foster community and well-being. Its ESG-driven approach precedes industry norms, and ongoing learning—including insights from green initiatives, smart technologies, stakeholder feedback, and collaboration with local authorities—continually refines its projects.

More about Crestyl Group in the [2023 Annual report](#).





Tricity  
(Gdańsk, Gdynia, Sopot)

Poznań

Warszawa

Wrocław

Jablonec

Kraków

Praha

Brno





OMAR KOLEILAT  
Chief Executive Officer

## CEO letter

Crestyl was founded on the idea of creating outstanding neighborhoods that positively shape the urban landscape. While a developer's work naturally involves constructing physical spaces, the true "positive impact" often comes from what those structures bring to their surroundings—from the way people interact with them to the sensory experiences of aromas, lights, and sounds.

Our narrative centers on generating value through this positive impact. Although Environmental, Social, and Governance (ESG) criteria may be relatively recent in the real estate sector, Crestyl's foundations have always rested on concepts of well-being and fostering an environment in which people can truly feel at home. This ethos revolves around our relationships with stakeholders and the way each neighborhood's environment functions.

From acquisition to design and construction, we consider the streetscape and the experience of moving through each phase of development. Our community management team is integral in both the creation and ongoing life of every project, emphasizing the "S" in ESG by helping residents connect and thrive—an increasingly important goal in today's fast-paced world.

Crestyl is fortunate to be a multi-sector developer, enabling us to create vibrant, impactful locations by combining the right elements for each setting—unconstrained by any single asset class.

With these principles in mind, I invite you to explore how we have formalized them into what will become our annual ESG report.



# Overview of our projects

	Czech Republic		Poland
	Commercial	Residential	Residential
Investment portfolio	DOCK (5 buildings) CENTRAL Jablonec (shopping mall)	-	-
Projects completed in 2023	-	Vysoký Újezd (53 houses)	Nowy Grabiszyn III-V (508 apt.) Unii Lubelskiej I (223 apt.) Orlińskiego E15 (117 apt.) Mińska IV-V (396 apt.) Fredry 6 III (150 apt.)
Projects under construction	NR7 (reconstruction) Palace Savarin (reconstruction) Hagibor (2 buildings)	Hagibor (2 buildings) Semerinka (185 apt.)	Wiślany Mokotów VII (316 apt.) Solano (242 apt.) Supernova (60 apr.) Blisko (86 apt.) Kamienica przy Kinie (149 apt.) Fredry 6 IV (187 apt.) Nowa Myśliwska II-III (174 apt.) Midori House (46 apt.) Górczewska 240 I (120 apt.) Nowy Grabiszyn VI (136 apt.) Przy Unii II (180 apt.) 64 Dmowskiego (228 apt.)
Upcoming projects	Savarin Dornych Hagibor (6 buildings)	Vysoký Újezd (33 houses) ŠÁRKA (224 apt.) Hagibor (3 buildings)	2632 apt



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

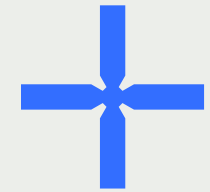
Through extensive efforts including decontamination, increasing retention capacity, planting trees, implementing green roofs, and adding greenery to facades, our vision became a reality in June 2022. DOCK is our flagship project, and we aim to apply the knowledge gained to all our other locations, striving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



Case study

**DOCK**

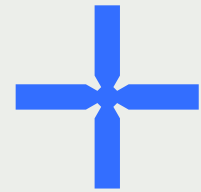
# Value chain



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## Upstream

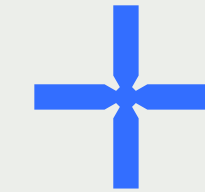
Delivery of construction works;  
Supply of equipment;  
Architectural and design services;  
Other services.



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## 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).

Certified materials are crucial for further Life Cycle Assessment of a building, as they provide information of material's impact on significant environmental impact categories and indicators.



SBM-1  
2-1  
2-2

# 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: <ul style="list-style-type: none"><li>• direct (CZ)</li><li>• direct in the EU</li><li>• direct outside the EU</li></ul>	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





2-22

# ESG Strategy

The vision of sustainable future has become our key goal on our journey to conduct our business activities. Our approach aligns real estate development, management, and investment with broader environmental and societal goals. The focus is not only on profitability but also on sustainability, social impact, and ethical governance to bring long-term value for customers, shareholders, and society.

To enhance our influence within the society, we cooperate with our partners through the whole supply chain as well as our key suppliers to boost innovations in real estate development and property management. To achieve our goals, we have managed to list

all important associated risks and opportunities in the following Double Materiality assessment to cover our operations and stakeholders across our value chain. The topics have been aligned with our impact areas. The assessment followed a process outlined by ESRS standards by analysing materiality of the impact considering relevance, prioritization, and scale.





# Our Global Commitment to Sustainable development Goals

CRESTYL is fully committed to supporting the achievement of the goals of the European Green Deal and the UN Sustainable Development Goals to achieve zero net emissions of greenhouse gases by 2050, decouple economic growth from resource use, and ensure respect for human rights. We actively support the United Nations Sustainable Development Goals (SDGs). With regard on all 17 impact areas, we have listed five subtargets for 7 relevant areas that our business contributes to.







# 11

priority 1

## Sustainable cities and communities

- 11.1 Safe and Affordable Living;
- 11.3 Inclusive and Sustainable urbanization;
- 11.6 Reduce the environmental impact of cities;
- 11.7 Provide safe and inclusive green and public spaces.



# 5

priority 3

## Gender equality

- 5.1 End discrimination against women;
- 5.5 Ensure full participation in leadership and decision-making.



# 13

priority 2

## Climate change

- 13 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.



# 17

priority 4

## Partnerships for the goals

- 17.13 Enhance global macroeconomic stability, including through policy coordination and policy coherence.



# 8

priority 2

## Decent work and economic growth

- 8.4 Improve resource efficiency in consumption and production;
- 8.8 Protect labor rights and promote safe working environments.





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.

To contribute to the achievement of these goals in 2023 CRESTYL has adopted its first ESG strategy.



We cooperate across local and international organizations to influence policy for transition to more sustainable future.



CZGBC – Česká rada pro šetrné budovy

Well aware of our responsibility as a developer to the construction industry, we are a member of the Czech Green Building Council (CzGBC).



Asociace nákupních center ČR

The Association of Shopping Centres of the Czech Republic is a new platform for bringing together and supporting organizations and individuals from the shopping center sector in the Czech Republic.



AD asociace developerů

A platform for a dialogue on the responsible role of developers in the development of modern society.



PZFD Polish Association of developers

A professional organization representing the interests of real estate developers in Poland. It advocates for industry standards, promotes best practices, and engages in dialogue with government authorities to influence legislation and policies affecting the real estate market.





# SPRAVIA - PL

## **sprav**ia

Spravia is a member of Polish Association of Developers - a nationwide organization that associates more than 320 industry entities and stakeholders. PZFD represents all sectors of the industry: residential, office, retail, warehouse, hospitality, apartments for rent and investment funds. It is the largest and most influential organization in the development industry.

We are also a member of its branches in Warszawa, Kraków, Poznań and Gdańsk.

We have a long-standing partnership with the "Bo Warto" Foundation, which organises extracurricular activities, outdoor gatherings, and events, such as painting workshops. The foundation is located in our Wiślany Mokotów residential estate.



# 1. Climate Mitigation & Adaptation

It is widely recognized that to meet the objectives of Paris Agreement, all new buildings will need to be net-zero carbon by 2050. In order to start our net-zero goal we have successfully tracked our Scope 1 & 2 emissions as stated in GHG Protocol. We are now monitoring indicators across our own operations to address relevant mitigation of CO<sub>2</sub> emissions. We plan to adopt a climate transition plan to fully decarbonise our entire portfolio by 2050, with the goal to align with the 1.5°C scenario.

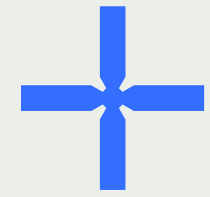
By 2030 the energy efficiency of our portfolio will be above the average needed to meet the EU and national goals. We will aim to keep above the average in any subsequent milestones set by the EU or national authorities.

We will increase the share of projects that will meet the EU Taxonomy criteria of significant positive contribution to climate change mitigation.





## 2. Material Resources & Land Use



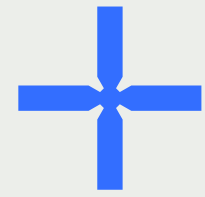
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### 2.1

#### Materials, circular economy and waste (E5)

We understand the obligation to track materials' properties, such as its origin, composition, ability to be recycled, or its carbon footprint. Therefore, starting 2025, all new projects will undergo an analysis to provide a full LCA (Life cycle assessment) of our projects.

Based on an LCA analysis, we will implement a full scaled decarbonization 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.

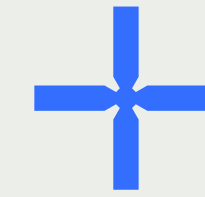


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### 2.2

#### Rainwater retention & consumption (E3)

Water management in general is a very important topic in our business mindset. Retention and water savings are critical considerations in real estate design due to their environmental, economic, and regulatory impacts. Main benefits of rainwater retention are nowadays considered stormwater prevention such as flood, prevention during heavy rainfalls or erosion control in order to reduce soil erosion by slowing down water flow, better climate for people if water is evaporated from ponds.



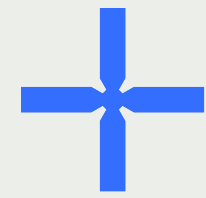
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### 2.3

#### Biodiversity & Ecosystems (E4)

To enforce biodiversity in locations we create our neighborhoods it is our priority to support natural habitats of local fauna and flora, such as creating wetland habitats that support biodiversity. We closely cooperate with specialists to bring new life to barren brownfields or city riverbanks so wildlife will thrive and replenish.

# 3. Well-being of Individuals and Communities

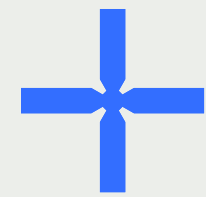


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## 3.1

### Own Workforce (S1)

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. We are fully aware, that satisfaction rate of our employees is crucial for productive work.

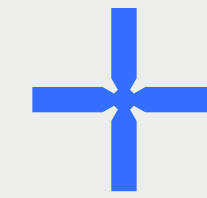


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## 3.3

### Affected communities (S3)

By providing local community meetings with diverse themes about sustainability engagement of our business, lifestyle, the project information in the locations where we operate, we aim to engage all affected groups of people. Festival gatherings (Easter, Christmas), workshops and outdoor exercises are regularly held in our premises.

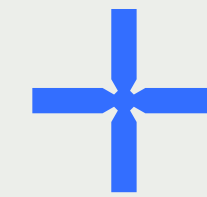


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## 3.2

### Workers in the Value Chain (S2)

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 are continuously implementing various policies to minimize potential breaking of human rights. Our policies are always following international and EU norms in order to prevent and mitigate any adverse impacts linked to us by business relationships.



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## 3.4

### Consumers & end users (S4)

Our customers are at the heart of our business strategy, as they are our focus group for whom we create new neighbourhoods to form communities and also attract various individuals to form a cozy place for living.



## 4. Business Conduct (G)

To fully support our sustainable initiatives, we need to stay in line with new legislation and standardization of non-financial reporting. Therefore, we communicate closely with external advisory companies to keep up with latest obligations.

- all new residential projects - BREEAM from 2025;
- all new commercial developments - LEED Platinum from 2023;
- all new offices - WELL certification-ready from 2026;
- all new projects will be evaluated under EU Taxonomy alignment criterias from 2025.

By offering our customers certified projects using established certification schemes we aim to make sustainability performance comparable.





# Sustainability governance

The Crestyl Group's strategic decision-making in the field of sustainability is led by Omar Koleilat, Chief Executive Officer.

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;
- Miroslav Kobera, ESG Manager; responsible for managing environmental issues;
- Andrzej Miś, RR and ESG manager at Spravia;
- Petr Pilz, HR Manager & Payroll Controller is responsible for managing social issues concerning own workforce.





# Crestyl Group's Supervisory Board



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## Omar Koleilat

Chief Commercial  
Officer

Omar Koleilat has been active in Central European real estate development since 1998. He began with commercial projects in the Czech Republic, then partnered with GE Real Estate on a EUR 500 million residential platform. Building on that success, he expanded into Poland via the acquisition of Budimex Nieruchomości. Omar holds a Bachelor of Architecture and a graduate qualification in Property Investment from RICS.



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## Simon Johnson

Chief Operating Officer  
and Managing Director  
for the Czech Republic

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.



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## 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.



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## 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.



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## 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.

