Urbanity
ESG Report 2024

Contents

Introductory Word

The year 2024 marked another significant milestone for us toward fulfilling our vision of building next-generation industrial campuses that combine modern architecture, a responsible approach to the environment, and real added value for communities.

Over the past year, we have achieved a number of accomplishments. We have moved forward in all our projects, launched new ones, and received several professional awards in recognition of our work. The positive feedback from both the professional community and the users of our campuses confirms that what we are doing makes sense. In particular, we value the Sustainability Star 2024 award at the Czech & Slovak Sustainability Summit and our position among the TOP 5 in the ESG ranking by the Association for Social Responsibility. As the first property development company in this selection, we have built on our results from the previous year.

Our campuses are connected to the historical heritage of suburban industrial zones, which we are revitalizing in a sustainable way with a respect fot the area, landscape, and communities. We approach each project with an emphasis on quality, whether in terms of architecture, urban planning, or the overall user environment.

We view ESG reporting as a valuable tool that helps us define and measure our specific goals, track impacts, and communicate openly with our business partners, clients, and investors. The ESG report is not just a formality for us; it is an important part of our strategy aimed at achieving energy self-sufficiency, long-term sustainability, and economic resilience.

Industrial development, as we envision it, is not just about buildings; at the heart of it are the people who work in the campuses and spend their time there. That's why we pay great attention not only to functionality and transport accessibility, but also to creating a pleasant working environment and services available directly on-site. By doing so, we are changing the established notions of what a modern industrial park should look like.

We will remember 2024 not only for the results we achieved, but also for the projects we launched. We are confident that the new campus in Bruntál will be equally successful and beneficial as the one in Tachov. Above all, we believe that the best is yet to come.

Roland Hofman,
Co-Founder & CEO

Summary

URBANITY Development a.s. is a Czech joint stock company that has been operating in the premium commercial real estate segment since its establishment in 2011. Our core business includes the construction, leasing, and management of industrial parks and campuses in the Czech Republic. In 2024, we achieved a net turnover of EUR 7,128,000.

Our value-creating chain consists of approximately 290 different suppliers, 25 of whom accounted for 83% of the total cost volume in 2024. All key suppliers of construction works in 2024 were from the Czech Republic, and 100% of the contracts included ESG provisions.

Currently, we manage industrial parks in Tachov, Bruntál, and Žirovnice, as well as the office complex Korunní Dvůr in Prague. Our most significant project remains Urbanity Campus Tachov, which received the prestigious international BREEAM Communities award for sustainable parts of cities and public spaces and was recognized with the Sustainability Star 2024 at the Czech & Slovak Sustainability Summit.

Our vision is to create modern manufacturing campuses that connect sustainable architecture, local clean energy sources, high-quality work environments, and active collaboration with local communities.

Urbainty business philosophy is based on a thoughtful, sustainable, and responsible approach to development, with an emphasis on reducing environmental impacts, protecting human rights, and transparent governance.

We have been building long-term relationships with diverse stakeholder groups: from investors and banks to local governments, communities, tenants, and employees. We actively respond to their needs and suggestions.

ESG reporting has been part of our strategy since 2022. In 2024, we ranked for the second year in a row in the ESG Rating of the Association for Social Responsibility, among the TOP 5 in the category of small and medium-sized enterprises, again as the only representative from the real estate sector.

In this ESG report, we focus on three main pillars:

- Environment: mitigation and adaptation to climate change, circular economy, pollution reduction, biodiversity protection
- Social Impact: working conditions and relationships, health and safety at work, care for communities and end-users.
- Governance: adherence to human rights, responsible business, ethical standards

The Executive Officer of the company and a member of the Board of Directors is Roland Hofman, who is responsible for strategic decision-making. ESG management is integrated across all leadership functions of the company's management.

Our strategy aims to achieve carbon neutrality and maximum energy self-sufficiency. A priority is reducing water consumption and waste production, as well as responsibly managing resources.

In terms of social responsibility, we focus on protecting labor rights and equal opportunities, employee development, and a safe working environment. We also monitor supply chains to prevent negative impacts on workers and we support long-term partnerships with local communities.

Urbanity has zero tolerance for corruption, money laundering, and any form of unethical behaviour. Our business partners are selected responsibly, and we adhere to the principles of the OECD and UN in the areas of business and human rights.

About Urbanity

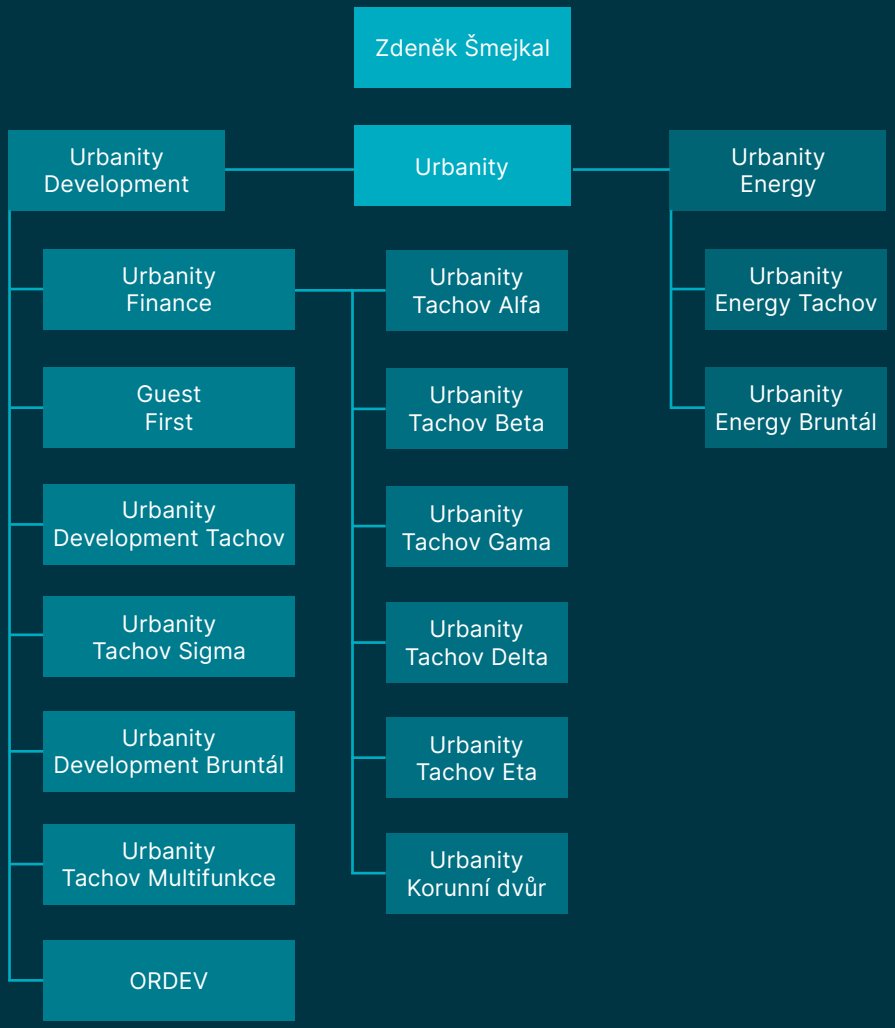
The company is 100% owned by the joint-stock company URBANITY a.s., which is part of the investment group M.L. Moran, established in 1996 and specializing in long-term investments, particularly in the manufacturing industry. Urbanity is located at V Celnici 1034/6, Nové Město, 110 00 Prague, Czech Republic. For more information about the company, visit www.urbanity.cz.

Urbanity specializes in the luxury commercial real estate segment. Its key activities include construction, leasing, and property management within the Czech Republic.

The company focuses on creating next-generation industrial parks designed as campuses, revitalizing brownfields, modernizing and improving existing buildings, as well as realizing new sustainable constructions.

Urbanity employs 7 people in the Czech Republic. Construction work for new developments and modernization projects are carried out by construction contractors and their workers.

We build new generation campuses and revive brownfields.



TOP 5 ESG Rating

In this year's ESG rankings, announced by the Association for Social Responsibility in collaboration with Forbes Czech Republic, the Urbanity real estate group placed among the TOP 5 companies in the category of small and medium-sized enterprises for the second year in a row. The ranking assessed 79 companies from various sectors and evaluated their approach to ESG principles based on completed questionnaires in accordance with ESRS standards.

Membership

In Associations

ALIANCE PRO ENERGETICKOU SOBĚSTAČNOST

Svaz moderní energetiky

Asociace společenské odpovědnosti

ČESKÁ RADA PRO ŠETRNÉ BUDOVY CZGBC

INSTITUT CIRKULÁRNÍ EKONOMIKY

ARTN

Unie komunitní energetiky

In Chambers of Commerce

amcham CZ

AHK Deutsch-Tschechische Industrie- und Handelskamm Česko-německá obchodní a průmyslová komora

HST

CHAMBRE DE COMMERCE FRANCO-TCHÈQUE FRANCOUZSKO-ČESKÁ OBCHODNÍ KOMORA

We support

Nadace Charty 77

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KontoBariéry

HOCKEY CLUB TACHOV

TEO

Association for the development of technical vocational education and human resources in the Tachov region

DĚTSKÝ DOMOV TACHOV

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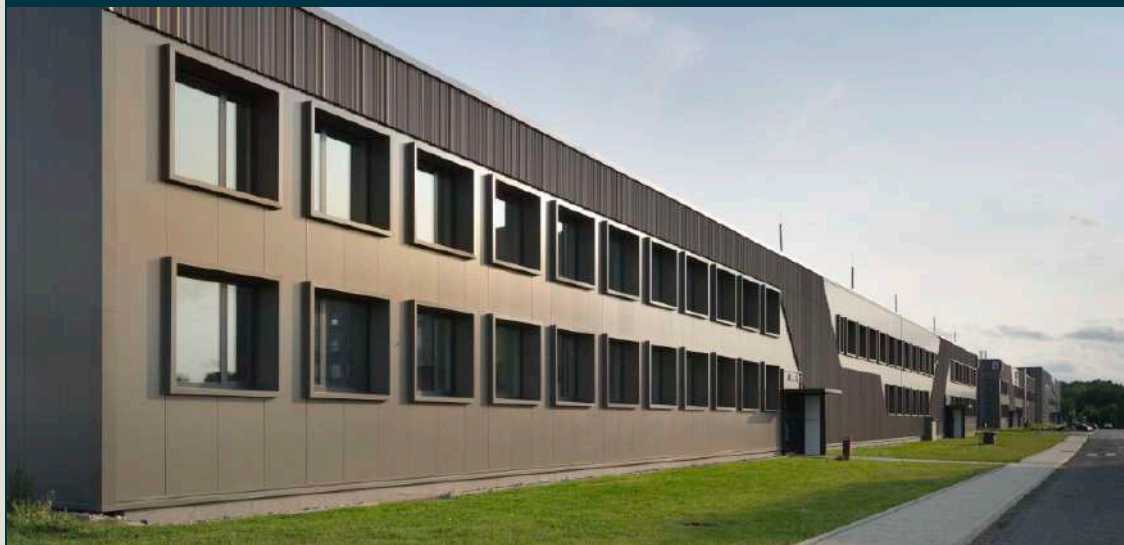
Urbanity's Value Chain

Urbanity's value chain consists of suppliers of materials and construction work, property management, and their tenants.

The main tenants are manufacturing companies, such as those from the plastics, electronics, and engineering industries.

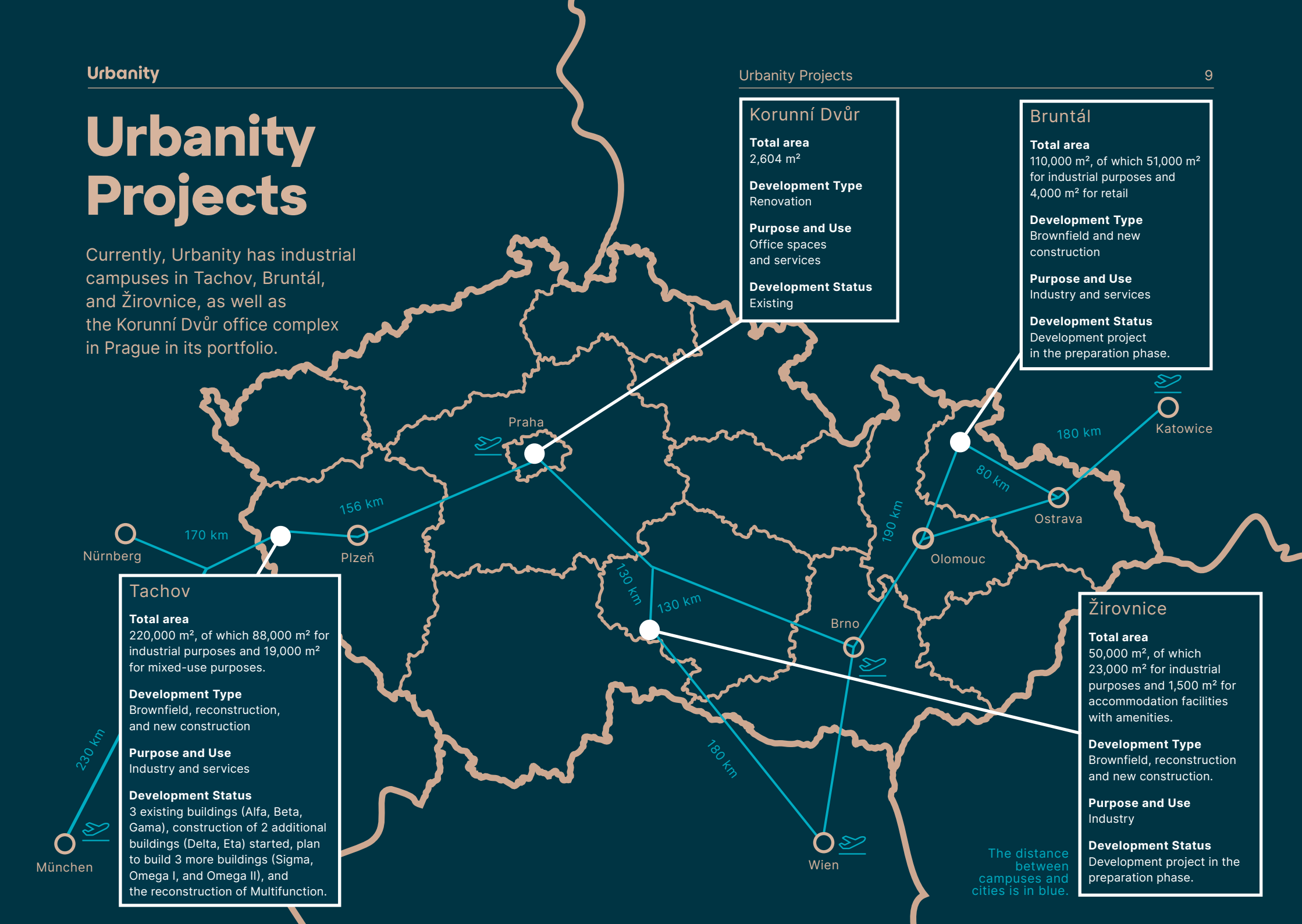
The Urbanity supply chain consists of approximately 290 different suppliers, with 25 companies accounting for 83% of the total amount paid in 2024. All the main construction contractors in 2024 were from the Czech Republic. The construction of the facilities was managed by a contracting company specializing in industrial real estate.

