

Sustainability Report 2023

WOOD & Company,
Investiční fond s proměnným základním kapitálem, a.s.



In March , a work of art by Petr Vacek entitled "Divnô" was installed in the renovated entrance area of the Aupark Tower office building in Bratislava. (on the front page)

The sculpture, inspired by the ballad of the Slovak poet Janko Král', "*Zakliata panna vo Váhu a Divný Janko*" ("*The Enchanted Maiden in the Váh and Peculiar Janko*"), is complemented by **four smaller installations** - abstract sculptures (on page 3), created from metal letters that were **made from waste during the production** of the primary object.

What a beautiful **example of sustainability in art** that needs to be encouraged.

The work "Two Arches Connected by Desire"

...has multiple layers. Viewed from a distance, it gives a massive impression, where the viewer perceives primarily the whole object and its geometry. A closer look opens up another dimension to the attentive eye - the transparency and fineness of the irregular perforation of the sheet metal. In close-up, the holes become letters, forming the individual lines of the poem, separated by a metal dot.

Parameters:

Dimensions: 3 x 3 x 7.5 m

Weight: 1.4 t

Material: COR-TEN®, stainless steel

Investor: WOOD Real Estate

The works "Four Characters from Letters"

The letters transformed into separate abstract sculptures are a search for an alternative meaning. Letters that literally fell out of the sheet during the carving of the text of the poem were put together in abstract aggregates, creating new letter clusters to be interpreted by the human imagination, which will create a new, individual meaning for them. Each of them expresses one of the characteristics of the heroes of the ballad - Pride, Cruelty, Wonder and Boldness.

Parameters :

Dimensions: 50 x 50 x 80 cm

Weight: 15 kg

Material: COR-TEN®, stainless steel

Investor: WOOD Real Estate

The author of the work is a Czech architect, designer and artist Petr Vacek.

He specializes in complex geometry. In addition to architecture, he engages in product design (3D printed Joyseat saddle) and technological art (Fluidum kinetic sculpture at Expo 2020 Dubai). He is a leading Czech expert in computational design, digital fabrication and mass customization.



DIVOST

umělec: Petr Václav
2023

Zaklata panna vo Vítku a divný Janko
Janko Král

Syňček je velmi divný, nikdy nie veselý,
tedy, ukrutný, divý, hocikde bialý smelý,
niekoho si níváži, nikomu nerovoj,
v ľuďoch lásky nehľadá, hnev sa
nebojí.

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Abbreviation	Meaning
AML	Anti Money Laundering (Anti-money laundering legislation)
BMS	Building Management System (metering, control and monitoring systems)
OHS	Occupational health and safety
CFT	Counter Financing of Terrorism (Anti-terrorist financing legislation)
CSRD	Corporate Sustainability Reporting Directive
CZ, CR	Czech Republic
CRREM	Carbon Risk Real Estate Monitoring
ESG	Environmental, Social, Governance
PV	Photovoltaic power plant
GDPR	General Data Protection Regulation
GLA	Gross Leasable Area
GRI	Global Reporting Initiative
KPIs	Key performance indicators
LTIFR	Lost Time Injury Frequency Rate
MiFID II	Markets in Financial Instruments Directive (Directive 2014/65/EU of the European Parliament and of the Council of 15 May 2014 on markets in financial instruments)
NOI	Net Operating Income
UN	United Nations
PL	Poland
RICS	Royal Institution of Chartered Surveyors
SDGs	Sustainable Development Goals
SFDR	Sustainable Finance Disclosure Regulation
SK, SR	Slovakia
WAULT	Weighted Average Unexpired Lease Term
WOOD & Co.	Group consisting of WOOD & Company Financial Services, a.s., WOOD & Company investiční společnost, a.s. and WOOD & Company, investiční fond s proměnným základním kapitálem, a.s.
WOOD-AS	WOOD & Company, a.s.
WRE	WOOD & Company Real Estate s.r.o.
ZISIF	Act No. 240/2023 Sb. (Collection of Laws), on Management Companies and Investment Funds, as amended



WOOD & Company, investiční fond s proměnným základním kapitálem, a.s. (the “Company”) is a self-managed investment fund of qualified investors whose sub-funds focus on alternative financial assets.

In 2023, the Company managed three real estate sub-funds, WOOD & Company Retail sub-fund, WOOD & Company Office sub-fund and WOOD & Company AUP Bratislava sub-fund. These sub-funds focus on investments in high-quality office buildings and shopping centres in Central Europe.

The investment shares of the WOOD & Company Retail sub-fund and the WOOD & Company Office sub-fund in both CZK and euro classes can be traded on the Prague Stock Exchange from 2022.

At the end of 2023, **a new Logistics Sub-Fund** was added to the portfolio, which will introduce a logistics park in Tczew, Poland, near Gdansk. However, the new sub-fund **will not be fully operational until 2024.**

At the end of 2023, a company was established for the purpose of acquisition in the centre of Warsaw. We have **added a premium office building Concept Tower** to the **Office Sub-fund** family. The environmental results will not be reflected in the report until 2024.

These **investments are in line with a long-term investment strategy that aims to create, actively manage and increase the value** of a portfolio of high-quality office buildings and shopping centres in major European cities, as well as premium logistics projects in Central Europe.

Ladies and gentlemen,

Last year I presented the first Sustainability Report of WOOD & Company, investiční fond s proměnným základním kapitálem a.s. here, and I am very pleased that our path to a sustainable future has begun to take more concrete shape.

Economic prosperity as well as sustainable development and social responsibility is an important part of our business activities. However, ESG is very comprehensive and can take many forms. On the front page we present an example of how sustainability can be translated into art and international cooperation in an unconventional way.

As regards our ESG plans and initiatives, we have taken many steps over the past months, working with our advisors to find appropriate solutions, adjusting and refining our plans. Further refinements and minor changes are likely to be made in the coming years in line with evolving ESG legislation, including the EU Taxonomy.

By reporting transparently on sustainability, our company would like to show clients, investors, banks and other important stakeholders how we are progressing towards our goals.

Thank you for your attention.



Marek Herold

předseda představenstva



ESG vision of the Company

The Company is built on a solid foundation of proven and **stable investments** that can bring long-term prosperity to our investors.

We strive to provide support, **professional service and transparency** to our partners, which has allowed us to maintain trust and loyalty in our industry for many years.

We believe that **long-term good relationships** with our business partners, investors and tenants are the key to success.

With a high degree of integrity and responsibility, we actively work to ensure the sustainable growth of our investments not only for the benefit of the Company as a whole, but especially for the benefit of our investors.

We create a sophisticated and friendly environment for our employees and offer our tenants and other stakeholders transparent and honest dealing and a high level of professionalism, as well as flexible rental space **in energy-sustainable buildings**.

We see the implementation of ESG standards not only as a new opportunity to improve environmental protection, but also, for example, as an opportunity to learn about and support various interest groups, non-profit organizations and charitable projects.

We believe that a human society that is sympathetic to others can better assess the impact of its own actions on the lives of others.



ESG Strategy



ESG Strategy

Our goal is to operate responsibly in the financial market and to actively participate with our Investors in the positive changes that ESG initiatives can bring.

Through responsible investing, we aim not only to increase the value of our clients' money, but also to help achieve environmental and social improvements.

Following the evolving legislation and the EU Taxonomy, we will gradually apply and subsequently evaluate our actions and openly inform not only our investors, but also tenants and other important stakeholders about the achieved indicators.

Decarbonisation strategy

According to the Science Based Target Initiative (SBTI), we have reached a target of **reducing the carbon footprint of our real estate portfolio by 33% by 2030**. We have chosen 2022 as the starting year.

At the same time, we aim to **gradually reduce the energy intensity of buildings in accordance with the CRREM models**, which envisage a decrease in energy consumption to a level of 95 kWh/m² of total floor area (GBA) for office buildings in the Czech Republic and Poland, and to a level of 85 kWh/m² of GBA in Slovakia by 2035.

Energy savings, water consumption and good waste management are included in the mandatory requirements for all buildings in the real estate portfolio.



Materiality Matrix

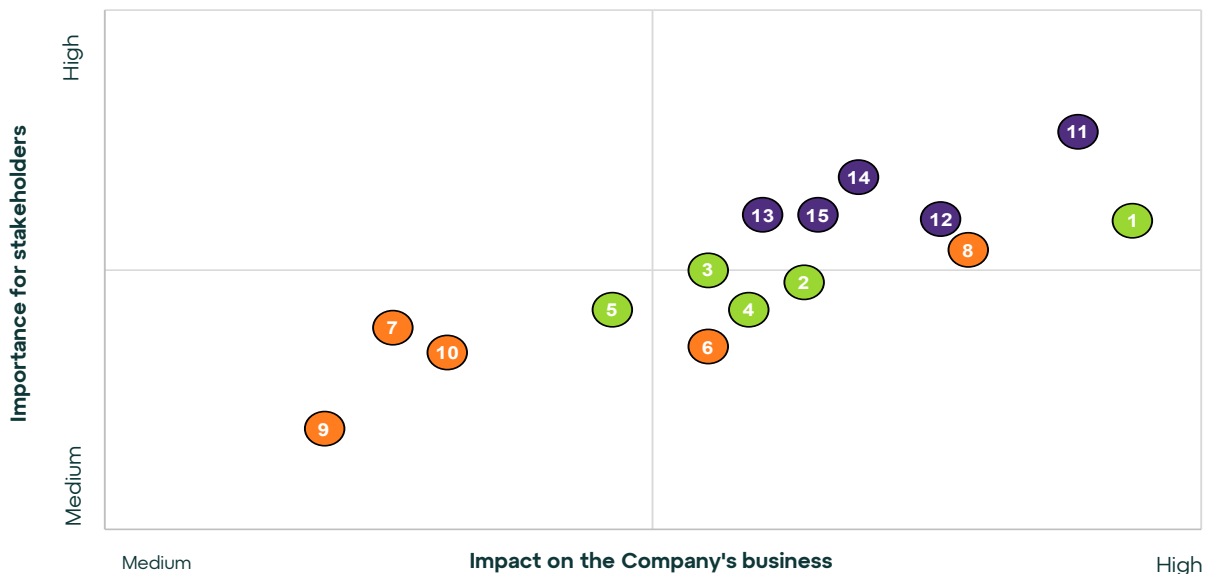
The preparation of the ESG Strategy included, among other things, a materiality analysis of the topics. Areas have been identified that weigh each topic in terms of importance to stakeholders and materiality of impact to the Company's business.

A total of 15 topics have been selected, which are divided into Environmental, Social and Governance areas. With ever refining ESG legislation, EU taxonomy and advancing practice, some topics may be reprioritised or merged.

No.	Area
1	Energy efficiency of buildings
2	Responsible water management
3	Sustainable management and active recycling of waste
4	Attitude towards greenhouse gas emissions
5	Promoting biodiversity
6	Occupational safety and health - mental health
7	Responsible employer
8	Long-term relationships with clients (investors)
9	Local communities
10	Equal opportunities
11	Responsible and ethical business
12	Long-term relationships with business partners (tenants)
13	Risk management
14	Transparency and disclosure of information
15	Compliance

Stakeholders		
Owners	Investors	Professional Associations and organisations
Board of Directors	Tenants	Municipalities and local communities
Supervisory Board	Banks and insures	Certification Authorities
Management	Audit	State administration
Employees	Valuator	Professional media
Building Management	Regulator	Interest groups
Real estate agencies	Depository	

Materiality matrix topics



Key sustainability goals

As part of its ESG Strategy, the Company has set the following key sustainability goals:

Environmental

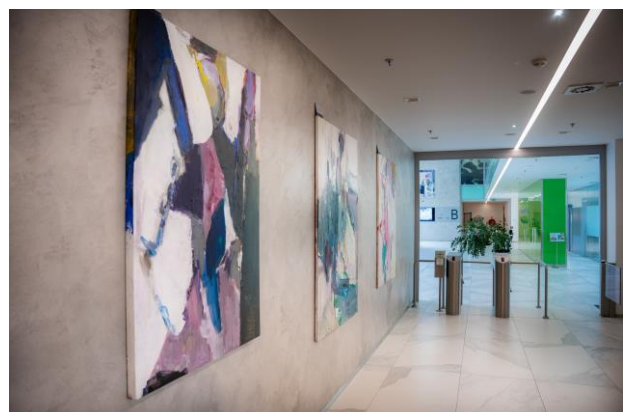
- Decarbonisation strategy – gradually reducing the carbon footprint
- Reducing the energy intensity of buildings
- Certification of buildings
- Increasing the share of energy from renewables
- Reducing waste production
- Optimising water consumption
- Promoting biodiversity
- Promoting electromobility

Social

- Tenant satisfaction
- Motivating tenants towards ESG
- Employee satisfaction and motivation
- Tracking the shopping centre footfall index
- Organising local events involving staff, tenants and the public
- Promoting arts

Governance

- Transparent dealing with suppliers and tenants
- Compliance and risk management in accordance with legislation
- Compliance with EU Taxonomy
- Regular reporting on the Company's results



Strategic initiatives represent specific steps towards achieving sustainability goals in a step-by-step manner

Environmental

- Gradual introduction of tools for efficient data collection for individual buildings and the portfolio as a whole
- Data analysis for individual buildings according to CRREM
- Progressive decarbonisation of the portfolio according to the SBTi target - 33% reduction of CO2 by 2030
- Pressure to reduce the energy intensity of buildings - according to CRREM predictions until 2035 (37)
- Gradual verification of the feasibility of placing PV on the roofs / terraces of buildings
- Gradual certification of buildings (BREEAM, LEED or similar)
- Preparation for building climate plans
- Installation of sub-metering equipment and upgrading of energy saving technologies (HVAC, instrumentation and control systems, shading systems, energy saving LED lighting, etc...)
- Medium-term CAPEX / OPEX plans takes into account ESG targets
- Promoting tree planting, setting up green roofs
- Finding more efficient options in waste management (e.g. bio-waste to biogas plants)

Social

- Information and awareness-raising conferences for investors
- Organisation of social events for building tenants and their employees
- Creation of a tenant satisfaction survey
- Supporting charity and beneficial events

- Support for local associations and interest groups (especially in shopping centres)
- Centre footfall index
- Overview of employee incentives and benefits

Governance

- Gradual formation of KYC (know your client) rules
- Gradual formation of rules in the selection of investments (Pre-scoring questionnaires)
- Continuous monitoring of risks and compliance parameters
- Regular and timely reporting of financial and non-financial results in accordance with the responsible authorities in each country
- Transparent and ethical conduct



Environmental Responsibility



Percentage of certified buildings

Currently, the Company owns **more than 82% of the Certified buildings**, these are the so-called "green" international LEED or BREEAM certificates.

All buildings in the Czech Republic and Slovakia, except for the oldest building in the portfolio (Hadovka Office Park) located in Prague, have a **PENB** energy label (energy performance certificate) of class **B or A**, i.e., **efficient to extremely energy efficient**.

Energy from renewable sources

According to the possibilities of individual buildings and the analysis of the return on investment, our goal is the gradual installation of PV panels, especially on the roofs of buildings where it is technically possible and structurally permissible. In 2023, **almost 30% of our properties had their own PV installations with a total capacity of 810 kWp**.

The first full one-year data of PV output will be available for the year 2024.