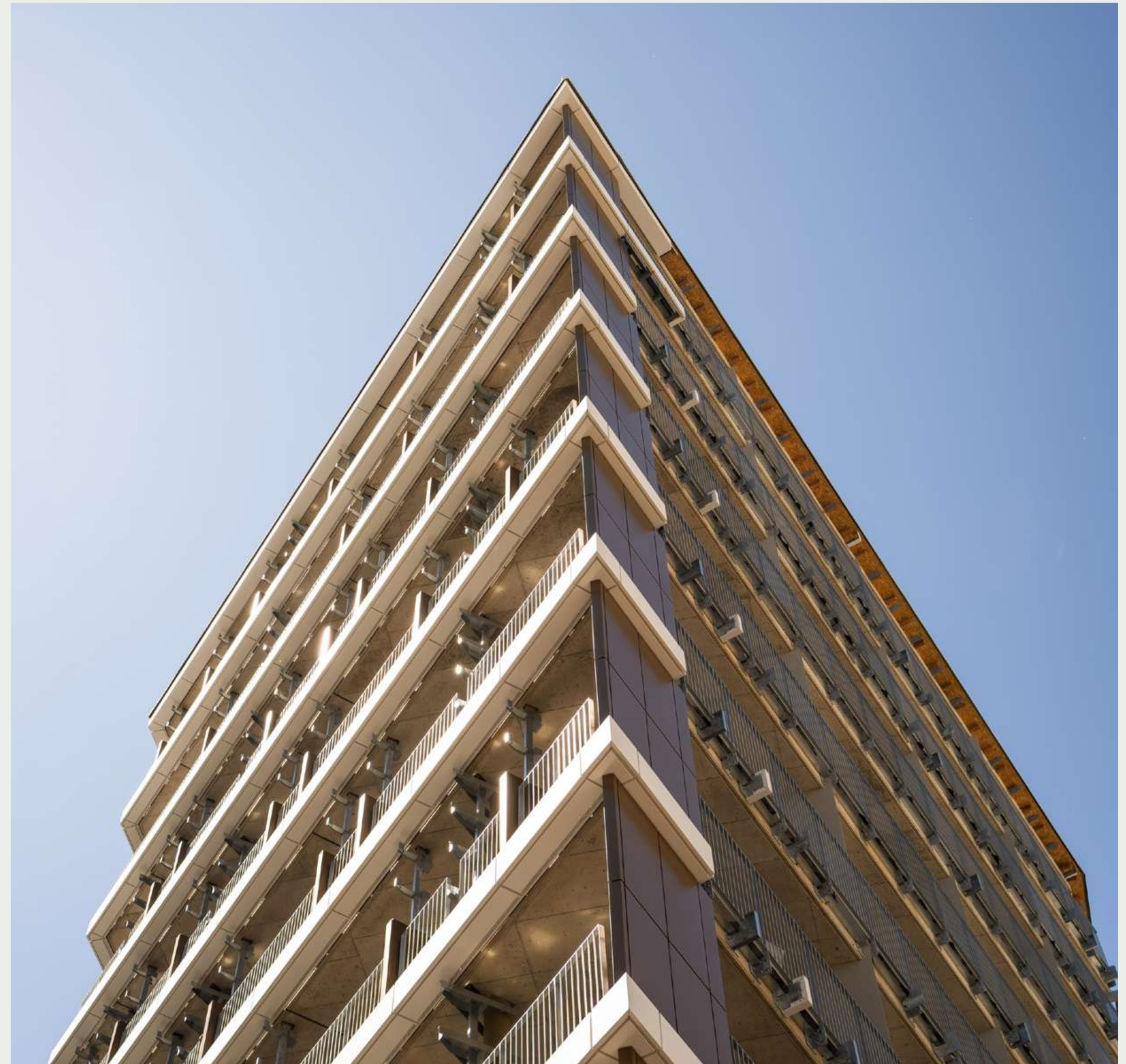


The group organization is supported by specialized committees, formed in 2021, specifically established to monitor and manage business-specific topics (on top of regular work positions). Each committee consists of employees from different fields and is supervised by a board member:

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

In the past financial year, the Supervisory Board introduced a comprehensive set of policies and procedures in the area of sustainability:

- . Crestyl Group ESG strategy;
- . Code of Ethics;
- . Equality, Diversity, and Inclusion Policy;
- . Role of the Head of Compliance (HOC);
- . Whistleblowing Policy;
- . GDPR and Data Protection Policy;
- . Anti-Money Laundering (AML) Policy.





# Process to identify material impacts, risks and opportunities

IRO-1

## Overview of the process

While preparing an ESG strategy of Crestyl Group we conducted a preliminary materiality assessment that included the following steps:



Mapping of the value chain, with a particular focus on materials supply chain, coupled with an analysis of sustainability context;



Identification of potentially material impacts across our own operations and in the value chain;



Validation with key internal stakeholders.





# Mapping of the value chain

For the purpose of materiality assessment, we mapped our entire value chain and analysed the context in which our activities and activities within our value chain take place. The mapping and the analysis included: categorising types of business activities and products, relationships in the value chain (upstream and downstream, including raw material preparation phase, production phase, transportation phase, use and end-of-life phase), identifying groups of stakeholders affected by our activities and business relationships, legislative and sustainability context, sectoral analyses including sustainability and reporting standards applicable in industries our business model depends on.

For further analysis, we categorised our business activities and tiers of the value chain according to the different nature of impacts and risks associated with various activities and geographical locations to consider impacts with which we are involved through our own business operations and as a result of our business relationships. We focused on specific activities and business relationships and geographies connected to them to assess risks of adverse impacts.

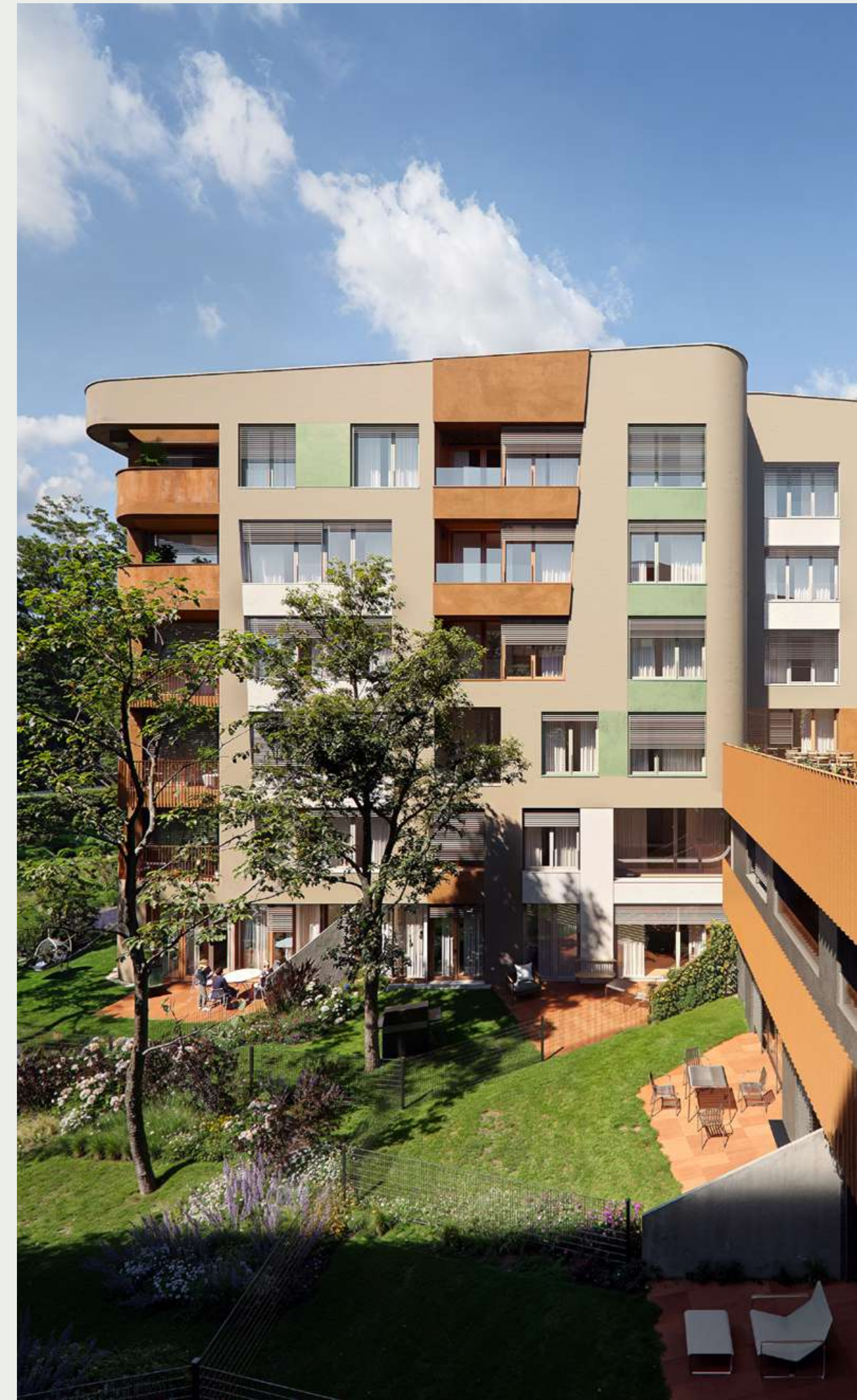


# Identification of potentially material impacts

Based on the mapping in the first step we identified potentially material impacts, risks and opportunities associated with our own business activities and activities across the value chain. As the starting point, we used the list of sustainability matters summarised in ESRS 1 paragraph AR 16 and identified impacts across these matters at each stage of the value chain, including in our own operations.

# Validation with key internal stakeholders

During the approval of the ESG strategy potential material impacts were validated with top management of Crestyl Group in Czech Republic and Poland.





# Description of the methodologies and input parameters

We based our impact materiality assessment process on GRI recommendations (GRI 3: Material topics 2021).

We used internal tools such as results of internal audits of safety, people and environment according to ISO 9001, ISO 14 001, ISO 45 001 standards, risk register, whistle-blowing mechanisms, calculation of carbon footprint, etc. Representatives of different departments of Crestyl Group reviewed the results of materiality assessment to ensure that impacts were correctly identified.





# 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"><li>• owned &amp; sold buildings use-phase</li><li>• construction phase of new development projects: the production of construction materials &amp; construction process</li></ul>
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	1) Production of operational waste from own activities 2) Production of operational waste by tenants 3) 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 of own employees	Actual	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 infulencing 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

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Crestyl's commitment to sustainability begins with minimizing the environmental footprint of each project and operation. Guided by our long-standing ESG principles, we focus on delivering measurable progress in areas such as carbon emissions, energy efficiency, water stewardship, and biodiversity. In 2023, we took further steps to reduce our direct and indirect environmental impacts, placing particular emphasis on designing climate-resilient buildings, promoting responsible resource use, and enhancing the well-being of local ecosystems.

The following sections outline our key environmental policies, actions, and performance metrics, demonstrating how Crestyl strives to balance development objectives with responsible stewardship of the natural world. This approach not only meets regulatory requirements and investor expectations, but also reflects our belief that resilient, environmentally conscious projects ultimately create better neighborhoods for communities to live, work, and thrive.





# Climate change



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

## Policies

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





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.

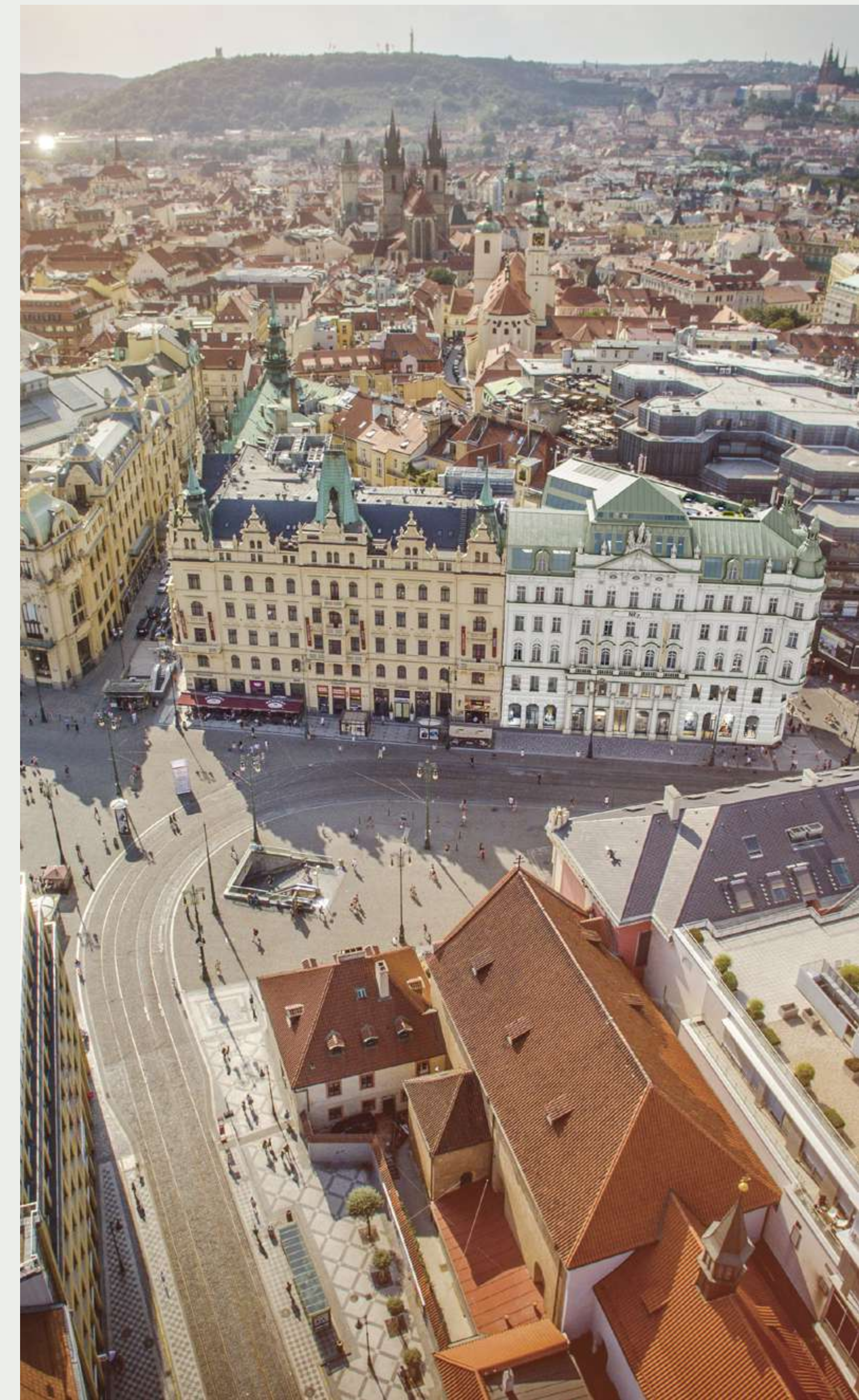


New developments and major renovations are to be built to be highly efficient, powered by renewables, with a maximum reduction in embodied carbon and compensation of all residual upfront emissions. In case of the acquisition of inefficient building assets, a plan will be developed on how to increase their energy efficiency by renovation or redevelopment. All buildings that will be renovated will be energy efficient and have an EPC of 'B or better. In order to fully cover the whole life cycle of development of new projects we are currently working on implementing software solutions, which will cover all impacts of our business in climate mitigation, adaptation and other severe physical risks related to our current and future portfolio.

To ensure energy efficiency in operational phase of the buildings, we already monitor and evaluate the carbon footprint for each existing project annually and conduct internal energy efficiency audits. Our goal is to widen the measurement throughout the whole life cycle of the building.

Crestyl does not have a transition plan in place yet and plans to adopt a transition plan by the end of 2025.

Climate Transition Plan will be presented, as soon as we finish tracking all Scopes of carbon emissions. Following step covers setting intensity KPIs and afterwards applying them towards the whole value chain in cooperation with contractors, shareholders and development teams.





# Actions and plans

We regularly update the digital software implemented so that it further precisely monitors and regulates consumption of individual appliances, such as air conditioning, HVAC or charging stations in existing projects within our portfolio. It helps us to efficiently distribute electricity even when the capacity of electrical connectors is no longer sufficient.

We are working on a policy to meet the EU Taxonomy criteria, striving to increase the number of projects contributing to climate change

mitigation. Even when full alignment is not feasible, we assess projects based on EU Taxonomy DNSH criteria to prioritize environmental sustainability.

