



ESG

STRATEGY


CONTERA



ENVIRONMENTAL



SOCIAL



GOVERNANCE

OUR MISSION

We take **responsibility for the environmental impact of our activities**. That's why we build commercial buildings with quality materials and latest technologies to ensure their sustainability over time. As the owner and operator of our properties, we make sure that we deliver efficient buildings. Our goal is to improve the living and working conditions of communities and to participate in building cities' infrastructure that leads to creating new jobs and other important services.





ENVIRONMENTAL



CONTERA'S APPROACH

CONTERA always strives to be environmentally friendly. It is our responsibility to consider the impact we have on our environment and society.

- **BROWNFIELDS REVITALIZATION**
- **BREEAM CERTIFICATION**
- **LANDSCAPE AND HABITAT IMPORTANCE**
- **RENEWABLE RESOURCES**
- **CONTERA TECHNICAL STANDARDS**



BROWNFIELDS REVITALIZATION OUR KNOW-HOW

Brownfields offer a wide potential for further development, especially when greenfields have become a rare commodity in prime locations. Furthermore, time preparation and financial aspect of brownfields have become more attractive as public entities push and support the redevelopment of these sites, which have a positive social and economic impact on the given area.

In the realm of real estate development, we perceive the revitalization of brownfields as the cornerstone of sustainability.



BROWNFIELDS REVITALIZATION OUR KNOW-HOW

In cooperation with public entities, **CONTERA** works on implementing the above strategy with the objective to give a second life to the neglected sites, ensuring the creation of a new functional environment. Indeed, despite their historical background we provide best spoke A-Class properties meeting the latest market standards, respecting local regulations, and **improving the status of the cities.**

At Contera we are proud that our entire portfolio consists of **85% of brownfield revitalization.**

BEFORE



TODAY



TERRA, Contera Park Říčany

BEFORE



TODAY



Contera Park Říčany

BEFORE



TODAY



Contera Park Říčany

BEFORE



TODAY



Organica, Ostrava



WE MAKE BREEAM HAPPEN



Contera is committed to integrating sustainability into its projects. To ensure that our buildings align with best sustainability practices, we utilize the world-renowned BREEAM (Building Research Establishment Environmental Assessment Method) certification, which is the world's first standardized method for assessing building sustainability.

Our goal is to achieve BREEAM certification at the Very Good level or higher for our entire range of properties. This commitment extends not only to our new projects but also to our existing buildings.



**Our long term goal is to certify
all new development at minimum
level Very Good.**

PORTFOLIO BREEAM OVERVIEW



ORGANICA Office Building, Ostrava

Certificate received - **Level Excellent**

Contera park Ostrava D1

Building A: **Certificate received: Level Very Good**
Building B: **Certificate received: Level Very Good**
Building C: Certificated to be received - Q4/2024

Contera park Hustopeče

Certificate received - **Level Very Good**

Existing portoflio Czech republic

In Process. Total of 9 buildings to be certified.

Existing portfolio Slovakia

In Process. Total of 9 buildings to be certified.

We are in the process of certifying 80% of our portfolio.

OUR **BREEAM** CERTIFIED PROJECTS



SUPPORTING RENEWABLE RESOURCES

As part of our sustainable initiative all our buildings are designed and constructed with the possibility to install solar panels. We plan to install solar panels on all our buildings within the coming years. Our solar initiative allows Contera to offer renewable energy to our tenants, enabling them to reduce their operational costs while at the same time providing them with a viable source of renewable energy for aligning their own sustainability goals.