Additional PV installations are under evaluation.

Greenhouse gas emissions

The carbon footprint of the buildings in the portfolio in 2022 was 29,541.2 tonnes of CO₂. **This year there was a decrease of 376t of CO₂**, although the approved Lakeside Park 02 building, which has completed its first year of operation, was added to the calculation.

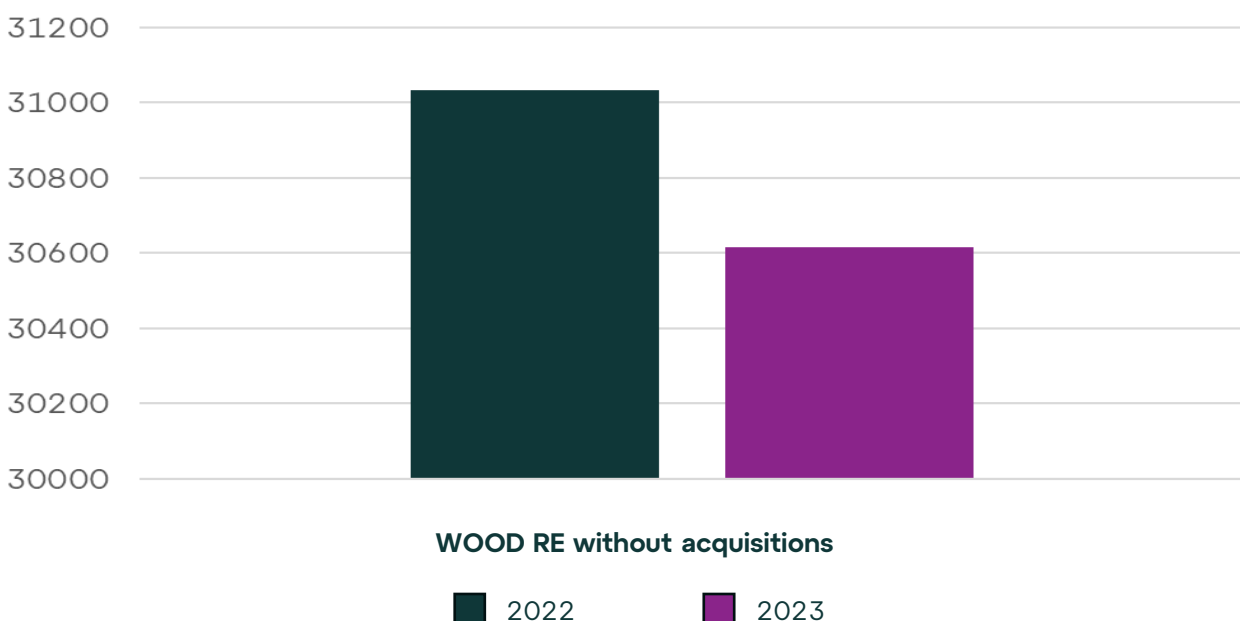
Reducing the energy intensity of buildings

According to CRREM models, we expect an annual decrease in **energy consumption in office buildings between 3-7% and in shopping centres up to 10%**.

The current average energy performance of the buildings in the portfolio is 186.41 kWh/m² of floor area, which is comparable to the Green0meter benchmark (184.90 kWh/m² of GBA)

Our aim is to continuously monitor energy consumption and invest in measures that will gradually lead to a proportional reduction over the long term.

Greenhouse gas emissions tCO₂e in the portfolio



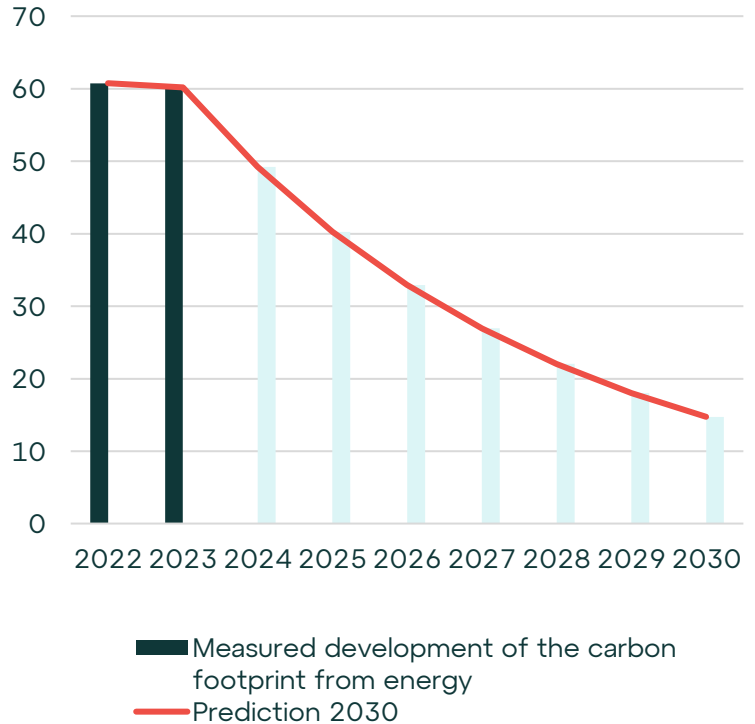
GRI 3-3, 305-1, 305-2, 305-4, 305-5, 305-7

CO₂ emissions from energy consumption

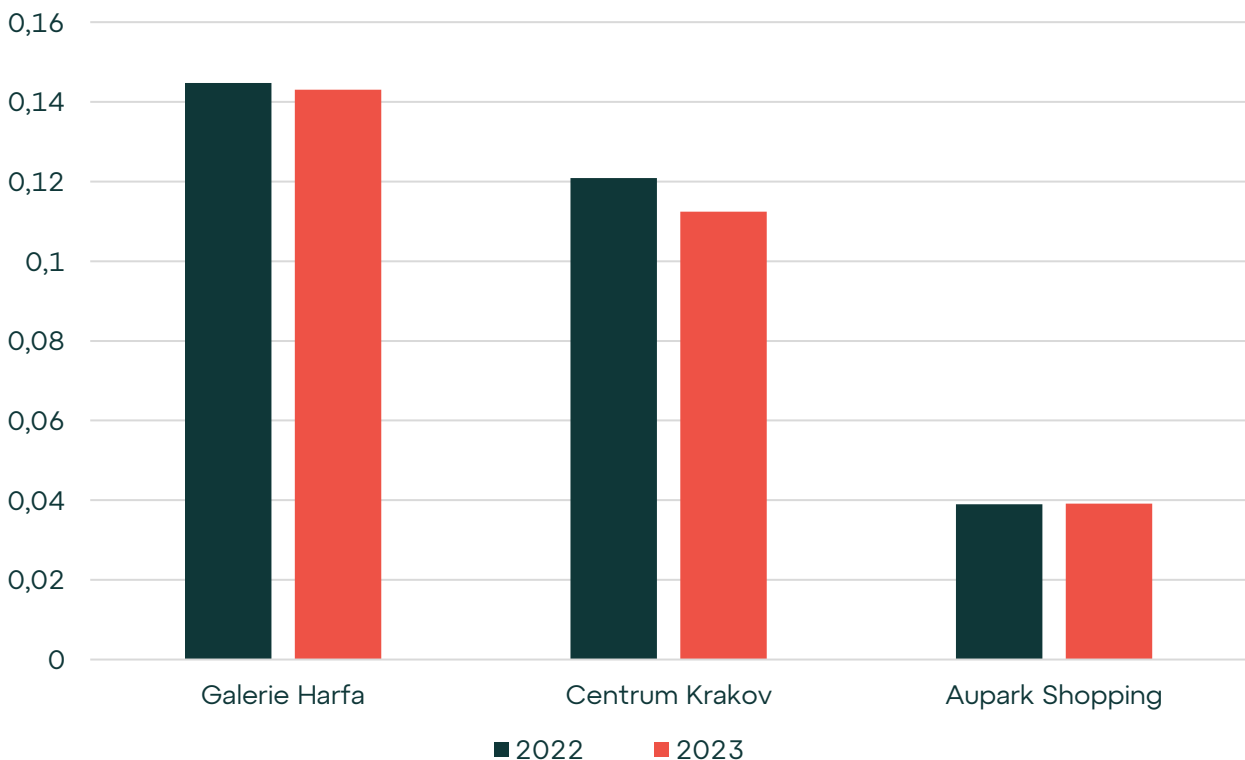
In line with the decarbonisation plan, we focused on monitoring CO₂ emissions that are directly linked to the consumption of gas, electricity and delivered heat in buildings.

In 2023, **Scope 1 CO₂** emissions reached 0,059 t CO₂/m² of GBA for all properties in the portfolio, which is **1.64% lower than in 2022**. (see chart on the right)

Development of CO₂ footprint from energy consumed per square metre



Retail – annual development of CO₂ emissions from energy consumption per sqm



CO2 emissions from energy consumption

Energy-related parameters monitored include monitoring electricity, gas and heat consumption. The cold is generated directly on the premises of the property and is not yet monitored separately, so it is reported as part of the electricity consumption.

In the coming years, we will focus on more effective monitoring of all energy consumption in order to optimize and increase the efficiency of the installed technical equipment in the building. By analysing office occupancy and shopping centre footfall indices, we are able to analyse in depth any measured deviations from the long-term downward trend in consumption.

Office Sub-Fund

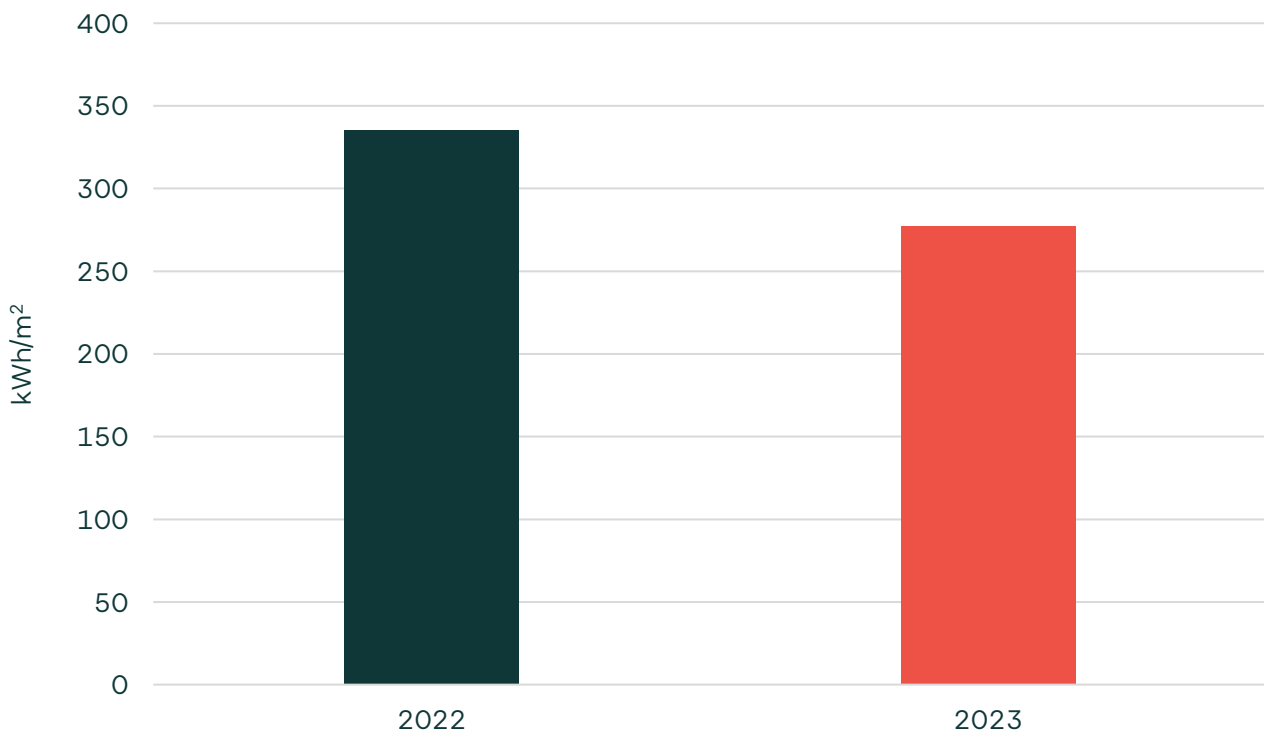
Within the Office sub-fund, total emissions improved year-on-year by 258 tCO₂e despite new acquisitions. Most office buildings achieve A or B labels in the energy performance rating, which puts them in the TOP 15% of the most energy-efficient buildings in the Czech Republic (*Slovakia does not yet have this metric and Poland has newly introduced calculations for TOP 15 and TOP 30%*) and thus contribute significantly to meeting climate change mitigation targets according to the EU taxonomy.

Retail

For shopping centres, the carbon footprint from energy was improved by 9.9 kg CO₂e per square metre of floor space, which is associated with a decrease in energy intensity of 2.76%.

All our shopping centres also achieve an A or B energy performance label.

Energy intensity per sqm - Retail



Energy consumption

Since last year, we have focused strongly on **monitoring the energy performance** of our **buildings**. According to CRREM models, we have set up monitoring of annual curves of energy consumption per sqm of GBA and are gradually preparing a plan for their reduction until 2035 (or 2037).

More than half of the buildings in the portfolio have already been replaced with LEDs, especially in parking garages and common areas.

We emphasize instrumentation and **intelligent control systems** that optimize energy consumption for heating, water heating, cooling, HVAC operation, as well as shading, etc. and monitor water consumption.

We are gradually replacing metering equipment and installing sub-meters, both with a link to remote readings. At the same time, we are gradually adding consumption measurements for individual technologies. We estimate the whole project to take 2-3 years.

The chart below shows that almost all buildings are experiencing a decrease in energy consumption. **In addition to our investments and measures, the cooperation of tenants in these initiatives will have an impact on future decrease in consumption.**

Own renewable energy sources

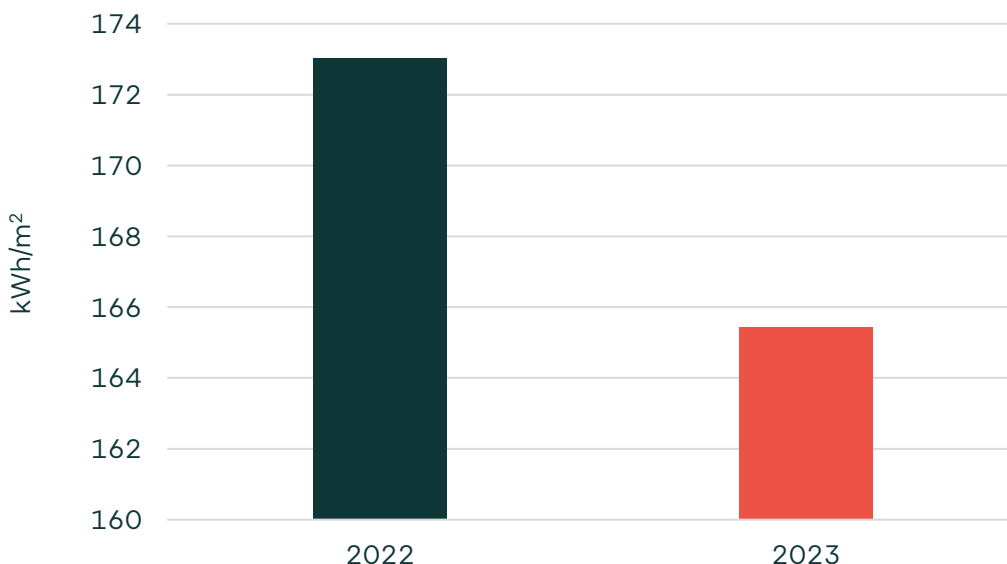
In 2022, we have drawn up a **plan for PV installations** on selected buildings for 2023-24 in Prague.