The EU Taxonomy for sustainable development and associated regulations provide a great opportunity to direct investments towards aligning with its criteria. To set standards for new construction we closely collaborate with Czech Green Building Council (CZGBC).. Interpretations and evidence are to follow the common agreed methodology provided by the [Czech Green Building Council](#)





# Our commercial project Dornych in Brno demonstrates our focus on sustainable building design.

The buildings feature semi-open outdoor spaces between commercial units instead of roofed and heated spaces, reducing energy consumption. Heating will be primarily provided by a groundwater heat pump utilizing multiple ground boreholes on-site. Additionally, photovoltaic solar panels will generate electricity, further reducing the building's carbon footprint. These measures will result in an estimated 40% reduction in operational energy consumption.



Case study

D  
O  
R  
N  
Y  
C  
H



In accordance with internationally valid regulations, no refrigerants will be used in the cooling technology or the fire protection system.

The windows in all buildings will be glazed with three panes of glass, which not only block out noise, but also contribute to better temperature regulation inside the buildings and prevent unnecessary energy waste. Sunlit facades will have external automatic shading.



Case study

**HAGIBOR**



In Jablonec, we are currently preparing a contract for the installation and operation of a photovoltaic power plant with a capacity of 396.52 kWp on the roof of a shopping center.



Case study

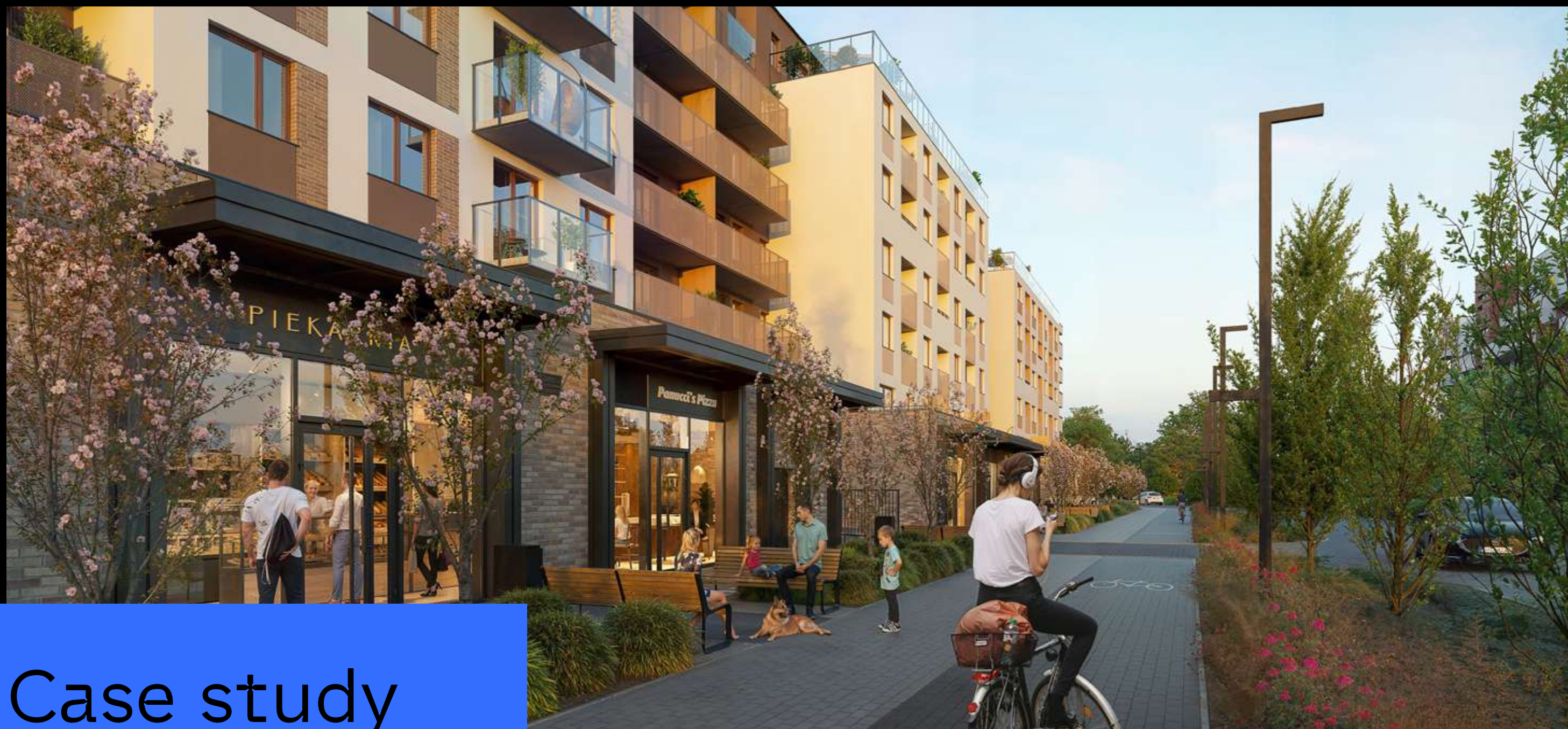




# Thermals and noise



Windows with improved acoustic parameters and special acoustic air vents in all the apartments that are most exposed to noise from nearby railway line. Additionally, a concrete wall was built along the railway tracks, which, apart from safety issues, is also intended to protect against excessive noise.



Case study



# Thermals and noise

Onelife  
Powsin

In this project we are planning triple-glazed windows. What is more an acoustic screen has been designed in the residential estate to protect against street noise. Additionally, special terrain features were planned - slopes, in order to reduce noise and increase the acoustic comfort of residents.

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.

Recognizing the importance of transportation, we incorporate infrastructure that supports electric vehicles and provides ergonomic bicycle parking spaces in all our projects. We place a strong emphasis on selecting sites in close proximity to public transportation, ensuring convenient access for tenants as well as residents. In Prague, our developments are strategically situated within a 5-minute walking distance from metro stations.



Case study



At least 10% of parking spaces will be equipped with charging stations for electric cars. Since the Hagibor site is easily accessible by bicycle, it will be equipped with large bicycle sheds, changing rooms and sanitary facilities for cyclists.

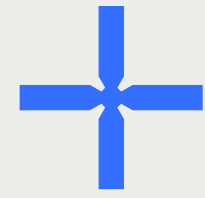


Case study

**HAGIBOR**



# Targets and Roadmap



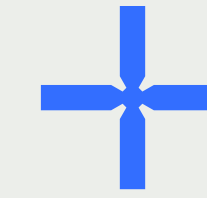
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## A. Climate change & minimizing carbon emissions (E1)

In order to adapt the best solutions to fully decarbonize both direct and indirect emissions it is crucial to fully understand which streams have the highest priority for proper net-zero strategy.

We plan to adopt a climate transition plan to fully decarbonise our entire portfolio by 2050. In order to understand our direct emissions in Scope 1 & 2 (as followed by GHG-protocol) we have mapped our direct emissions in 2023 to set a base year in order to plan adequate goals for a proper decarbonization.

We have already defined our Scope 3 indirect emissions; therefore, we are now looking for a most suitable solution in terms of a software to fully track our project's carbon emissions through the whole life cycle. This process closed tied to our suppliers as well as with designers and architects.



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## B. Energy Efficiency, Renewable Energy Production (E1)

We are fully aware of the fact, that biggest impact which our business has on climate are operational carbon emissions through the life cycle of the buildings. These emissions count into Scope 3, which are not yet covered in this report, but there is intensive push on mapping those emissions to be included in the next reports.

Although we still do not directly tract operational carbon emissions, we already put big emphasis on minimizing energy consumption of new development via EPC indicators. These measures include passive energy savings such as more effective insulation, 3-layer windows etc. Moreover, where possible, we implement active energy production solutions, such as heat pumps or photothermal and photovoltaical power plants.



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.

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

- Develop a detailed Climate Transition Plan with CRREM analysis and SBT initiative goals through the whole portfolio
- Undertake Energy Audits of existing portfolio and those in design stage to maximize energy savings and to align with EU taxonomy criteria
- Implement an LCA analysis software to fully understand operational and embodied carbon emissions as well as other impacts on the environment and community
- All new buildings in Czech Republic that are under construction or planned to be constructed will have an EPC on at least "B". In

Poland all new buildings that were constructed in 2023 or that are currently under construction will have an average energy efficiency of 77 kWh/(m<sup>2</sup>year) or lower.

- 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);
- 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 Poland all new buildings that were constructed in 2023 or that are currently under construction have an average energy efficiency of 77 kWh/(m<sup>2</sup>year).



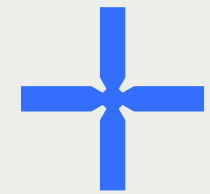
# Targets

We are committed to fully decarbonise our entire portfolio by 2050, with the goal to align with SBT initiative. Following the implementation of the software which tracks carbon emissions, we plan to define partial measurable targets for the gradual reduction of greenhouse gas emissions in line with the decarbonisation expectations in our sector. Our carbon trajectory will incorporate Scope 3 GHG emissions and the entire life cycle of assets, i.e., construction, renovation, and operation. By 2030 the energy efficiency of our portfolio will be above the average needed to meet the EU and national goals.





# CRESTYL targets related to climate change mitigation and adaptation

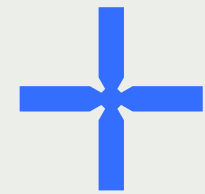


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## Scope 1

Eradicate emissions from fossil fuel combustion generated by our own car fleet, buildings and our own machinery on construction sites.

2030

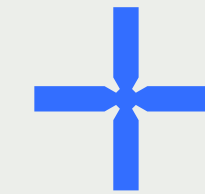


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## Scope 2

Find an effective way of optimizing electricity use on-site. Where is it not possible, we plan to acquire 100% of energy from certified renewable sources in all cases where the energy distributor makes it possible.

2030



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## Scope 3

Achieve full carbon neutrality including development activities.

2050



MDR-M  
E1-5  
E1-6  
  
GRI  
301-1  
302-2  
302-3

# Metrics

Energy consumption and mix	2023
1. Fuel consumption from coal and coal products (MWh)	0
2. Fuel consumption from crude oil and petroleum products (MWh)	1 347,9
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)	392 136,8
Electricity	387 083,9
Heat	5 052,9
6. Total fossil energy consumption (MWh)	393 484,7
Share of fossil sources in total energy consumption (%)	100
7. Consumption from nuclear sources (MWh)	n/a
Share of consumption from nuclear sources in total energy consumption (%)	n/a
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)	0
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)	0
Share of renewable sources in total energy consumption (%)	0
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)	393 484,7



GRI  
305-1  
305-2

GHG  
emissions,  
tCO<sub>2</sub>eq

	Czech Republic	Poland	Total
Scope 1 GHG emissions	72,9	241,7	314,6
Scope 2 GHG emissions			
Gross location-based Scope 2 GHG emissions	130 200,6	26 555,1	156 755,7
Gross market-based Scope 2 GHG emissions	130 200,6	26 555,1	156 755,7
Total GHG emissions			
Total GHG emissions Scope 1+2 (location-based)	130 273,5	26 796,8	157 070,3
Total GHG emissions Scope 1+2 (market-based)	130 273,5	26 796,8	157 070,3



Scope 1 emissions  
of CRESTYL Group  
in 2023

	Consumption of fuel	Emissions
Czech Republic	30 696,0 litres	72,9 tCO <sub>2</sub> e
petrol	14 319,0 litres	30,9 tCO <sub>2</sub> e
diesel	16 377,0 litres	41,9 tCO <sub>2</sub> e
Poland	99 890,3 litres	241,7 tCO <sub>2</sub> e
petrol	34 995,4 litres	75,6 tCO <sub>2</sub> e
diesel	64 894,9 litres	166,1 tCO <sub>2</sub> e
Total	130 586,3 litres	314,6 tCO <sub>2</sub> e



# Scope 2 emissions of Crestyl from buildings (owned/rented and under construction) in 2023

	Electricity consumption, MWh	Emissions from electricity cons., tCO <sub>2</sub> /MWh	Heat consumption, GJ	Emissions from heat cons., tCO <sub>2</sub> /GJ
Czech Republic	348 705,1	129 020,9	13 675,6	1 179,7
owned or rented, (incl. company's offices)	5 816,1	2 151,9	13 675,6	1 179,7
under construction	342 889,0	126 868,9	0	0
Poland	38 378,8	26 289,4	4 510,7	265,7
owned or rented, (incl. company's offices)	166,4	113,9	364,0	21,4
under construction	38 212,4	26 175,5	4 146,7	244,3
Total	387 083,9	155 310,3	18 190,3	1 444,8



# Water and Marine Resources



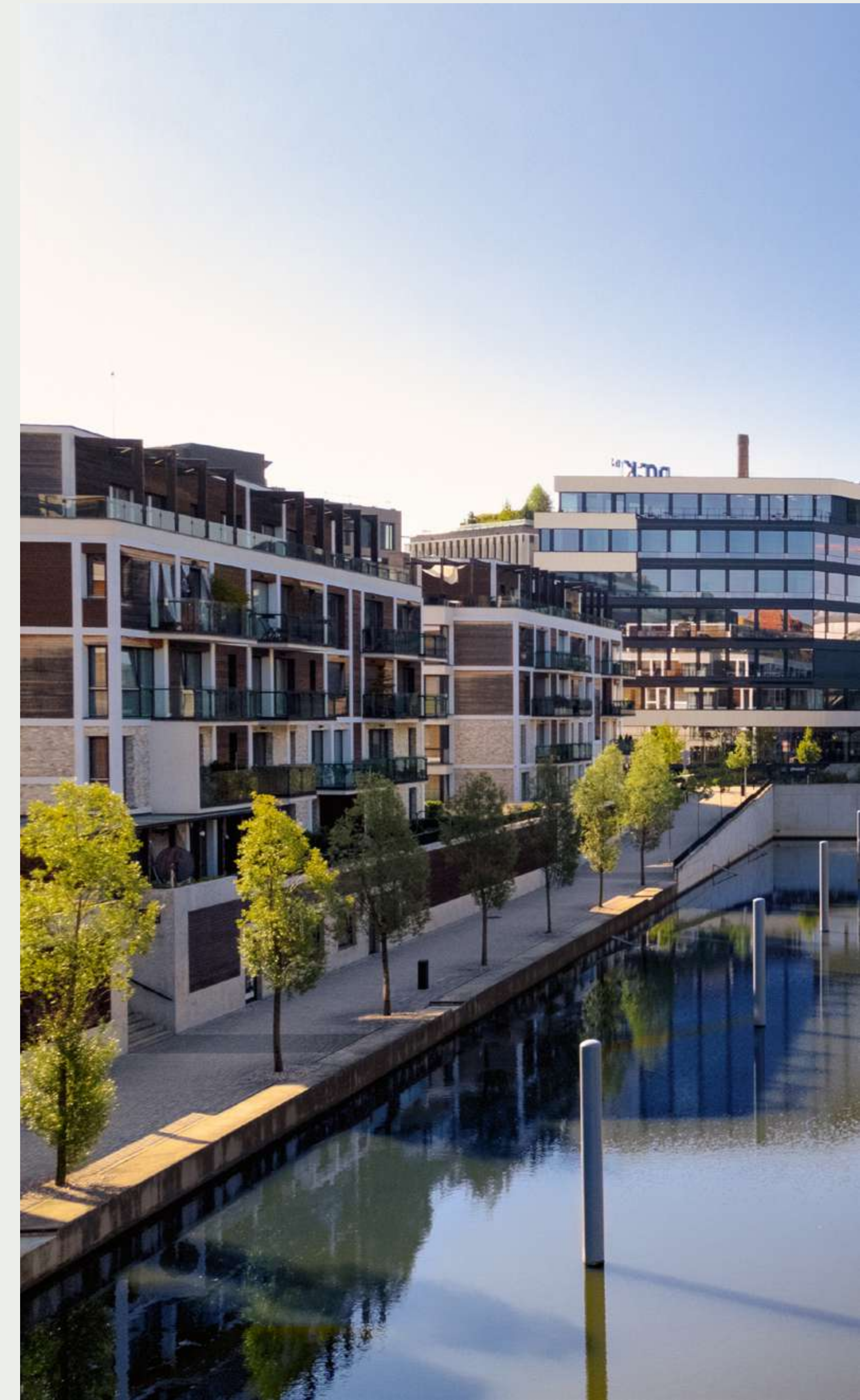
MDR-P  
E3-1  
GRI  
303-1  
303-2

## Policies

Our commitment to enhance water retention and provide water savings starts in early design stage.