In 2024, 100% of the Urbanity suppliers had ESG provisions in their contracts, committing them to comply with social and environmental standards and to inform their employees about these standards and the possibility of using a mechanism for potential complaints.



Urbanity Projects

Currently, Urbanity has industrial campuses in Tachov, Bruntál, and Žirovnice, as well as the Korunní Dvůr office complex in Prague in its portfolio.



Korunní Dvůr

Total area
2,604 m²

Development Type
Renovation

Purpose and Use
Office spaces and services

Development Status
Existing

Bruntál

Total area
110,000 m², of which 51,000 m² for industrial purposes and 4,000 m² for retail

Development Type
Brownfield and new construction

Purpose and Use
Industry and services

Development Status
Development project in the preparation phase.

Tachov

Total area
220,000 m², of which 88,000 m² for industrial purposes and 19,000 m² for mixed-use purposes.

Development Type
Brownfield, reconstruction, and new construction

Purpose and Use
Industry and services

Development Status
3 existing buildings (Alfa, Beta, Gama), construction of 2 additional buildings (Delta, Eta) started, plan to build 3 more buildings (Sigma, Omega I, and Omega II), and the reconstruction of Multifunction.

Žirovnice

Total area
50,000 m², of which 23,000 m² for industrial purposes and 1,500 m² for accommodation facilities with amenities.

Development Type
Brownfield, reconstruction and new construction.

Purpose and Use
Industry

Development Status
Development project in the preparation phase.

The distance between campuses and cities is in blue.

Urbanity Campus Tachov

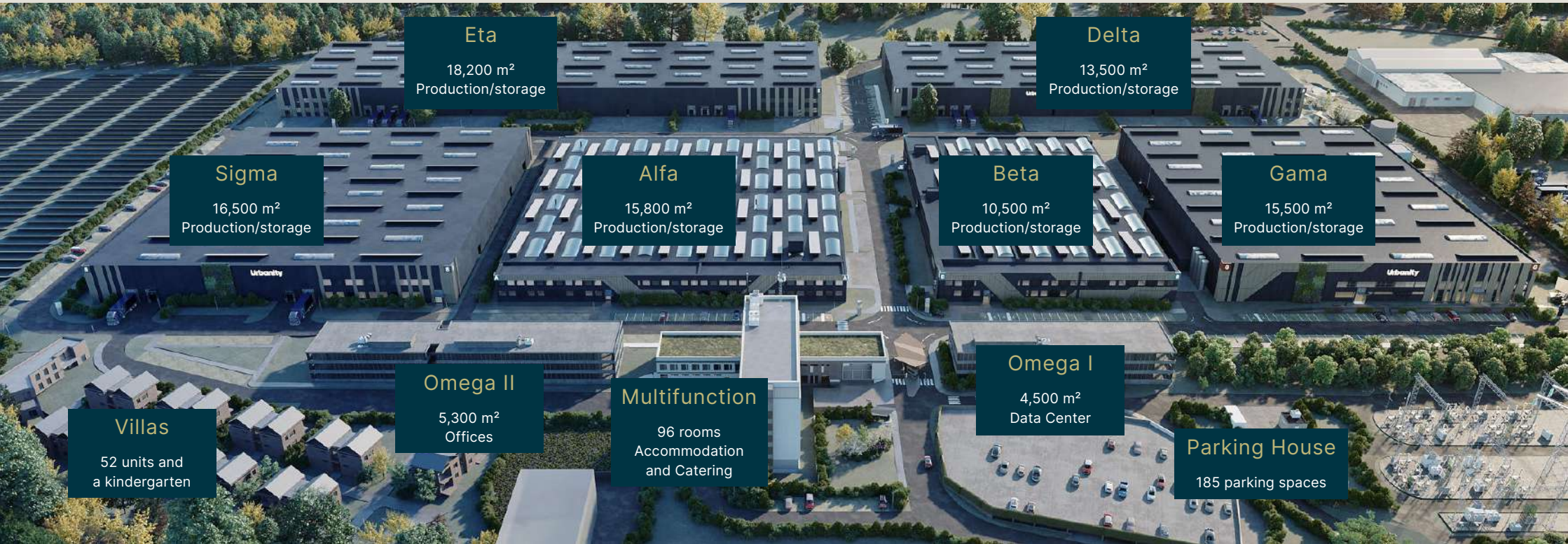
The Urbanity Campus Tachov project represents a multifunctional area that includes industrial halls as well as commercial units. Future plans include hotel-type accommodation, rental apartments, and a kindergarten. The campus is located 20 kilometers from the German border and 10 kilometers from the D5 highway exit, offering excellent connectivity for industrial and business companies across Europe.

The unused 22 hectares are being transformed by Urbanity into a modern complex that will create new high-value jobs and further development of the area.

The Urbanity Group has fully modernized and recertified two original industrial buildings (the Alfa and Beta buildings) in the previously dilapidated complex of the former national enterprise Plastimat, and the reconstruction of a third original building (Multifunction building) is currently underway. Additionally, a new production hall, Gama, has been built in a construction gap within the former brownfield site.

Construction of the Delta and Eta buildings has begun, and plans are in place for the construction of another new industrial hall, Sigma, as well as two mixed-use buildings, Omega II and Omega III.

In the Tachov campus, three buildings with a total area of 41,800 m² have been completed. These include Alfa (15,800 m²), Beta (10,500 m²), and Gama (15,500 m²), which are primarily designated for production and are currently fully occupied. The tenants include local companies such as Alfa Plastik and Formy Tachov, as well as international companies like Eurostyle Systems.



BREEAM Communities

Urbanity Campus Tachov is the first complex in the Czech Republic to receive the prestigious BREEAM Communities certification for sustainable urban areas and public spaces. The Tachov campus has also become the first project in the world to be certified in this way with a predominant focus on manufacturing.

Sustainability Star 2024

The prestigious Sustainability Star 2024 award from the scientific council of the Czech & Slovak Sustainability Summit was awarded to Urbanity Campus Tachov. The project by the Urbanity real estate group represents a modern approach to industrial development, focusing on high standards and environmentally friendly technologies. The manufacturing complex ranked among the top ten projects in terms of sustainability in the second year of the awards.

In February 2024, Urbanity began the construction of two additional production buildings, Delta and Eta. The offered units, ranging from 5,000 m² to 18,200 m², can be customized to meet the clients' specific needs. They will meet the most demanding requirements for the interior layout and quality of the working environment.

The roofs of both halls will be equipped with photovoltaic panels connected to a battery storage system. Additionally, there will be electric vehicle charging stations, private 5G network options, and individual solutions for the recovery of waste heat from production.

A total of 90,000 m² of production space, 6,500 m² of multifunctional areas, and 9,800 m² of office space will be available across six buildings covering 106,300 m². The Omega I building will house a data center, and the Omega II building will have 5,300 m² of office space available for rent upon its completion. The construction of these buildings is planned to start in 2026.

The industrial part of the complex will represent about 4/5 of the total area. Currently, the complex offers employees a company doctor, relaxation zones, a public transport stop at the entrance, a pick-up box, electric car charging stations, and a children's group.

Plans are underway for hotel-type accommodation services, a canteen, and villas with a kindergarten for two classes. The multifunctional building will feature 96 rooms and dining options. The selection of an operator for the hotel-type accommodation and associated services is currently underway. Additionally, the construction of a parking garage for 185 cars is in progress, with a building permit already granted, and it is expected to be completed in the final phase of the campus development.

The Building of the Year of the Pilsen Region

Urbanity received an award for an exceptional achievement in industrial architecture and the innovative revitalization of a brownfield. In the Building of the Year of the Pilsen Region competition, the GAMA building at the Urbanity Campus Tachov was awarded a prestigious prize from the Ministry of Industry and Trade of the Czech Republic, which has been granted by the Pilsen Region since 2009.

The jury praised the high-quality design of the façade of the new hall, including the administrative facilities, which stands out from current trends in industrial buildings. These are typically characterized by façades designed mostly for functionality with the use of panel surfaces. In contrast, the GAMA hall features a generously designed façade both in terms of design and materials. The campus also earned additional points for the concept of the surrounding area, which includes plenty of greenery and relaxation zones.

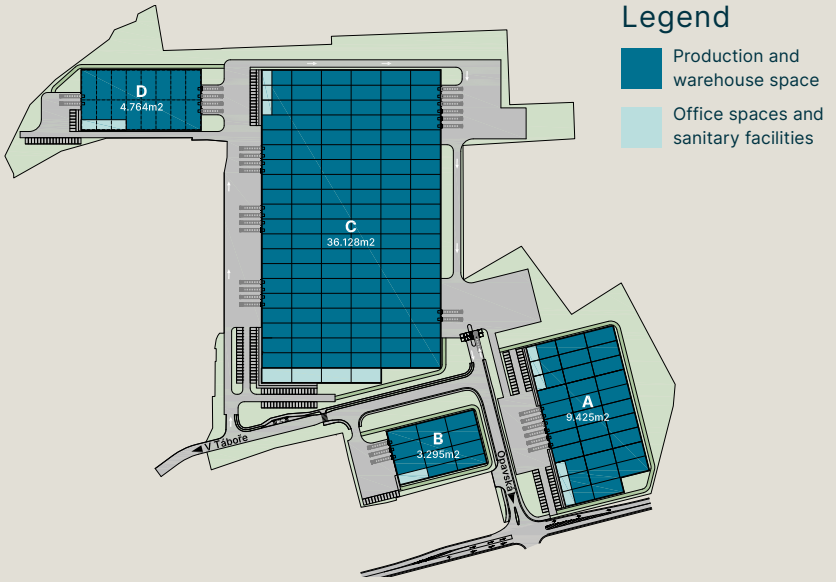
Urbanity Campus Bruntál

A project in the preparation phase is the construction of the Urbanity Campus Bruntál industrial park, which will offer over 50,000 m² of space for storage, production, and logistics centers.

This campus is located in the town of Bruntal in the Moravian-Silesian region, 300 meters from the bus and train stations. The advantages of this location come from its proximity to public transportation and availability of a qualified workforce.

Urbanity Campus Bruntál will consist of four halls with sizes of 3,295 m², 4,764 m², 9,425 m², and 36,128 m². The fourth hall stands out with its height of 20 meters, which allows for the installation of automated and robotic operations. This large hall will be ideal for a major industrial manufacturer who wants to settle in a region with a qualified workforce close to the Polish border.

Thanks to modern materials and technologies, the Bruntál campus meets the highest technical standards and is suitable for the operation of Industry 4.0.



The building permit was issued at the turn of April and May 2024. The project will also include the construction of a new public road that will reduce traffic through the adjacent residential areas, along with a public transport bus stop located directly in front of the complex.

The campus will have the capacity for an increased electricity supply, as all roofs will be fitted with solar panels. The campus will also use local drinking water sources through its own wells, allowing it to be fully self-sufficient. For heating production, the use of heat pumps is being considered, but it will depend on the types of production that will eventually take place on the campus.

The Bruntál campus will differ from other industrial parks in its architectural design. Urbanity has chosen the architectural studio JA architekti for its design. As part of our visual strategy, we have chosen Corten facades. The campus is expected to be completed within three years.

We are aiming at certification for the Bruntál manufacturing campus.

We are not following the standard approach of certifying individual buildings separately but are focusing on the broader relationships. This approach is much more complex and challenging, but it better reflects how well the entire complex functions.

Urbanity Korunní Dvůr

The Korunní Dvůr complex is located in the elegant district of Královské Vinohrady, near the city center of Prague. It offers office spaces of various sizes suitable for both small and large companies.
The area of 2,604 m² includes a representative reception, meeting and training rooms, a terrace, and a fitness center.

The premises feature a café with a restaurant, a supermarket, and a courtyard with a relaxation area.

Urbanity Campus Žirovnice

Urbanity Campus Žirovnice is a compact project located on the site of a former brownfield, at the border between the South Bohemian and Vysočina regions. The project in Žirovnice is planned as “build-to-suit,” meaning it will be tailored to the specific needs of a particular client. The town of Žirovnice, primarily known for its button-making industry, is well connected by transport links to the Austrian border and the D1 highway. The campus will offer 24,500 m² of industrial space.

Strategy

Mission of Urbanity

Urbanity is a purely Czech real estate group that operates in the commercial real estate segment. We build sustainable industrial campuses, where we strive to utilize clean energy sources, develop user-friendly working environments, and strengthen local communities.

We believe that advancing the ecological and energy standards of our campuses to a higher level has a positive impact not only on employees but also on local residents. At Urbanity, we emphasize a long-term investment horizon with the aim of having a lasting positive impact.

Our main priority is to monitor the effects on climate change and to effectively mitigate them.

We systematically analyze data related to the energy efficiency of buildings, evaluate the effectiveness of implemented technologies, and assess the composition and durability of the materials used. We focus on waste management with an emphasis on minimizing it and increasing the recyclability of waste. We also pay attention to the efficient management of drinking water, rainwater, and wastewater, and systematically monitor landscaping, greening, and biodiversity. In the future, we plan to significantly expand our reporting in this area.

Business model

Our business model is focused on meaningful, sustainable, and considerate development. Sustainability is a direct part of Urbanity's management, affecting the entire business and all of our activities, including external suppliers. ESG aspects are an integral part of our business strategy.