In 2023, a PV plant was commissioned on The Greenline building with a total capacity of 99.8 kWp. The installation of photovoltaic panels on the **Hadovka Office Park** building has been successfully completed. Approval for use is expected in Q1 2024 and **full commissioning at the end of 2024.** This will add another 210 kWp of capacity.

In Bratislava, a system of 1,200 PV panels with a total **capacity of 500 kWp was commissioned** on the roof of the **AuPark shopping mall** car park in 2023.

Another plan to install photovoltaics on buildings in Bratislava and Prague may increase capacity by an estimated 800 kWp in the coming years.

Energy intensity per sqm - Offices



Water intensity

The environmental indicators monitored include **water intensity, i.e. water consumption in m³/m²** of total building area. The aim is to gradually reduce water consumption.

Drinking water

All buildings in the portfolio are supplied with drinking water only from official local suppliers.

None of the buildings has its own wastewater treatment plant to recycle wastewater and reuse it in the building.

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Rainwater

Astrum business Park, Warsaw

Rainwater retention tank with a capacity of 21 m³, will irrigate about 1000 m² of greenery.

Aupark Shopping, Bratislava

A small retention tank (7 m³) from the adjacent parking house solves the irrigation of the greenery at the façade.

Lakeside Park 02, Bratislava

Rainwater is diverted to retention ponds on the land around the building for natural irrigation of greenery.

Non-drinking water

Aupark Shopping, Bratislava

Air-to-water and water-to-water heat pumps use groundwater from wells to cool systems.

BBC5, Bratislava

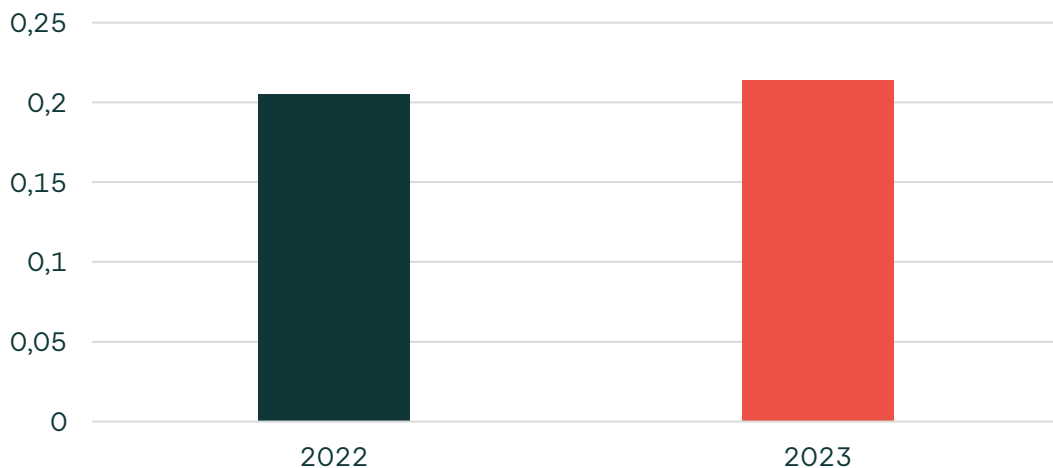
In 2022, groundwater wells were extended to provide cooling for the compressors in the water-to-water cooling system.

As the number of employees in office buildings increases, so does water consumption.

In the future, it would be **more appropriate to look at changing the metrics** and tracking water consumption **per number of people** in buildings so that the water intensity graphs reflect reality.

So far, a system of conversion of consumption per square metre of building area is in place.

Water intensity - Offices



Waste management

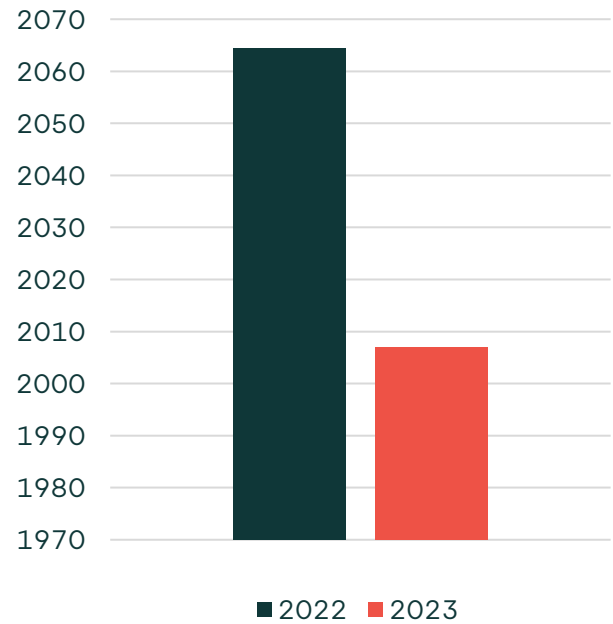
As part of our commitment to sustainability and environmental protection, we strive to minimize the amount of waste produced, improve waste sorting and cooperate with certified companies that safely handle and dispose of waste, especially hazardous waste, according to the standards and legislation of the respective country.

At the same time, we strive to educate the tenants in our buildings about waste management. An initiative has been taken that will lead to more accurate mapping and hopefully a reduction in non-recycled waste.

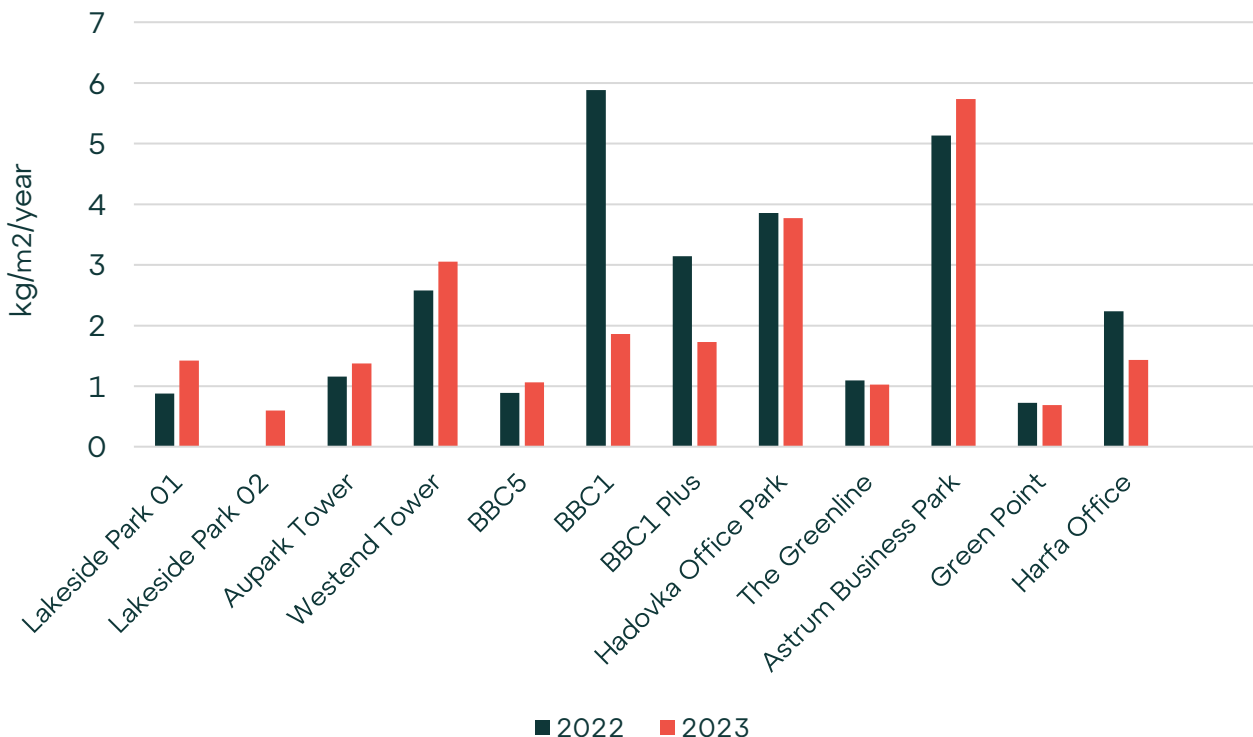
In our EU Taxonomy metrics, we have introduced **waste intensity tracking, expressed in kg / m² of buildings.**

We are also looking for opportunities to reduce the tonnage of unsorted waste through better sorting of biological waste from cafeterias and restaurants and its use for further processing in biogas plants.

Quantity of waste generated in tonnes – Retail



Waste intensity – Office buildings



Data monitoring and evaluation

As part of our environmental responsibility, we are taking steps towards automated data collection for individual buildings and for all utilities.

The aim is to repeatedly and reliably obtain detailed information for individual utilities, for selected energy-intensive technologies with the possibility of breakdown by rental unit. Determination of specific steps for tenders is ongoing.

We are aware that the gradual implementation of the selected management system into the entire portfolio will be time consuming and procedurally demanding. We estimate the selection, pilot project period and subsequent implementation in all buildings in the portfolio to take 2-3 years.

Light Green

In cooperation with the **Green0meter platform, we evaluate indicators according to the EU Taxonomy**, in particular the carbon footprint and energy performance of buildings. We compare these values to the **SBTI** targets and **CRREM** models and analyse the state of our buildings and their predictions to meet the required levels for 2035 (or 2037) and 2050.

In 2023, the conditions for registration with the Czech National Bank (ČNB) were fulfilled and our real estate sub-funds received the designation **"Light Green" in accordance with Article 8 of the SFDR**.



Promoting the diversity of nature

As part of the Company's sustainability disclosures, we also address the topic of biodiversity.

We are proud to actively support the establishing of parks, green areas and places for relaxation on the land where our buildings are located and in their vicinity.

In this way, we believe **we are helping to create a pleasant living environment for visitors to our centres and local residents, while supporting urban nature.**

We continuously maintain the green roofs and terraces of our buildings.

In total, **we keep 15 bee colonies** on the roofs and restore countless insect houses and nesting bird boxes.

Every year, we donate quality honey bees in our office buildings as a "Christmas" treat and a thank you to our tenants.

For new development projects, we are interested in the possibility of planting trees and taller shrubs to prevent unwanted overheating of areas on tropical days, which have been increasing in recent years.



Social Responsibility



A responsible employer

One of the important pillars of our policy is the emphasis on protecting mental health.

We believe that our employees are the most valuable asset of our company and that is why we provide them with a safe and healthy working environment, ensure a pleasant atmosphere in the workplace, enable flexible work, offer transparent remuneration and other motivational benefits.

We create an inclusive work environment that respects diversity and offers equal opportunities for all.

As part of our corporate responsibility to society, we have for many years sought to return a portion of our earnings to charitable causes, to help those in need by engaging in a variety of projects, and to create work placement opportunities and programs for students.

Upgrading staff qualifications

Within our Company, there is regular communication between managers and the HR department regarding training and development of employees or groups of employees, in accordance with their job description and needs for fulfilling qualification requirements and competencies. This information is then used to plan and organise training, educational events and involvement in various projects.

Employee training in our Company includes not only workshops and training programs, but also self-learning and mentoring of managers. This approach contributes to employee satisfaction and the long-term development of our Company.

Setting up transparent remuneration in the Company

In the area of remuneration, we emphasize adherence to principles that aim to support the overall strategy and business objectives, while preventing inappropriate risk-taking and imprudent behaviour.

The remuneration policy is an integral part of the company's general human resources strategy and overall business strategy. The approach not only takes into account the rights and interests of Investors, but also promotes cost-effectiveness and sustainable growth while enhancing the value of the Company from the perspective of employees, Investors and other stakeholders.

The remuneration system is designed not to incentivise excessive risk taking and to be consistent with the long-term interests of the Company, including preventing conflicts of interest and ensuring that remuneration does not compromise the Company's ability to increase capital.

Benefits for employees

In line with the development of the labour market and the HR strategy, the Company aims to continue to be an attractive employer.

An **online benefits system** called Kafeterie has been introduced. This system provides employees with variability in the choice of products and services in the following areas:

Sport (including the provision of Multisport cards), health, culture, education and leisure.

The company provides a 50% discount on the annual asset management fee on the Portu.cz investment platform.

It also contributes financially to employee supplementary pensions schemes and, with the introduction of the Long-Term Investment Product from 2024, will also contribute to this financial product.

Every year we organize company events to which the families of employees are often invited or "Health Days" with the presence of doctors and specialists at the workplace.

The Company has sports and cultural groups for employees, whether it is sports such as hockey or volleyball, or tennis and yoga. Some of the company's employees are also members of the company's music band "Woodpeckers", which performs at company social events.

Our intention is to offer a varied range from which every employee can choose something interesting for their needs, to promote team spirit and family activities and employee mental health.

Portu.cz - OpPORTUnity

OpPORTUnity, as one of the Company's products, represents not only an interesting investment opportunity, but also an important step towards inclusive finance.

Employees have the opportunity to invest for themselves and their family members while receiving discounts on asset management fees.

We believe that this investment opportunity will also excite the children of employees and **strengthen financial literacy in the society.**

Promoting employee health

An important area, is the care of work-life balance, well-being and mental health of employees.

The following benefits contribute to it:

- annual leave in addition to what is prescribed by law
- 5 days in case of sickness fully paid by the employer (sick days)
- medical service via the "ulekare.cz" app not only for employees but also for family members
- possibility to work from home after agreement ("home-office")
- training and discussions with experts in e.g. physiotherapy, sleep quality, healthy diet
- we provide flu vaccinations, vitamins, fresh fruit at the workplace, etc.

Equal opportunities

We pride ourselves on our Company's commitment to ensuring that every employee has the opportunity to grow and develop their career. Our employees are regularly evaluated on their performance and career development opportunities are discussed with them. We believe these steps contribute to increasing employee satisfaction and strengthening the performance of the entire organisation.

We also looked at the **age structure of the statutory and supervisory bodies** of our organisation. We believe that age diversity contributes to the quality of decision making, the creativity of the solutions sought and improves the overall performance of the organisation. The age representation in the statutory and supervisory bodies of our Company is 50% 30-50 years and 50% aged 50 years and above. The Czech and Slovak nationalities of the members are equally represented.

In 2023, we recruited 36% men and 64% women, with 45% under 30, 37% aged 30-50 and 18% over 50. We pay attention to diversity and inclusion when recruiting new employees.

We also strive to create the best possible conditions for parents to return early from parental leave, for work-study opportunities and for interns to gain valuable experience for future career decisions. In 2023, the company employed **26 people on a part-time or part-time basis, accounting for nearly 30% of all employees** employed as of 31 December 2023.

All employees are allowed to organise and bargain collectively without restriction.

There are no restrictions in office buildings and shopping centres, including employees based in Prague 1, Palladium, náměstí Republiky, and so far we have not noticed the need for any collective organisation.