We have developed adverse strategies to cover stormwater retention as well as strategies to reduce water consumption. At Crestyl, we prioritize the protection and preservation of water resources. Our aim is to prevent the negative impacts on water quality and to mitigate environmental degradation risks, ensuring good water status and ecological potential.

Our stormwater management, flood prevention and water savings reduction policy to prevent or avoid negative impacts on water resources and where necessary to mitigate them is covered in Actions and Plans down below. It is based on the analysis of environmental degradation risks related to preserving water quality and avoiding water stress. Such risks are addressed with the aim of achieving good water status and maximising the use of rainwater.





The project infrastructure includes tanks to capture and store rainwater, which will be continuously used to irrigate green areas and flush toilets in the commercial units.



DORNYCH



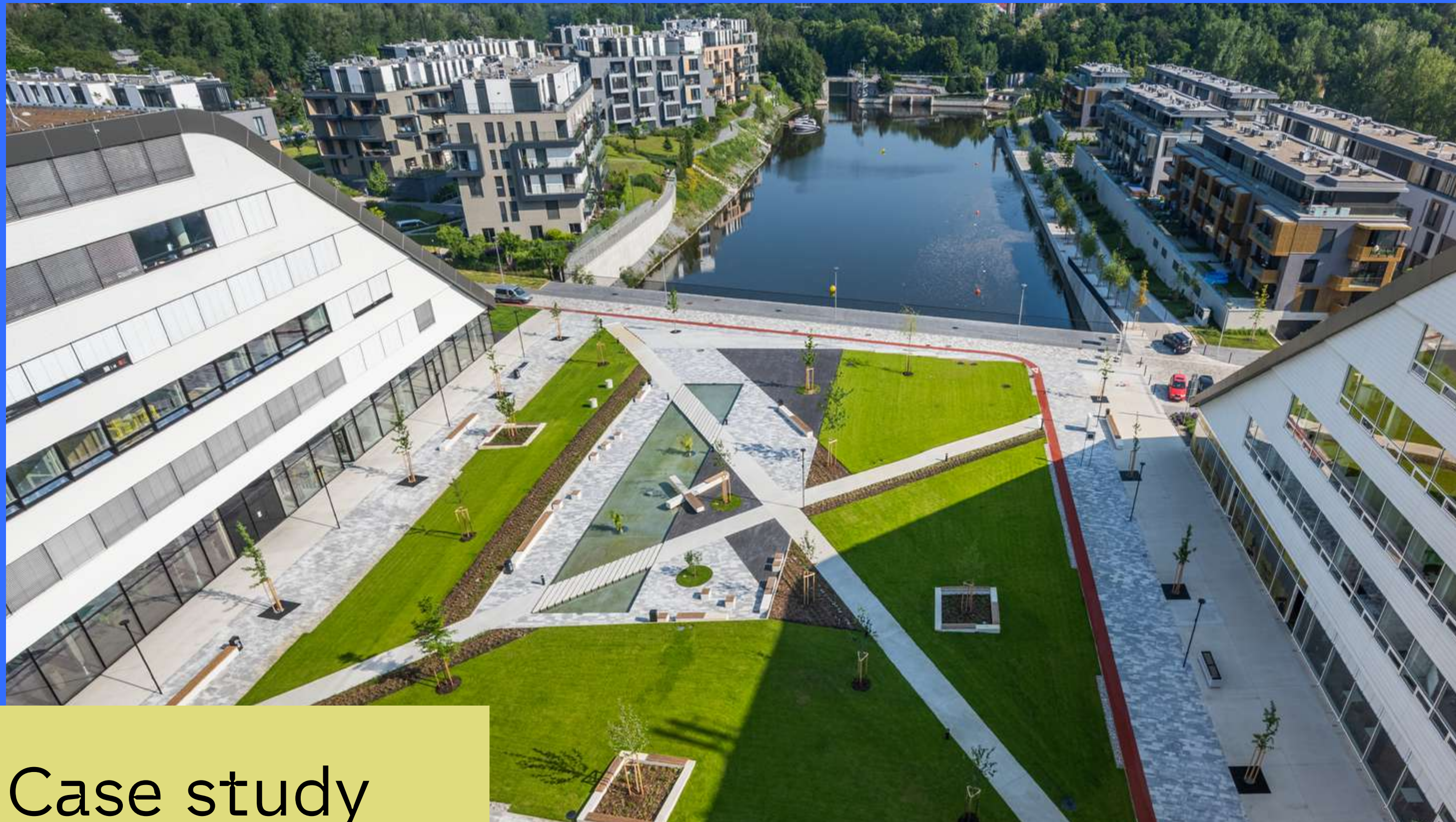
The project includes tanks to capture and store rainwater, which is continuously used for irrigation of green areas and around the building.



**DOCK** IN  
FIVE



# Flood protection



Case study

The DOCK site was built on the site of a former shipyard, and the construction of the premium development was therefore preceded by a thorough decontamination of the entire site and ensuring the safety of residents and visitors from flooding by increasing the retention capacity of the lagoons by significantly deepening them. There are flood barriers around each of the DOCK 01 - 04 buildings. There is no need for flood defences around DOCK 05 due to its location but a clear flood defence plan has been developed.

# DOCK



# Actions and plans

To promote sustainable water use, all water appliances in our commercial buildings use the most modern technologies available and comply with the EU Taxonomy DNSH criteria for Sustainable use and protection of water and marine resources, enabling efficient water flow rates, its lower consumption, and also reducing the amount of wastewater.

Recognizing the value of rainwater as a precious resource, we will maximize its utilization. Rainwater will be captured in all new buildings in retention tanks from which it will be harvested to water the green spaces and used for flushing toilets.





# Tap water reduction installations

Thanks to the modern technologies used to facilitate efficient drinking water management, we can thus document a 40.22% reduction in drinking water consumption and a 52.13% reduction in wastewater consumption.



Case study

# DOCK



Starting from 2025, we will carry out an Environmental Impact Assessment (EIA) for each new project, 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.





# Green roofs installation

The advantage of the complex of residential buildings and office buildings DOCK is its location near the Vltava marina. It is complemented by diverse greenery in park and meadow landscaping, a water feature between the buildings and unmissable green sloping roofs. A total of 52.88% of the roof area is green.



Case study

# DOCK



# Water retention



Rain garden in the courtyard of the residential estate was created - retention and landscape functions. It was arranged with rich hydrophyte plants and a rock composition made of local stone from local stone-pit. Our aim was to support climate changes by discharging excess water from the rain garden in the form of drainage leading to drier green zones and low greenery clusters.



Case study



# Green roofs

Midori  House

On the roof of the apartment building there is a green roof covering the maximum roof area.



Case study



# Retention, biologically active surface, urban heat islands



We design external parking spaces as partially grassy, increasing the retention and share of biologically active surfaces and reducing urban heat islands.



Case study



Monitoring water usage in our commercial buildings during occupancy and development is a key priority. By setting year-on-year reduction targets for water consumption per square meter of standing investments, we are committed to continually improving our water efficiency.

# Measurable strategies for water retention:



## 01. Green Roofs

vegetated roofs  
systems that  
absorb rainwater



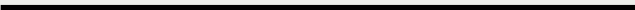
## 02. Rain Gardens

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.



# Measurable strategies for Water Savings

In general, incorporating water retention and water-saving strategies in real estate design is not only beneficial for the environment and community but also adds value to the property and complies with regulatory requirements.



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## 1. Low-flow fixtures

Installing low-flow toilets, showerheads, and faucets.



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## 2. Rainwater harvesting

Collecting and storing rainwater for landscape irrigation and non-potable uses.





MDR-M  
E3-4  
GRI  
303-3  
303-5

# Metrics

Water consumption in 2023 by Crestyl Group, m³/year			
Indicator	Crestyl (CR)	Spraviva (PL)	Total
Total water consumption	42,169.2	17,712.2	59,881.4
Water consumption in company's offices <sup>1</sup>	0	803.4	803.4
Water consumption in commercial buildings rented	24,454.2	-	24,454.2
Water consumption during construction	17,715.0	16,908.8	34,623.8

<sup>1</sup> 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

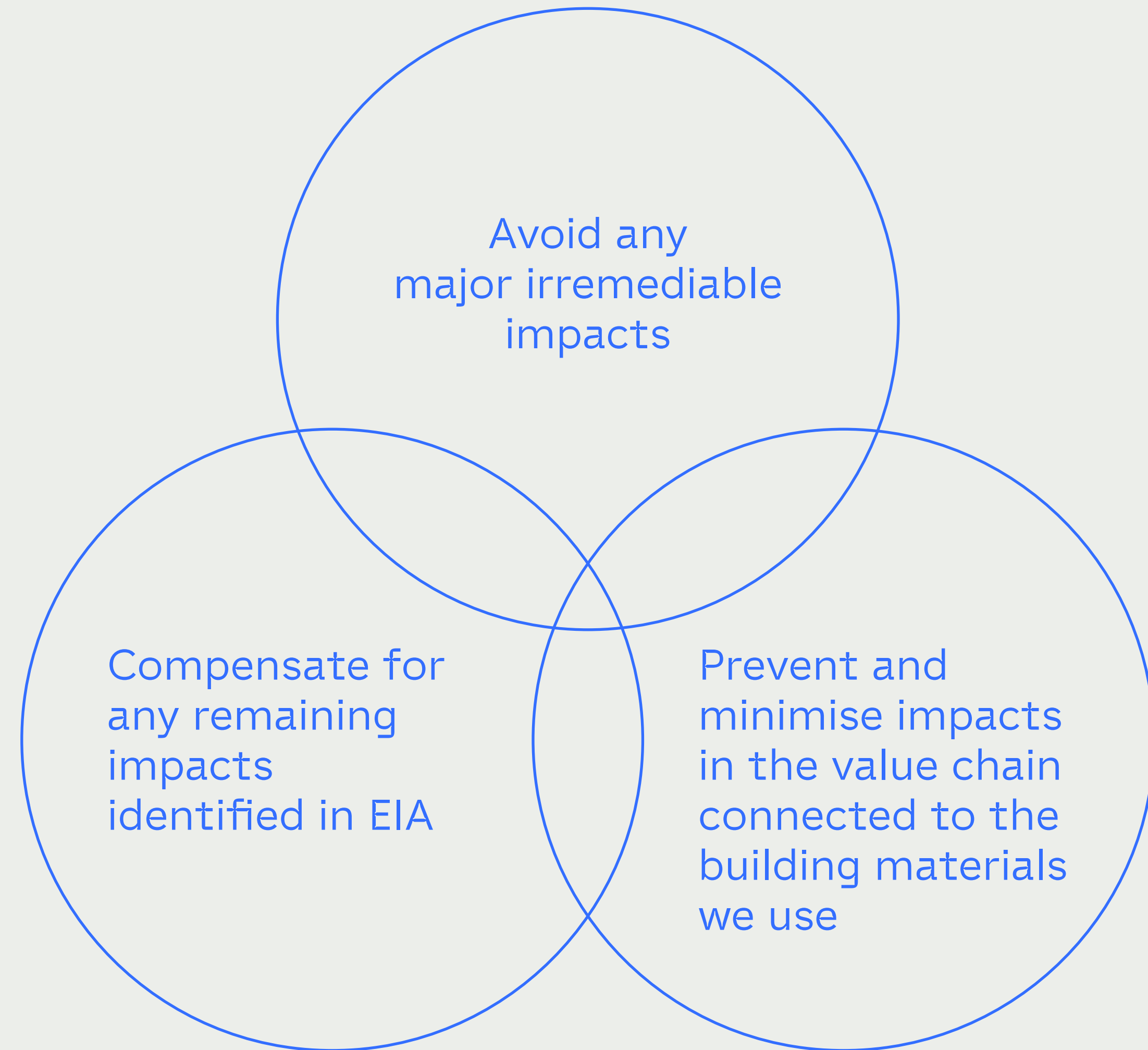


MDR-M  
E4-2  
GRI  
304-2

## Policies

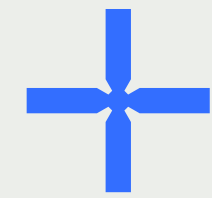
At Crestyl, we are dedicated to promoting environmental sustainability and enhance the quality of life for residents and tenants it is essential to incorporate policies that support biodiversity and ecosystems.

We are committed to preventing and mitigating adverse impacts on biodiversity caused or contributed by our operations, in particular in connection to the new development projects. This commitment has three aspects:





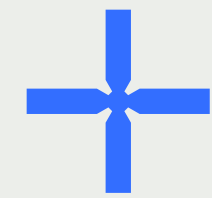
# Actions and plans



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## Site Selection

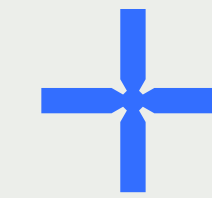
We prioritize transforming brownfield sites into vibrant and liveable areas, minimizing the conversion of greenfield land. In cases where biodiversity loss occurs during brownfield redevelopment, we measure it and provide compensation.