We place great emphasis on building sustainable industrial campuses that utilize recycled building materials, reduce energy consumption, and rely on technologies that generate energy from renewable sources.

Instead of constructing buildings on greenfield sites, we revitalize brownfields by improving existing buildings from a construction and technical perspective to meet current thermal-technical requirements and extend their lifespan.

When we build new buildings, we use the latest materials and technologies to ensure their high energy efficiency and minimal carbon footprint. We strive to achieve the highest standards for green buildings according to the criteria of the Regulation establishing a framework to facilitate sustainable investments (EU Taxonomy).

We focus on meeting the standards in three areas:

1. We aim for all buildings to meet the technical screening criteria for sustainable activities according to the EU Taxonomy regarding climate change mitigation. In the case of new buildings, this means achieving the lowest level of energy demand (class A – Exceptionally Efficient) and minimizing the consumption of non-renewable primary energy.
2. We strive to ensure that our activities in the construction and management of properties positively contribute to achieving common goals in the areas of natural resource and material conservation, circular economy, waste elimination, and biodiversity protection.
3. We carry out all activities in compliance with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.

In Urbanity, the following economic activities are relevant for the application of the EU Taxonomy:

- construction of new buildings,
- renovation of existing buildings,
- installation, maintenance, and repair of energy efficiency equipment,
- electric vehicle charging stations,
- energy performance management,
- installation, maintenance, and repair of renewable energy technologies,
- acquisition and ownership of buildings.

Permanent positive impacts

Salaries, dividends, taxes

Availability of services in already built-up areas, preservation of the landscape

Creating new jobs, supporting the local economy and communities

Economic stability and new opportunities for development

Strengthening partnerships and developing cooperation

Stakeholders

At Urbanity, we are in constant dialogue with a wide range of stakeholders and constructively address their requirements, which we take into account in our work. Our goal is to systematically monitor and strategically consider their main interests and expectations. To this end, we identify stakeholder groups and engage them in various ways. Feedback from them is also incorporated into defining our ESG topics.

Stakeholders	Communication methods	Their views, opinions, interests, and expectations
Investors	Meetings for strategic portfolio development	Business model longevity and profitability
Banks	Meetings regarding financing options	Transparency in financial and non-financial communication
Municipalities	Participation in the preparatory phase, meetings/information during implementation	Awareness of their socio-economic issues Accommodation options Greening
Local Communities	Participation in the preparatory phase (workshops with the public related to changes in the zoning plan), meetings/ information during implementation	Awareness of their socio-economic issues Access to potential employers Accommodation options Greening
Tenants	Long-term contracts	Cost reduction Energy-efficient solutions Employee comfort
Employees	Personal meetings, regular meetings, and evaluations	Health and safety Labour rights Social security
Suppliers	Code of conduct, ESG provisions in contracts, tendering	Timely payments

Overview of significant impacts, risks, and opportunities

In this ESG report, Urbanity covers the following sustainability topics:

- Environment
- Social
- Governance

For these purposes, Urbanity conducted an assessment of the significance of our sustainability-related impacts, risks, and opportunities. In determining the key topics, criteria relevant to the construction and real estate sectors were considered, based on the EU legislative framework for ESG: the EU Taxonomy, the Directive on Sustainability Reporting (CSRD), and the Regulation on Sustainability-Related Disclosures in the Financial Services Sector (SFDR).

Main impacts

Environment (E)	Social (S)	Governance (G)
Mitigation and adaptation to climate change	Working conditions and relationships	Human rights
Circular economy	Occupational health and safety	Responsible behaviour
Pollution control	Labour rights	
Biodiversity	Communities and end users	

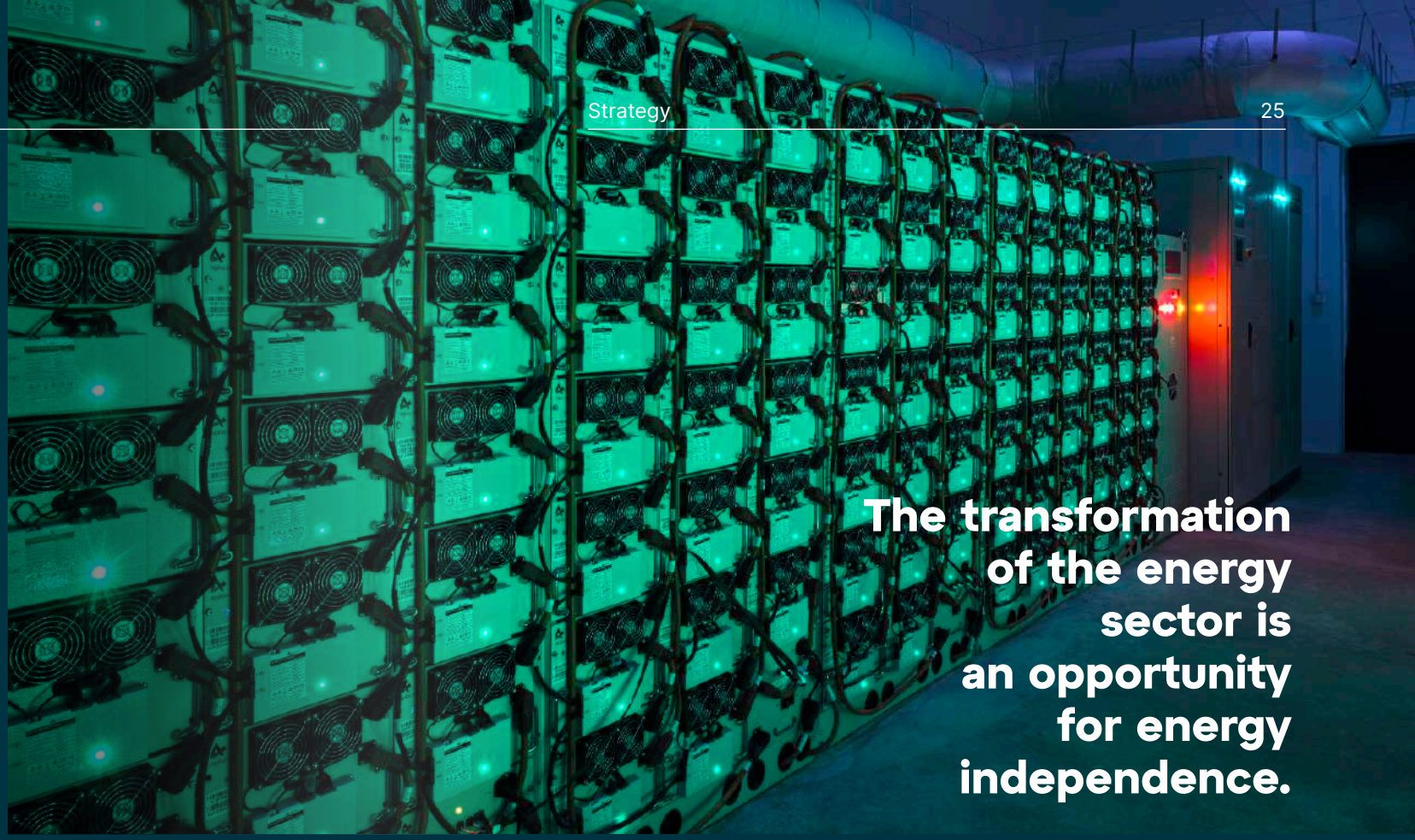
Impacts

Although Urbanity strives to minimize the negative impacts of our activities as much as possible, these can occur at all stages of the value chain, particularly with regard to energy and material consumption (especially in development) and the associated greenhouse gas emissions.

Real estate, in both its operations and construction and modernization projects, generates waste and may affect local biodiversity or increase traffic congestion.

At Urbanity, we specifically aim to reduce impacts in this area primarily by minimizing material consumption (through a broader approach to circular design in our sites) and by preferring suppliers of raw materials who maximize the use of recycled materials, or are able to demonstrate energy efficiency in their production and the use of renewable energy sources.

Additionally, Urbanity directly works towards positive changes, such as the reclamation of brownfields, which reduces the need to take up valuable arable land, preserves natural habitats, and enhances biodiversity.



The transformation of the energy sector is an opportunity for energy independence.

Risks

The so-called transition risks, associated with climate change and the dependence of European energy on fossil fuels, are particularly relevant for us. Of key importance is the EU's goal to become carbon neutral by 2050 and the plan to reduce gas consumption by 30% by 2030. The impacts of mutual sanctions and measures related to the Russian Federation and the associated effects on energy prices are also significant.

The building sector will be particularly affected by ambitious public goals, the economic consequences of the energy sector's transformation, and direct legislative requirements aimed at increasing energy efficiency in buildings, utilizing renewable sources, and building infrastructure for electromobility. Buildings will also be included in the emissions trading system.

The level of risk is influenced by energy prices and, given the current volatile situation, is difficult to predict. However, as a general rule, there is a direct correlation with energy intensity and an inverse correlation with energy self-sufficiency.

The main physical risk associated with climate change is the threat of drought, which poses a risk to the Czech Republic. The more frequent occurrence of long dry periods may lead to widespread water consumption regulations during the summer months, requiring a reduction in water usage.

Urbanity's goals in these areas (see Urbanity's ESG strategy, 2022) significantly exceed the market standard and align with the EU's public objectives. For this reason, the financial impact on Urbanity will be relatively low and it does not represent a significant risk to the sustainability of Urbanity's business model and strategy.

Opportunities

Achieving high energy efficiency and reducing energy consumption will enable Urbanity to achieve a better cost-to-profit ratio compared to competitors. Lower costs provide us with greater flexibility regarding rental prices and increased attractiveness for tenants. This effect is further enhanced by other factors considered by tenants when choosing a location, including employee comfort (user-friendliness, services, connectivity, accessibility, etc.).

Switching to in-house energy production from renewable sources provides protection against sharp fluctuations in energy prices and supplier behaviour, thus enabling more long-term financial planning.

Increasing energy efficiency in buildings represents the greatest opportunity to reduce greenhouse gas emissions. Additionally, at Urbanity, we have the opportunity to secure more favorable financing for activities that meet the EU Taxonomy criteria.

ESG Strategy

The Urbanity sustainability strategy, published in 2022, focuses on the most significant areas where the construction and operation of properties have an impact on the environment and society.
We take into account global issues that require the transformation of the economy, particularly climate change and material consumption.

Across all topics, we focus on the maximum possible reduction of unavoidable negative impacts, such as energy consumption, and preventing negative impacts on ecological and social conditions that are directly related to our activities.

We also strive for positive changes that will directly lead to improvements, both in the environmental field, such as biodiversity, and in the social field, with an emphasis on collaboration with local communities and building transportation infrastructure.

Part of our ESG strategy includes ensuring good working conditions not only for our own employees but also for the workers of key service suppliers and property users. An integral part of the sustainability strategy is the policy and process of due diligence.

Due diligence statement

At Urbanity, we identify and prevent negative sustainability impacts, which are related to the construction, operation, modernization, and renovation of buildings. To this end, we apply the principles of due diligence outlined in the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

The due diligence process, including the identification and prioritization of impacts, is specifically implemented by Urbanity during the preparation of each new project and continuously within property management. This process focuses on impacts that could be caused by our own activities, that could be contributed to by these activities, or that could be directly linked to them through business relationships.

The significance of impacts at Urbanity is assessed based on the severity of actual impacts and the likelihood of potential impacts.

We evaluate the severity of impacts based on their degree, scale, and irreparability.

In light of identified potential impacts, we implement measures at Urbanity to prevent them.

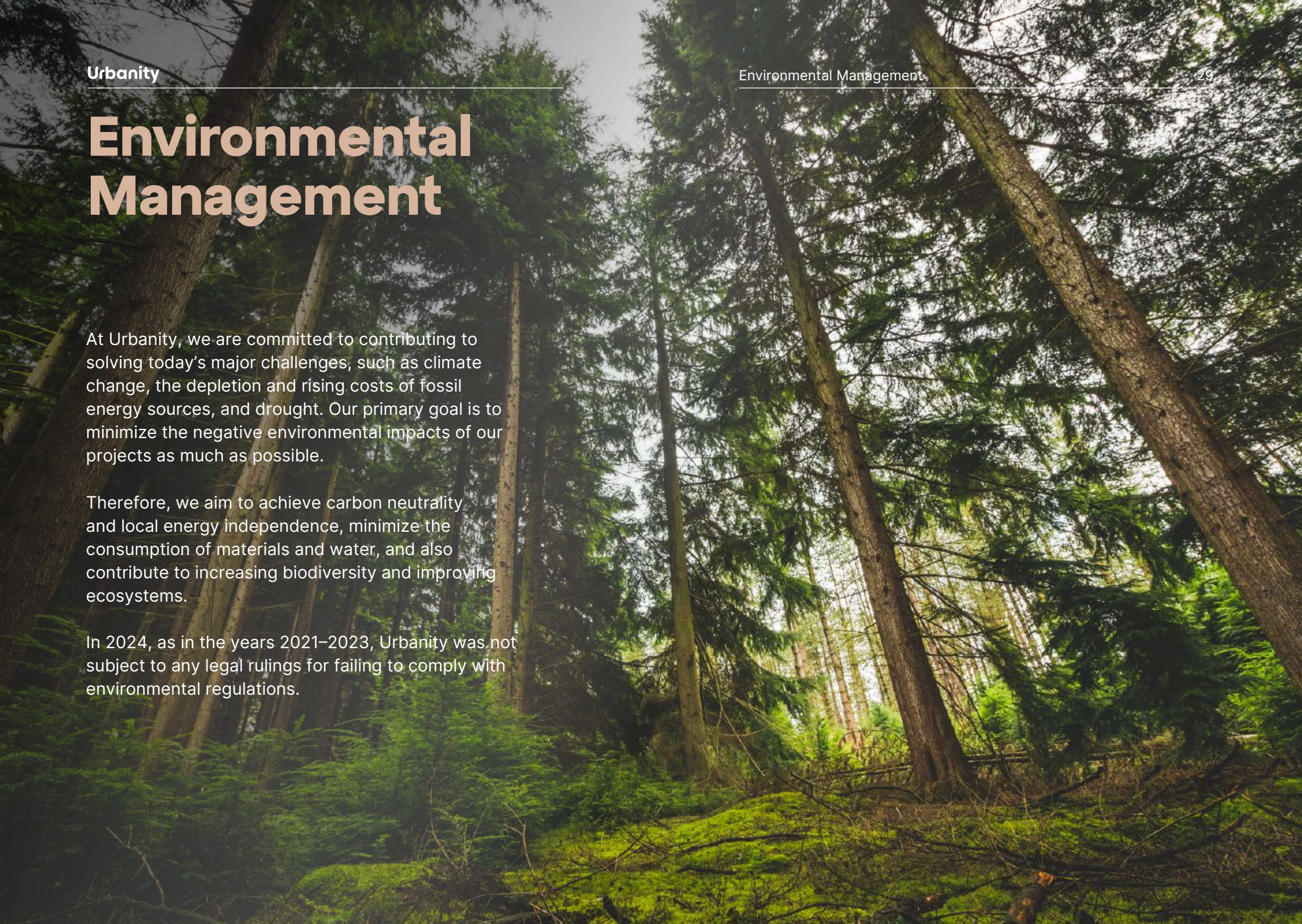
Senior Management Team of Urbanity as of 31. December 2024

- Ing. Roland Hofman, MBA – CEO
- Ing. Lukáš Hajduk, MBA – Chief Financial Officer, CFO
- Tomáš Rosenbaum – Construction Director, responsible for project management and construction leadership.
- Ing. Petr Svoboda– Project Manager, responsible for project management and construction leadership

ESG management is integrated within all senior management functions:

- Ing. Roland Hofman, MBA, CEO, is responsible for the implementation of the management pillar of the ESG strategy.
- Ing. Kateřina Šveráková, Project Manager, is responsible for the overall implementation of the ESG strategy, especially its environmental pillar.