GREENERY IS OUR FOCUS

ENVIRONMENTAL

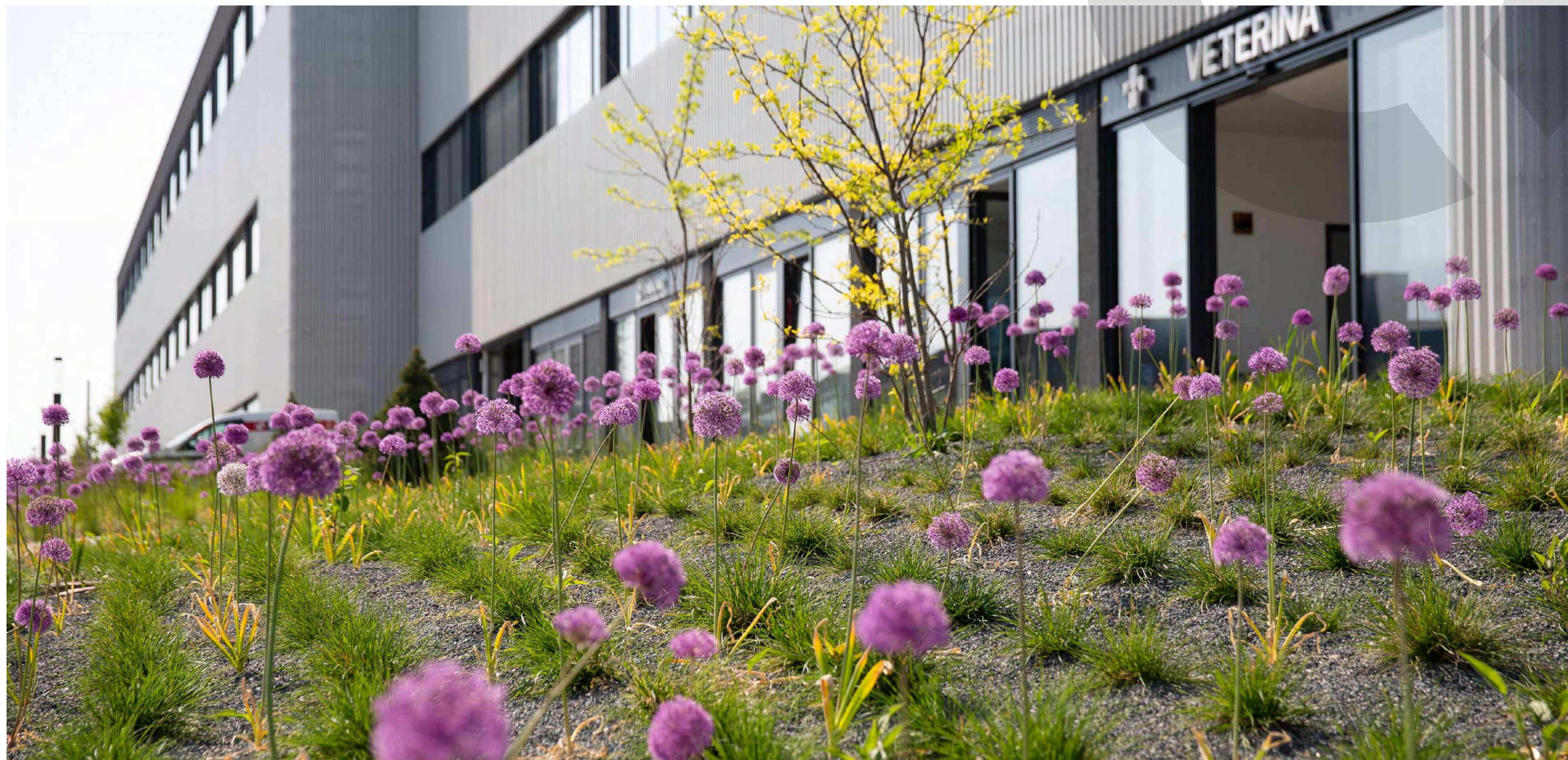
The surroundings of our buildings are very important to us. That is why green areas are an essential aspect in all our parks. We use local and diverse type of greenery to ensure biodiversity.

In line with our commitment to sustainable practices and in accordance with BREEAM requirements, we go beyond greenery. We install bird houses, insect hotels, and reptile shelters, providing additional shelter and nesting opportunities for wildlife within our parks

We integrate outdoor seating areas, offering spaces for relaxation and socialization. Our parks also feature bike stations, encouraging sustainable transportation options and promoting an active and healthy lifestyle.



Contera Park Ostrava City



Contera Park Říčany



Contera Park Říčany

TECHNICAL STANDARDS

ENVIRONMENTAL

At Contera, we take great pride in our commitment to excellence. To ensure consistency and quality across our projects, we adhere to our project design standards, outlined in Contera's White Book. It encompasses a wide range of elements, from the implementation of energy-efficient LED lighting to the standards for landscaping, pavements, and others.





SOCIAL



SOCIAL CONTERA

At CONTERA we strongly believe in giving back to the community. We actively support various charitable initiative. Through these efforts, we aim to make a positive impact on society and contribute to causes that align with our values. We believe that by supporting good causes, we not only help those in need but also foster a sense of purpose and fulfillment within our organization.