Our Company supports efforts to respect human rights and prevent discrimination.

We are very pleased that in 2023, and in previous years, there were no recorded cases of discrimination or human rights violations in the organisation.



Tenant and client satisfaction surveys

Systematic and regular monitoring of the satisfaction of the Company's tenants helps us to better understand the needs and requirements of both groups and thus improve our products and services.

The company plans to expand existing tenant satisfactory surveys with questions about ESG initiatives. We expect to establish a new line of communication with our tenants' employees responsible for ESG agenda.

Other initiatives are implemented towards our qualified investors.

Communication with investors

and education in the form of introducing our products is carried out in the form of mass **conferences, followed by workshops.**

In 2023, conferences and smaller investor events were held at the Rudolfinum, the Municipal House and Wood & Company premises, as well as a conference for the Association of Shopping Centres, 3 lectures for students at the Prague Banking Club and 2 press conferences for journalists. **In total, we reached over 1,100 people.**

Based on positive reactions of many investors, we can see, that the events enjoy great interests and lead to strengthening our credibility, resulting in an increase in capital of investment fund.



Interest organisations, associations, examples of cooperation

The following events organised or supported by the Company are not only intended for our employees, but especially for employees of our tenants and people from the surrounding area and have been selected as illustrative examples.

The Greenline, Prague

In addition to the many events from Easter to Christmas, including the honey extraction event, we would like to mention the **Summer Party in the garden** at The Greenline. The party took place in mid-June and featured a performance by the **Woodpeckers, the Company's in-house band**, of which the Company's employees make up over 70% of the members. The band is an example of a special interest organization, but most importantly of the cohesion and cooperation of our employees even outside working hours.

Centrum Krakov

- **Exhibition of photographs of Převalský's Horse at Dívčí hrady** - in cooperation with the nearby Prague ZOO

Bratislava buildings

In cooperation with our tenant, EfektFit studio, we organised a **Health Day (Den Zdraví)** event in Bratislava across the entire portfolio of our buildings. It included nutritional counselling, bioimpedance scale measurements, physiotherapy or massage.

Lakeside Park 02, Bratislava

The charity collection of school supplies was organised in cooperation with the tenant, AT&T. The supplies were distributed to mothers with children in need from the surroundings of Bratislava and Pezinok.

Astrum Business Park, Warsaw

- **Blood Donation Day** - organised in cooperation with the Regional Centre for Blood Donation (Krwiodawstwo i Krwiolecznictwo)

Many events take place in our buildings throughout the year. From regular yoga sessions, blood donations, wellbeing, supporting charity projects during Advent and Easter, supporting theatre, arts and many sporting activities. The specific projects listed here are just a sample of their diversity.

These events have been met with increased interest, not only from our employees, but also from our tenants' employees and people from the surrounding area.

Events for the general public

The company organizes or is a partner of a number of events for the general public. These include not only a varied and interesting programme for visitors to our shopping centres, but also the support of ventures that would not otherwise have taken place.

We also support local communities and associations. An example of this is the event at the **Galerie Harfa in Prague**, where the "Tree of Fulfilled Wishes" **helps mothers and children from emergency shelters**. The Company organises these events on annual basis and plans to continue this activity.

In cooperation with the Municipality of Bratislava - Nové Město, the popular event **Summer Cinema on Kuchajda** takes place, where our Company is the main partner. The screening takes place twice a week during the summer holidays.

Sustainable Governance



**Marek Herold**

Marek joined WOOD & Co. in 2013 as an Investment Director with rich experience in the Czech and Slovak real estate market. Marek was involved in the acquisition processes of most of the assets in the real estate sub-funds in the portfolio.

He is currently the Chairman of the Board of Directors of the Company and a member of the Supervisory Board of WOOD & Company Financial Services, a.s.

**Jiří Hrbáček**

Jiří has more than 25 years of experience in corporate and investment banking from major banks, financial management and strategic consulting in private equity and commercial real estate.

Within the Company's real estate funds, Jiří takes care of strategic management, preparation and implementation of long-term investment strategies, search for new opportunities and development of existing assets in the funds' portfolio.

**Petr Beneš**

Petr has been active in the finance and investment management industry for more than 20 years.

At WOOD & Co., Petr is mainly responsible for managing relationships with clients and business partners, distribution of investment products and also participates in the preparation of sales and marketing strategies.



Peter Turner

Chairman of the Supervisory Board of the Company

since 12 December 2018.

Peter joined WOOD & Company in 2006 and has extensive experience in investment banking and financial services. He participated in acquisition transactions involving Prague shopping centres and several office buildings.



Radovan Sukup

Vice-Chairman of the Supervisory Board of the Company

since 12 December 2018

He currently serves as Senior Investment Manager. Radovan has over 12 years of experience in the real estate, medical supplies and pharmaceutical industries.



Martin Šmigura

Member of the Supervisory Board of the Company since 12 December 2018

He is currently a Partner in the Bratislava office. Martin has almost 20 years of experience in the real estate, energy and waste management sectors.

Fund administration and management

The Board of Directors of the Company and the Supervisory Board have adopted the so called Rules of Conduct of the Members of the Bodies of the Corporation, by which they are governed.

The role of the ESG Manager has been created in the company since 2023 and ESG Manager has initiated the collection of relevant data and monitoring of non - financial parameters and informs the Board of Directors. The Board of Directors is aware of the results of these initiatives, their significance and approves the form of their publication.

Responsible and ethical business

Responsible and ethical business is the foundation of our business. When providing services to all categories of our clients, we follow a **code of conduct** based on best practices and ethical principles.

Through our experienced staff, we emphasize the provision of qualified and professional services.

During onboarding, all new employees are trained on internal regulations, including conflict of interest regulations, whistleblowing, GDPR, anti-bribery, protection of confidential information and others. Employees also undergo AML training once a year.

Upon joining, members of the corporate bodies are trained (provided with an overview document) on their duties and responsibilities, including a comprehensive briefing on conflicts of interest.

In addition, we actively seek to inform and educate our clients who then move into the group of qualified investors.

Measures against conflicts of interest

All services and investment instruments are subject to these measures and, where conflicts of interest cannot be avoided, clients will be informed before the service is provided always.

Employees must follow strict rules regarding personal loans and transactions to avoid conflicts of interest with clients or the Company. Following the commencement of trading of the Company's investment instruments on the regulated market, all measures related to these facts have been taken.

Client gifts to employees must go through an approval process and be recorded by the internal Compliance Department.

Transparency and disclosure of information

The Company emphasizes transparency and fairness in providing information to all clients.

Periodical quarterly reports for investors on investment appreciation

- Annually, always at the end of the 1st and 3rd quarters, valuation of properties according to RICS standards
- Regular and timely Annual Reports, verified by an auditor
- We provide clients with accurate and transparent information on risks, protection and fees.
- We charge clients only the fees agreed in the contract
- We can resolve client complaints, if any, in a timely and professional manner.
- The client's funds or investment instruments cannot be used without the client's consent.

Clients are advised that answering questions is voluntary and all information provided is confidential. Without the necessary information about the expertise, experience, financial background and investment objectives of our clients, we cannot provide investment services to them.

Risk Management

Identifying and managing risk is an important part of any company's activities, especially in the financial services sector.

We therefore have a comprehensive system in place that includes policies, strategies and procedures to detect, measure, monitor and mitigate risks.

Risk management strategies **include in particular the following risks:**

Credit, Market, Counterparty Risk, Operational Risk, Liquidity Risk, Excess Leverage Risk, Concentration Risk, Outsourcing Risk, Information Security Risk, Physical Security Risk, HR Security Risk, Patch Management Risk, Logging and Monitoring risk, etc..

The risks described are followed by many internal Policies and Rules, which are regularly amended and modified.

The risk management process takes into account quantitative and qualitative aspects of risk. We use robust information systems to obtain timely and creditworthiness information. The risk management function also establishes procedures for setting fair values for instruments and a system of limits used in risk management, including procedures for action when exceeding limits.

Control mechanisms such as internal controls, market and price monitoring, liquidity, portfolio diversification, credit risk analysis and effective customer relationship management are in place to manage risks.

The Risk Management Department is independent and the Risk Manager reports directly to the Company's management. The Risk Manager assesses the materiality of individual risks annually and provides monthly updates to the Board of Directors and the Supervisory Board.

Cybersecurity

As we manage client assets and are regulated by a number of institutions (Czech National Bank, SWIFT, DORA), cybersecurity is a high priority for us.

We continuously adapt the development and operation of our systems to the latest IT trends. We regularly perform infrastructure and application penetration tests by independent testers to verify their potential vulnerabilities.

Data protection

In the area of data protection, we use modern hybrid cloud infrastructure. We ensure data integrity, availability and confidentiality by using the latest infrastructure resources (IDS, IPS, EDR). In the case of critical data, we implement multiple backups at the level of hypervisor, application servers and data at the file system level and store it on secure storage, i.e. backup tapes, disk arrays dedicated for backups and meeting the WORM (Write Once, Read Many) requirement.



Compliance

In all its activities, the Company complies with the applicable and effective Czech and EU regulations, codes and standards, as well as best market practices. **The Board of Directors annually approves amendments to the relevant internal guidelines and regulations.**

The Compliance Department is responsible for ensuring compliance with laws and regulations, including, but not limited to, those relating to the provision of investment services and anti-money laundering and anti-terrorist financing measures. The department is mandated by the Board of Directors and maintains a list of monitored persons and a list of restricted access persons, records of personal trades and instructions that have been screened for potential ability to manipulate the market.

The standard tasks of the Compliance department include checking the compliance of the Company's activities in particular with **ZISIF, MiFIDII** and related **AML & CFT** regulations as a result of the war conflict in Ukraine. Furthermore, the Rules of Organisation, GDPR, CTO Manual, implementation of the Company's new obligations related to the admission of investment shares of sub-funds to trading on a regulated market. Last but not least, it includes ESG-related reporting standards where the Company works with the entire WOOD & Co. group and external consultants.

Another important area is the monitoring of conflicts of interest, where Compliance works closely with the internal auditor, Risk Management and business departments, monitors compliance with the maximum level of confidentiality when handling sensitive information and the application of principles such as need-to-know, ring-fence, etc.

The department also handles complaints, keeps records of reports of conflicts of interest and establishes and operates an ethics hotline. The Company does not record any complaints for the year 2022 or previous years.

Anti-Bribery & Corruption

The Company has zero tolerance for bribery and corruption by any of its employees or business partners. The Company will also take the necessary precautions and promptly investigate any suspected bribery or corruption. See the Anti Bribery and Corruption Policy.

The Company did not record any breaches of these rules in 2023 or in previous years.



Whistleblowing

The Board of Directors has appointed an employee to record any cases of whistleblowing (Whistleblowing Officer). This person is part of the Compliance team and is responsible for the ethics hotline that allows other employees to report potential violations of law in the Czech Republic, Slovakia, Poland, or the EU.

Areas protected by EU law include financial institutions, corporate income tax, money laundering, consumer protection, transport safety, environmental protection, radiation protection, public procurement, data protection and EU competition and state aid rules.

The Whistleblowing Officer shall treat all whistleblowing reports confidentially, even when made anonymously, and shall ensure that no retaliatory action is taken against the whistleblower. Reports can be made by email, post or in person to the Whistleblowing Officer, who must assess the validity of the report and inform the whistleblower of the outcome within 30 days (or within 60 days in complex cases). If the report is found to be justified, the officer shall propose remedial action.

There were no cases of whistleblowing in the Company in 2023 or in previous years.



Economic Performance



Since 2016, we have been offering **qualified investors** opportunity to invest in commercial real estate through our Retail, Office and AUP Bratislava sub-funds.

Precise analysis and due diligence of new acquisitions as well as professional property management and long-term lease agreements with tenants positively influence the stable returns of our sub-funds.

In 2023, we saw an increase in the value of the investment shares of all our sub-funds.

The value of the **Retail sub-fund's** investment shares **grew by 13.46% in the EUR class and by 16.72% in the CZK class in 2023.**

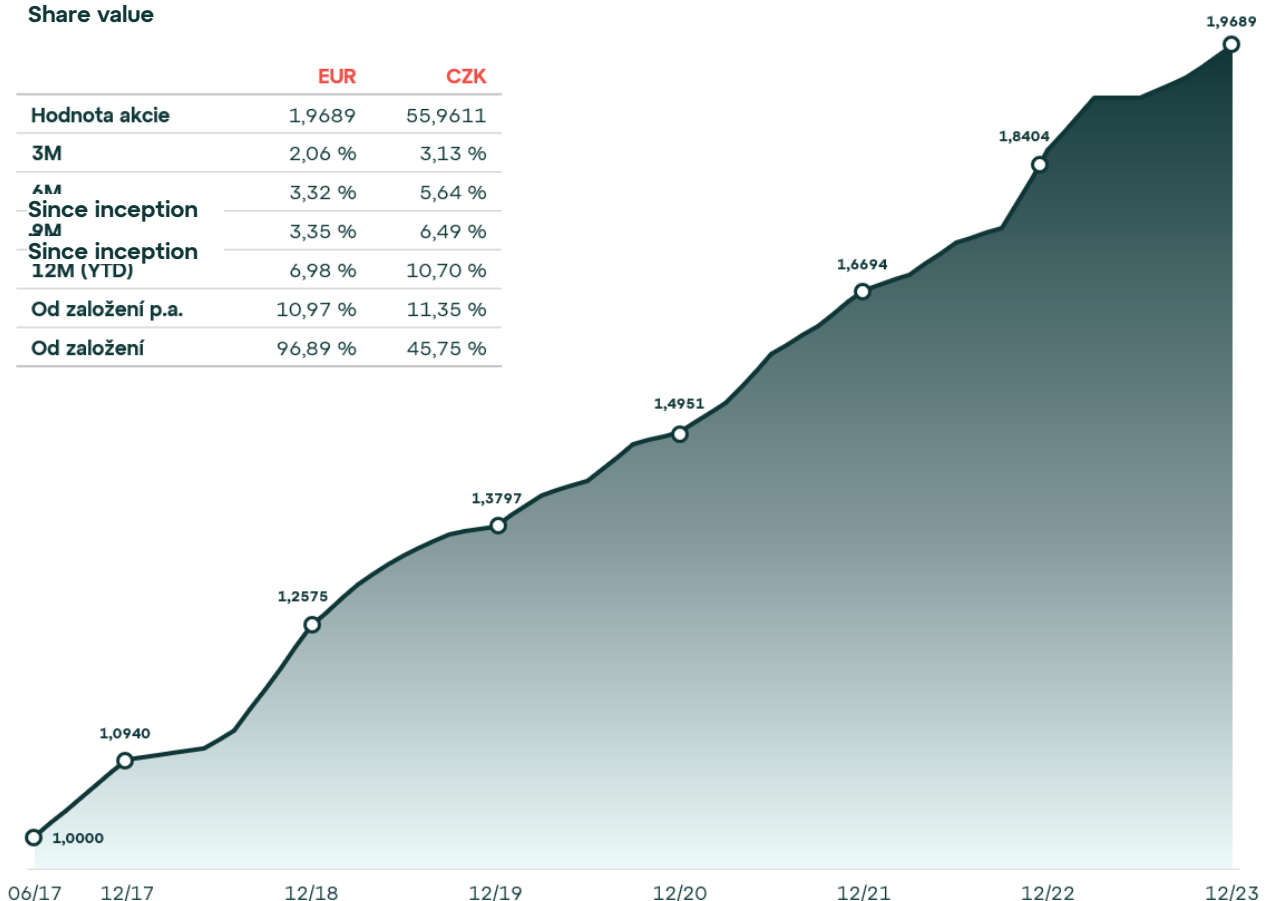
The Office sub-fund recorded an increase of 6.98% in the EUR class and 10.70% in the CZK class.