Environmental Management



At Urbanity, we are committed to contributing to solving today's major challenges, such as climate change, the depletion and rising costs of fossil energy sources, and drought. Our primary goal is to minimize the negative environmental impacts of our projects as much as possible.

Therefore, we aim to achieve carbon neutrality and local energy independence, minimize the consumption of materials and water, and also contribute to increasing biodiversity and improving ecosystems.

In 2024, as in the years 2021–2023, Urbanity was not subject to any legal rulings for failing to comply with environmental regulations.

Climate and Energy

The real estate sector is one of the largest polluters in the current climate crisis. Buildings consume approximately 40% of the world's energy and contribute up to 30% of global annual greenhouse gas emissions. Our goal is to actively contribute to reducing this burden.

The combination of electromobility with local renewable sources is the way to reduce emissions.

Buildings and construction are one of the priority sectors in decarbonization scenarios to meet the goals of the Paris Agreement (according to IPCC scenarios and the International Energy Agency's Net-zero report) and play a crucial role within the European strategy for climate change mitigation and adaptation. GHG emissions Scope 1 and Scope 2 are directly related to energy production and consumption and the share of renewable sources.

The availability of public transport and infrastructure for low-carbon vehicles, walking, and cycling is a significant factor in reducing energy consumption, which we can influence through our activities at Urbanity.

Reducing greenhouse gas emissions involves the transition to electromobility. This depends on the availability of public charging infrastructure, particularly fast-charging stations. The combination of charging stations with local renewable energy sources can further help reduce greenhouse gas emissions. According to the European Commission, 3.5 million charging points should be installed by 2030.

Main impacts

Energy consumption and greenhouse gas emissions from the construction and operation of properties are the main environmental impacts. We produce our direct emissions (Scope 1, mainly in relation to heating or cooling), indirect emissions (Scope 2, mainly in the form of consumed electricity and heat), and other indirect greenhouse gas emissions (GHG) outside our control (Scope 3, mainly related to material consumption during construction and property operation).

While our properties inevitably generate traffic, they also provide an opportunity to address the issue of missing infrastructure.

Risks and opportunities

At Urbanity, we have the opportunity to achieve positive impacts beyond just reducing our carbon footprint, specifically through the development of our own renewable energy production.

Our objectives

At Urbanity, we support the European goal to achieve net-zero greenhouse gas emissions by 2050 and, in line with the Paris Agreement, aim to limit global warming to 1.5°C. We are working towards carbon neutrality, decarbonization, and energy self-sufficiency, meaning maximum independence from public distribution networks.

Our goal is to create decentralized community energy blocks with local production and energy transfer, primarily using renewable resources, cogeneration, storage, sharing, transformation, and smart management to optimize energy flows.

In terms of energy efficiency, we aim to achieve at least an 'A' level (exceptionally efficient) for 80% of our buildings. In this regard, Urbanity's goal is to closely align the property portfolio with the criteria of the EU Taxonomy for sustainable activities, meaning achieving a 10% reduction in energy demand for new buildings compared to the standard for nearly zero-energy buildings.

We are also actively seeking opportunities for renewable energy projects and working on a large scale with them. We install rooftop solar panels and utilize heat pumps.

We are currently analyzing the potential of suburban wind energy and plan to install smaller wind sources in our campuses, either on rooftops or in construction gaps. Altogether, we could cover approximately half of the campus' annual electricity consumption.

At the Tachov campus, we are currently conducting long-term measurements of wind intensity, direction, and type, and testing potential devices to utilize wind energy for the planned installation of vertical wind turbines, which would provide another source of renewable energy.

We have also developed a medium-term hydrogen strategy, which we plan to intensively focus on over the next 3 years.

What we do in climate and energy

We have our own division, Urbanity Energy, which focuses on energy solutions and infrastructure in our campuses. We perceive energy as a strategically important part of our business.

At Urbanity, we aim to gradually reduce the energy demand of owned properties and achieve their neutral or positive carbon footprint.

We build new sustainable and considerate buildings using the latest materials and technologies to ensure their maximum efficiency with the smallest possible carbon footprint.

For the existing buildings in the Tachov campus, we have reduced energy demand by more than 80%. This is a significant saving for a manufacturing company, where energy is a major cost item.

Energy savings are one of the reasons why companies that originally operated in these buildings have stayed in them to this day. These sixty-year-old buildings are now in energy class A – exceptionally energy-efficient. We have completely renovated the roofs, skylights, insulated the façades, replaced the windows, installed LED lighting, changed the electrical wiring, installed new heating sources with recuperation, and added smart systems.

Achieving such a classification during the renovation of manufacturing facilities is much more challenging than building a new industrial hall or logistics property. In manufacturing, automation and robotics are on the rise, which require a higher electrical input and greater capacity for additional tools.

All Urbanity's existing and planned buildings have an Energy Performance Certificate (EPC) A, with the exception of Korunní Dvůr, which, due to the age of the building and its location, cannot achieve a better rating and thus has an EPC C. This means that all Urbanity buildings fall into the category of energy-efficient properties.

We have processes in place for monitoring the energy performance of our portfolio and reducing it. We carry out renovations aimed at higher energy efficiency and the overall reduction of energy consumption, and we continuously install more energy-efficient technologies.

We are able to supply tenants with energy from local renewable sources, helping them meet their sustainability commitments.

Energy-efficient lighting at the Tachov site

To increase our energy efficiency and reduce light pollution at Urbanity, energy-efficient LED linear lights with autonomous control through internal twilight sensors have been installed at the Tachov site. The new lights now provide illumination for main entrances, production areas, site pathways, and additional lighting for handling areas on the façade.

To minimize energy consumption for lighting, we also use skylights that ensure the complete daylight illumination of production areas. The skylights are connected to wind and rain sensors and are combined with heat and smoke extraction devices.

We achieve thermal savings through a modular heating system that allows for both external air intake and heat recovery. Heat loss is also minimized by aluminum windows and doors with triple glazing.

Specifically, in our project in Tachov, we created a community energy block that allows manufacturing tenants to make maximum use of green energy. Having our own large renewable energy source in Tachov, which can cover a significant portion of consumption, is another huge added value for our tenants.

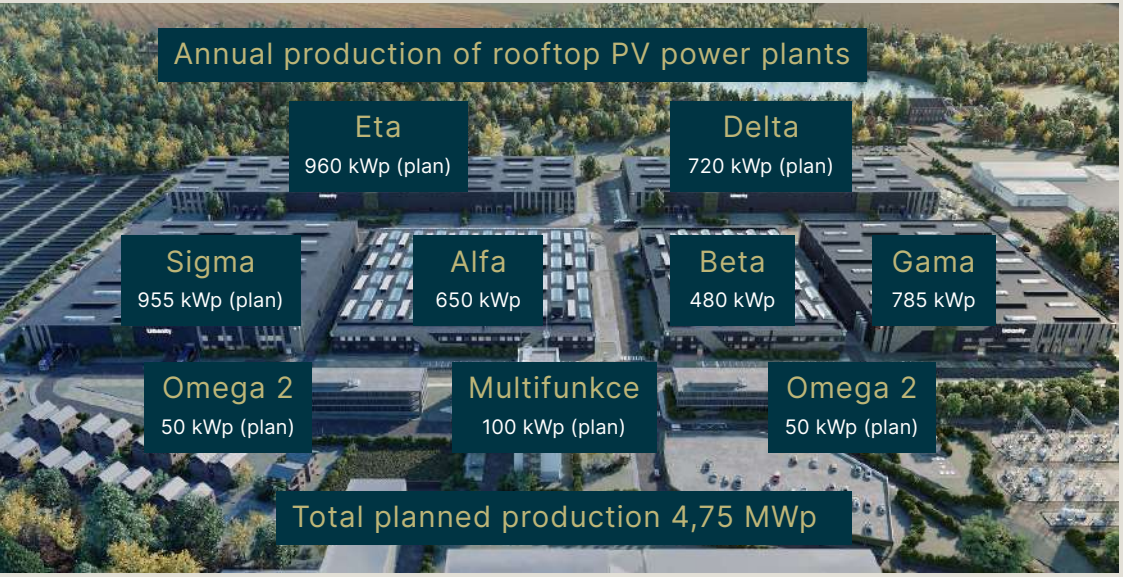
Thanks to the production from solar panels, selected tenants take green energy through our direct supplier, Východočeská Energie s.r.o. To manage individual technologies, the smart energy management system based on the online optimization of energy flows is gradually being expanded.

We are installing heat pumps (Alpha building). At the same time, in managing thermal energy, our clients in Urbanity Campus Tachov use waste heat from manufacturing technologies, which is connected to heat storage in recuperative exchangers (Beta building). This allows us to cover 100% of hot water consumption and up to 80% of heating energy consumption for the buildings.

To manage individual technologies, the smart energy management system based on the online optimization of energy flows is gradually being expanded.

Through the use of measuring and control technology, we ensure the most efficient heating method, which reduces the consumption of primary fuel for heat sources.

Reduction occurs both in managing/ensuring the required temperature in individual spaces/zones, preventing the overheating of spaces, and allowing clients the comfort of setting the desired temperature according to the character and usage of the spaces. Additionally, heat sources are controlled via an outdoor temperature-dependent curve, meaning the output water temperature from the source is controlled based on the outside temperature.



Photovoltaic power plant

Energy independence at the Urbanity Campus Tachov is supported by storing surplus green electricity in a battery storage system with a total capacity of 1.4 MWh. This system is connected to a rooftop solar power plant with a planned output of 5 MWp, located on the otherwise difficult-to-utilize roofs of the campus's production buildings. The first stage of the photovoltaic power plant was completed in August 2023, and at the time of installation, it was the largest of its kind in the Czech Republic.

The rooftop power plant, which currently covers an area of 41,800 m², will eventually expand to 90,000 m². The energy produced will cover up to 40% of the annual energy consumption of the manufacturing site. We plan to more than double the storage capacity in the coming years.

The storage system is connected to a so-called decentralized community energy block, meaning that all operations in the industrial zone, including electric vehicle charging stations, can utilize its capacity. Photovoltaic panels will also be installed on the roofs of six planned buildings at the Tachov site, complementing the already installed solar panels on three existing buildings.

In 2024, the production amounted to 1,003.4 MWh.

Transport

In all our properties, we are developing infrastructure for low-carbon transportation. We apply the concept of a “short-distance city” with significant support for pedestrian and cycling transport, including bike-sharing, connections to urban and intercity bus and rail public transportation.

We also support e-mobility – all buildings are equipped with charging options, and we are gradually replacing our own fleet with electric vehicles. In Tachov, a central space for bicycle storage has been built as part of a controlled parking area in front of the entrance to the complex and always in front of the main entrance to the building.

Our campuses have excellent transport services – a public transport stop is located directly in front of the main entrance, and the properties are within walking distance to the city center, with a connection to a cycling path.

People do not need to commute long distances for work. This corresponds with the fact that job opportunities are almost at their doorstep, which also impacts transport.

Clients and employers strongly perceive the need to be where people are, rather than expecting people to travel long distances to them, which has a significant positive impact on reducing carbon emissions in the city and its surroundings, as well as on the reduction of dust and noise from personal transport, thereby improving the considerate quality of life.

Preparation for E-Mobility

According to EU legislation, there should be at least one electric vehicle (EV) charger for every 20 parking spaces in public garages. Companies are therefore inquiring about how properties are prepared for parking and charging electric vehicles. Many large international companies plan to fully transition to an electric vehicle fleet within three to five years. Access to chargers is part of their ESG goals. We planned for this in advance, so today we don't have to deal with the construction preparation that will allow for the future expansion of charging stations.

We plan to evaluate the effectiveness of our strategies based on the following indicators:

- energy intensity of buildings (EPC class),
- total consumption and its intensity within the property,
- share of renewable and non-renewable energy consumption and production,
- Scope 1 and 2 GHG emissions and their intensity within the property's operation.

