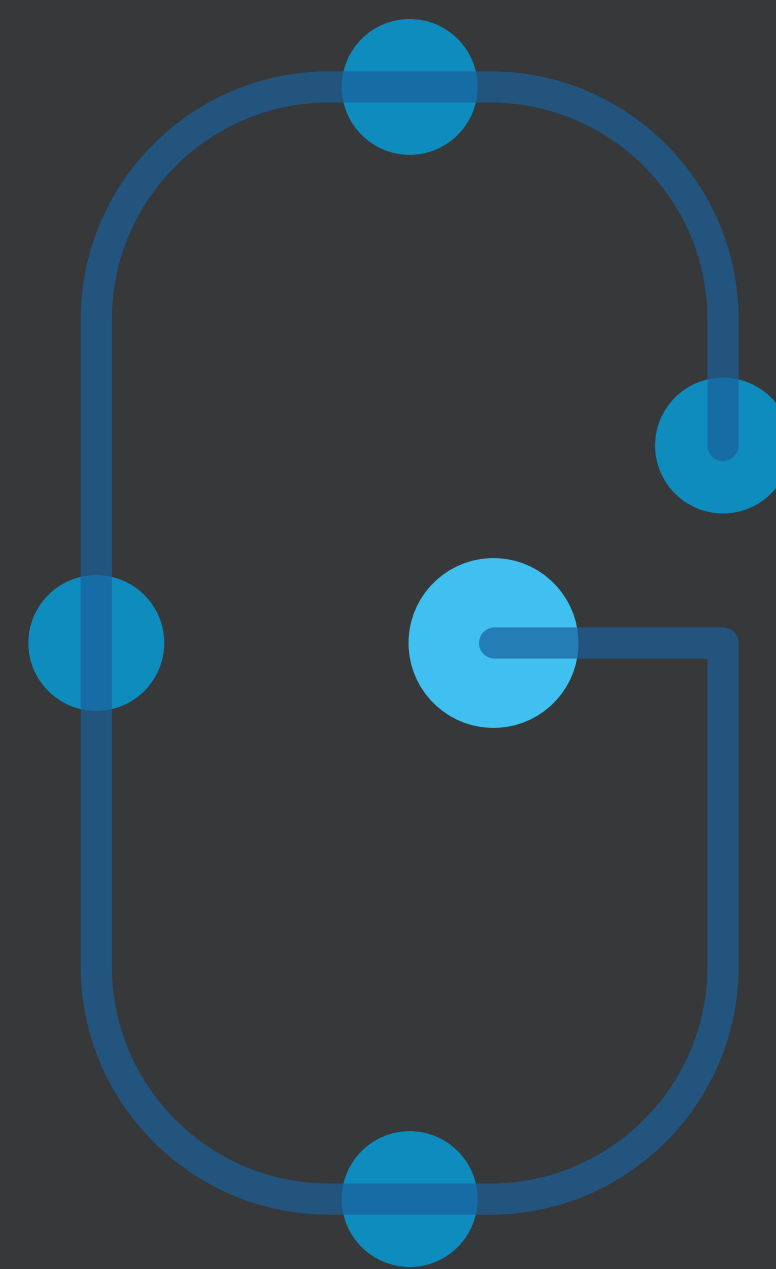




# ACCOLADE ESG STRATEGY

Running our business with respect for the environment and the world around us.



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"PROVIDING INDUSTRIAL INFRASTRUCTURE  
FOR BUSINESSES IN EUROPE"

# WHO WE ARE AND WHAT WE DO

We are an investment company which provides first-class infrastructure for European business, most commonly for global brands from the e-commerce, manufacturing, and logistics sectors. Our modern industrial parks in the Czech Republic, Poland, Germany, Netherlands, Slovakia, Spain, and Croatia, all of which are BREEAM and DGNB certified to guarantee a sustainable, environmentally friendly approach.



**121 INDUSTRIAL BUILDINGS IN  
57+ MODERN INDUSTRIAL  
PARKS**



**184 FIRST CLASS  
TENANTS WORLDWIDE**  
light production, logistics and  
e-commerce



**16 REVITALIZED  
INDUSTRIAL AREAS**  
866,872 sq m of revitalized  
brownfields - 33% of our portfolio



**PORTFOLIO OF  
COMMERCIAL PROPERTIES  
WITH AN AREA OF NEARLY  
3 MILLION SQUARE METRES**



**BREEAM** sustainable and  
friendly approach to the  
environment. From 2020  
onwards at least at the  
"Excellent" level.



# OUR VISION



We hold a strong belief in the sustained expansion of our operations into strategic locations across Europe, emphasizing our commitment to long-term Environmental, Social, and Governance (ESG) goals. Our modern parks, characterized by a significant proportion of revitalized brownfields with rich industrial histories, will consistently meet the highest standards. This demonstrates our steadfast dedication to being responsible and mindful of our impact on the world.