The AUP Bratislava sub-fund earned a yield including dividends of 9.48% for the EUR class and 12.75% for the CZK class.

Office sub-fund - Share value as at 31 December 2023

Share value

	EUR	CZK
Hodnota akcie	1,9689	55,9611
3M	2,06 %	3,13 %
6M	3,32 %	5,64 %
9M	3,35 %	6,49 %
12M (YTD)	6,98 %	10,70 %
Od založení p.a.	10,97 %	11,35 %
Od založení	96,89 %	45,75 %



Rent indexation as an effective hedge against inflation

Indexation of rents is one effective way to protect against inflation risks. And this is one of our priorities in sustainable investing. More than 95% of the leases in our portfolio are increased annually for inflation based on the Consumer Price Index.

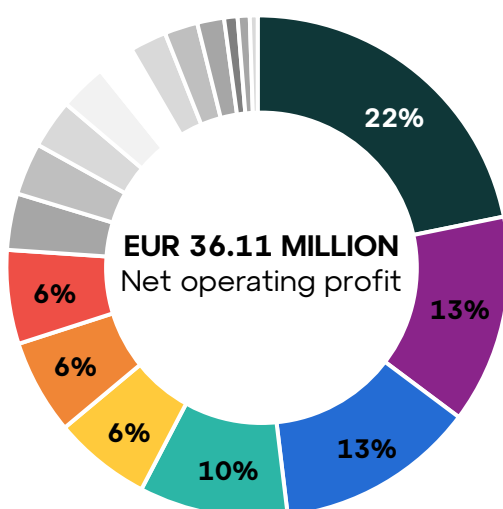
This means that our tenants can rest assured that their rent is in line with the current price level in each country.

Diversified income from lease contracts

As real estate fund managers, we seek to invest in a diversified portfolio of properties in order to stabilise and spread potential risks.

Currently, our leases represent a stable source of income that can be likened to a dividend investment. The leases are with a wide range of tenants in different areas, allowing us to diversify risk across the portfolio. **Diversification and stability bring sustainable returns as well as capital appreciation for our investors.**

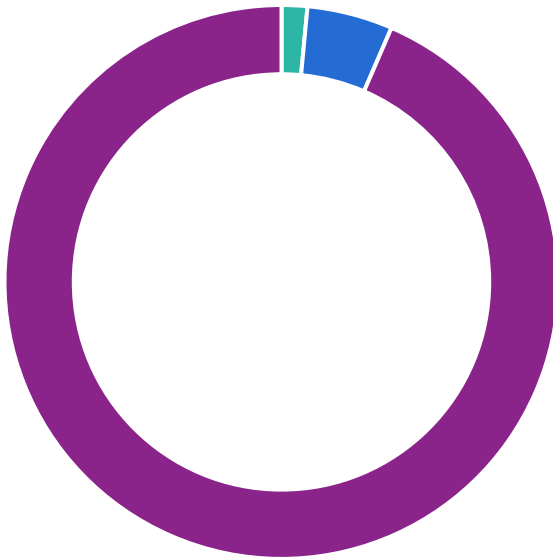
The most important tenant sectors By net operating profit (NOI)



1	IT	22%
2	Telecommunications	13%
3	Industry sectors	13%
4	Banking and finance	10%
5	Public sector	6%
6	Pharma	6%
7	Chemical industry	6%

Length of lease contracts

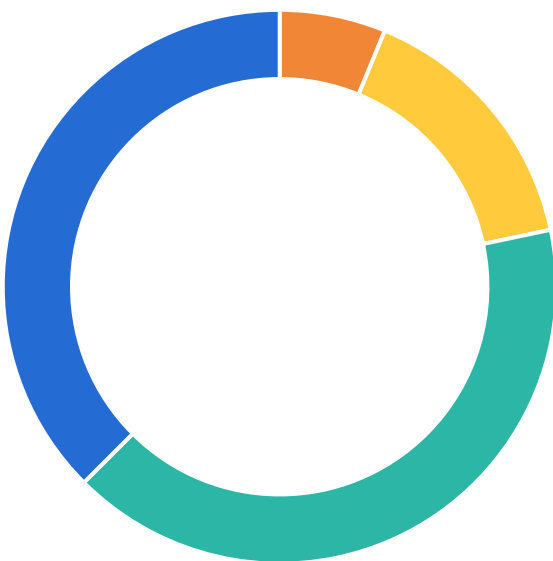
By net operating profit (NOI)



	Short-term (< 1 year)	1.5%
	Medium-term (1 - 3 years)	5.0%
	Long-term (> 3 years)	93.5%

Size of tenants

By net operating profit (NOI)



	Micro (< 100 m ²)	6.2%
	Small (100 – 500 m ²)	15.5%
	Medium-sized (500 – 2500 m ²)	40.8%
	Large (> 2500 m ²)	37.5%

WOOD & Company Retail sub-fund offers investors the opportunity to participate in investments in high-quality shopping centres.

The sub-fund owns one of the largest shopping and office centres in Prague, the Galerie Harfa and Harfa Office Park complex in Vysočany, and the modernised Krakov shopping centre in Bohnice.

The target long-term yield of the Retail sub-fund is between 8% and 10% p.a. net, however, **since the inception of the sub-fund, the share price per year has increased by an average of 15.22% in EUR and 13.78% in CZK class** (since the inception of the CZK class), while the average annual appreciation of real estate funds for qualified investors is 9.43% (according to *Nemovitostni-fondy.cz*)

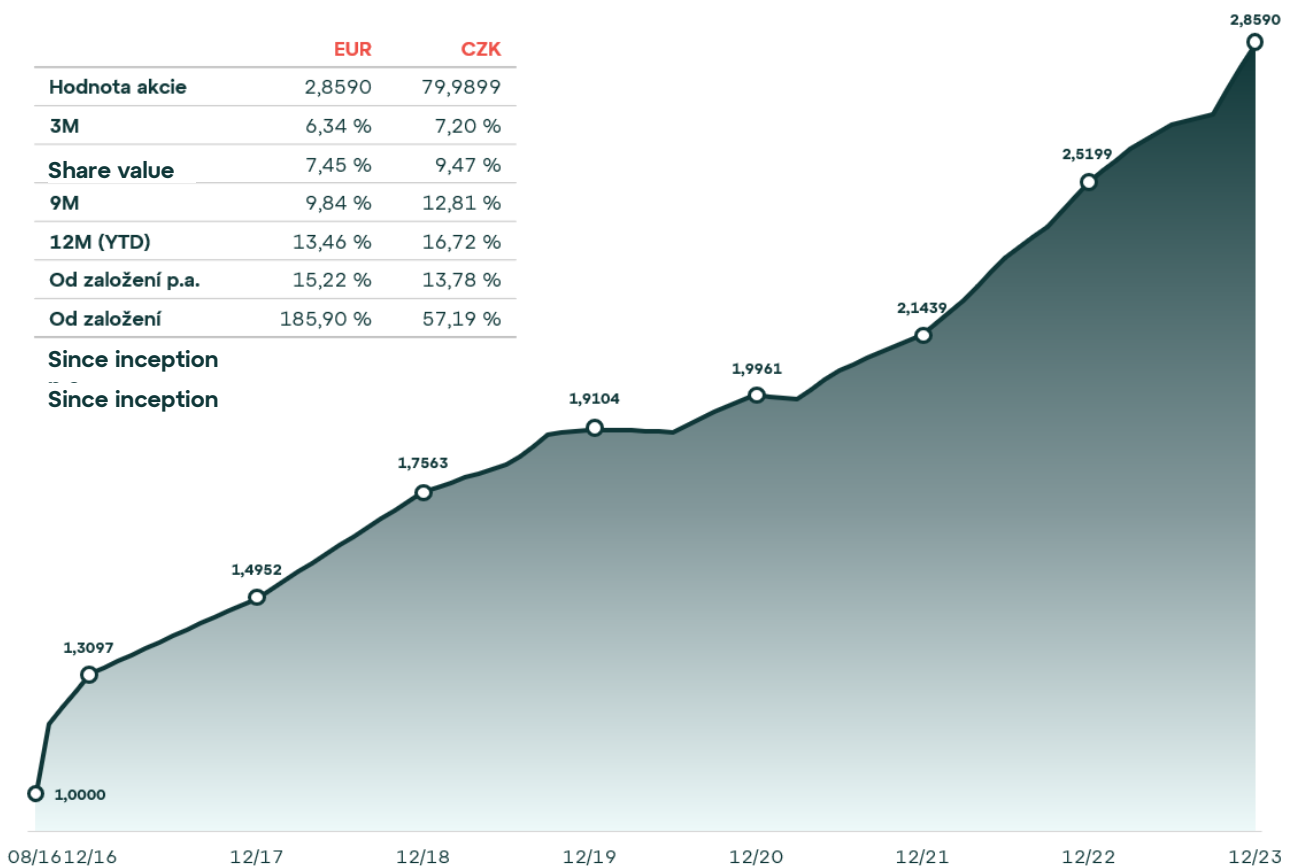
In 2023, the share price of the WOOD & Company Retail sub-fund **grew** by 13.46% in the EUR class and by 16.72% in the CZK class.

This is a clear example of an above-average investment appreciation.

Retail sub-fund - Share value

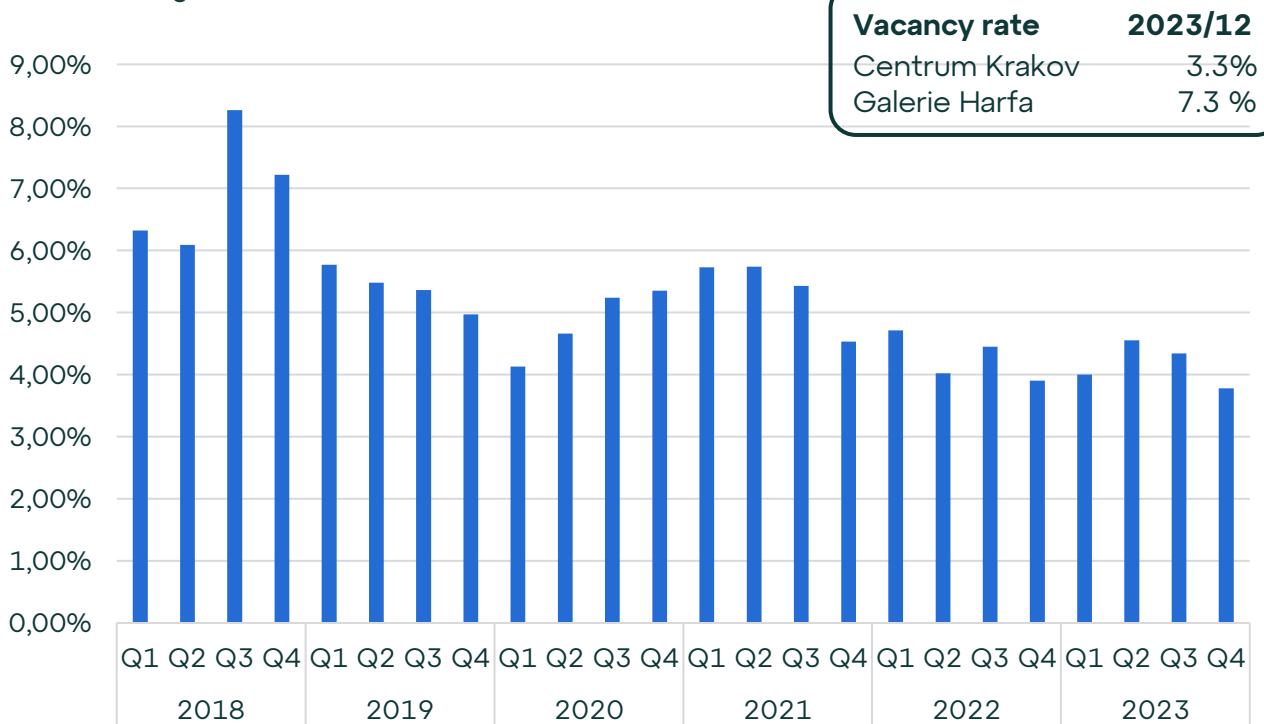
	EUR	CZK
Hodnota akcie	2,8590	79,9899
3M	6,34 %	7,20 %
Share value	7,45 %	9,47 %
9M	9,84 %	12,81 %
12M (YTD)	13,46 %	16,72 %
Od založení p.a.	15,22 %	13,78 %
Od založení	185,90 %	57,19 %

Since inception
Since inception



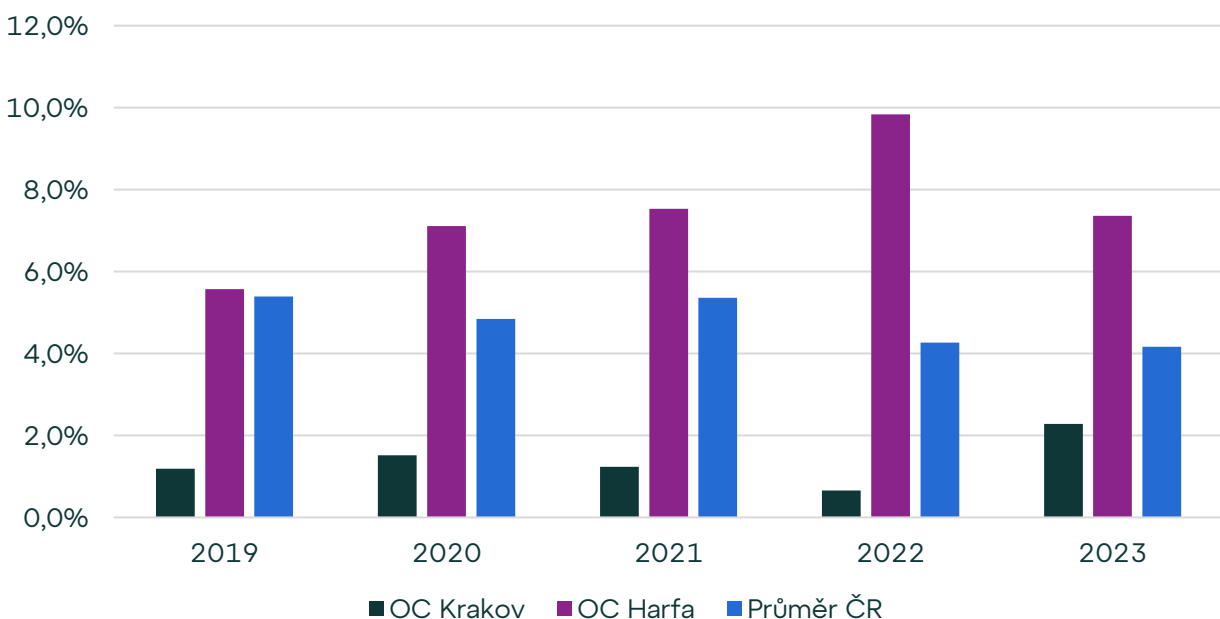
Vacancy rate of shopping centres / Czech Republic

The low vacancy rate in our shopping centres is proof of good relations with our business partners. We actively seek to maintain and improve relationships with our tenants and provide them with a high level of service through experienced and competent shopping centre management.