Energy consumption (electricity, renewable energy sources, and gas) in 2024

	Tachov	Korunní dvůr	Kancelář v Praze	Bruntál	Celkově
	66 MWh	0 MWh	45 MWh	27 MWh	138 MWh
	0 MWh	0 MWh	0 MWh	0 MWh	0 MWh
	0	0	4 120 m³	0 m³	4 120 m³

GHG emissions of Urbanity for the year 2024, t/CO_2e

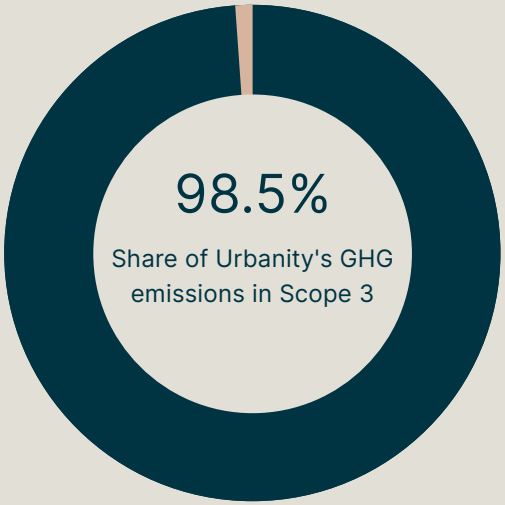
Scope 1	**28.9**
Scope 2 (purchased electricity consumption[1])	**34.1**
Scope 3	**4,254.2**
Scope 3.1 – purchase of goods and services	1,194
Scope 3.2 – purchase of capital goods	0
Scope 3.3 – activities related to fuels and energy	101.9
Scope 3.4 – upstream transportation and distribution	59.1
Scope 3.5 – waste management	11.7
Scope 3.6 – business travel[2]	0
Scope 3.7 – employee commuting	0.7
Scope 3.8 – upstream leased assets (see Scope 1 and 2 Office in Prague)	-
Scope 3.9 – downstream transportation and distribution	-
Scope 3.10 – processing of sold products	-
Scope 3.11 – use of sold products	-
Scope 3.12 – end-of-life treatment of sold products (disposal and elimination)	-
Scope 3.13 – downstream leased assets	2,886.8
Scope 3.14 – franchises	-
Scope 3.15 – investments	-
Total	**4,317.2**

[1] Location-based.

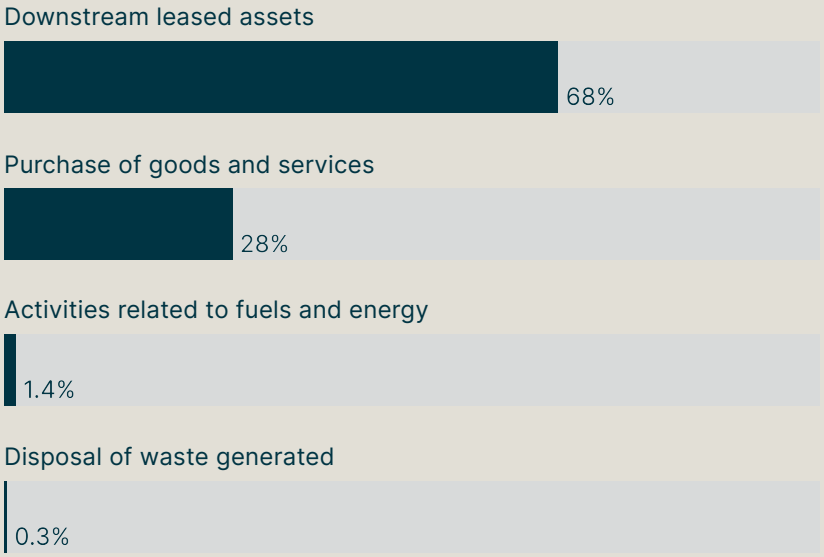
[2] Business trips are made using two hybrid cars, the emissions from the fuels they use are accounted for in Scope 1.

None of Urbanity's properties are used for the extraction, storage, processing, or transportation of fossil fuels.

Urbanity's GHG emissions for the year 2024



Structure of Scope 3 emissions



Furthermore we plan to:

- introduce more detailed monitoring of Scope 3 GHG emissions;
- prepare an analysis of the extent and potential impact of physical risks on properties arising from climate change;
- create a decarbonization plan that will include measurable targets and plans for reducing the carbon footprint to achieve carbon neutrality.

We monitor indicators that characterize the transport infrastructure:

Tachov	Bruntál (plan)	Korunní dvůr
suburban bus, 2-minute walk, train 10 mins, long-distance buses 5 mins	public transport stop, train and bus station 5-minute walk	tram 3 mins, metro and bus 5 mins, train 20 mins
racks and storage	racks and storage	racks and storage
pedestrian infrastructure	pedestrian infrastructure	pedestrian infrastructure
50% of buildings have charging stations	electric car charging stations	electric car charging stations

Circular Economy

The transition to a circular economy is changing the ways buildings are designed and materials are used. At Urbanity, we emphasize the use of recyclable materials and the reduction of non-reusable waste.

The extraction of raw materials and their processing significantly contributes to greenhouse gas emissions, which is why decarbonization scenarios foresee a substantial reduction in the consumption of newly produced materials and a shift to a circular economy. The extraction and processing of raw materials also have significant local impacts, contributing to 90% of biodiversity loss.

Main Impacts

The construction of real estate is associated with high material consumption. In particular, cement production and wood extraction generate significant greenhouse gas emissions and often have local environmental impacts at the extraction site.

Risks and opportunities

The circular economy is an important topic for Urbanity, considering the need to minimize the use of non-recyclable and unsustainable resources and the production of non-recyclable construction waste.

Building designs and construction techniques can support the circular economy by being more resource-efficient while also being adaptable, flexible, and dismantlable, so that used materials can be reused and recycled.

At Urbanity, it is also relevant for us to ensure the recycling of common tenant waste and the processing of hazardous waste in the context of brownfield revitalization. Changes in regulations and demand, combined with new technologies, potentially reduce costs.

Our objectives

Contributing to the circular economy for us means focusing on circular construction, waste management, and minimizing produced waste.

Our goal is to transition to a circular economy, maximize the use of recyclable and sustainable materials in new buildings and major renovations, and ensure maximum recycling rates at all levels.

What we do in the circular economy

At Urbanity, we improve and renovate existing buildings on brownfield sites to extend their lifespan, reduce their energy consumption, and carbon footprint. At the same time, we minimize the consumption of raw materials and prevent the generation of waste. Furthermore, we use components and equipment that have a long lifespan, are recyclable, easily disassembled, and repairable.

We have a waste management plan that ensures the maximum reuse and recycling of materials at the end of their lifecycle.

We require builders to ensure the recycling of construction waste and ensure that at least 70% of safe construction and demolition waste is prepared for reuse and recycling. For example, rubble from demolitions was used for the foundation under the Eta hall.

In the case of demolition, we reuse or recycle materials directly on-site or in its vicinity. Asbestos-containing waste is not thrown from the building or subjected to equipment that puts it under stress through friction (chutes, ramps, etc.). The builder ensures that asbestos-containing waste is properly packaged during transport.

In all managed buildings, we ensure waste recycling. For example, at the Tachov campus, there is a separate area for storing production waste and a designated place for sorting municipal waste from business activities in the complex.

Key indicators and plans

Mixed waste from the site (including tenant waste) is collected in a 450 kg container, which is removed once every two weeks, amounting to approximately 11.7 tons of municipal waste annually.

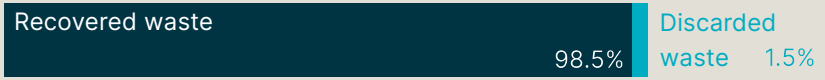
In 2024, construction works took place, resulting in the production of 9,931.8 tons of waste. In Tachov, demolition waste was utilized in the following ways:

- Concrete – reuse
- Wood – landfill and recycling
- Plastic – landfill
- Steel – landfill
- Iron – recycling
- Insulation materials – landfill
- Construction materials containing asbestos – professional disposal.

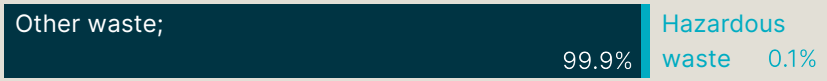
Construction waste production in 2024 (t/year)

Indicator	Tachov	Bruntál
Total amount of waste	**9,937.7**	**0.2**
Amount of hazardous waste	**4.2**	**0**
Recovered	**0**	**0**
Prepared for reuse	0	0
Recycled	0	0
Other methods	0	0
Waste averted to disposal:	**4.2**	**0**
Incinerator	0	0
Landfill	0	0
Other methods	4.2	0
Amount of non-hazardous waste	**9,933.5**	**0.2**
Recovered	**9,784.7**	**0.2**
Prepared for reuse	9,781.4	0
Recycled	3.3	0,2
Other methods	0	0
Waste averted to disposal	**148.8**	**0**
Incinerator	0	0
Landfill	148.8	0
Other methods	0	0

Disposal of construction waste in 2024



Type of construction waste in 2024



Use of Water Resources

The Czech Republic is at risk of more frequent long periods of drought due to climate change. According to the InterSucho project, the drought episode in the Czech Republic between 2015 and 2019 was the worst in the last 500 years. Therefore, at Urbanity, we are adopting measures for responsible rainwater management and minimizing consumption.

Main Impacts

Urbanity buildings consume water during their construction (concreting, cleaning, etc.) and subsequently during their operation, including water consumption by tenants (cleaning, watering, company restaurants, etc.).

According to the Beta Aqueduct map on water stress levels in regions (WRI), Prague and Tachov are located in low-risk areas, while Bruntál and Žirovnice are in moderately risky areas (cities where we have our sites).

Risks and opportunities

At Urbanity, we have technological opportunities to reduce water consumption across the entire lifecycle of our properties.

Our objectives

We are aware of the forecasts about the potential future water shortage in the Czech Republic, which is why we are continuously working to reduce water consumption.

Urbanity strives to minimize water consumption in all aspects of its activities and eliminates any significant pollution of surface and groundwater within its operations (see the chapter on pollution)

What we do in water resource management

At Urbanity, before the construction begins and at regular intervals during the property management, we identify risk areas and verify whether the properties are threatened by water shortages. We focus on regulating the consumption of both drinking and utility water, perform water management monitoring, and collect necessary data, including information on water quality and wastewater.

We monitor the amount of water that can be reused.

In both original and new buildings, we actively work with rainwater.

We are involved in the construction of buildings for sustainable management, retaining rainwater in the local landscape using elements such as dry ponds, swales, grass pavers on parking spaces, and retention tanks for collecting and storing rainwater for toilet flushing and also as hot utility water. Unused rainwater can further be utilized as process water or for potential irrigation.

Throughout the entire lifecycle of the project, we take measures to minimize the anticipated water usage as much as possible.

For new projects, we aim to achieve water savings of at least 5% or 100 m³ per year. Among other things, we monitor the technological compliance of the equipment in our properties with the EU Taxonomy for Sustainable Activities, specifically regarding water consumption by appliances.

We protect, restore, and expand water areas and ecosystems, apply elements for water retention, supply, and collection in the landscape, and manage rainwater responsibly according to the conditions and requirements of the specific location, which take climate change into account. For newly designed paved areas, such as roads and roofs, a stormwater management system is proposed.

In Tachov, we also manage rainwater, having implemented retention tanks, infiltration trenches, and ponds for the gradual infiltration of water back into the local landscape. We have completed a project for greywater management.

In Bruntál, we plan to be 100% self-sufficient through our own wells and the use of local drinking water sources. New buildings will have water management capabilities right from construction, allowing for the use of rainwater for toilet flushing and as hot utility water.

Total water consumption for 2024 (m³/year)

	2024
Tachov	1,461.4
Kancelář Urbanity .	426.5
Celkově	**1,497.9**

To monitor the impacts in this area, we plan to track the relevant indicators:

- water consumption (absolute in m³/property, m³/per floor area, and m³/revenue from property operations),
- amount of recycled and reused water, including the use of rainwater (weighted average in %),
- property equipment in accordance with EU Taxonomy requirements for sustainable buildings (tap and shower flow rates and flush volume),
- water scarcity risks.

Pollution Control

The most risky phase in the life cycle of a property is primarily the construction phase. During this phase, it is important to be cautious about potential water pollution, as well as light and noise pollution. At Urbanity, we take measures to monitor and limit these impacts.

Main impacts

The impacts primarily occur during the construction phase of Urbanity real estate projects and concern the potential contamination of drinking water, as well as stormwater and wastewater that may be contaminated and require pre-treatment.

Brownfields, on which Urbanity builds, may be potentially contaminated. Construction elements and materials used during construction may release hazardous substances, which can be dangerous for users who may come into contact with them.

Every construction project and operation of real estate also generates light and noise pollution. Light pollution can disrupt the reproductive patterns of nocturnal animals, insects, and bird migration, and have an adverse effect on human health as it disrupts natural bodily cycles regulated by darkness and light. Noise pollution generated on the construction site is also potentially harmful to workers.

Risks and opportunities

By following preventive measures, we can prevent Urbanity employees and users of our campuses from coming into contact with pollutants. By paying attention to light and noise pollution, we can also improve the living conditions of local communities.

Our objectives

We support the EU Action Plan “Towards Zero Pollution of Air, Water, and Soil” which focuses on reducing and replacing the production and use of substances of concern and the most harmful substances.

Urbanity’s goal is to minimize water pollution, emissions of pollutants, light pollution, and noise.

What we do to limit pollution

We conduct necessary surveys of brownfields to identify the potential presence of contaminants. At the same time, we identify risky activities during reclamation and subsequently take measures to minimize emissions of pollutants.

In Tachov, rainwater draining from roofs and roads is collected in retention tanks and pre-treated in oil separators. Part of the existing paved areas, which were reconstructed during construction, are drained directly into the new stormwater drain, where the water is filtered through grass-covered layer of soil.