With our long-standing and specialized expertise, we are dedicated to contributing to regional development and economic growth in the coming years. Beyond business achievements, we aspire to serve as a beacon of corporate social responsibility, integrating these values seamlessly into our corporate culture. Our primary objective is to exemplify trustworthiness, responsibility, and transparency, steadfastly applying the principles of sustainable development.

 **TOP LOCATIONS**

 **FIRST-CLASS TENANTS**

 **SUSTAINABLE BUILDINGS**



# UN GLOBAL COMPACT

On March 13, 2023, Accolade s.r.o. joined the UN Global Compact, embracing the world's most significant corporate sustainability initiative. We've aligned our objectives with the UN's Sustainable Development Goals, committing to sustainable growth, responsible consumption, and tackling climate change for the benefit of all.



**THE INITIATIVE IS BASED ON TEN PRINCIPLES THAT COVER FOUR KEY AREAS: HUMAN RIGHTS, LABOR, ENVIRONMENT, AND ANTI-CORRUPTION**

## HUMAN RIGHTS

- ▶ **Principle 1**  
Businesses should support and respect the protection of internationally proclaimed human rights.
- ▶ **Principle 2**  
Businesses should make sure that they are not complicit in human rights abuses.

## LABOR

- ▶ **Principle 3**  
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- ▶ **Principle 4**  
Businesses should eliminate all forms of forced and compulsory labor.
- ▶ **Principle 5**  
Businesses should abolish child labor.
- ▶ **Principle 6**  
Businesses should eliminate discrimination in employment and occupation.

## ENVIRONMENT

- ▶ **Principle 7**  
Businesses should support a precautionary approach to environmental challenges.
- ▶ **Principle 8**  
Businesses should undertake initiatives to promote greater environmental responsibility.
- ▶ **Principle 9**  
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

## ANTI-CORRUPTION:

- ▶ **Principle 10**  
Businesses should work against corruption in all its forms, including extortion and bribery

# OUR ESG STRATEGY



## ENVIRONMENTAL

WE INVEST AND DO BUSINESS IN A MANNER THAT IS CONSISTENT WITH THE PROTECTION OF THE ENVIRONMENT



## PEOPLE & PROSPERITY

WE SUPPORT THOSE WHO NEED OUR HELP AND ENSURE SUITABLE CONDITIONS OF EMPLOYMENT



## GOVERNANCE

OUR PRIORITY IS A TRANSPARENT AND FAIR APPROACH TO INVESTORS, TENANTS, AND BUSINESS PARTNERS

# ► ENVIRONMENTAL



## OUR COMMITMENTS AND GOALS

- Increasing the use of renewable energy and energy efficiency in our operations
- Using high quality materials for our modern industrial parks
- Respecting biodiversity and ecosystems
- Responsible handling of water resources

# CLIMATE

Recognizing our environmental responsibility, we acknowledge our influence on climate dynamics, primarily attributed to energy consumption and greenhouse gas (GHG) emissions. In our ongoing commitment to diminish our carbon footprint, we actively pursue the procurement of green energy for our facilities.. This includes setting up our own solar power plants on our buildings, reflecting our commitment to sustainable energy practices.

A key move in managing emissions effectively is to perform life cycle assessments for our new buildings. This approach helps us fully understand the sources of emissions across the entire life cycle of the buildings. It allows us to create strategic plans aimed at methodically reducing these emissions.

# MATERIALS

At Accolade, our commitment to utilizing high-quality materials is deeply intertwined with our dedication to environmental stewardship. We choose materials that not only meet rigorous quality criteria but also show deep respect for the environment. The development of all our industrial parks adheres to the highest modern standards, guided by the principles outlined in our White Book. This detailed guide outlines technical specifications, quality benchmarks, and processes that encourage efficient and economically sustainable park development.

In line with our commitment to sustainability, we carefully plan and implement our projects to comply with the standards of BREEAM or DGNB certifications for sustainable development.





# BIODIVERSITY AND ECOSYSTEMS

Accolade's portfolio prominently features repurposed brownfields, reflecting a strategic decision to rejuvenate these spaces. This approach serves two key purposes: it preserves fertile land and helps tackle long-standing environmental issues in the areas we work in. We believe in the transformative impact of creating eco-friendly parks that revitalize neglected and abandoned areas. Turning these historically rich industrial sites into vibrant spaces is at the heart of our corporate philosophy.

# WATER RESOURCES

At Accolade, we're acutely aware of the limited nature of water resources, which drives us to manage them with great care. Our commitment to responsible water use is reflected in our strategic approach to constructing industrial parks, with a strong emphasis on reducing water consumption. In the planning stages, we focus on minimizing the impact on water resources and ensure that our properties operate sustainably in terms of water use.