Lowest recorded vacancy rate in shopping centres in the Czech Republic

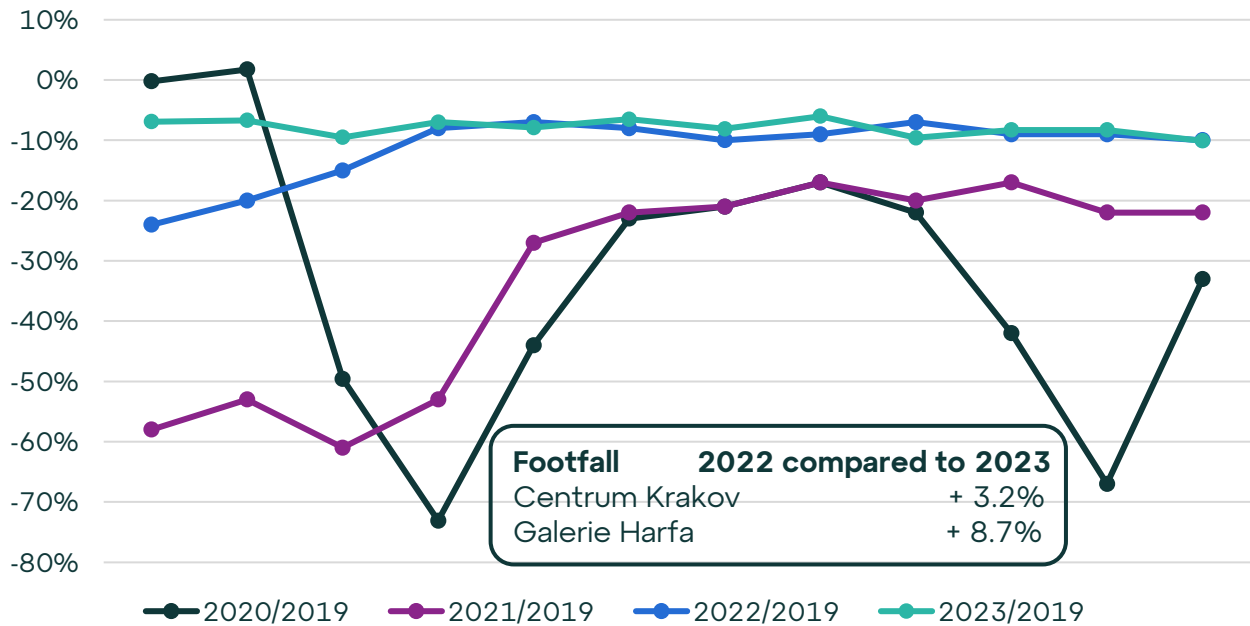
The Krakov shopping centre has long been below the national average vacancy rate, while Galerie Harfa, after a fluctuation in 2022, managed to approach the average again in 2023.



source - Association of Shopping Centres of the Czech Republic

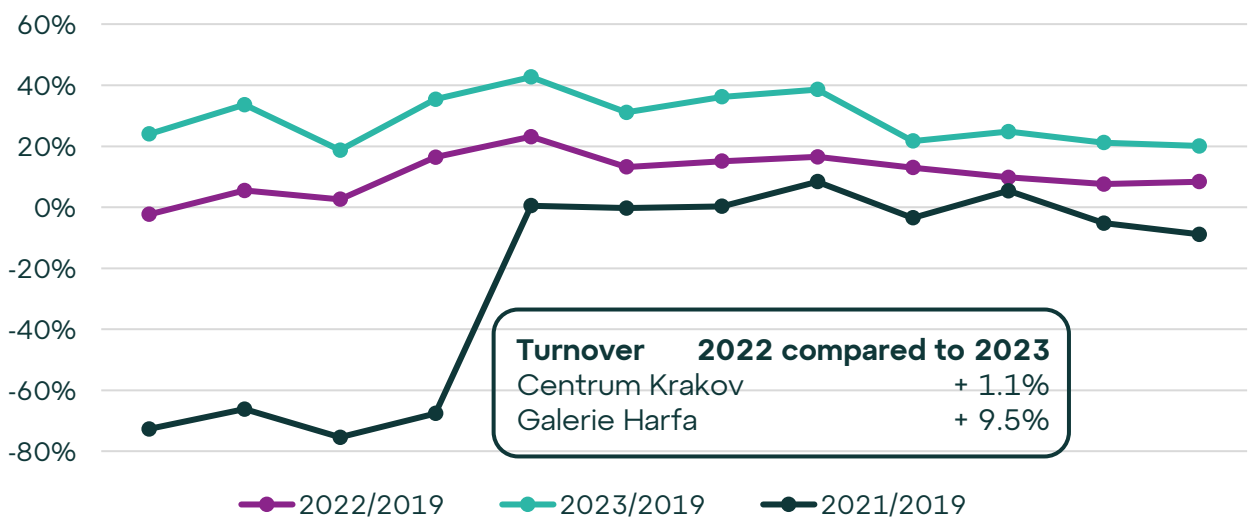
Footfall / Czech Republic

The footfall in shopping centres has slightly increased compared to last year, while in the case of Galerie Harfa, the increase of residents in completed residential projects in the vicinity is beginning to show. At the same time, it manages to attract visitors with a cultural and sports programme on the terraces of the centre.



Turnover index / Czech Republic

The Krakov shopping centre saw a slight increase in sales, while Galerie Harfa recorded a 9.5% increase in retail sales compared to 2019.

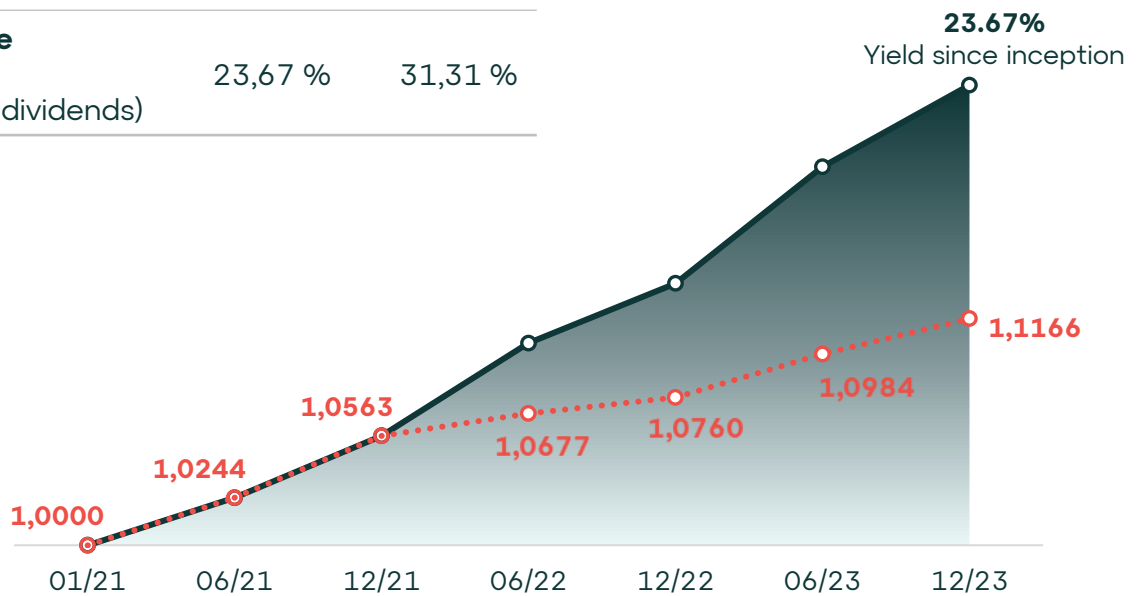


source - Association of Shopping Centres of the Czech Republic

AUP Bratislava sub-fund – Share value

Since the establishment of the AUP Bratislava sub-fund in 2021, the investment has appreciated by 23.67% in the EUR class.

	EUR	CZK
Share value	1,1166	31,3265
Yield 12M (including dividends)	9,48 %	12,75 %
Yield since inception (including dividends)	23,67 %	31,31 %



Office sub-fund

Leasable area
218,300 m²

Occupancy
93%

Number of tenants
340

Target return on investment
8 - 10%

Retail sub-fund

Leasable area
77,500 m²

Occupancy
94%

Number of tenants
215

Target return on investment
8 - 10%

AUP Bratislava sub-fund

Leasable area
59,600 m²

Occupancy
Appr. 98 %

Number of tenants
230

Target dividend yield
5 –6%

Target return on investment
> 8%



aupark



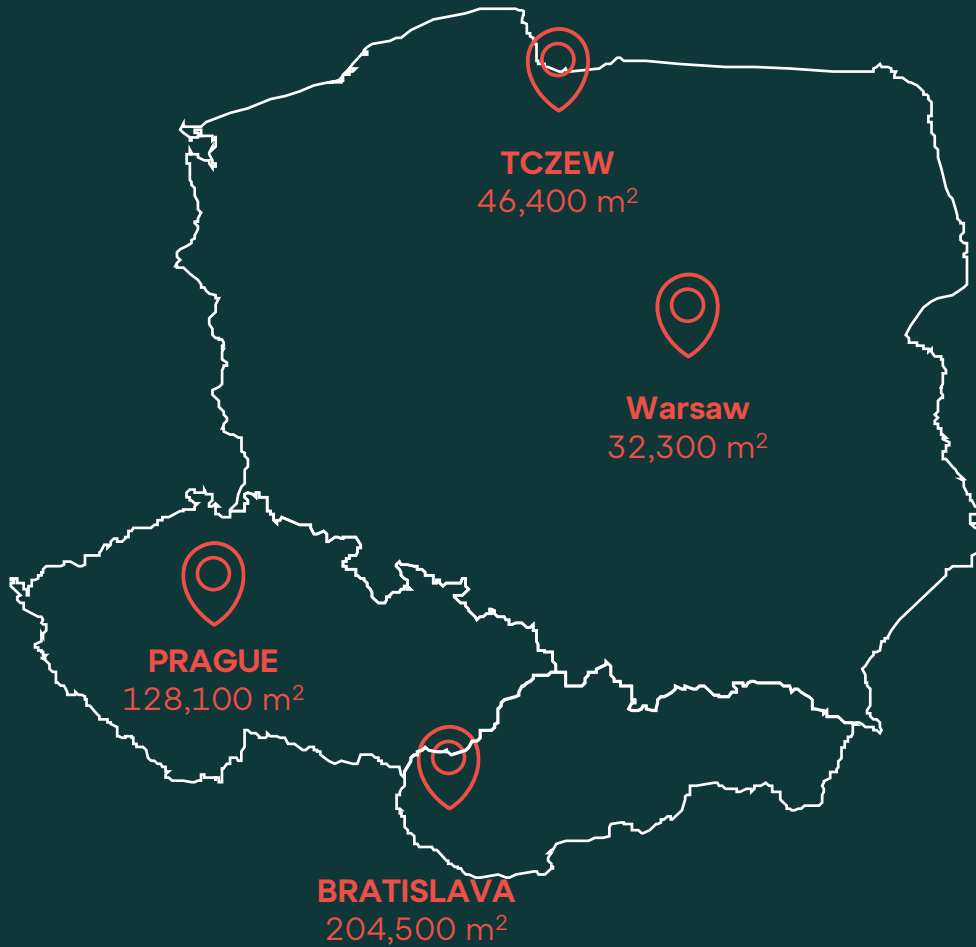
EVERYDAY
beautiful

Portfolio by Sub-Funds



Portfolio map

4 sub-funds



Bratislava

- 7 office centres
- 1 shopping centre
- 224 kWp of photovoltaic panels
- 28 charging stations
- 75% of certified buildings

Warsaw

- 2 office centres
- 2 charging stations
- 100% of certified buildings

Praha

- 4 office centres
- 2 shopping centres
- 310 kWp of photovoltaic panels
- 39 charging stations
- 83% of certified buildings

Tczew III.

- 4 logistics centres
- 100% of certified buildings

The company now owns **16 buildings, which are allocated into three sub-funds** according to the purpose and use of the property. By far the largest sub-fund is the Office sub-fund, which includes office buildings located in the Czech Republic, Poland and Slovakia.

**Office
sub-fund**

Aupark Tower
Lakeside Park 01
Lakeside Park 02
Westend Tower
BBC 5
Hadovka Office Park
Greenline
BBC1
BBC1 Plus
Astrum Business
Park
Green Point
Concept Tower

**Retail
sub-fund**

Galerie Harfa
building & Harfa
office park
Centrum Krakov

**AUP Bratislava
sub-fund**

Aupark Shopping

**Logistics
sub-fund**

Tczew Logistics Park
*(the activity of the
sub-fund will not be
reflected in the
accounts until 2024)*

Office sub-fund

Building name	Country	GLA (m ²)	Asset Management	PENB	Certification
Aupark Tower	SK	32 600	WOOD-AS	A	BREEAM – Excellent WELL H+S
Lakeside Park 01	SK	26 000	WOOD-AS	A	LEED Gold
Lakeside Park 02	SK	15 200	WOOD-AS	A	LEED Gold
Westend Tower	SK	8 400	WOOD-AS	B	N/A
BBC 5	SK	37 200	WOOD-AS	A	BREEAM - Very Good
Hadovka Office Park	CZ	24 900	WRE-CZ	C	BREEAM**
The Greenline	CZ	17 500	WRE-CZ	B	LEED Gold
BBC 1	SK	9 700	WOOD-AS	A	N/A
BBC1 Plus	SK	15 900	WOOD-AS	B	LEED Gold
Astrum Business Park	PL	23 300	WRE-CZ	Ano*	BREEAM - Very Good
Green Point	CZ	7 700	WRE-CZ	A	BREEAM - Excellent
Harfa Office Park	CZ	21 300	WRE-CZ	B	BREEAM - Very Good
Concept Tower	PL	9 100	WOOD-AS	Ano*	LEED Gold

Retail sub-fund

Galerie Harfa & Office Park	CZ	61 800	WRE-CZ	B	BREEAM - Very good, Excellent mgmt
Centrum Krakov	CZ	15 700	WRE-CZ	B	N/A

AUP sub-fund

Aupark Shopping	SK	59 600	WOOD-AS	A	BREEAM – Excellent
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Logistics sub-fund

Tczew	PL	46 400	WRE-CZ	Ano*	BREEAM – Excellent
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* Poland does not specify individual energy performance certificate classes for buildings

** The building is divided into two parts, Hadovka Office Park Buildings A+B – Excellent, Hadovka Office Park Buildings C+D – Very good