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## Preservation of Natural Habitats

We are helping to preserve the natural landscape and to the greatest possible extent reclaim formerly contaminated areas for natural ecosystems and the local community by integrating green spaces (including roofs), native plants, adapted to the needs of local fauna, parks, and wholesome green areas designed by leading landscape architects. The presence of greenery also helps to mitigate the urban heat island effect, i.e. the summer overheating of parts of the city.



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## Sustainable Land Use

In cases where a brownfield option is unviable, we minimise the conversion of greenfield land and forest and avoid other biodiversity-sensitive areas, such locations of recognised high biodiversity value and land that serves as habitat of endangered species. Where small-scale conversions of such areas are unavoidable, we fully compensate for their loss by recreating them nearby. We also avoid converting arable and crop land with high levels of soil fertility (I and II protection class of the agricultural land fund) and below-ground biodiversity.



# Šárka by Crestyl



Šárka newly planted vegetation will mainly include pine trees and plants present in the locality. Greenery will be planted in all empty rooftop spaces. The roof will be both functional and aesthetic - a green roof has excellent insulative parameters and prevents the locality from becoming a heat island during the summer.

Forests will be fenced off using a 5 by 5 cm mesh to allow small animals to pass through. A bat cave will be restored to allow the animals to nest in an undisturbed manner, and a nearby spring will be revived.

Three million crowns will be invested into increasing the attractiveness of the Šárka-Ly-

solaje Nature Park and the Divoká Šárka Nature Sanctuary. The project has been prepared based on recommendations made by the Municipal Greenery Management Section of the City of Prague Environmental Protection Department.

GRI 304-1

The ŠÁRKA residential project is being prepared to replace the current industrial premises, however it is adjacent to the Šárka Forest (Divoká Šárka), which is a nature reserve on the northwestern outskirts of Prague. The planned land acquisition of the project is 48 thousand. m<sup>2</sup>, while 24 thousand m<sup>2</sup> will be covered with vegetation (including green roofs).

Case study





# A few facts in numbers



Former docks transformed into a unique combination of housing, offices and park.



Decontamination and rehabilitation of 37,000 m<sup>2</sup> of lagoons.



25,000 tonnes of contaminated mud excavated; 9.2 tonnes of lead excavated.



350 trees planted.



Case study

# DOCK



Our Hagibor project involves building residential and commercial buildings within a city forest, with hundreds of newly planted trees and tens of thousands of plants.

We collaborate with leading French landscape architect – Michelle Desvigne. The centerpiece of this project is a water feature mitigating the urban heat island effect and promoting biodiversity. These measures are being implemented based on the assessment of the local situation.

The area covered with native or adapted vegetation will be

25%

of the total land area of the project.



# Microforest in Krakow

Via Association of Property Developers Spravia contributed to the creation of a microforest in Krakow, planted using the Miyawaki method, which involves planting a very large number of native species and seedlings. Microforests can be planted in degraded urban areas and in the middle of housing estates. The Miyawaki method is a way to increase biodiversity, and at the same time educate residents, involving them in positive actions for the local nature.



Case study



Starting from 2025, we will carry out an Environmental Impact Assessment (EIA) for each new project, 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

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





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 meet this goal, by 2028 we will develop a strategy, which will address the impacts of materials to minimise embodied carbon in our new buildings and address negative impacts in our value chain. The strategy will address maximisation of the use of recycled materials, the exclusion of materials with severe negative impact, and recycling of the materials. It will include an action plan to ensure traceability of construction materials, which would allow assessment of impacts in the upstream value chain and prioritise any for action.



## How does Level(s) work? - European Commission

As a part of developing this strategy CRESTYL we are undertaking an in-depth review of our current practices to identify significant areas for expanded adoption of circular economy approaches in new projects, including material efficiency, reuse and recycling, further minimisation of waste and reduction of embodied emissions.

In order to address key sustainability aspects over the building life cycle, we have decided to use a common framework Level(s), which is based on six macro-objectives. The sustainability indicators within each macro-objective describe how the building performance can be aligned with the strategic EU policy objectives, such as energy, material use and waste, water, indoor air quality and resilience to climate change.

1. Greenhouse gas emissions along a building's life cycle;
2. Resource efficient and circular material life cycles;
3. Efficient use of water resources;
4. Healthy and comfortable spaces;
5. Adaptation and resilience to climate change;
6. Optimized life cycle costs and value.



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

We will prioritise quality, low-carbon, recycled and recyclable, bio-sourced and health-friendly materials.

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

## Materials used for construction and major renovations by CRESTYL in 2023

Indicator	Crestyl (CR)	Spravica (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



# Resource outflows - products

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

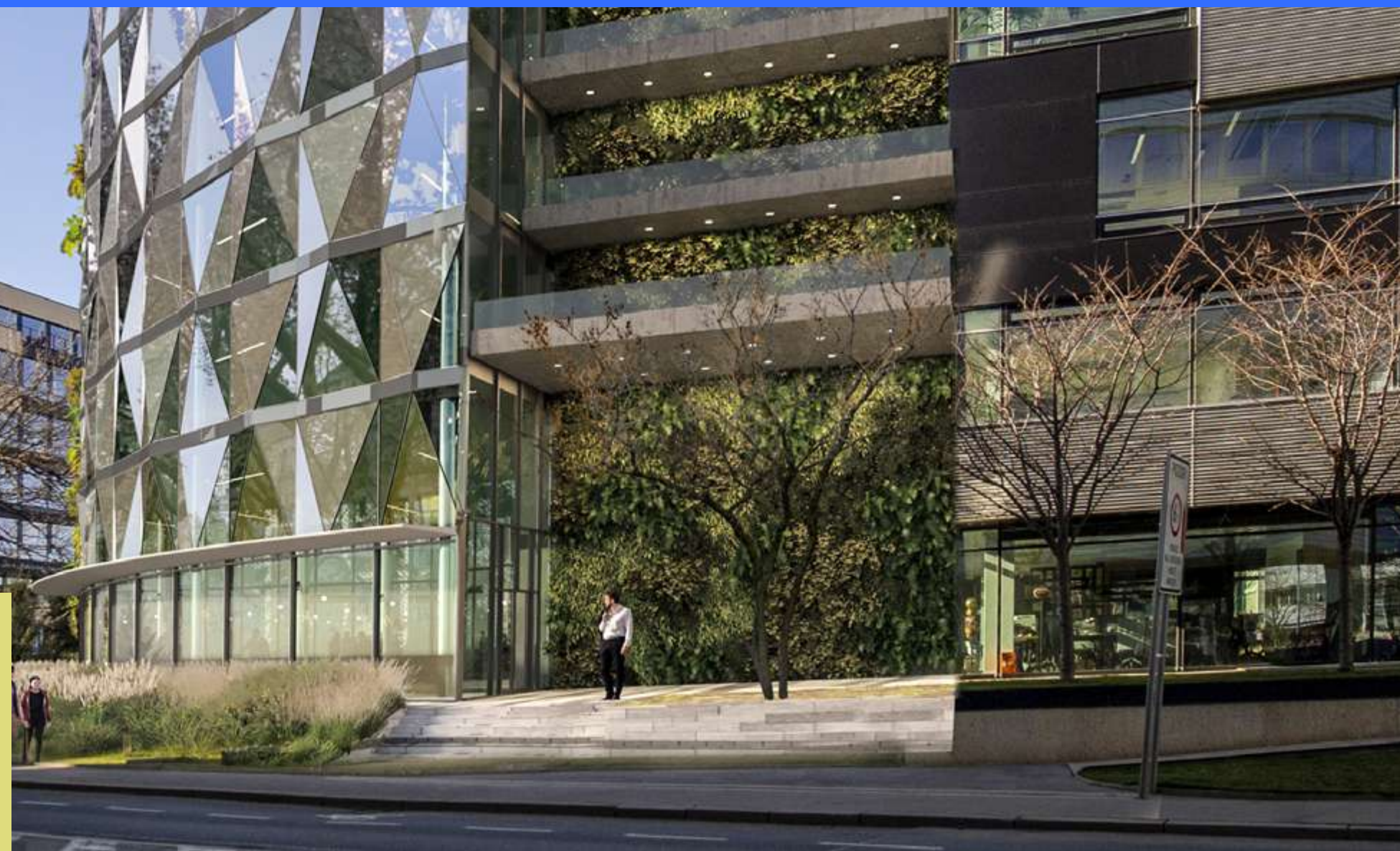




For instance, our project “Dock V1E”, in collaboration with Ian Bogle Architects, showcases our commitment to sustainable construction.

It will be a carbon-neutral office building and feature a green façade to attract visitors. The design prioritizes environmental impact reduction and user well-being, responding to the climate and the site context.

Case study



We will undertake a Life Cycle Assessment (LCA) for all new projects from 2025 according to Level(s) and 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

We plan to optimise waste management and limit resource consumption on sites. A waste management plan will be adopted for every construction, renovation, or demolition project. A pre-demolition audit will be conducted for every renovation or demolition project.

We are fully dedicated to limiting waste during construction and demolition, following the EU Demolition and Construction Waste Protocol. Our selective demolition practices ensure the safe handling of hazardous substances and facilitate high-quality recycling.

All generated construction, demolition and excavation waste will be treated in accordance with the checklist of the EU Construction and Demolition Waste Management Protocol.

In 2023 22% of waste generated during development of new buildings by Crestyl Group was recycled. In the Czech Republic this share was 90%.





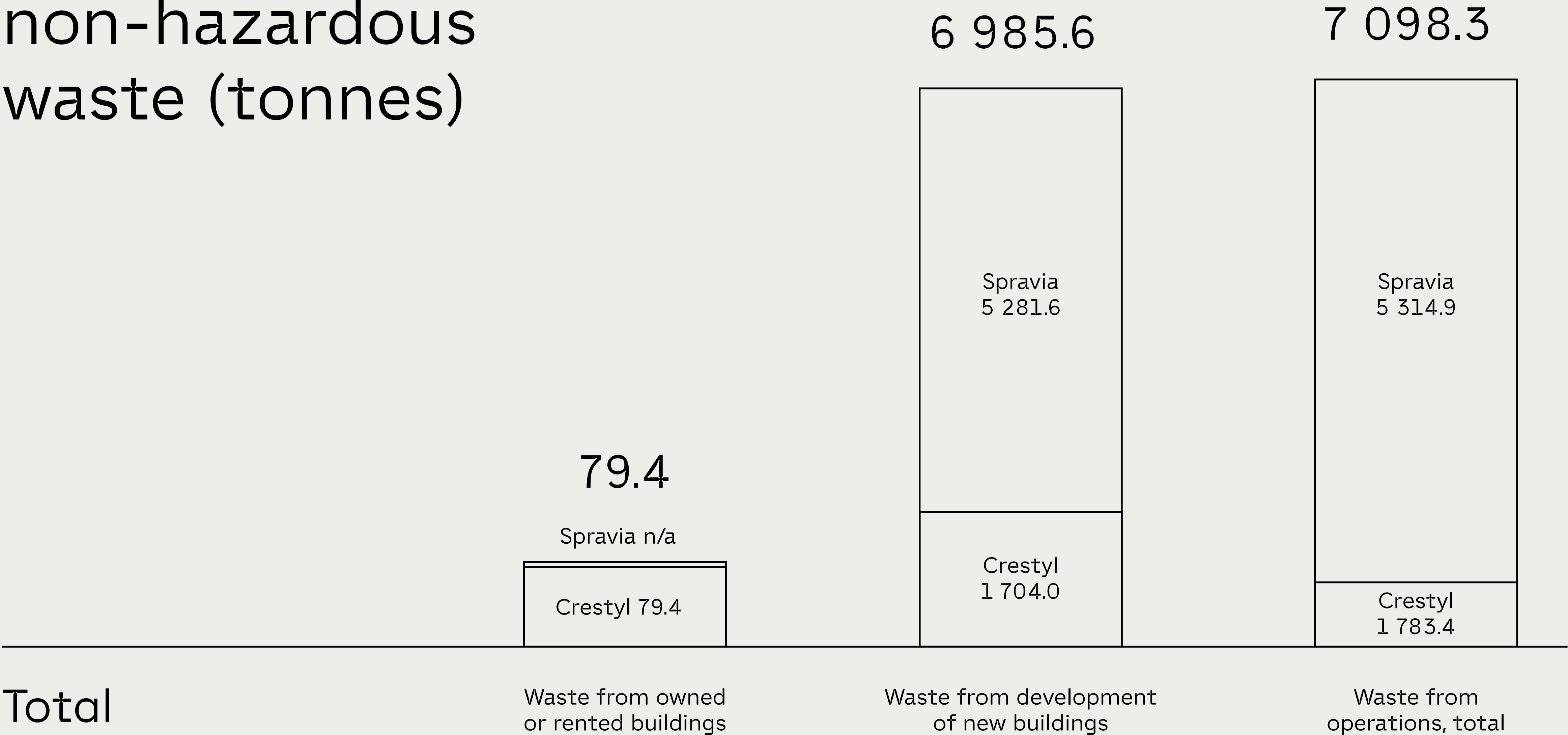




other disposal operations	0	0	0	0	0	0	0	0	0
Amount of non-hazardous waste	79.4	n/a	79.4	1 704.0	5 281.6	6 985.6	1 783.4	5 314.9	7 098.3
recovery	17.9	n/a	n/a	1 534.0	0	1 534.0	1 551.9	0	n/a
preparation for reuse	0	n/a	n/a	n/a	0	n/a	n/a	0	n/a
recycled	17.9	n/a	n/a	n/a	0	n/a	n/a	0	n/a
other recovery operations	0	n/a	n/a	n/a	0	n/a	n/a	0	n/a
directed to disposal	61.6	n/a	n/a	170.0	5 281.6	5 451.1	231.6	n/a	n/a
incineration	61.6	n/a	n/a	n/a	0	n/a	n/a	n/a	n/a
landfill	0	n/a	n/a	n/a	5 281.6	n/a	n/a	n/a	n/a
other disposal operations	0	n/a	n/a	n/a	0	n/a	n/a	n/a	n/a
Total amount of non-recycled waste	61.6	n/a	n/a	170.0	5 282.1	5 451.1	231.6	n/a	n/a
Percentage of non-recycled waste	77.6%	n/a	n/a	10.0%	100%	78.0%	13%	n/a	n/a



# Amount of non-hazardous waste (tonnes)





In 2023 Crestyl collected old, unused mobile phones in green boxes at receptions in DOCK area and received a Social Responsibility Certificate (Remobil).