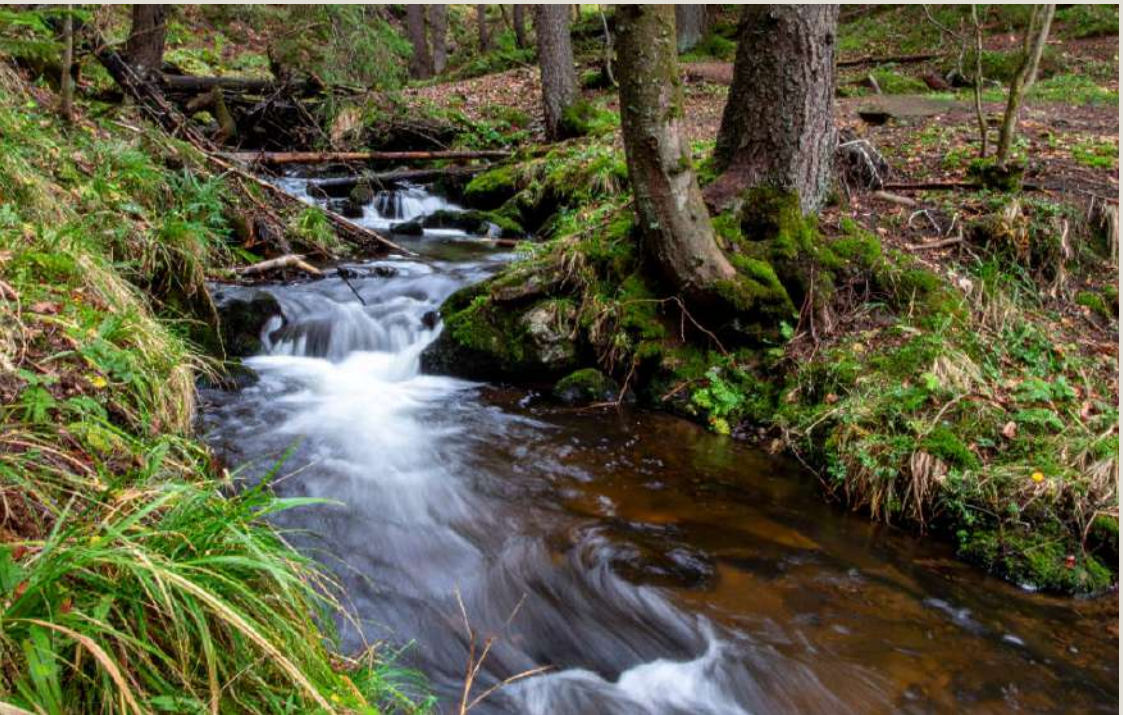
We also strive to reduce light pollution, therefore we install automatic outdoor lighting. We work on reducing noise by creating a map of noise sources exceeding standards, replacing old technologies with modern ones, placing noisy equipment in enclosed spaces and on roofs, and building noise barriers.

Measures to reduce dust, noise, and further pollution of the surroundings during construction or maintenance work are also important to us.

Rainwater management

The goal of Urbanity is to minimize the negative impacts of our properties. Therefore, we take great care in managing rainwater responsibly. In the Tachov complex, all paved areas are drained by a stormwater system that leads to oil separators. The pre-treated water from the separators then flows into an unnamed stream (drainage ditch) or the Brtný stream.

As part of the new drainage project, a new stormwater system has been constructed, which directs rainwater into the Mže River. Rainwater runoff from roofs and roads is collected into retention tanks and pre-treated in oil separators. Some of the existing paved areas that were reconstructed as part of the project are drained directly into the new stormwater system, where the water is filtered through a grass-covered soil layer. We carry out regular semi-annual rainwater sample collections, which are then tested in laboratories. The water is discharged into the Mže and Brtný stream.



Potential dust during demolitions is minimized by spraying with water. Asbestos-cement boards are dismantled in a way that minimizes their breaking and the release of asbestos fibers and dust.

As part of our development and reconstruction projects, we make every effort to minimize the exposure of tenants and local residents to construction site noise.

Key indicators and plans

Construction elements and materials used by Urbanity during construction and reconstruction that may come into contact with residents emit less than 0.06 mg of formaldehyde per m^3 of material and less than 0.001 mg of other carcinogenic volatile organic compounds from categories 1A and 1B per m^3 of material.

We are building stormwater sewer systems. Water quality is evaluated in the laboratory.

In Urbanity, we plan to monitor wastewater pollution indicators as well as the level of light pollution.

Biodiversity

The loss of biodiversity and the collapse of ecosystems are, alongside climate change, the greatest ecological threats that humanity will have to face in the next decade. Urbanity is striving to combat biodiversity loss through targeted measures in areas of climate change mitigation and natural resource usage, particularly with regard to biodiversity in local contexts.

Main impacts

The construction of real estate affects biodiversity in relation to land-use change. Building construction may lead to deforestation, land take from agricultural areas, the fragmentation of biocorridors, and the threat to biologically valuable areas and protected species.

Risks and opportunities

The sensitive design of Urbanity buildings can have a minimal impact on biodiversity or, on the other hand, create or positively influence habitats and local ecosystems. Additionally, greenery in urban development, including green roofs and walls, reduces air and water pollution, noise pollution, provides flood, drought, and heatwave protection, and maintains connections between people and nature. Maximizing green spaces directly influences biodiversity.

Our objectives

At Urbanity, we support the European Biodiversity Strategy for 2030. Our goal is to positively contribute to increasing biodiversity and improving ecosystems through our projects.

Through its climate change, energy consumption, and raw material strategy, we also strive to reduce the global pressure on biodiversity.

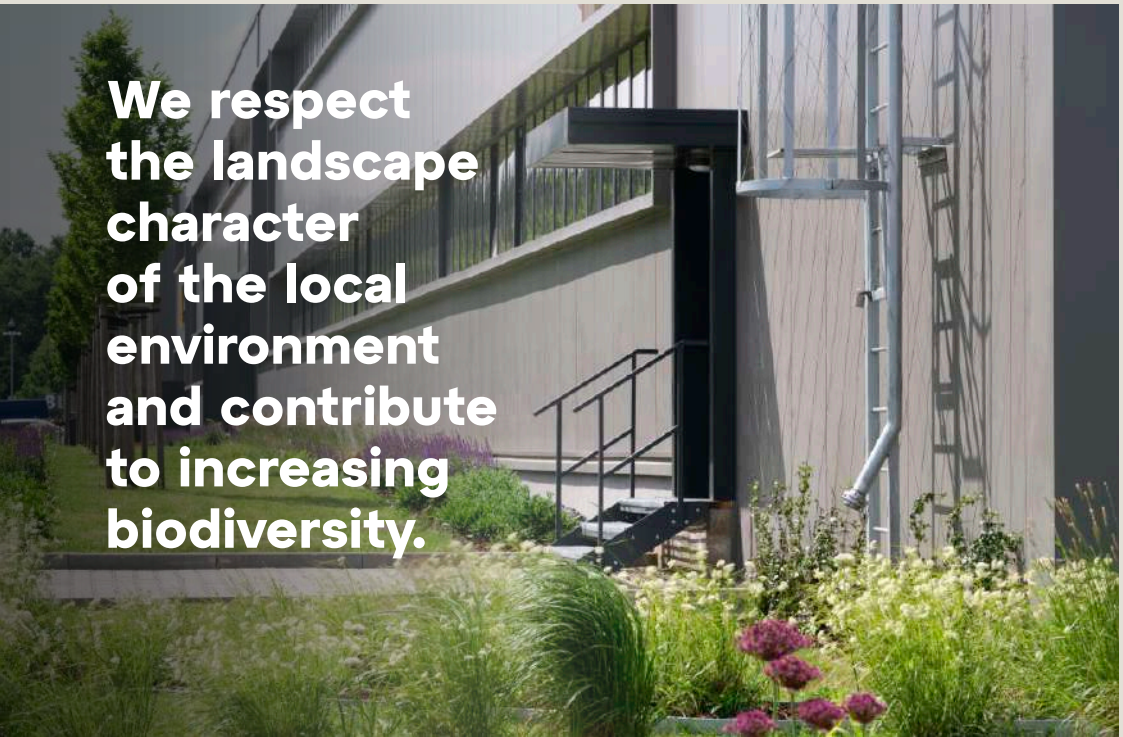
We systematically integrate the support of healthy ecosystems, green infrastructure, and nature-inspired solutions into building designs and their surroundings.

Urbanity places a strong emphasis on creating blue-green infrastructure that ensures a healthy environment and prevents the formation of heat islands within the given locality.

What we do to support biodiversity

Urbanity projects are designed to avoid causing irreversible harm to biodiversity. Above all, we do not place our buildings in areas sensitive to biological diversity, nor in their immediate proximity. We always conduct biodiversity assessments as part of evaluating the environmental impact of our projects.

At Urbanity, we never build properties in protected areas; instead of building on greenfields, we revitalize brownfields within existing gaps with a long-standing tradition and local identity. Thanks to the extensive land reclamation we perform, we significantly reduce the use of valuable arable land. At the same time, we maximize the share of green spaces.



In Tachov, we use the construction gaps provided by the manufacturing campus for new development, thereby supplementing the existing buildings without unnecessarily occupying fertile land.

We respect and protect local ecosystems, preserve natural habitats, maintain the landscape character of the local environment, and contribute to enhancing the original or natural biodiversity. For example, we prepare and implement management and maintenance plans for landscape and garden designs to ensure the long-term fulfillment of ecological goals and their preservation during operation.

As part of the BREEAM certification, biodiversity assessments are conducted for our projects. In Tachov, the area will gradually feature: an insect hotel, a beetle pile, a wall for lizards, bat shelters, and birdhouses. Currently, an insect hotel is placed at the entrance of the site from the northern side, with two birdhouses located on trees near the outdoor retention area at the entrance, and two more on birch trees near the children's group.

Key indicators and plans

The total land take in the Tachov area is 127,040 m². The total area covered with vegetation, including green roofs, is 23,500 m². Habitat/biocorridor fragmentation within the Urbanity project does not occur.

The total land take in the Korunní Dvůr area is 2,604 m², and the total area covered with vegetation, including green roofs, is 57 m². To further develop our biodiversity protection strategy, we plan to monitor:

- the total area of ecosystems,
- the area of forests, pastures, or wetlands transformed due to our activities,
- the removal of green spaces and changes in the total area covered with vegetation,
- the share of vegetated versus non-vegetated areas in relation to the total land area.

Additionally, we aim to introduce a system for evaluating the condition and functioning of ecosystems and the impacts of implemented measures on the scope, quality, and connectivity of ecosystems. We also plan to create a strategy regarding the consumption of natural resources associated with significant biodiversity impacts, particularly concerning the use of certified wood.

People

Our Employees

In Urbanity, we believe in long-term partnerships, whether with our clients, shareholders, and suppliers, or through our own initiatives with local authorities and non-profit organizations.

Above all, the sustainable development of society depends on people. Therefore, it is important that our employees are well compensated, that we take care of their health and safety, and that we provide them with opportunities for personal development.

Main impacts

Real estate management is a people-oriented industry. Therefore, the impacts of Urbanity primarily include the protection of labour rights, equal opportunities, and health and safety at work.

Risks and opportunities

In the Czech Republic, there are no significant risks for Urbanity's own employees. The priority is to adhere to preventive measures to ensure compliance with labour laws. Compliance with international standards for responsible behaviour may positively or negatively affect the working conditions of Urbanity's own employees.

Our objectives

We guarantee the protection of labour rights and equal opportunities for all our employees. We strive to ensure good working conditions that allow for the balance of work and private life.

We advocate for the protection of the health, mental well-being, and performance of employees, and aim to achieve zero incidence of serious workplace injuries and diseases among our employees. Our goal is to ensure strict adherence to health and safety regulations in our activities.

We aim to bring inspiring projects that stimulate the growth of our employees.

What we do for our employees

At Urbanity, we strictly comply with labour regulations governing working hours, rest periods, compensation, workplace health and safety, and other elements of legal protection for employees. We respect employees' rights to join trade unions.

We ensure equal remuneration for employees in accordance with the Labour Code, Section 110 (1) – equal pay/remuneration for equal work or work of equal value based on agreements on work outside of the employment relationship. We follow the Declaration of the International Labour Organization on fundamental principles and rights at work.

We do not tolerate any form of discrimination or unethical work practices. We implement

We also support diversity in the workplace and we do not tolerate any form of discriminatory or unethical behaviour.

measures related to equal opportunities, striving for gender and age balance in our team. We intentionally promote diversity in the workplace, including supporting the employment of people with disabilities.

The personal and career development of employees is important to us; we hold regular personal meetings on achieved results and milestones, and on average, we invest 5,000 CZK per employee annually in training.

In 2024, 100% of our own employees participated in performance and career development evaluations. All Urbanity employees receive fair wages in accordance with applicable reference standards.

We strive for the automation and robotization of routine tasks with the help of artificial intelligence so that employees can be more involved in developmental and creative activities.

We also care for the physical and mental health of employees and adhere to work-life balance principles. We offer flexible work arrangements, such as remote work.

No Urbanity employee exceeds 48 hours of work per week. Employees are involved in social responsibility projects. All Urbanity employees are entitled to family-related leave.

Social protection applies to all permanent employees of Urbanity in the event of income loss due to one of the following serious life events:

- Illness
- Unemployment after the employee has been with the company
- Work-related injury and acquired disability
- Parental leave
- Retirement

We have implemented a whistleblowing system to detect human rights violations.

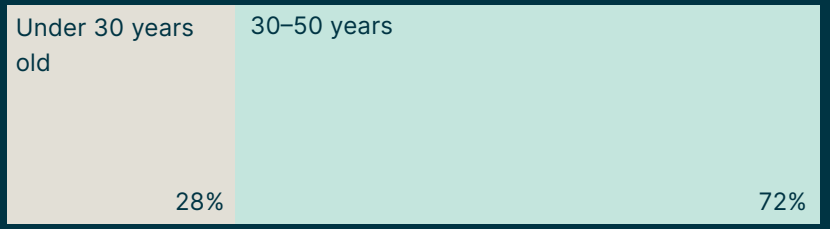
Key indicators and plans

At the end of 2024, Urbanity employed a total of 7 employees (3 men and 4 women). The total number of temporary workers (employees with non-guaranteed hours) in our own workforce was 7 (women).

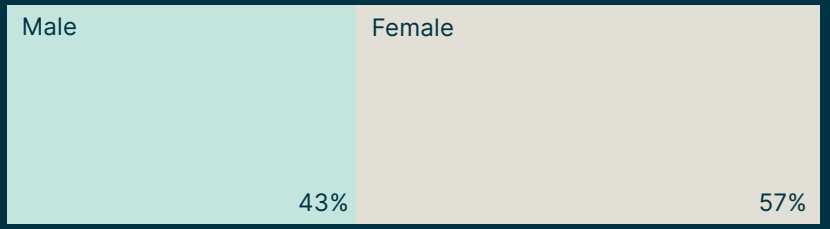
At Urbanity, we plan to monitor the following indicators:

- The number and proportion of employees who took parental leave.
- Gender pay differences.