Emphasizing our dedication to environmental stewardship, we consistently uphold the technical standards of water-related components. We incorporate the best available technologies for water conservation, setting an example that goes beyond the usual industry norms for industrial buildings.



# INVESTING IN QUALITY AND MODERN TECHNOLOGY

At Accolade, we comply with the principle of responsible investments with respect for the world around us. We plan our projects in a manner that ensures their compliance with the highest standards of the internationally accepted BREEAM sustainable approach certification.

## BREEAM CERTIFICATION GUARANTEES

- ▶ High level of environmental friendliness
- ▶ Suitable working conditions for employees
- ▶ Energy self-sufficiency of buildings

Health, safety, and environmental risks are monitored prior to and throughout the development of our projects. As of 2020, all new Accolade projects have certification of “Excellent” or higher.

**Since 2020, we have received the highest BREEAM rating of “Outstanding” a total of 6 times.**



# ONE OF THE GREENEST PORTFOLIOS IN EUROPE

Accolade is focused on creating environmentally conscious portfolios in the real estate industry with green building certifications as a standard, such as BREEAM or DGNB. These certifications evaluate various aspects, including energy use, health and wellbeing, pollution, transport, water, materials, waste, ecology, and resilience. These certifications underscore the robust sustainability initiatives implemented at the Cheb South, Stribro, and Szczecin industrial parks. Szczecin industrial park holds the distinction of being the first project in Poland's industrial and logistics construction sector to receive the highest level of BREEAM certification. Moreover, a facility at the Cheb South industrial park is particularly notable for obtaining BREEAM Outstanding certification. Accolade's successful transformation of the Park Cheb site further testifies to its eco-conscious ethos; this industrial park was built following a complete revitalization of a former brownfield site that once hosted engineering plants. These significant strides solidify Accolade's commitment to championing environmentally friendly practices within the sector of industrial real estate.



**PARK CHEB SOUTH**

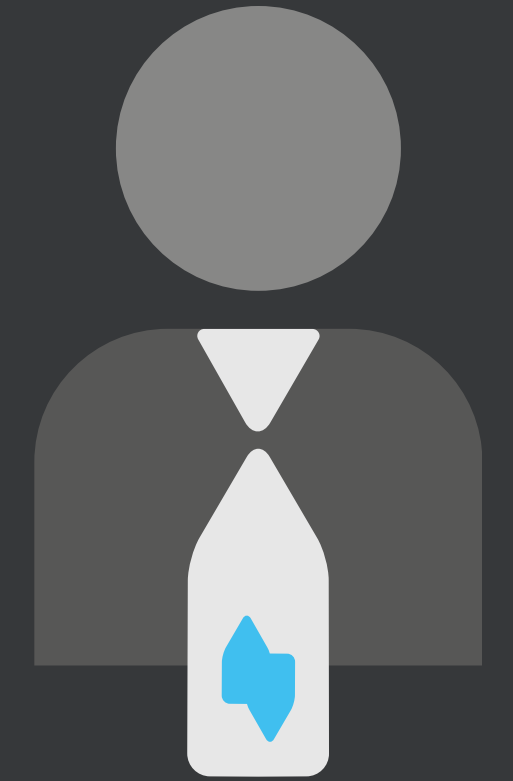


**PARK STŘIBRO**



**PARK SZCZECIN III**

# ▶ PEOPLE & PROSPERITY



## OUR COMMITMENTS AND GOALS

- ▶ Care and respect for our employees
- ▶ Increasing the economic value for society
- ▶ Supporting local communities



# EMPLOYEES

At Accolade, we recognize that our employees form the cornerstone of our success, and as such, we prioritize their well-being and development. Our commitment to the belief "Because people matter" highlights our dedication to creating an inclusive and supportive workplace. We focus on providing a healthy work environment, ensuring employee welfare, offering equal opportunities, and supporting their personal growth and work-life balance. We aim to unlock each individual's potential, giving them the chance to fully apply their skills.

Our workplace culture is defined by its openness and professionalism. We're proud of having a gender-balanced and diverse team, and we're dedicated to maintaining this balance moving forward. We recognize the value of diversity as a crucial component of our collective success. A spirit of mutual motivation thrives in our workplace, driving exceptional performance from everyone.



# INCREASING ECONOMIC VALUE FOR SOCIETY

Accolade wields a substantial influence on the generation of economic value across its entire value chain, catalyzing positive outcomes for society. By introducing new and contemporary operations, particularly in the realm of light manufacturing, we invigorate entire regions. These initiatives have the potential to stimulate local economies and prevent the migration of skilled workers from these areas. We're also committed to providing advanced logistics infrastructure, which boosts local economies and drives regional economic growth.