# 03. Social information

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At Crestyl, we strive for a positive social impact in all areas of our business. To accomplish this, we listen to our all stakeholders and community needs. Upholding human rights is an integral part of our values and operations. We maintain a steadfast commitment to respecting human rights across all our activities in alignment with the United Nations Guiding Principles on Business and Human Rights, leaving no room for trafficking, forced and child labour, or any form of discrimination. Our focus extends to safeguarding the rights and working conditions of all individuals involved in our value chain, including our own workers, construction workers of general contractors, our service providers' workers, communi-

ties affected by our projects and users of our buildings. By upholding these principles and implementing robust systems, we aim to foster a culture of respect, fairness, and dignity for all individuals associated with Crestyl.

An internal part of our project development has been international certifications for sustainability, which include social topics in their sustainability assessments. As an example, we aim for BREEAM, LEED & Well certification tools, which recognize projects that have a positive impact on the communities.





# Own workforce



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

## Employee policies

We value our employees as more than just colleagues – we consider them a part of our family. We have created and continue supporting a flexible work environment that promotes work-life balance and personal well-being.

Our goal is to become an employer of choice in the development, asset management, and property management sectors, attracting and retaining top talent who align with our values and aspirations.

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

Key internal policies that shape Crestyl relationships with its employees are Health and safety policy, Compliance policy and Code of ethics.

We aspire to a culture involving the intensive high engagement of our people. We believe that fostering a sense of engagement is achieved through meaningful work, supportive management, opportunities for growth, trust in leadership, and a positive working environment. This is a culture in which everyone brings their best self to work every day, where they enthusiastically embrace CRE-STYL strategies, goals and values, take pride in their work, and learn from mistakes. Caring and collaborative teams-based culture are essential for us. We focus on mutual trust and relationship-building between teammates. We encourage cross-functional collaboration

where people with different skill sets support one another.

Our offices are thoughtfully designed and aligned with the best practices and market standards to make everyone feel comfortable and fully engaged. We believe in fostering a sense of belonging and ensuring equal treatment and fair access to opportunities and resources for all employees.



# Diversity and Equality

In 2023 we adopted the Equality, Diversity and Inclusion Policy, which applies to all CRESTYL employees and sets the foundation for a respectful and inclusive environment. It outlines the company's approach to ensuring equal opportunities for all employees, regardless of their background. The major types of discrimination prohibited by this Policy include direct and indirect discrimination, victimization and harassment.

Cases of violation of this policy can be reported to direct managers, the Head of Compliance or via the whistleblowing mechanism. Crestyl Group strictly prohibits any form of retaliatory action against an individual who reports alleged harassing or discriminatory behaviour or participates in the investigation thereof.

We will be providing employees with regular training related to human rights, diversity, and equal opportunities.

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

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

We plan to increase the diversity of our own workforce with special focus on the aspects of age and disadvantage or impairment. People with disabilities will be welcomed in job advertisements. Our buildings and the Dock area are designed to be accessible to wheelchair users with disabilities.

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

We support diversity in terms of gender, age, and type of contract, as we believe that team diversity supports the creativity and unique approach to our business. Crestyl aims to ensure gender equality in management positions. We also promote age diversity.



# Remuneration

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

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

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

In Poland we have a formal annual HR process that considers market salary reports (available in March) and includes a set-up of a merit cycle process in April, that helps us to ensure that all people in their workforce receive an adequate wage.





# Social protection

All Crestyl Group employees are covered by social protection through public programmes or benefits offered by the company in the event of loss of income due to one of the following major life events:

1. illness;
2. unemployment from the time the worker himself works for the enterprise;
3. work-related injury and acquired disability;
4. parental leave;
5. retirement.

# Work-life balance

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

We actively support employees' work-life balance, encouraging them to allocate time for themselves, their leisure interests, their families, and friends. To accommodate diverse needs, we offer various flexible working conditions, such as part-time employment, distance working, and flexible working hours.

According to Polish legislation there is a limitation on overtime of max 400 hours per year.

We maintain excellent employment conditions for our employees, including:

- . flexible working conditions in the form of part-time employment, distance working, and flexible working hours, were beneficial to the employees;
- . short working day on Friday;
- . regular monitoring of working spaces and environments to ensure that the conditions, furnishing, and design are in line with the best practice and market standards.

In 2023 in response to changing work environments, Crestyl has introduced a home office policy that outlines the conditions and requirements for remote work. This policy ensures that employees working from home maintain the same level of productivity, data security, and compliance with health and safety regulations as they would in the office.



# Training and skills development

Mandatory training including OHS, PPE, First Aid, GDPR and Code of Ethics is provided by Crestyl real estate s.r.o. and Facility Pro s.r.o. via a web application. This allows each employee to personally enter the application, complete the individual training courses, take an online test and sign a certificate of completion.

All new employees are assigned to the application, an account is created for them, and then they are asked to complete the courses immediately on the day they start. Existing employees are required to repeat the training at regular intervals, and the dates for completion of the courses are monitored by the web application and employees are prompted to complete them. The HR department regularly monitors to ensure that all training deadlines are met.

We continuously support the professional development of our officers, directors, and team leaders, including their soft skills. We will extend our training offer for managers, which already includes the MBA RE (real estate) from the University of Economics in Prague, to include potentially more specialised programmes.

Our training policy, which provides information on the training budget per employee and training options based on employee position, will be updated by 2025. We plan to set and implement a target for increasing the annual average hours of training per employee.





GRI  
403-1  
403-2  
403-3  
403-4  
403-6

# Health and safety

The health, safety, and well-being of our employees are of the utmost importance. We have implemented a comprehensive health and safety management system that covers all individuals within our organization. Crestyl ensures that all workplaces are safe and comply with relevant health and safety regulations.

We accept proposals from our employees to increase the level of safety and health protection at work, which we professionally evaluate and, where appropriate, implement.

We promote the physical health and well-being of employees and a safe environment. We have set up clear rules and implemented training programmes on physical health and safety. Special Health Days are organised, for example to check moles or for preventive spirometry.

We will place special focus on identifying and addressing cases of excessive overtime work and ensure support for employees.

Our target is to maintain zero number of work-related injuries and work-related ill health.





# Engagement with employees

Annually we conduct a satisfaction survey of our employees, based on the results of which our “culture team” suggests steps, solutions, and measures for improvement. We will further foster a safe and confidential environment for affected employees to raise their needs with the HR.

We support volunteer activities and provide an additional allowance for employees to pursue their chosen leisure activities.

In Poland we have a cooperation agreement between the management and the workers’ council regarding social dialogue, regular information and consultation with worker representatives. Consultations are conducted before final decisions on employment-related issues are reached. Number of meetings with employees has increased in the last year. We also do not interfere in trade union formation and recruitment (including trade union access to undertakings), provide adequate time off for workers’ representatives to carry out their duties, and have zero tolerance for discrimination of trade union members and workers’ representatives.







# Human rights

We have a zero-tolerance policy for discrimination, violence, and harassment in the workplace. We are committed to respect all human rights of all our workers. In this regard, we follow the international standards, regulations and initiatives, including The ILO Standards on Equality of opportunity and treatment and all effective Czech legislation.

Our approach to preventing discrimination is conceptually guided by the EU and UN initiatives, including the European Union's Gender Equality Strategy 2020 – 2025 as well as the European Union's initiatives combatting dis-

crimination, and relevant UN Sustainable Development Goals (esp. Goal 5 – Gender equality, Goal 8 – Decent work and economic growth, and Goal 10 – Reduced inequalities).

We plan to implement a grievance mechanism for our own employees by the end of 2024 which will provide a clear and transparent framework to address complaints in the workplace. It will be regularly communicated to them. We will ensure that there will be no retaliation or discrimination against those who express grievances, and that grievances will be treated with confidentiality.



# Metrics

S1-6  
GRI  
405-1

Collective bargaining coverage and social dialogue

Crestyl Group employees <sup>2</sup> at 31.12.2023			
Gender	Number of employees (head count)		
	Crestyl (CR)	Spraviva (PL)	Total
Male	39	66	105
Female	47	99	146
Other <sup>3</sup>	-	-	-
Not reported	-	-	-
Total employees	86	165	251

<sup>2</sup> Data is expressed in the number of persons at the end of the reporting period.

<sup>3</sup> The “other” category is not applicable in the Czech Republic and Poland.



Crestyl Group employees  
at 31.12.2023

Country	Number of employees (head count)
Czech Republic	86
Poland	165

Crestyl Group employees  
by contract type at 31.12.2023

	Female	Male	Total
Number of employees (head count)			
Crestyl (CR)	47	39	86
Spraviva (PL)	99	66	165
Total	146	105	251
Number of permanent employees (head count)			
Crestyl (CR)	47	39	86
Spraviva (PL)	99	66	165
Total	146	105	251
Number of temporary employees (head count)			
Total	0	0	0



Number of non-guaranteed hours employees (head count)			
Total	0	0	0
Number of full-time employees (head count)			
Crestyl (CR)	45	39	84
Spraviva (PL)	99	66	165
Total	144	105	249
Number of part-time employees (head count)			
Crestyl (CR)	2	0	2
Spraviva (PL)	0	0	0
Total	2	0	2



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 31.12.2023		
Crestyl (CR)	Spravia (PL)	Total
0	16	16

GRI  
401-1

Total number of employees who left the enterprise during the 2023			
	Crestyl (CR)	Spravia (PL)	Total
Female	7	6	13
Male	5	6	11
Total	12	12	24



Turnover rate  
of employees  
in 2023 in  
Crestyl (CR) was,

---

12.3%

in Spravia (PL)

79%.



In 2023, the company experienced a higher number of employees terminating their employment than those being recruited. This disparity is attributed to a hiring freeze implemented throughout 2023 as a cost-saving measure.

Total number of newly hired employees during the 2023			
Gender	Crestyl (CR)	Spraviva (PL)	Total
Female	6	12	18
Male	2	13	15
Total	8	25	33



S1-8  
GRI  
407-1

## Collective bargaining coverage and social dialogue

Percentage of all employees  
covered by collective agree-  
ments in Crestyl (CR) was

0%

in Spravia (PL)

100%



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

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0%

in Spravia (PL)

100%



S1-9  
GRI  
405-1

Diversity  
metrics

Numerical and percentage representation of women and men in top management <sup>4</sup>						
	Crestyl (CR) <sup>5</sup>		Spravia (PL)		Total	
	Number	Share (%)	Number	Share (%)	Number	Share (%)
Female	1	20.0	1	25.0	2	22.2
Male	4	80.0	3	75.0	7	77.8
Total	5	100.0	4	100.0	9	100.0

Distribution of Crestyl Group employees by age groups at 31.12.2023			
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

<sup>4</sup> i.e. 2 levels below administrative and supervisory authorities.

<sup>5</sup> Includes employees at the CZ Board level who manage the operations of Crestyl real estate, s.r.o. and Facility Pro s.r.o.



S1-10

# Adequate wages

All Crestyl Group  
employees

100%

are paid  
adequate  
wage.



S1-11  
GRI  
401-2

# Social protection

All Crestyl Group employees (100%) are covered by social protection through public programmes or benefits offered by the company in the event of loss of income due to one of the following major life events:

1. illness;
2. unemployment from the time the worker himself works for the enterprise;
3. work-related injury and acquired disability;
4. parental leave;
5. retirement.





# Persons with disabilities

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

0%

in Spravia (PL)

10%



S1-13  
GRI  
404-1  
404-3

# Training and skills development

Employees who participated  
in regular performance reviews  
and career development

Gender	Crestyl (CR)	Spraviva (PL)	Total
Female	100%	100%	100%
Male	100%	100%	100%
Total	100%	100%	100%

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

Gender	Crestyl (CR)	Spraviva (PL)
Female	36.8	36.8
Male	36.8	36.8
Total	36.8	36.8



S1-14  
GRI  
403-5  
403-8  
403-9  
403-10

# Health and safety

Health and safety indicators		
	Crestyl (CR)	Spravla (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	1	1
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 <sup>6</sup>	5	3

<sup>6</sup> It concerns only working days.



S1-15  
GRI  
401-3

# Work-life balance

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

<sup>7</sup> Maternity leave - 12 persons, paternity leave - 3 persons, childcare - 108 persons.

Work-life balance indicators		
	Crestyl (CR)	Spraviva (PL)
Percentage of employees entitled to take family-related leave	100%	95%
Total number of entitled employees that took family-related leave	11	123 <sup>7</sup>
male	3	16
female	8	107
Total number of employees that returned to work in the reporting period after parental leave ended	1	5
male	0	3
female	1	2
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	1	5
male	0	3
female	1	2
Return to work rate	25	5
Retention rate	50	5



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

in Crestyl (CR) was

0%

0%

in Spravia (PL).



S1-17  
GRI  
406-1

# Incidents, complaints and severe human rights impacts

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	1	1
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



MDR-P  
MDR-A  
S2-1  
S2-2  
S2-3  
S2-4  
GRI  
403-7

# 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 will be fully adopted in 2024 which 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

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

Having a workplace accident prevention management system is a requirement we impose on our key suppliers.

From 2024 general terms and conditions for contracts with our suppliers include provisions addressing the safety of workers, including precarious work (i.e., use of workers on short-term or limited hours contracts,

workers employed via third parties, sub-contracting to third parties or use of informal workers) in line with applicable ILO standards.

CRESTYL appoints a Health and Safety Coordinator that prepares the Health and Safety Plan for the construction site, coordinates the activities of the contractor and subcontractors when taking measures to ensure safety and health protection while working on the construction site.

All persons on the construction site must be equipped with a label/card confirming that the holder has completed the necessary OHS training.

# Human rights

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

From 2024 general terms and conditions for contracts with our suppliers include provisions addressing human trafficking, the use of forced labour or child labour in line with applicable ILO standards.

Procurement criteria will include specific human rights due diligence requirements focused on practices and actual and potential impacts on CRESTYL's projects. Large contractors will be also obliged to have human rights due diligence & compliance systems established for all their operations. In addition, CRESTYL will have an option to cancel the contract in case any contractor is found liable for human rights violations (e.g. forced/child labour) and/or criminally liable (e.g. corruption).



# Targets and metrics

Our main target is having 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	0
Number of cases of recordable work-related ill health of other workers working on the undertaking's sites	0	0



MDR-P  
MDR-A  
S3-1  
S3-2  
S3-3,  
S3-4  
GRI  
413-1,  
413-2

# Affected communities

## Policies

Our vision is to foster vibrant and inclusive neighbourhoods that significantly improve the lives of residents, tenants, local communities, and municipalities. All Crestyl's ventures place high emphasis on the public space. Beyond focusing on the aesthetics of buildings, we enhance their functional and operational aspects to create neighbourhoods that are attractive for living, working, and leisure activities. Our aim is to strengthen the social infrastructure and vitality of our project locations and the surrounding districts.