Office buildings - Czech Republic






GREEN POINT
Office Center Anděl

HARFA
OFFICE PARK

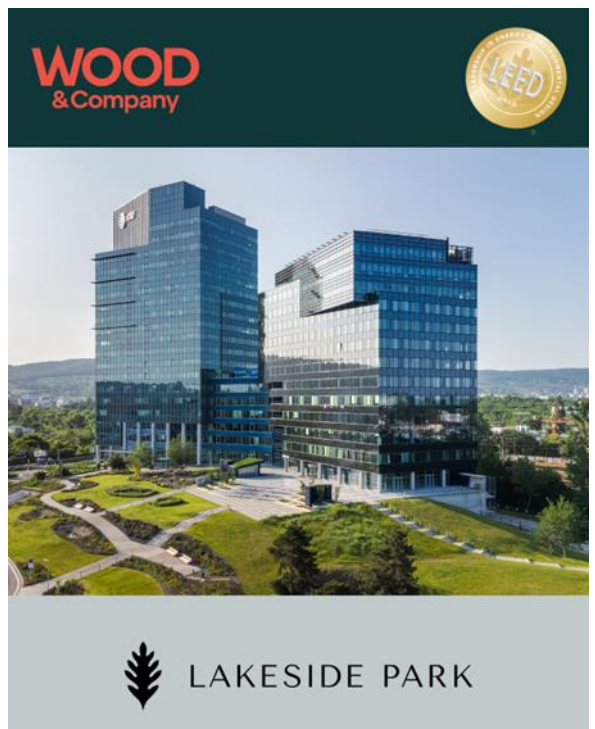
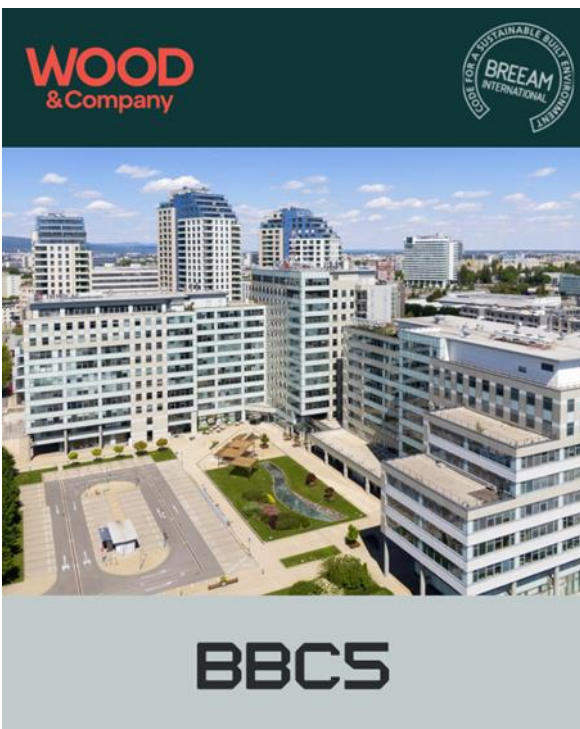
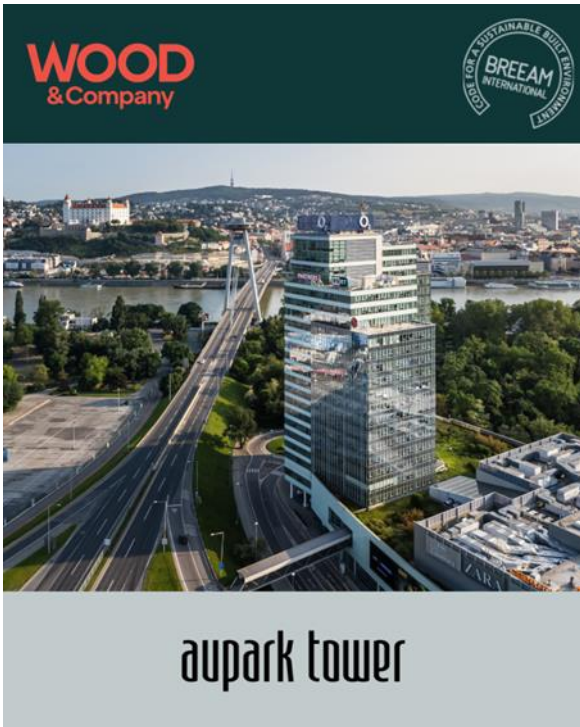



hadovka

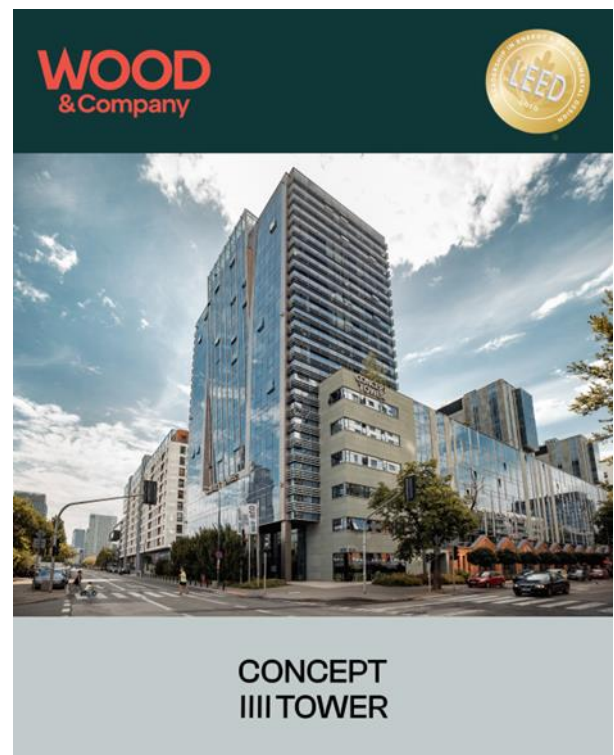
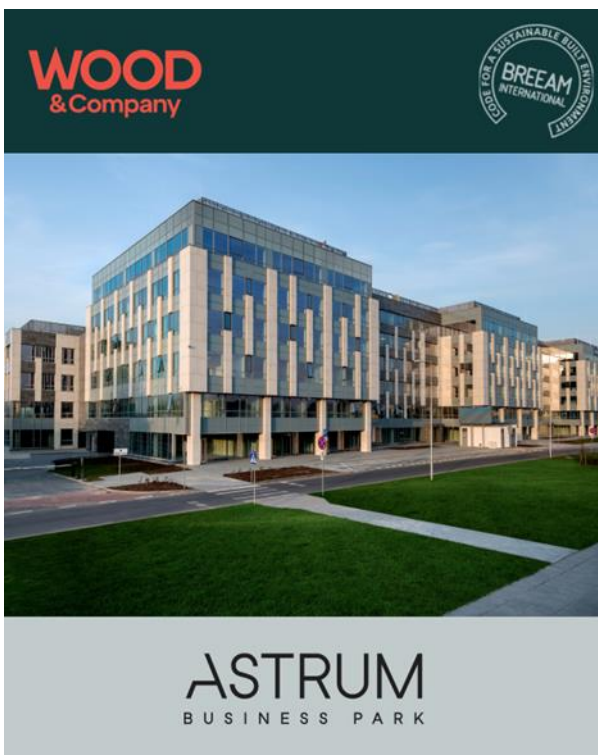



THE GREENLINE

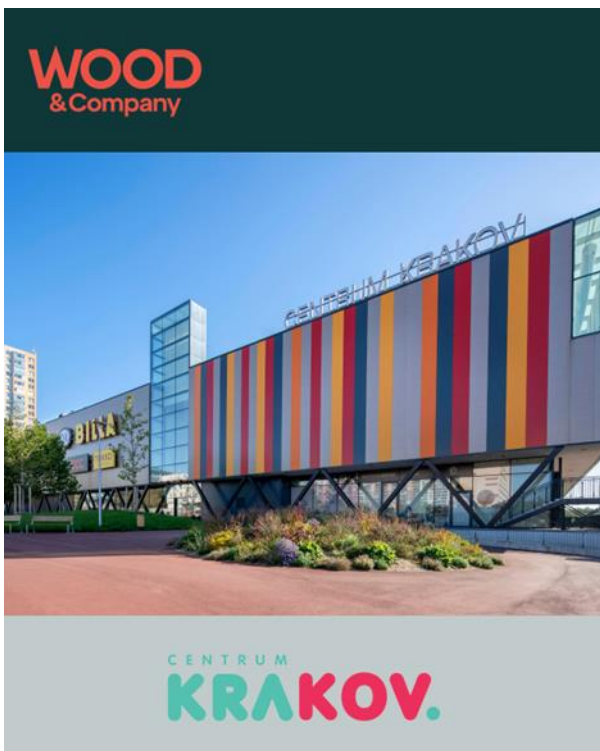
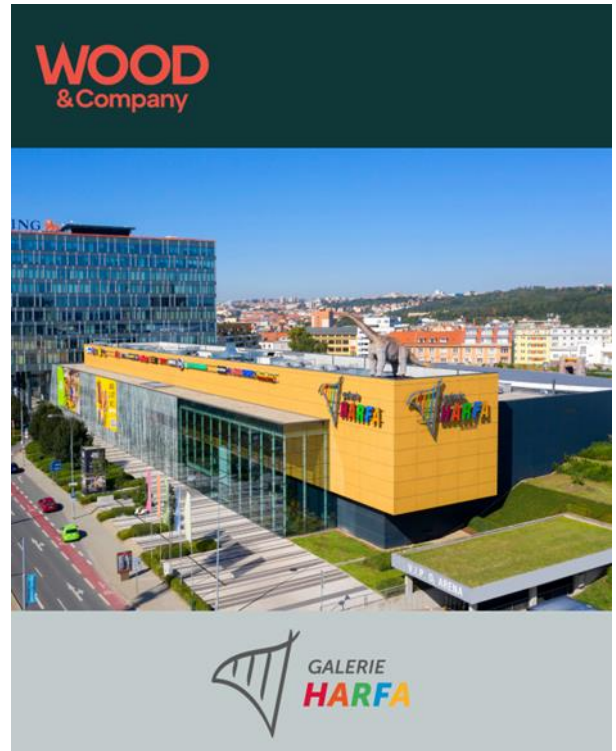
Office buildings - Slovakia



Office buildings - Poland



Shopping centres - Czech Republic, Slovakia



The sub-fund's mission - responsible appreciation of entrusted funds by financing the construction of modern logistics and industrial properties with an emphasis on sustainability and local development.

The company has entered into a partnership with 7R, a renowned developer of logistics facilities, which will provide part of the capital and expertise for the **7R Park Tczew III** project. The project is strategically located near the Polish city of Tczew, close to the dynamically developing port of Gdansk, with direct access to the A1 motorway connecting Gdansk with Lodz and further on to the Czech border.

The project comprises a total of **four modern industrial buildings designed with an emphasis on innovation, sustainability and functionality.**

Environmental potential of a logistics project

- During construction, an **environmental impact analysis** with a Life-Cycle Assessment (**LCA**) of the building is carried out.
- The roof area has the potential to **accommodate a PV plant** with an estimated capacity of up to 15 MWp. The projected annual operating consumption is estimated at 1,000 MWh, equivalent to about 1 MWp. **Installing photovoltaics can reduce the carbon footprint of the premises operations.**
- The contractor is building the site in accordance with the internationally recognised **BREEAM Excellent** certification

- The site did not occupy high quality land, nor land of naturally valuable sites with high biodiversity.
- In order to promote environmentally friendly modes of transport, plans are in place for installing **charging stations.**

Social impacts of the project

- Transparent negotiations with developers, investors, banks, municipalities and other stakeholders.
- Respect for the needs of municipalities and communities at the construction site.



Technical Appendix



Methodological description of the indicators reported

The data in the tables represent WOOD & Company, investiční fond s proměnným základním kapitálem, a.s.

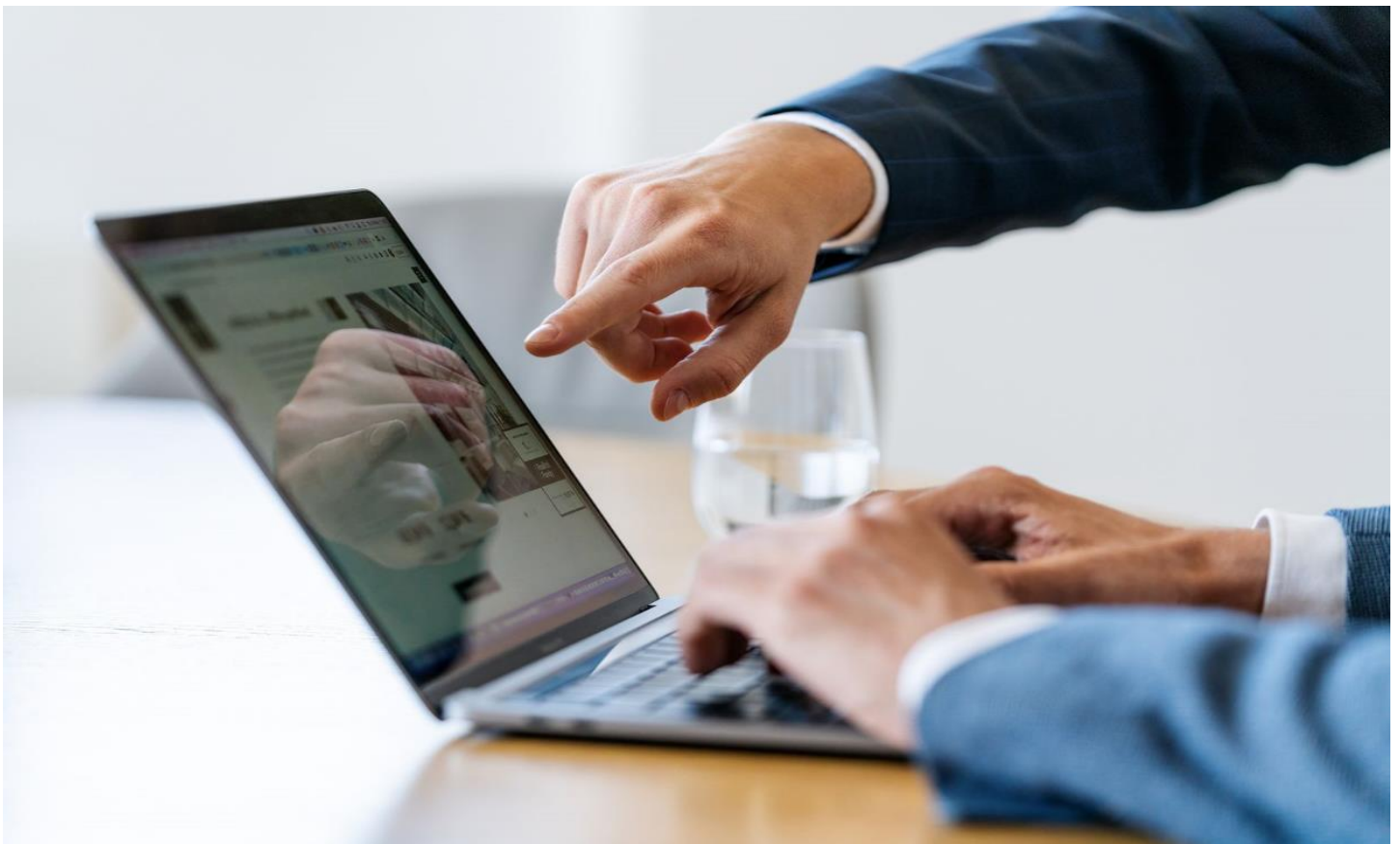
Due to the management of the buildings by the subsidiary WRE, data for WOOD & Company Real Estate s.r.o. is also described in the social section.