The market value we contribute through our portfolio plays a pivotal role in sustaining economic stability within the regions we operate. Our expansive network, comprising customers, contractors, tenants, suppliers, and business partners, enriches our business and positively impacts various communities. This value not only helps us achieve optimal profitability for our stakeholders but also allows us to meet our financial commitments.



# LOCAL COMMUNITIES

Active involvement with local communities stands as a crucial aspect of discerning their needs and actively participating in site development. Our aspiration is to be more than just a presence; we aim to be a model neighbor, helping to improve the areas where we operate and create better living conditions. We believe in the power of partnerships and collaboration to drive positive change.

In line with our commitment to the communities we serve, we offer steadfast support to local non-governmental organizations (NGOs) on a long-term basis.. Through these lasting partnerships, we seek to play an instrumental role in supporting sustainable development initiatives that tackle important social and environmental issues at the local level.

## ACCOLADE INDUSTRIAL ART



- ▶ A project connecting talented artists with our industrial parks, fostering social dialogue and promoting shared values.

# LOCAL COMMUNITIES

## PARTNERSHIPS IN THE CZECH REPUBLIC



We foster an environment that encourages our employees to actively participate in diverse social responsibility programs, offering ample opportunities for volunteering and community service. These initiatives enable our employees to leverage their time, skills, and expertise to make a meaningful impact on society. Acknowledging the significance of time and convenience in promoting employee engagement, we prioritize a participatory approach.

Employees are encouraged to choose the activities and campaigns they want to support, creating a personal link between their interests and our community efforts.



# LOCAL COMMUNITIES

## PARTNERSHIPS IN POLAND

- ▶ **Autodoc in Szczecin**  
Our largest tenant, with our partnership beginning in 2017.
- ▶ **Mediterranean garden in Kielce**  
Sponsoring the construction of a Mediterranean garden in the city's Botanical Garden.
- ▶ **Eco-education tour for kids in Szczecin**  
An educational event for almost 80 pupils during the European Sustainable Development Week in September 2021.
- ▶ **Eco-events in Kielce and Legnica**  
Organizing eco-events to educate and entertain while promoting sustainable development goals.
- ▶ **Theater for one smile**  
Support for a group of artists bringing joy to children in hospitals and orphanages.
- ▶ **Support for people in need**  
Cooperation with the Theater for one smile, entertaining children in orphanages and hospitals with theatre performances.
- ▶ **Accolade industrial art**  
Extending our Czech art project to Poland, engaging local artists and tenants.



# ➤ GOVERNANCE



## OUR COMMITMENTS AND GOALS

- Conduct our business ethically and honestly
- Responsible investment



# COMPLIANCE, BUSINESS ETHICS

## Upholding Compliance & Business Ethics at Accolade Investment

At Accolade Investment, we recognize the profound importance of regulatory compliance, seeing it not only as a legal requirement but also as a key aspect of our our business operations and a way to build trust with our stakeholders. Our commitment to compliance is upheld by a comprehensive framework that aligns with all relevant laws, regulations, and industry standards. Our compliance team is always on top of legislative updates and regulatory guidelines, ensuring we stay ahead in compliance matters.

We actively cultivate a culture of integrity and ethical conduct throughout every level of our organization. A robust code of conduct guides our daily actions and decision-making. Our employees regularly participate in training that covers ethical behavior, conflict of interest, anti-corruption practises, and other essential aspects of business ethics. This proactive approach ensures a consistent understanding and implementation of ethical standards across the company.

We take a firm stand against misconduct and have implemented a strong whistleblowing policy complemented by protective measures to encourage reporting any suspected unethical behavior. Transparency with our stakeholders is a core principle for us. Regular audits and compliance reports demonstrate our accountability, underscoring our dedication to the highest standards of business ethics.



# RESPONSIBLE INVESTMENT

Integration of the EU Taxonomy: We acknowledge the imperative to incorporate the EU Taxonomy, a framework for classifying sustainable activities, into our business strategies. This commitment entails collaborative efforts with experts to effect changes in our processes, ensuring alignment with evolving sustainability standards. Our dedication to regulatory compliance and ethical business practices is deeply rooted in our adherence to laws and regulations, our efforts to align with the EU Taxonomy, and our goal to set a standard for sustainable organizational practices.

Transparent and Fair Company Management: We recognize our responsibility towards our business partners, investors, and employees, and we engage with them with a focus on transparency and fairness. Our team members uphold professionalism and follow established rules, ensuring that their actions align with principles of fairness and transparency. A robust whistleblowing program with anonymous helpline/complaint channels is in place throughout the organization, exemplifying our commitment to ethical practices and accountability.

# ACCOLADE TEAM





**ACCOLADE HOLDING, A. S.**

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