# Actions and plans

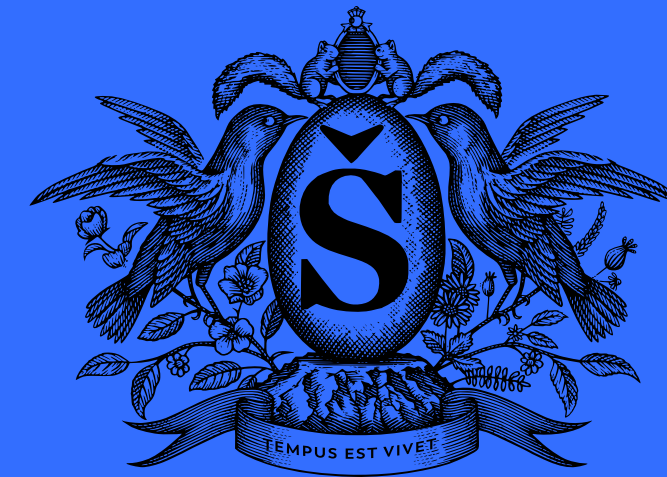
We conduct a comprehensive assessment of the environmental, social, and other sustainability impacts of our buildings on their neighbourhood in advance, where such impacts are present or likely to occur due to the location and the nature of the change of local conditions.

Cooperating with municipalities is a fundamental commitment for us. We work closely with them to assess the necessary social and transportation infrastructure for each new

project, taking into account the future needs of the local communities. This involves provisions for essential amenities such as kindergartens, schools, shops, healthcare clinics, public transport stops, charging points for electric and hybrid vehicles, bicycle facilities, and many more. By involving municipalities from the early planning phase, we ensure that our projects align with their specifications.



# Šárka by Crestyl



We entered into a public service venture agreement between Crestyl, the Borough of Prague 6, a local nonprofit organization, and representatives of residents of Vokovice, the district where our new residential project will be built in the coming years.

According to the agreement, the project will include commercial space and a medical clinic. These services will contribute to improving the quality of life in the immediate vicinity of the residential complex.

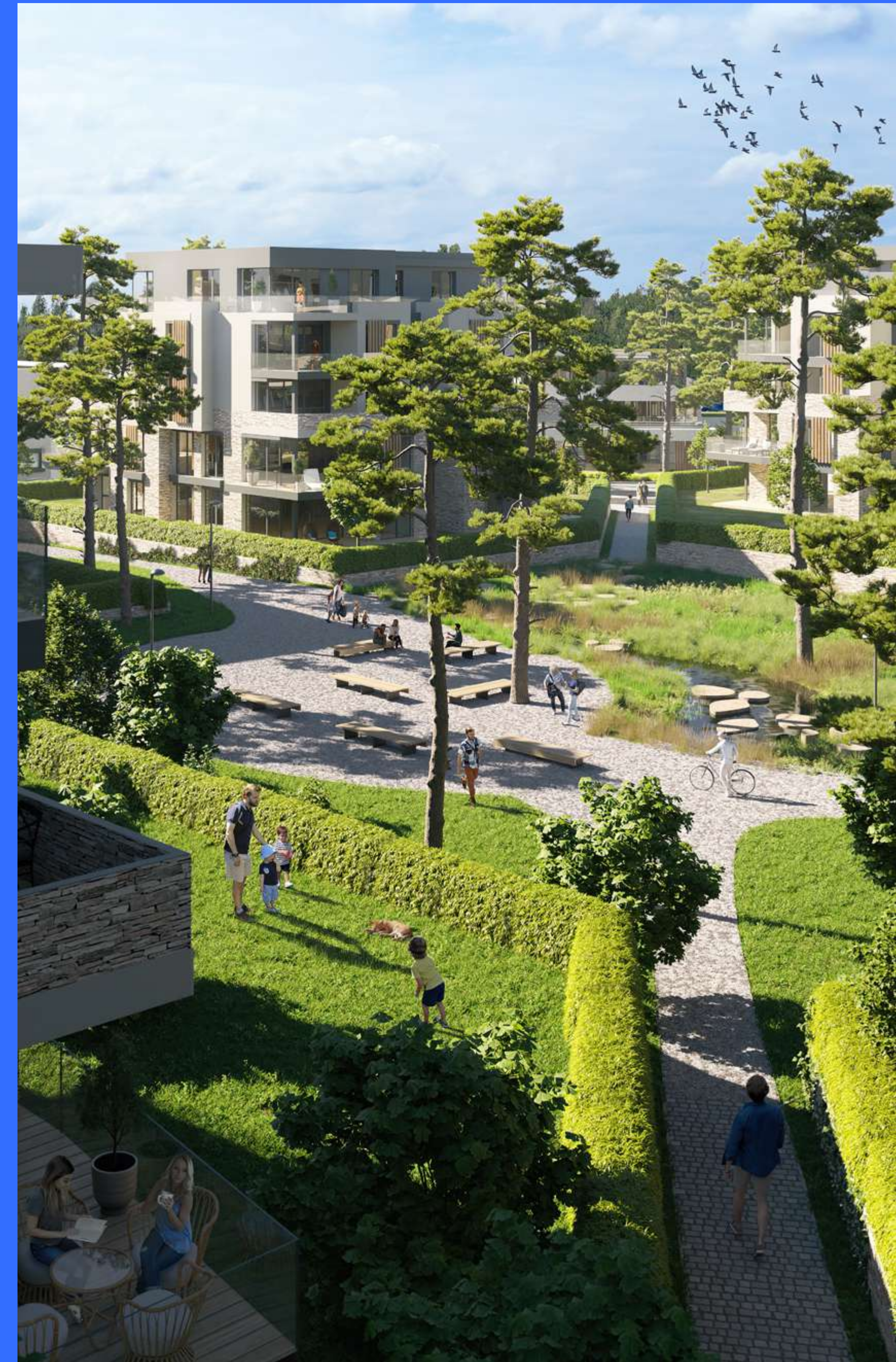
We have committed ourselves to building a kindergarten that will serve the local community. It will be managed by the municipali-

ty, and we will sell it to the City of Prague for a symbolic price of CZK 1,000.

We will also be making substantial investments into improving the transport conditions and public space in Vokovice. Crestyl will donate five million crowns to help make transport in Vokovice smoother and less burdensome on the public space. Another 20 million crowns will be invested into transport infrastructure with a view to resolving current problems with transit traffic.

As Crestyl is dedicated to building places that allow people to slow down and relax amid greenery we will also invest three million crowns into building a brand-new quiet area in the V Středu Park. Another place for relaxation will be an educational trail with benches and information panels near the new complex.

Case study







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 plan-

ning 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.

Starting from 2024 we plan to employ a community manager for all multipurpose developments.



To gather insights and independent feedback, we actively engage in stakeholder dialogs and conduct social surveys.

This enables us to effectively address the concerns and requirements of various stakeholders.

As part of this vision, we have implemented the role of a community manager in our flagship DOCK project, since 2018. The community manager is responsible for creating a welcoming and inclusive environment for tenants, residents, and visitors, and for building positive relationships between them and CRESTYL. We organize various events for people of all ages, such as the “Open Day on the Water,” morning yoga classes, picnics, exhibitions, outdoor movie nights, and live music. Additionally, the community manager curates and publishes the DOCK magazine in both digital and print editions. The magazine serves as a platform for the DOCK community, featuring lifestyle articles, practical information, interviews with renowned personalities, and focusing on culture, nature, community news, ESG education, and the local cultural calendar.



Case study

**DOCK**



# Crestyl endowment fund

At Crestyl, we believe that corporate social responsibility (CSR) is also a responsibility to oneself. We are part of our environment as we do business here, live here and raise our families here, too. It is in our

interest to always do the right thing. Our CSR activities target the areas we are active in, with an emphasis on creating communities, bringing groups and individuals together, as well as helping people who are already at a disadvantage.



Dobrý Anděl

Dobrý Anděl Foundation helps families with children who find themselves in difficult situations due to serious illness.



Mathilda

A charity organization dedicated to training guide dogs for visually impaired individuals. It focuses on providing well-trained assistance dogs to enhance the independence and quality of life for blind people.



Bo Warto foundation

A Warsaw-based charity supporting underprivileged children and young adults. It provides educational opportunities, vocational training, and personal development programs to help them reach their full potential. The foundation aims to break the cycle of poverty, promote social inclusion, and empower individuals for successful, fulfilling lives.



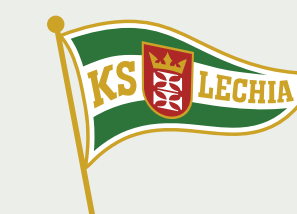
VŠE / MBARE

The MBA Real Estate and Valuation Program was created with the full support of the local and European levels of the RICS organization.



Letní dům

A charity organization focused on supporting children and young adults living in institutional care. The organization provides a range of services, including therapeutic programs, educational support, and recreational activities, to help these individuals develop essential life skills, build self-confidence, and integrate into society.



Sports club Lechia, Gdańsk

A sport club known primarily for its football team, which competes in the Ekstraklasa, Poland's top football division. The club is dedicated to promoting sports and athletic excellence, fostering community spirit, and providing a platform for both youth and professional athletes to develop and showcase their talents.



Fakultní nemocnice Bulovka

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



With long-term partnerships in mind, we at Crestyl were deeply touched by the war in Ukraine. The Crestyl Endowment Fund contributed by donating

1,500,000

**CZK**

to families who lost their homes and had to flee from their homeland.



Spravia's operations impact local communities. As an aware organisation, we actively participate in various Corporate Social Responsibility (CSR) initiatives. We aim to be involved with the neighbourhoods where we develop residential estates. Our principle is to help our neighbours first.

We focus our efforts on children, youth, seniors, and families. Our key areas of concern include education, community integration, sports, active lifestyle, and support for those in greatest need.

We often let our neighbours decide what kind of activities they need. We encourage community members to share their ideas through our "Good Neighbourhood" micro-grant programme. Local organisations, with a deep understanding of the needs of their beneficiaries or members, help us identify the most valuable projects. It is then up to the residents to vote online for initiatives that will receive funding from Spravia.

In 2023, we supported the "Christmas Package for Warsaw Insurgents" campaign, ensuring they were remembered during the Easter

and Christmas holidays. Additionally, we have a long-standing partnership with the "Bo Warto" Foundation, which organises extracurricular activities, outdoor gatherings, and events, such as painting workshops. The foundation is located in our Wiślany Mokotów residential estate.

In Gdańsk, we have been promoting an active lifestyle by sponsoring the Running Grand Prix of Zaspá district for several years. Our contributions also facilitated the creation of a modern playground at Primary School No. 5 in Gdańsk.

In Gdynia, in districts where we are developing our Solano residential estate and Supernova Apartments, we hosted two editions of Good Neighbourhood micro-grant programme. Six organisations received funding for local activities that foster community integration, such as festivals and sports tournaments.

Last but not least, we conducted CSR initiatives in Poznań, including providing Christmas packages for children.





# Spravia's charitable activities

In Poland Spravia contributes financially to a range of charitable activities. In 2023 the biggest part of the charity budget went to the construction of a new playground for school-children in Gdansk. Several social activities were financed through mini-grants as part of a "Good neighborhood" project in Gdansk. Via Polish Association of Property Developers Spravia prepared Easter and Christmas gifts for Warsaw insurgents. Children and sport activities were also supported in different cities.





MDR-P  
MDR-A  
S4-1  
S4-2  
S4-3  
S4-4

# Consumers and end users



## Policies

Our goal is to maintain market leadership in the field of commercial leasing and residential development.

We are committed to caring for the well-being, health, and safety of our tenants' employees within our office and mixed-use assets, thus maintaining long-term relationships with our tenants and a high level of tenant satisfaction.

We strive to create inspiring living and working environments that cater to the needs of residents, commercial users, and the general public. Our commercial developments are de-

signed to be open and accessible to the public, offering welcoming spaces that everyone can enjoy.

We recognize the importance of minimizing the negative environmental and social impacts of our tenants' activities while enhancing their overall user experience.

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



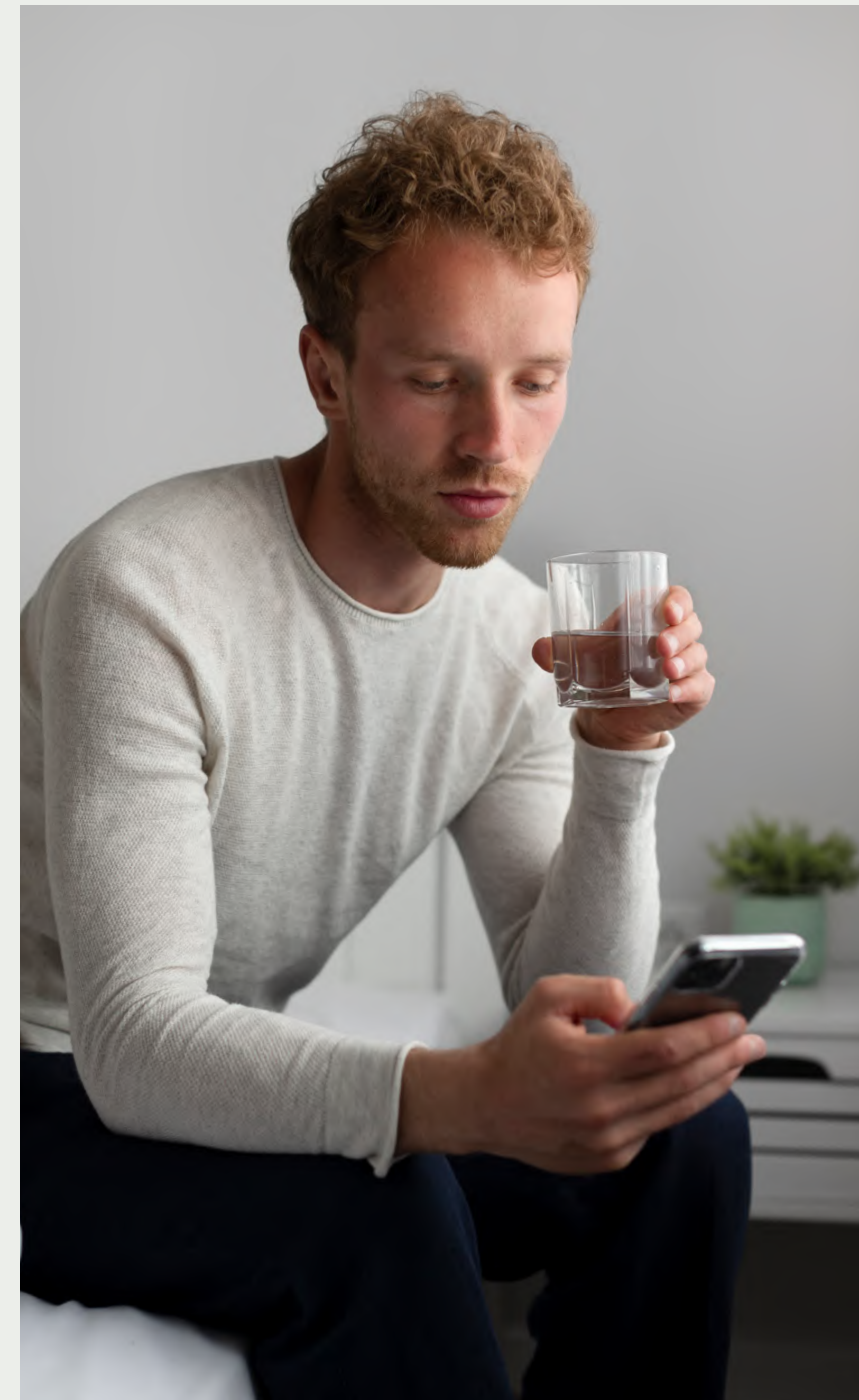


# Actions and plans

We have launched a new client portal and mobile application that combines technical support services for the building with valuable community information. This includes details on local restaurant menus, community events, and other services available in the neighbourhood. By 2025 we plan to register 100% of new residential project clients on the client service portal, allowing for fully paperless communication. Residents also have a possibility to use a complaint form to lodge complaints directly to Crestyl.