- CHARITABLE PROJECTS
- HEALTHY LIFESTYLE
- FAIR TREATMENT AND GENDER EQUALITY
- SUITABLE CONDITIONS FOR OUR EMPLOYEES

WE FOCUS OUR HELP WITHIN THE REGIONS WE OPERATE IN

Over the years, Contera has demonstrated its commitment to supporting local organizations and sporting events, particularly in Říčany u Prahy (the location of our flagship park and headquarters), Ostrava, and other regions where we build and operate our developments.

- **Football Team FK Radošovice, Říčany:**
We support kids to stay active.
- **Women Czech Run (Český běh žen), Ostrava:**
Sponsorship and participation of our female employees.
- **Polanka Charity Run, Ostrava:**
Sponsorship is dedicated to helping the Neonatology department at University Hospital Ostrava. Our employees actively participate in the the marathon.
- **Hustopečské skákání**
- **NextBike: Installation of bike stations within Contera park.** We are proud to be part of the Shared Mobility project in Říčany.
- **Račianske vinobranie**
- **Svätojurské hody**
- **Malošarišské kultúrne slávnosti**



WE ARE PROUD TO BE PART OF THE SHARED MOBILITY PROJECT IN ŘÍČANY!

Contera has been supporting 40 shared NEXT bikes in Říčany for 3 years. The main goal is to connect the large area of Contera Park Říčany, including the shopping area, with the city center and the railway station with a newly created pedestrian zone and cycle path. The possibility of renting bicycles can be used not only by employees of companies based in Contera Park, but also by customers of the business zone. We currently have 2 bike stations, in front of the Q building and Terra.



WE SUPPORT EVERYONE TO STAY ACTIVE!

By sponsoring and participating in sporting events, we aim to encourage community involvement, inspire young athletes, and promote a culture of wellness.

SOCIAL



WE SUPPORT EDUCATION

Contera is dedicated to supporting education and providing valuable learning experience for students in engineering and architecture faculties. As part of our commitment, we enthusiastically invite students to visit the construction sites of our projects.





CONTERA'S VALUES

At Contera, fairness and respect are at the heart of our company's core values. We are dedicated to providing all our employees with equal opportunities to showcase their skills and abilities. Our team is a diverse blend of talented individuals, including both men and women, professionals, and graduate students.

Every person has the opportunity to thrive and advance within their roles. Regardless of race, age, gender, or religion. We support diversity and strongly condemn all forms of discrimination and any behavior that goes against ethical standards and our company values.

We strive to maintain an environment where everyone feels valued, included, and empowered.



GOVERNANCE



GOVERNANCE CONTERA

- RESPONSIBLE MANAGEMENT
- ETHICAL AND TRANSPARENT CONDUCT
- WORK LIFE BALANCE

WE PLAY A **FAIR GAME**

Integrity in business is paramount to Contera's core values.

At Contera, we firmly believe in conducting ourselves with fairness, transparency, and ethical behavior. We strive to create a business environment that fosters trust, respect, and open communication. Our commitment extends to our employees, customers, suppliers, competitors, public authorities, and all other stakeholders involved in our activities.

As part of our dedication to ethical business practices, Contera strictly adheres to an anti-bribery policy. We maintain zero tolerance for any form of bribery or corrupt practices, ensuring that all our interactions are conducted in a legal and ethical manner.





TAKING CARE OF OUR PEOPLE

At CONTERA we believe in being an employer for a lifetime. We understand that our greatest asset is our people, and we strive to create an environment where they can thrive both professionally and personally.

To support their development, we provide opportunities for skill enhancement and learning. We encourage and motivate our employees to expand their skill sets, recognizing that their growth contributes to the overall growth of our organization.

We understand the significance of mental well-being, and we offer individual or group coaching tailored to the specific needs of each employee, ensuring they have the support they need to thrive.

We place great emphasis on the health of our team members. As part of our commitment to their well-being, we organize team-building sporting activities twice a year, such as skiing or cycling. These activities not only promote physical fitness but also foster team spirit.



WORK-LIFE BALANCE

GOVERNANCE

Contera firmly believes in the importance of a healthy lifestyle and work-life balance. In our office, employees will find a variety of seating options, including dedicated relaxing zones, where they can unwind and recharge. We also provide snacks and fruits to promote healthy eating habits.





By prioritizing self-growth and well-being, we strive to create a supportive and fulfilling work culture.



CONTERA