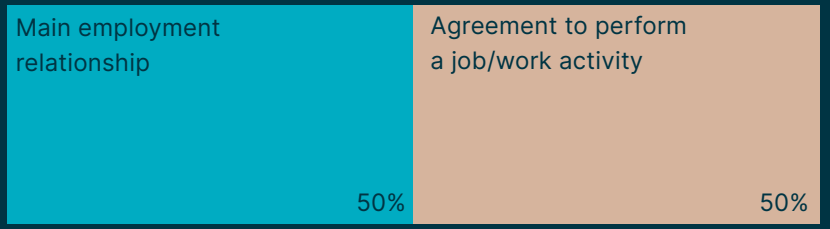
Employee distribution of Urbanity by age in 2024



Distribution of Urbanity employees by gender in 2024



Distribution of Urbanity employees by type of employment contract in 2024



For the year 2024, no work-related injuries or illnesses were reported among Urbanity's own employees. The percentage of employees trained in occupational health and safety (OH&S) is 100%.

Workers in the Supply Chain

The accident rate in construction is generally high compared to other industries due to workers being exposed to heavy machinery, working at heights, or handling hazardous chemicals. At Urbanity, we strive to ensure that our suppliers of construction and other services comply with applicable regulations and regularly train their employees.

Main impacts

As part of construction work and property management, Urbanity employs external workers. The impacts that need to be monitored relate to labour law, equal opportunities, and workplace health and safety protection.

Risks and opportunities

The main risks for Urbanity are work injuries among service provider workers, particularly construction workers and tenants' employees.

In line with international standards for responsible behaviour, Urbanity can influence the working conditions of workers within its supply chain, especially property managers and key service providers.

Our objectives

We are committed to monitoring, preventing, and potentially mitigating the negative impacts that key service provider workers may face during construction and property operation. In the event of significant impacts, we will strive to ensure corrective action.

Our goal is to ensure the protection of labour rights for all workers involved in the construction and operation of properties. We aim to protect the health, mental well-being, and performance of workers and to achieve zero incidents of serious work-related injuries and illnesses for all workers involved in construction and property operations.

We strive to ensure strict adherence to health and safety regulations by service providers during construction work.

What We Do in This Area

To prevent potential negative impacts within the supply chain, Urbanity plans to implement the Supplier Code of Conduct and ESG commitments as part of every supply contract. Service providers are required to commit to responsible behaviour. One of the four chapters of the Supplier Code of Conduct is dedicated to workplace safety and health protection.

According to the annex to the contract, suppliers undertake to make every effort to prevent work-place accidents, particularly by:

- Conducting health and safety training (OHS) and regular inspections of the technical condition of workspaces and tools,
- Communicating with workers regarding potential risks,
- Informing workers about their duty to report any safety or health risks at the workplace,
- Monitoring relevant health and safety (OHS) indicators.

On the construction site, the respective project manager from Urbanity, together with the contractor's representative, signs the health and safety protocol (including a list of trained employees) and identifies potential risks.

During the construction process, continuous inspections are carried out by the project manager, the investor's technical supervisor, and the special technical health and safety (OHS) supervisor.

In the annex to the contract for work, suppliers also commit to complying with applicable labour law regulations concerning working hours and rest periods, and work remuneration, ensuring equal treatment, and prohibiting discrimination.

Our whistleblowing system for detecting human rights violations is also open to property managers, service providers, and tenants.

The shortage of a qualified workforce is one of the major issues that industrial companies must address. By creating attractive campuses, we help our tenants become the preferred employers in the area. In this way, we indirectly address their personnel challenges, as the number of agency workers in our campuses is close to zero.

In our campuses, we do not have agency workers. We offer attractive job opportunities for local residents.

When a company enters a region for the first time, they do not have to convince employees with complex processes. Through us, they can offer jobs in an environment that they won't find anywhere else.

Our campuses are integrated into the city and have excellent transportation accessibility—there is a public transport stop right at the campus. They are also within walking distance of the city center and well connected to the network of bike paths.

Key workforce availability is important because people do not have to travel far for work. The on-site services also save them time.

Key indicators and plans

Just like with core employees, there were no workplace accidents or illnesses related to work performance among Urbanity suppliers' employees in 2024.

Furthermore, Urbanity plans to monitor risk indicators concerning working conditions in the supplier chain.

Local communities

Building campuses that harmoniously blend into cities and add significant value is our vision and goal. Collaboration with the local community and its inclusion throughout the entire process is very important to us, so that they feel like a true part of it.

Main impacts

The construction and renovation activities of Urbanity contribute to improving the economic situation in the given area by attracting new investments and creating job opportunities. These projects simultaneously strengthen and complement existing economic activities in the region, thereby supporting its overall economic development.

Risks and opportunities

At Urbanity, we focus on fostering local potential and supporting the communities we are an integral part of.

Our objectives

We place great emphasis on sustainable urbanism and design. We strongly respect and reinforce local history and identity.

We aim to be a good neighbor, a responsible and reliable partner. In the areas where we operate, we create pleasant, attractive, and socially vibrant places for both work and life, motivating young people to stay in the regions.

To ensure that the impacts of our activities are positive, we conduct consultations with local communities and their representatives, allowing them to influence the shape of new projects.

What we do for local communities

In our development projects, we consider the local character through color schemes, architectural styles, height, and shape, ensuring compatibility between the construction style within the development and the surrounding environment.

Measures

When implementing projects, we communicate with landowners, tenants of neighboring properties, and wider communities that may be affected by new construction. In order to ensure that the project implementation does not contradict the legitimate interests of the affected communities, we inform them and consult with them or their representatives about our plans from the earliest stages of development. At Urbanity, we strive to respect the interests of affected communities to the greatest extent possible and continuously assess the impacts of our activities.

We engage the general public in the development of campuses, and the mix of services we offer in a given region is shaped not only by participation but also by very detailed socioeconomic and demographic studies and analyses that we always prepare for each location.

We preserve historical elements and incorporate public art.

We intentionally integrate our campuses into the life of the city where the projects are created. It is easy for anyone to visit a café or restaurant on the campus or go to the fitness center. Services are accessible to a wide community, which fully aligns with our vision. This approach was historically considered standard, but in recent decades, it has disappeared from industrial development. We are trying to change this.

Our campuses offer exceptional civic amenities – restaurants, cafés, minimarkets, fitness centers, club and relaxation zones, training and conference rooms, company doctor services, kindergartens, hotel-style accommodation, bicycle racks, charging stations, access to public transport, and forest parks.

Urbanity campuses are attractive for companies and also improve the quality of life for residents, as they bring more qualified jobs, expand social amenities, such as kindergartens, and help keep the younger generation in the region.

We take pride in involving communities in shaping our projects, providing significant opportunities to influence key decisions. We presented the Campus Tachov project in the affected municipalities and settlements, at public hearings, at the vocational school we support, at city councils and meetings, and at various associations and organizations.

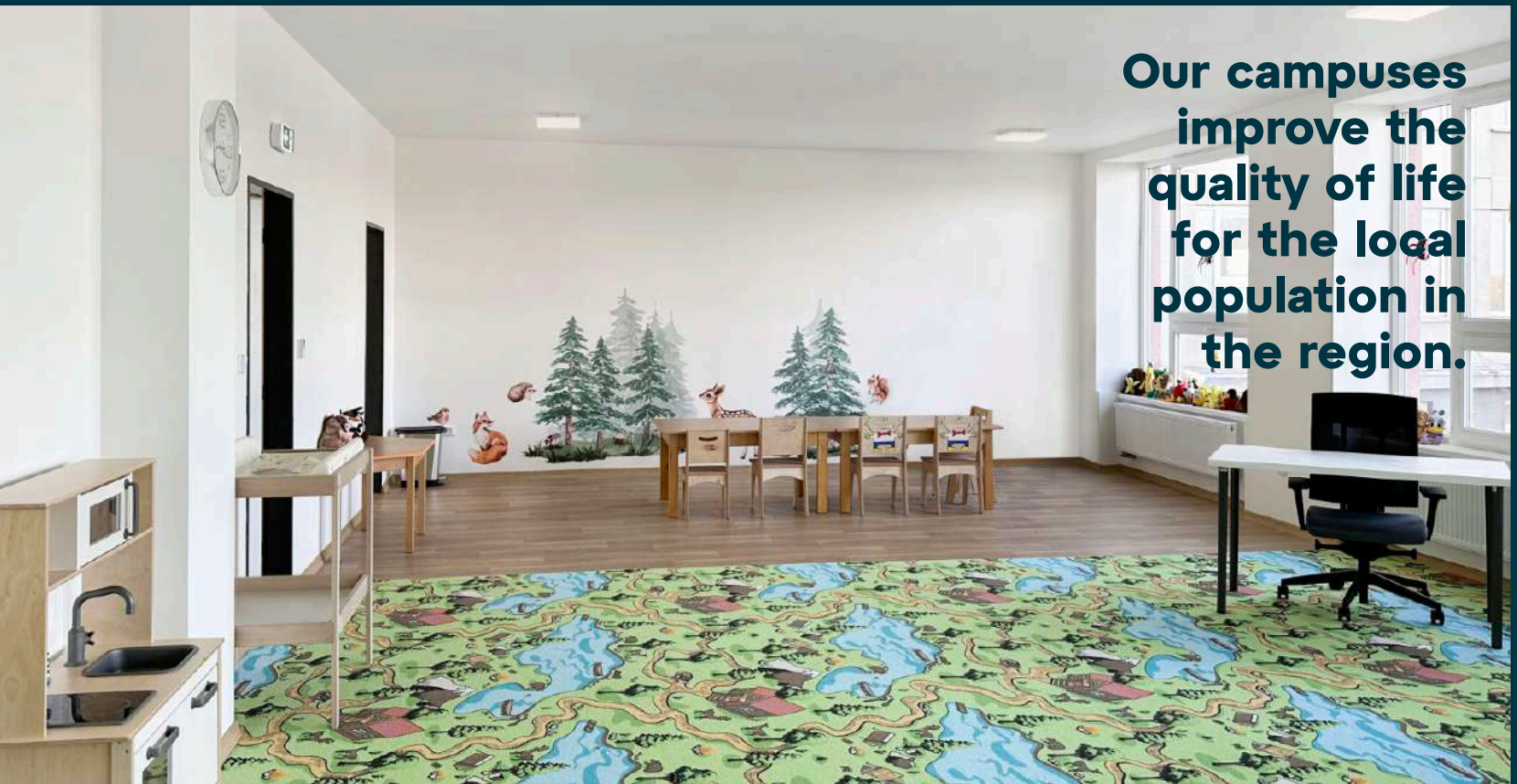
We also plan to present updates on the project at nursing homes and to the general public. Our goal is to inform as many citizens as possible about the local development, reaching a wide age range from young students to seniors.

We are modernizing, adjusting, and increasing the capacity of existing transport infrastructure (including the rerouting of freight traffic), as well as technical, civic, and community infrastructure, and public spaces. As part of our projects, we also provide significant support to local groups for the construction and possible equipment of one or more community facilities, and support culture, social activities, and charitable associations.

Similarly, we cooperate with local governments, trying to meet their needs and requirements as much as possible.

We have consulted with representatives of the city of Tachov regarding infrastructure development needs and identified accommodation capacity development for visitors as key. The multifunctional building at the entrance to the campus will offer hotel-style accommodation.

The city also helped us find a private operator for the children's group we opened in Tachov for the public in October 2022. The opening of the children's group was part of the



Our campuses improve the quality of life for the local population in the region.

socially responsible strategy of the entire project.

This ensures greater comfort for permanent and core employees, while also helping the city of Tachov address the insufficient capacity for preschool education. We are also negotiating with the city for the planned opening of a full-fledged kindergarten, which is also one of the parties interested in operating it.

Strengthening the city's social infrastructure also includes the planned residential villas with starter apartments in the Tachov area.

For employers, this will provide an opportunity to ensure affordable housing for their employees near their workplace, possibly as part of employee benefits. Our rental apartments will be accessible to the general public, helping to address the shortage of rental starter apartments of size 1+kk and 2+kk.

We provide or mediate work and new opportunities for local businesses and small entrepreneurs. For example, in Tachov, we collaborated with the local vocational school, where students in the carpentry field custom-made insect hotels and birdhouses, which we placed on the campus.

Through cooperation with secondary schools, we aim to positively influence education, ensuring a sufficient supply of quality, professionally trained employees in the future.

Students have the opportunity to connect with specific industries and prepare for their future careers. We see this as one of the ways to support the high-tech economy.

We are part of the association for the development of technical vocational education and human resource development (TEO) in the Tachov region.

As part of sponsorship donations, in collaboration with the TEO association, we contribute to secondary school competitions, where talented students from the Tachov Secondary Technical School receive scholarships.

We have financially supported the project for three secondary schools in Bruntál, and we donated pool passes to children from the orphanage in Bruntál.

Collaboration with Bruntál City Hall

As part of the Campus Bruntál project, we are collaborating with Bruntál City Hall on a new traffic solution for the access road. In January 2025, Urbanity began work on the new local transportation infrastructure. The new road on V Táboře Street will alleviate truck traffic in the residential area and bring the desired calming effect. The newly built infrastructure will include not only the road itself, but also utility relocation, public lighting, traffic signage, and a connection to the existing Opavská Street. A significant benefit for citizens will also be the new public transport stop, which will improve accessibility and connections with other parts of the city. The residents' daily lives will improve. After completion, the city of Bruntál will take over the management of the infrastructure.

BREEAM Communities Certification

Our Tachov campus has received BREEAM Communities certification, which emphasizes the sustainable, healthy, functional, and beneficial development of the area. It monitors the environmental and social impact on the immediate surroundings and the community. The Tachov campus achieved the highest scores in the “social wellbeing” criterion, reflecting the fact that, alongside production facilities, this modern manufacturing complex also includes shops, services, and a children's group.

Property Occupants

Finding and retaining good tenants is one of the key prerequisites for successfully managing property rentals. At Urbanity, we are well aware that every property owner is responsible for the well-being of the people on their premises. We view employees as the ultimate customers – meaning the real users of the campus who spend their time there during their working day.

Main impacts

Urbanity properties affect the health and well-being of their users, whether through the temperature inside the buildings, air quality, lighting, noise levels, or the amount of greenery on the premises.

Risks and opportunities

Risks associated with the users of our campuses may include injuries to employees of our tenants, violations of laws by tenants, and the non-payment of rent.

Implementing appropriate safety measures can help keep property users happy and safe. By raising the building standards of our campuses, we can improve the comfort of their users.