We build upon long-term relationships with our tenants and ensure a high level of tenant satisfaction. The well-being, health, and

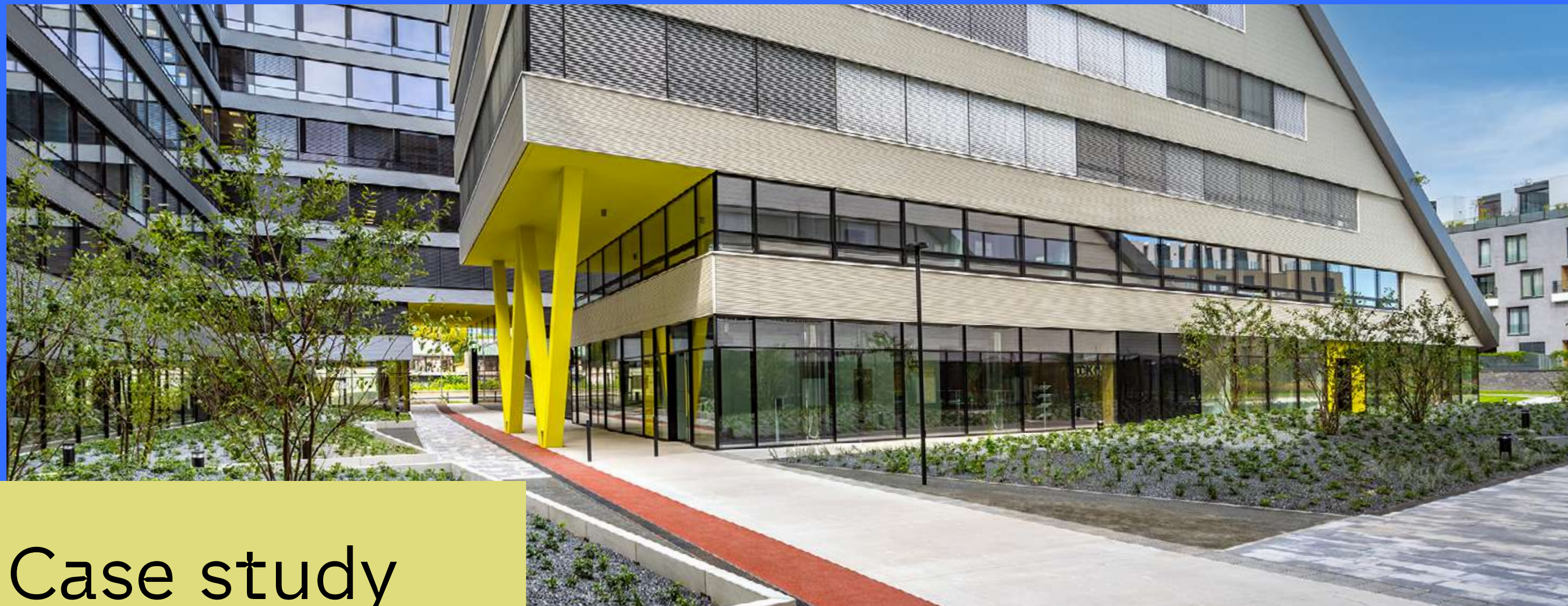
safety of our tenants' employees within our office and mixed-use assets are of the utmost importance. We employ modern technologies and well-trained personnel to manage and monitor health, safety, and privacy in our leased buildings. Additionally, we conduct health and safety inspections of our owned properties twice a year, demonstrating our commitment to maintaining a secure environment for all occupants. We are actively engaging with our tenants' employees and responding to their needs. We shall monitor on a year-to-year basis tenant retention rate, long-term average occupancy rate and tenant satisfaction rate.





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

We connected our tenants in the DOCK area with the company KoKoza, which creates partnerships to help with growing community gardens or bio-waste processing.



Case study

**DOCK**



All Spravia's residential estates (under construction, completed, planned) are accessible to people with mobility disabilities.

We provide parking spaces for people with disabilities as well as flats arranged for wheelchair users. We also support people with visual disabilities by using elevator buttons with typhlographic markings on the buttons.

Handsfree system – Our building is equipped with an automatic system of door opening without the need to touch the building door.



Case study

**SUPERNOVA**   
GDYNIA REDŁOWO



From 2024 we started to include “Green Lease Clause” in all new lease agreements. This Green Lease Clause reflects our dedication to transparency, accountability, and continuous improvement in our sustainability efforts. We believe that through collaborative efforts and regular reporting, we can significantly contribute to environmental conservation and promote ethical business practices. “Green Lease Clause” contains the following points:



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The Tenant confirms that it has received from the Landlord the current ESG strategy of the Landlord (or of the Landlord’s group), which is published on the website [www.crestyl.com/esg](http://www.crestyl.com/esg) on the date of conclusion of this Agreement.



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In order to achieve the goals of the Lessor’s ESG strategy, the Tenant undertakes to comply with the Tenant’s ESG Code attached.



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In this context, the Contracting Parties commit to regular reporting on the status of fulfilment of the Tenant’s ESG Code/ Landlord’s ESG strategy and to the possible submission of proposals for improvements, usually once a year.



Tenant's ESG Code covers key ESG topics, material for Crestyl Group. Among other things, the Tenant agrees to comply with the Landlord's ethical code (as it may be reasonably amended by the Landlord in the future). By signing the Agreement, the Tenant confirms that they have received this code.



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# E

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



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# S

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



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# G

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



# 04. Governance information

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## Business conduct

MDR-M,  
G1-1

## Policies

The Crestyl Group fully complies with the internationally recognized UN Global Compact principles as well as the OECD Guidelines for Multinational enterprises.

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

In the past year, Crestyl has introduced a comprehensive set of compliance policies and procedures to ensure the company adheres to legal, ethical, and professional standards. Crestyl maintains detailed records of all compliance activities, including training sessions, audits, and incident reports. This documentation helps in monitoring compliance efforts and provides a basis for continuous improvement. These measures promote transparency, accountability, and integrity across all levels of the organization.



Crestyl has established a robust compliance framework that promotes ethical behaviour, protects the rights of employees, and ensures adherence to legal and regulatory requirements.

This commitment to compliance is fundamental to Crestyl's mission and helps build trust with stakeholders and the wider community.





# Code of Ethics

Our commitment to integrity and business ethics is anchored in the Code of Ethics, which establishes a binding set of fundamental principles and values we should adhere to in our day-to-day activities. It emphasizes the importance of integrity, transparency, and accountability.

In 2023 a revision of the CRESTYL Code of Ethics was adopted, which covers the relationships with business partners, public authorities and regulators, competitors, bribery and gifts, conflict of interests, protection of personal data, social responsibility, inclusion and diversity, environment protection.

Bribery, corruption, and compliance violations are strictly prohibited, reflecting our zero-tolerance stance. Lobbying and hospitality activities are conducted within clear ethical rules and guidelines outlined.

All employees and stakeholders (including business partners and agents) are required to adhere to these principles to maintain a high standard of ethical behaviour within the company.

# Head of Compliance

We continuously review and update our internal processes related to integrity and business ethics. In 2023, we established the role of Head of Compliance, which is an independent and impartial body of Crestyl Group, to ensure effective implementation of our compliance programme. Head of Compliance reports to the Officers' Board and the statutory bodies of the relevant companies of the Crestyl Group. Head of Compliance is responsible for overseeing the implementation and adherence to external rules and internal control systems. This role includes conducting regular audits, providing training to employees, and ensuring that any compliance incidents are reported and addressed promptly.



# Whistleblowing

Crestyl has established a whistleblowing policy to encourage employees to report any unethical or illegal activities without fear of retaliation. A whistleblowing protection policy and mechanism for integrating it are in line with the Directive (EU) 2019/1937. The policy sets up a reporting internal channel, guaranteed by the Head of Compliance. This policy ensures that all reports are handled confidentially and investigated thoroughly. Whistleblowers will be able to submit a report fully anonymously, as well. Any form of retaliation against persons reporting such breaches is prohibited. It is a critical component of Crestyl's commitment to transparency and accountability.

## Internal whistleblowing channels



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



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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;



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3. telephone line +420 277 010 990;



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4. the email address [compliance@crestyl.com](mailto:compliance@crestyl.com);



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5. personal dealings.



# GDPR and Data Protection Policy

We commit to maintaining full compliance with data protection regulations (GDPR) and have implemented a GDPR policy to safeguard personal data. This includes ensuring that all data processing activities are conducted lawfully and transparently. All employees (100%) are trained and updated on data protection principles, and regular audits are conducted to ensure compliance.

# Anti-Money Laundering (AML) Policy

The Crestyl Group has also voluntarily adopted a number of processes to prevent the legalization of illegal proceeds. The AML policy outlines the measures Crestyl takes to prevent money laundering, terrorist financing or even minimal allegations of wrongdoing. This includes conducting due diligence on customers, monitoring transactions for suspicious activity, screening of a number of databases and sanction lists, as well as other relevant sources, and reporting any suspicious activities to the relevant authorities.

We carefully evaluate our potential clients and business partners for compliance with our anti-money laundering policy and the sanction lists. When there is a change to a sanction list, we review our clients, potential clients, and business partners for compliance with the updated version and undertake all necessary steps to become compliant.







# Actions

## Training of employees

Our employees receive comprehensive training on compliance to prevent illegal actions. They are familiarized with the Crestyl Compliance program and the mechanisms available to report any violations, ensuring a culture of transparency and accountability throughout the organization.

All employees and members of the Crestyl Group and other affected persons must regularly familiarize themselves with the content of Code of Ethics in its effective version and successfully complete annual professional training on the rules based on this Code of Ethics and Corporate Compliance Program.

We ensure regular training of all relevant employees in GDPR rules, data privacy and Anti-Money Laundering screening.

The training programs are designed to enhance employees' understanding and ability to adhere to compliance requirements.



# PR and marketing

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

In our communication and PR activities, we are committed to avoiding any form of greenwashing. To formalize this commitment, we have developed anti-greenwashing measures. We will be reviewing our communication strategy and processes by the end of 2024 to formalise the anti-greenwashing policy.

Furthermore, we actively seek partnerships with other companies, NGOs, and business partners to collectively combat greenwashing in the real estate sector.

We also seek alliances with other companies, NGOs and business partners to combat greenwashing in the real estate sector.





# Metrics

Number of identified leaks, thefts, or losses of customer data			
	Crestyl (CR)	Spravla (PL)	Total
number of identified leaks, thefts, or losses of customer data	0	2	2
number of incidents solved	0	2	2

Training of employees in the field of human rights		
	Crestyl (CR)	Spravla (PL)
Share of employees trained for diversity and fair access	100%	0%
Share of employees trained in the Ethical codex and whistleblowing policy	100%	0%
Share of employees trained in data privacy	100%	0%
Share of employees receiving human rights training	100%	0%

All employees (100%) were familiarised with the changes brought by the new whistleblowing protection policy and the revised Code of Ethics.



# Management of relationships with suppliers

## Policies and actions

We believe that cooperation with quality and reliable suppliers, subcontractors and other reputable business partners is key to the successful operation of our company. We try to establish and maintain long-lasting and mutually beneficial relationships with them. Quality, comfort and satisfaction are the basic prerequisites for long-term and meaningful cooperation. We advocate in these relationships principles and values of Code of Ethics and responsibility across the entire supplier and sub-supplier chain.

We plan to adopt a strategy on relationships with our suppliers based on the assessment of sustainability risks in the value chain and review of the suppliers.

We plan to implement environmental and social criteria in our procurement practices for selection of contractual partners.

Mechanisms for supporting vulnerable suppliers will be developed in order to improve their environmental and social performance. Spe-

cial attention will be paid to payment practices and their monitoring, especially in case of small suppliers.

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



# Prevention and detection of corruption and bribery

MDR-P  
MDR-A  
G1-3

## Policies and actions

We have zero tolerance for bribery and corruption, as well as compliance violations. Any lobbying or hospitality activities are conducted within clear and formal ethical rules and guidelines which are described in the Code of Ethics, subject to high-level approval and transparency principle.

Our target is to maintain zero incidents, convictions and the amount of fines for violation of anti-corruption and anti-bribery laws.





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 2023.

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%.

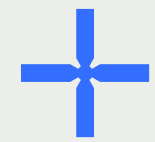
Corruption and bribery indicators		
	Crestyl (CR)	Spraviva (PL)
Share of employees trained in anti-corruption policy (%)	100	0
Number of convictions for violation of anti-corruption and anti- bribery laws	0	0
Amount of fines for violation of anti-corruption and anti- bribery laws	0	0



# About the Report

BP-1  
2-3

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



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## Consolidation

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



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## Reporting period

The data in this report covers the period from January 1, 2023 to December 31, 2023, i.e. the same period as the financial statements.



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## 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.





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## Classified information

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



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## 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.



+ Crestyl

+ Spraviva

+ ESG  
strategy

+ Annual  
report 2023

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