The report was prepared in accordance with the Global Reporting Initiative (GRI) methodology.

When calculating the carbon footprint, the electricity consumption for cooling was reflected in the total consumption.

Figures have been rounded to two decimal places. Possible variations in subtotals are due to rounding.

The acquisition process for Lakeside Park 02 was completed in the first quarter of 2023, so the figures include this project. On the other hand, the newly acquired Concept Tower and the Tczew logistics project will not appear "in the figures" until 2024.



Indicator	Unit	2020	2021	2022	2023	GRI	Page
Company details						2-1	7
Entities included in the sustainability reporting						2-2	7
Reporting period		1 Jan. 2020-31 Dec. 2020	1 Jan. 2021-31 Dec. 2021	1 Jan. 2022-31 Dec. 2022	1 Jan. 2023-31 Dec. 2023	2-3	
Restatements of information						2-4	
External audit		Annual Report	Annual Report	Annual Report	Annual Report	2-5	
Group activities, value chain and other business relationships within the Group						2-6	11
Employees of the Group						2-7	
Governance structure and its composition						2-9	31-32
Chair of the highest governance body						2-11	31
Role of the highest governance body in setting goals, values and strategy						2-12	32
Role of the highest governance body in sustainability reporting						2-14	31
Conflict of interests and the processes that precede it						2-15	33
Description of the Group's sustainable development and strategy						2-22	10
Group commitments						2-23	7
A description of how the corporate responsibility commitments are embedded by the Group						2-24	39,42,45
Processes that lead to the remediation of negative impacts caused or contributed to by the Group's business						2-25	16-23
Compliance with laws and regulations						2-27	34
Identification and selection of stakeholders						2-29	11
Process to determine material topics						3-1	11
Precautionary principle or approach						102-11	34
Key impacts, risks, and opportunities						102-15	
GRI 201 – Economic performance							37
Management approach						3-3	
Economic indicators						201-2	39-45

Indicator	Unit	2020	2021	2022	2023	GRI	Page
GRI 203 – Indirect Economic Impacts							11
Management approach						3-3	10
Examples of significant identified indirect economic impacts of the organization						203-2	11
Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas						203-2	11
GRI 205 – Anti-corruption measures							35
Management approach						3-3	35
Total number and percentage of governance body members that the organization’s anticorruption policies and procedures have been communicated to	(count) %	(0) 0%	(0) 0%	(6) 100%	(6) 100 %	205-2	31-2
Total number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to	count, %	(0) 0%	(0) 0%	(15) 100%	(16) 100 %	205-2	31
Communication and training about anti-corruption policies and procedures		Ano	Ano	Ano	Ano	205-2	35
Confirmed incidents of corruption and actions taken	count	0	0	0	0	205-3	35
GRI 206 – Anti-competitive behaviour							36
Management approach						3-3	36
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	count	0	0	0	0	206-1	
GRI 302 - Energy							
Management approach						3-3	
Total fuel consumption within the organization from non-renewable sources	MWh	24 653,63	28 078,61	16 894,19	18 555,21	302-1	
Types of fuel used, from non-renewable sources						302-1	
- Brown coal	GJ	-	-	-	-	302-1	
- Natural gas	MWh	24 653,63	28 078,61	16 894,19	18 555,21	302-1	
- Landfill gas	GJ	-	-	-	-	302-1	
Total fuel consumption from non-renewable sources	GJ	24 653,63	28 078,61	16 894,19	18 555,21	302-1	

Indicator	Unit	2020	2021	2022	2023	GRI	Page
Types of fuel used, from renewable sources						302-1	
- Biogas	GJ	-	-	-	-	302-1	
- Biomass	GJ	-	-	-	-	302-1	
Electricity consumption within the company	MWh	44 555,16	55 448,79	61 458,67	61 478,37	302-1	
Heating consumption within the company	MWh	11 747,81	15 477,94	13 434,42	12 028,59	302-1	
Cooling consumption within the company	MWh	5 411,45	7 214,09	5 777,16	3 818,64	302-1	
Steam consumption within the company	GJ	-	-	-		302-1	
Quantity of electricity sold	GJ	-	-	-		302-1	
Quantity of heating sold	GJ	-	-	-		302-1	
Quantity of cooling sold	GJ	-	-	-		302-1	
Quantity of steam sold	GJ	-	-	-		302-1	
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives					Total consumption increased by only 20.3 MWh	302-4	
GRI 303 – Water management							19
Management approach						3-3	
Interactions with water as a shared resource						303-1	19
Management of water discharge-related impacts		-	-	-	-	303-2	
Groundwater withdrawal	m ³	-	-	-	-	303-3	
Produced water withdrawal	m ³	-	-	-	-	303-3	
Water taken from the supplier	m ³	161 233	135 379	189 250	211 807	303-3	19
Surface water withdrawal	m ³	-	-	-		303-3	
Total water withdrawal	m ³	161 233	135 379	189 250	211 807	303-3	19
Water withdrawn in areas with water stress	M ³	-	-	-	-	303-3	
Water discharge	m ³	72 718	63 081	87 834,61	210 454,6	303-4	
Water discharge in areas with water stress	m ³	-	-	-	-	303-4	
Total water consumption	m ³	72 718	63 081	87 834,61	211 807	303-5	
Total water consumption from areas with water stress	m ³	-	-	-	-	303-5	
GRI 304 – Biodiversity							
Management approach						3-3	23
Operational sites in protected areas		0	0	0	0	304-1	

Indicator	Unit	2020	2021	2022	2023	GRI	Page
GRI 305 Emissions							18
Management approach						3-3	18
Long- and short-term strategies to reduce emissions						305-1	16
Scope 1							
Gross direct GHG emissions	tCO ₂ e	4 930,73	5 615,72	3 378,84	3 954,84	305-1	17
Scope 2						305-2	
Gross indirect GHG emissions	tCO ₂ e	17 744,75	18 948,51	19 564,86	25 456,14	305-2	17
GHG emissions intensity	tCO ₂ /m ²	0,52	0,54	0,58	0,60	305-4	16
GHG emissions reduced as a direct result of reduction initiatives	tCO ₂ e				12,11	305-5	16
NOx emissions	t	-	-	-		305-7	
SO2 emissions	t	-	-	-		305-7	
Hg emissions	kg	-	-	-		305-7	
TZL emissions	t	-	-	-		305-7	
CO emissions	t	-	-	-		305-7	
Amount of waste generated	t	2 025,94	6 229,83	2 560,18	2 608,94	306-3	21
- of which hazardous waste	t	30,24	40,09	45,114	34,91	306-3	
- of which other waste	t	1 995,70	6 199,6	2 529,94	2 574,03	306-3	
SICAV							
GRI 401 – New employee hires and employee turnover							
Management approach						3-3	
Total number of new employee hires	count	3	3	5	7	401-1	
- of which number of men / women	count	0-3	2-1	2-3	4-3	401-1	
- of which under 30 years/ between 30-50 years/ over 50 years	count	3-0-0	3-0-0	3-1-1	5-1-1	401-1	
Total number and rate of full-time employee turnover during the reporting period	%	13%	0%	0%	0%	401-1	
Total number of employees entitled to maternity/parental leave	count	-	-	-	0	401-1	
- of which number of men / women	count	-	-	-	0	401-1	

Indicator	Unit	2020	2021	2022	2023	GRI	Page
GRI 401 – New employee hires and employee turnover - WRE							26
Management approach						3-3	26
Total number of new employee hires	count	3	3	5	7	401-1	26
- of which number of men / women	count	0-3	2-1	2-3	4-3	401-1	26
- of which under 30 years/ between 30-50 years/ over 50 years	count	3-0-0	3-0-0	3-1-1	5-1-1	401-1	26
Total number and rate of full-time employee turnover during the reporting period	%	13%	0%	0%	0%	401-1	26
Total number of employees entitled to maternity/parental leave	count	-	-	-	-	401-1	
- of which number of men / women	count	-	-	-	-	401-1	
Total number of employees who went on maternity/parental leave	count	-	-	-	-	401-1	
- of which number of men / women	count	-	-	-	-	401-1	
Total number of employees who returned from maternity/parental leave during the reporting period	count	-	-	-	1	401-1	
GRI 403 – Occupational health and safety							
Management approach						3-3	37
Occupational health management system						403-1	37

Indicator	Unit	2020	2021	2022	2023	GRI	Page
GRI 404 – Training and Education							
Management approach						3-3	25
Average hours of training per year per employee, and of this:	hours	32,5	30	30	40	404-1	25
i. Average number of hours (men/women)	hours	25 hours women, 40 hours men	23 hours women, 37 hours men	30 hours women, 30 hours men	35 hours women, 45 hours men	404-1	
ii. Average number of hours by category, e.g. workers/salaried employees)	count	Management staff (TOP Management) – 15 hrs; Specialists – 25 hrs, Rank-and-file staff – 25 hrs	Management staff (TOP Management) – 14 hrs; Specialists – 21 hrs, Rank-and-file staff – 25 hrs	Management staff (TOP Management) - 7,5 hrs; Specialists – 30 hrs, Rank-and-file staff – 22.5 hrs	Management staff (TOP Management) – 10 hrs; Specialists – 40 hrs, Rank-and-file staff – 30 hrs	404-1	
Type and scope of programs implemented and assistance provided to upgrade employee skills						404-2	25
Percentage of employees receiving regular performance and career development reviews	%	100%	100%	100%	100%	404-3	
Of which % for women	%	100%	100%	100%	100%	404-3	
Of which % for men	%	100%	100%	100%	100%	404-3	
Of which % for each category of staff	%	Specialists - 100%, Rank-and-file staff - 100%	Specialists - 100%, Rank-and-file staff - 100%	Specialists - 100%, Rank-and-file staff - 100%	Specialists - 100%, Rank-and-file staff - 100%	404-3	
Management staff (TOP Management) -	%	100% men/ 0% women	100% men/ 0% women	100% men/ 0% women	100% men/ 0% women	404-3	
GRI 405 – Diversity							
Management approach						3-3	42
Percentage of women in governance bodies (excluding supervisory boards) of the organisation*	%	-	-	-	-	405-1	
Percentage of men in governance bodies (excluding supervisory boards) of the organization	%	100%	100%	100%	100%	405-1	
Percentage of people aged under 30 years in governance bodies (excluding supervisory boards) of the organization	%	-	-	-	-	405-1	
Percentage of people aged 30-50 years in governance bodies (excluding supervisory boards) of the organisation	%	83%	83%	83%	80%	405-1	

Indicator	Unit	2020	2021	2022	2023	GRI	Page
Percentage of people aged over 50 years in governance bodies (excluding supervisory boards) of the organisation*	%	17%	17%	17%	20%	405-1	
Total number of employees	count	10	11	14	16	405-1	
GRI 406 – Non-discrimination							26
Management approach						3-3	26
Total number of incidents of discrimination during the reporting period	count	0	0	0	0	406-1	
Remediation measures taken against discrimination		-	-	-	-	406-1	26
Operational sites and suppliers where the right to freedom of association and collective bargaining may be at risk	count	-	-	-	-	407-1	
GRI 413 – Local communities							
Management approach						3-3	
GRI 414 – Suppliers							28
Management approach						3-3	28
WRE							
GRI 401 – – New employee hires and employee turnover							25
Management approach						3-3	
Total number of new employee hires	count	5	12	10	4	401-1	
- of which number of men / women	count	2-3	4-8	3-7	1-3	401-1	
- of which under 30 years/ between 30-50 years/ over 50 years	count	4-0-1	4-6-2	5-4-1	2-0-2	401-1	
Total number and rate of full-time employee turnover during the reporting period	%	1, 13%	1, 7%	2, 11%	5,4%	401-1	

Indicator	Unit	2020	2021	2022	2023	GRI	Page
Total number of employees entitled to maternity/parental leave	count	1	2	2	2	401-1	
- of which number of men / women	count	1-0	2-0	2-0	1-1	401-1	
Total number of employees who went on maternity/parental leave	count	1	2	2	2	401-1	
- of which number of men / women	count	0-1	0-2	0-2	1-1	401-1	
Total number of employees who returned from maternity/parental leave during the reporting period	count	-	-	-	1	401-1	
GRI 403 – Occupational health and safety							
Management approach						3-3	26
Occupational health management system						403-1	26
A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations						403-5	26
Number of hours worked	hours	7 719,75	15 325,00	24 907,00	31 374,00	403-9	
Number of cases of recordable work-related diseases	count	0	0	0	0	403-10	
GRI 404 – Training and education							
Management approach						3-3	25
GRI 406 – Non-discrimination							
Management approach						3-3	26
Total number of incidents of discrimination during the reporting period	count	0	0	0	0	406-1	

Indicator	Unit	2020	2021	2022	2023	GRI	Page
Average hours of training per year per employee, and of this:	hours	33,33	40	43,33	42,66	404-1	
i. Average number of hours (men/women)	count					404-1	
ii. Average number of hours by category, e.g. workers/salaried employees)	count	Management staff (TOP Management) - 25 hrs; Specialists - 37 hrs, Rank-and-file staff - 38 hrs	Management staff (TOP Management) - 33 hrs; Specialists - 49 hrs, Rank-and-file staff - 38 hrs	Management staff (TOP Management) - 32 hrs; Specialists - 48 hrs, Rank-and-file staff - 50 hrs	Management staff (TOP Management) - 32 hrs; Specialists - 48 hrs, Rank-and-file staff - 48 hrs	404-1	
Type and scope of programs implemented and assistance provided to upgrade employee skills						404-2	
Percentage of employees receiving regular performance and career development reviews	%	100%	100%	100%	100%	404-3	
Of which % for women	%	100%	100%	100%	100%	404-3	
Of which % for men	%	100%	100%	100%	100%	404-3	
Of which % for each category of staff	%					404-3	
Management staff (TOP Management) (men/women)	%	100% men/ 0% women	100% men/ 0% women	100% men/ 0% women	100% men/ 0% women	404-3	
GRI 405 – Diversity							
Management approach						3-3	42
Percentage of women in governance bodies (excluding supervisory boards) of the organisation	%	-	-	-	-	405-1	
Percentage of men in governance bodies (excluding supervisory boards) of the organization	%	100%	100%	100%	100 %	405-1	
Percentage of people aged under 30 years in governance bodies (excluding supervisory boards) of the organization	%	-	-	-	0%-	405-1	
Percentage of people aged 30-50 years in governance bodies (excluding supervisory boards) of the organisation	%	50%	50%	0	0%	405-1	
Percentage of people aged over 50 years in governance bodies (excluding supervisory boards) of the organisation	%	50%	50%	100%	100%	405-1	

Indicator	Unit	2020	2021	2022	2023	GRI	Page
Percentage of people under the age of 30 employed in the organisation	%	-	-	41%	37%	405-1	
Percentage of people aged 30-50 employed in the organisation	%	-	-	41%	48%	405-1	
Percentage of people aged over 50 employed in the organisation	%	-	-	17%	15%	405-1	
Total number of employees	count	12	20	29	27	405-1	
GRI 413 – Local communities							29
Management approach						3-3	29
GRI 414 – Suppliers							28
Management approach						3-3	28



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