Our objectives

At Urbanity, we are creators of campuses – a new generation of industrial parks. We create work environments that are significantly focused on the needs and comfort of employees during their workday so that our long-term tenants, typically higher-value manufacturers, can become the preferred employers in a given region by being part of the most desirable location for employment.

We develop campuses in locations where their users already prefer to be, rather than having to come from elsewhere or commute. We place particular emphasis on the quality of the working environment, and the comfort of workers and users. Our goal is to build five-star campuses that will be the first choice for both international and local companies.

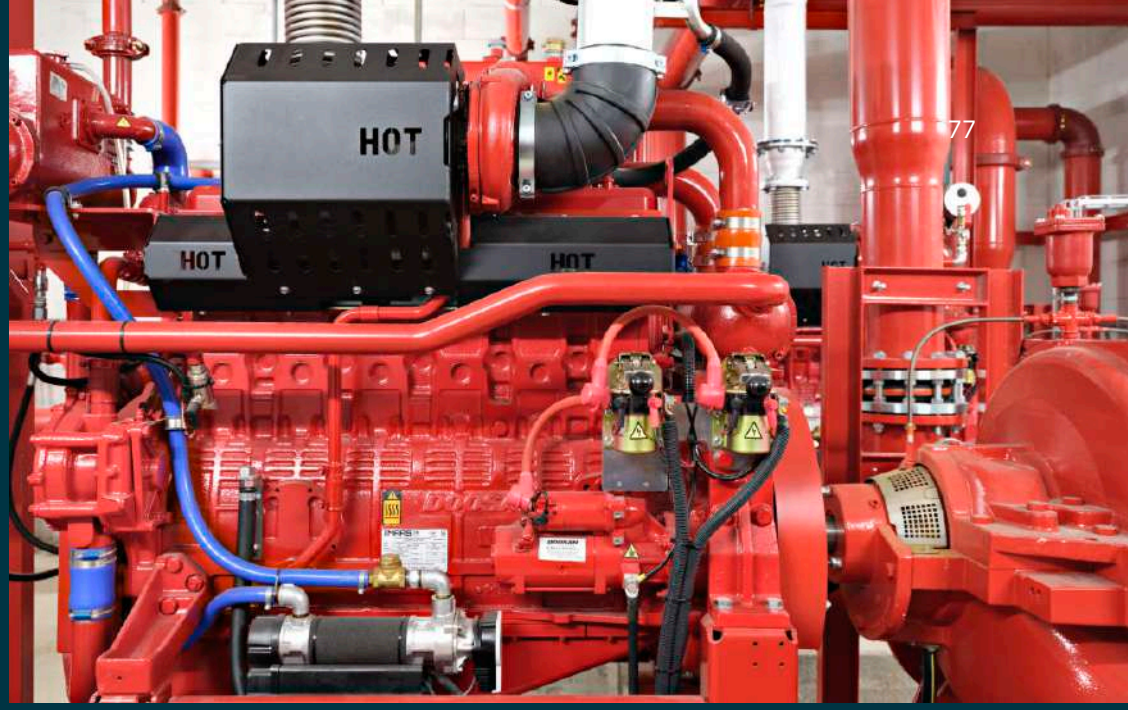
What we do for our campus users

At Urbanity, we emphasize the multifunctionality of our projects, considering a wide range of users and visitors. Safety, comfort, and eliminating disruptive stimuli are important to us. People spend most of their day at work, so it is

Building certification

At Urbanity, we have decided to measure the performance of our new buildings through global, internationally recognized certifications such as BREEAM and LEED. These global certifications are acknowledged by most stakeholders in the sector: builders, consultants, real estate companies, tenants, bankers, and shareholders.

Achieving certification confirms that the project creates a healthy and sustainable ecosystem with a distinctly beneficial impact on both the community and the environment. It contributes positively and considerately to the urban, economic, and social development of the entire locality, expanding local amenities, as well as transportation and technical infrastructures. To meet its needs, it uses green energy and local resources while offering local communities and municipalities opportunities to influence key decisions regarding their development.



crucial to create an environment where they feel good.

In our campuses, we aim to provide above-standard civic and technical facilities not only for clients and their employees but also for the local communities we are part of (see “Local Communities”). The campuses place a particular emphasis on design and architecture and are always easily accessible by public transport, bicycle, and on foot.

Aesthetics are key for us, combining functionality with visual harmony, ample natural light, greenery, and ergonomics. Our spaces foster creativity, comfort, and a connection with corporate culture, contributing to higher employee satisfaction, loyalty, and productivity.

We are raising the attractiveness of the working environment to a whole new level. As a result, our campuses are primarily populated by local residents.

We build custom spaces for specific clients, as we specialize in manufacturing and industrial companies. We want the halls to be tailored to their needs. Our individual approach ensures long-term client satisfaction, making them less likely to seek alternative spaces, which we see as the best form of feedback. The companies using our campuses are our long-term partners, as we sign contracts with them for 10 to 15 years.

The company's vision is to create environments focused on the needs and comfort of employees. Long-term tenants of our campuses can easily become the preferred employers in entire regions. They can also demonstrate in their own reports to clients that they provide quality facilities for their employees.

We consider the employees who work in the campus and spend a significant part of their lives their to be our long-term and ultimate customers. We focus on ensuring that the campus enables employees to spend quality time during the day, as well as before and after work.

This includes ensuring an adequate range of services, so employees can spend an hour or two on campus even outside of work. Whether it is accompanying their children to or from kindergarten, working out in a local fitness center, shopping for groceries, or having a coffee.

The Tachov project also includes a data center, as the location has sufficient backup resources and several independent data connections.

Fire protection system

In our properties, ensuring maximum worker safety is our priority. Therefore, in the Urbanity premises, internal and external fire hydrants, a fire water tank, electronic fire alarm systems, outdoor fire pump rooms, and indoor valve stations, along with equipment for fixed fire extinguishing systems, and fire-resistant doors and gates as per the approved Fire Safety Solution of the building, are standard.

Respect for Human Rights

Human rights protect vulnerable groups from the abuse of their position and ensure that people can meet their basic needs. A person's ability to exercise their human rights depends on whether others respect these rights. At Urbanity, we believe we have a special responsibility to ensure that people can fully exercise their rights, especially their labour rights.

Main impacts

At Urbanity, we operate only in countries with comprehensive human rights protection, and therefore the risk of interference with these rights is low and cannot be assessed quantitatively. Due to the severity of potential negative impacts caused by such interferences, we apply a broad approach regarding vulnerable groups, which includes the protection of human and labour rights for our employees, suppliers, outsourced services, and exceptional services.

Risks and opportunities

Suppliers may pay workers below the minimum living wage, require excessive overtime, fail to pay wages, fail to compensate for overtime, or not provide safe working conditions. Migrant workers employed by suppliers may lack full legal protection.

Urbanity seeks to work only with suppliers who do not violate human rights and to promote the adherence to human rights among its stakeholders.

Our objectives

At Urbanity, we adhere to the rights defined in the Universal Declaration of Human Rights and the conventions of the International Labour Organization, particularly concerning the prohibition of child and forced labour, the protection of collective rights, equal pay, and the prohibition of discrimination.

We are committed to combating all forms of discrimination, including on the basis of age, gender, origin, marital status, sexual orientation, ethnic group, nationality, race, physical appearance, disability, health status, pregnancy, political views, religious beliefs, and union activities.

Our goal is to eliminate any violations of human rights in our activities and properties, regardless of who caused it and who was affected.

What we do to protect human rights

We do not tolerate any form of discrimination, harassment, retaliation, intimidation, humiliation, bullying, unfair treatment, or inappropriate behaviour.

It is important to us that our suppliers respect the rights of their employees and workers, as well as other individuals in the value chain, as outlined in our Supplier Code of Conduct. We have adopted community engagement rules and a due diligence process.

Key indicators and plans

As mentioned in previous sections, in 2024, we introduced a whistleblowing system to detect violations of human rights, which is open to employees, property managers, service suppliers, and tenants.

Between 2022 and 2024, Urbanity did not receive any complaints regarding violations of human or labour rights, and no sanctions or fines were imposed by public regulatory authorities.

Whistleblowing

Within the whistleblowing mechanism, employees, property managers, suppliers, and tenants can report violations or potential violations of human rights, legal regulations, or actions contrary to the Ethical Code or Supplier Code. Reports can be made in writing, electronically (compliance@urbanity.cz), or in person to the designated contact at Urbanity. Whistleblowers are guaranteed anonymity and protection against retaliation.

Responsible Behaviour

Business can positively contribute to economic, environmental, and social progress, while on the other hand, careless business activities can have adverse impacts related to corporate governance, employees, human rights, the environment, and corruption.
At Urbanity, adhering to ethical business standards and compliance with legal and regulatory rules, as well as maintaining a good reputation among stakeholders, is important to us.

Main impacts

We have an extensive supply chain consisting of approximately 290 different suppliers, and we also cooperate with local authorities. Therefore, the way we conduct our business has a very broad impact. It is also influenced by the individual behaviour of our employees.

Risks and opportunities

At Urbanity, we are not exposed to significant risks in terms of compliance with legal and ethical standards. There is a risk of potential negative impacts within the supply chain. These risks may particularly arise in connection with the extraction and processing of raw materials with significant environmental impacts. In risky countries, attempts to cover up these impacts may lead to corruption risks.

Due to the nature of Urbanity's operations, employees may come into contact with representatives of public authorities. At Urbanity, we therefore condemn any acceptance, offering, or promise of a bribe in matters of public interest.

We also believe that by adhering to the principles of responsible behaviour, we can build greater trust and strengthen relationships with stakeholders.

Our objectives

Regardless of the low level of risk, Urbanity implements measures to ensure effective management with regard to preventing corruption risks, complying with legal obligations, and upholding the principles of responsible business conduct.

Urbanity's responsible governance is set in accordance with good standards and values. We comply with applicable laws and place a strong emphasis on ethical behaviour. We have zero tolerance for corruption, money laundering, and all practices of dishonorable conduct. We are committed to

preventing and combating such behaviour.

The goal of Urbanity is to ensure, through an efficient management system, a transparent, fair, and responsible approach in dealings with clients, partners, and employees, as well as adherence to legal and ethical standards.

What we do in the area of responsible behaviour

We build long-term relationships with partners and employees based on mutual trust, respect, and prosperity. We apply a responsible selection of business partners and manage our business relationships with suppliers in an ethical manner.

As part of the supply chain, we strive to prevent negative impacts through the application of the Supplier Code of Conduct and further by having suppliers sign ESG commitments, which are part of every joint contract. In 2024, 100% of suppliers signed the Code of Conduct and have ESG provisions in their contracts.

We only apply practices that are in line with the OECD guidelines for responsible business conduct. We follow the UN principles in the areas of business and human rights, comply with data protection and privacy rules, have implemented cybersecurity measures, and encourage management to achieve ESG goals.

Individuals most at risk of corruption and bribery participate in educational programs, especially anti-corruption training. Additionally, every employee participates in training twice a year – within the scope of occupational health and safety (OHS) – and after reviewing and studying the Compliance Policy, signs this document, which covers, among other things, corruption.

Supplier code of conduct and ESG commitments of the supplier

At Urbanity, we strive to prevent potential negative impacts within the supply chain, and we manage all our relationships with suppliers through the Supplier Code of Conduct. This includes four main areas: environmental protection, human rights compliance, workplace safety and health protection, and a whistleblowing mechanism.

From an environmental perspective, it is essential for Urbanity that suppliers act in accordance with applicable laws, emphasize efficient energy consumption, minimize water usage, utilize green spaces, and reduce pollutant emissions.

Urbanity suppliers should also adhere to human rights, including labour rights, and follow other widely-recognized international principles in this area. We require our suppliers to regularly conduct employee and worker safety and health training and to have an established grievance mechanism. Each Urbanity supplier, upon signing the contract, also agrees to ESG terms, which include specific commitments based on the Supplier Code of Conduct.

We follow the UN principles in the field of business and human rights.

Compliance system

The specific commitments of responsible behaviour by Urbanity are defined by the Compliance Framework we have adopted, which outlines our core values and principles. Among other things, we commit to actively preventing corrupt practices, vetting our suppliers, strictly adhering to labour law regulations, and providing a grievance mechanism for employees.

Key indicators and plans

At Urbanity, we monitor indicators that allow us to control compliance with the principles of responsible business conduct.

- the number of convictions for violations of anti-corruption laws,
- the percentage of employees and partners trained in the anti-corruption policy.

In 2024, anti-corruption training took place, with 100% employee participation.

Between 2021–2024, Urbanity received no fines for violations of anti-corruption laws or other legal obligations.

The average time Urbanity needs to pay an invoice is 14 days. 100% of payments were in accordance with standard contractual payment terms.

About the Urbanity ESG Report

As Urbanity operates solely in the Czech Republic, this ESG report includes data related exclusively to the Czech market. All reported information pertains to the company URBANITY Development a.s., which is referred to as Urbanity in the document.

This is Urbanity's third ESG report of Urbanity and it presents data for the calendar year 2024. The reporting boundaries are set based on the principle of financial control as defined in the GHG Protocol.

Our goal is to provide information that accurately and transparently reflects our performance while offering stakeholders a reliable overview of the impacts of our business. No significant information has been intentionally omitted – neither for the protection of a business position nor for any other extraordinary reasons.

This ESG report does not yet include value chain indicators. Urbanity plans to begin systematically collecting such data starting in 2025. However, in this report, we have made every effort to qualitatively describe the functioning and characteristics of our supply chain.

As part of the financial control approach, we account for 100% of greenhouse gas emissions from Scope 1 and 2, as well as other ESG data from owned and leased assets. These assets are considered fully owned in financial accounting and are reflected as such on the balance sheet.

Our ESG report includes statements regarding future expectations. These statements can be characterized by words such as: strategy, expectations, developments, plans, forecasts, attitudes, estimates, intentions, projects, goals, objectives, or other expressions of similar meaning. These statements do not refer exclusively to historical or current facts.

Although all plans and assumptions are based on the thorough consideration of available information, their fulfilment cannot be guaranteed. Actual results may differ due to external circumstances, market changes, or risks that have not yet been identified, or if the original assumptions prove to be inaccurate.

The collection of data on ESG impacts is planned to begin in 2025.

Urbanity

URBANITY Development a.s.
V Celnici 1034/6
110 00 Praha 1

www.urbanity.cz