



Sustainability Report

2024



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

WOOD & Company, investiční fond s proměnným základním kapitálem, a.s. (further referred to as „Company“) is a self-administered, investment fund of qualified investors (FQI), who's Sub-Funds are aimed at alternative financial assets.



GreenOmeter

GreenOmeter is a platform and consultant company specialising on ESG and sustainable development. For Wood & Co, it calculated and completed an environmental assessment in compliance with the EU taxonomy and chapters in this report are reflecting the ESRS (European Sustainability Reporting Standard).

BEST FUND OF QUALIFIED INVESTORS FOR THE YEAR 2024

On Thursday 30th January 2025 Miroslav Nosál and Jan Jandík recieved the award on behalf of WOOD & Company Office Sub-Fund, for Best Real Estate Investment Fund Qualified Investors 2024.

ThePrime Awards ceremony took place at the Žofín palace under the perview of Robert McLean, ThePrime's founder.



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FOREWORD

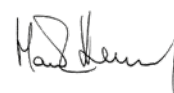
Dear friends,

I am very pleased to invite you to read our traditional Sustainability Report, which reflects the results of the work of our entire team. The results, which show that the energy, time and resources we devote to linking economic prosperity with responsibility towards society are bearing fruit. We all consider environmental care, sustainable development and a transparent and fair environment as a natural and important part of our business.

The fact that these are not empty words is demonstrated by the other pages of this document, where you will read about the specific results. Just as we, in cooperation with our advisors, set up appropriate solutions to meet ESG legislation, including the EU Taxonomy, in the previous year, we will continue to reflect the expected clarifications

and changes in our plan and initiative. When I mention the future, I must not forget the successes of 2024. We managed to open several new Sub-Funds and at the same time, we won ThePrime Awards for the WOOD & Company Office Sub-Funds in the category of the Best Qualified Investors Fund. We have registered four of our Sub-Funds with the Czech National Bank as so-called "Light Green" products, in which we take sustainability into account.

All that and much more can be found in detail in the following text – Sustainability report for the year 2024.



Marek Herold
Chairman of the board



COMPANY OPERATIONS

In 2024, the Company opened a new Renewables Sub-Fund, focused on investments in RES, a new Blockchain+ Sub-Fund focused on investments in digital technologies and blockchain solutions, and established a new Residential Sub-fund, focused on investments in residential development projects.

Furthermore, the Company fully launched the Logistics Sub-Fund established in 2023 and managed three existing real estate Sub-Funds:

- WOOD & Company Retail Sub-Fund,
- WOOD & Company Office Sub-Fund and
- WOOD & Company AUP Bratislava subfond,

which are focused on investments in quality office buildings and shopping centers in Central Europe. In the Office Sub-Fund, the Westend Tower building in Bratislava was sold.

The investment shares of the WOOD & Company Retail Sub-Fund and the WOOD & Company Office Sub-Fund have are traded on the Prague Stock Exchange since 2022, in both the CZK and EUR classes.

The Renewables Sub-Fund introduced an investment in the construction of a photovoltaic power plant in Gogoşu, Romania, the trial operation of which is expected in the 1st quarter of 2025.

After a successful project in Tczew, Poland, the Logistics Sub-Fund is expanding with planned projects in the Czech Republic, specifically near Pilsen and the village of Lavičky near Brno.

The Blockchain+ Sub-Fund is focused on investments in the most revolutionary technologies of the last decade with applications in many sectors, from the world of finance to gaming to more efficient financing of scientific projects. The Sub-Fund currently manages investments in 11 Czech and foreign funds/products.

The newly established Residential Sub-Fund will only become operational in 2025.

All investments are in accordance with a long-term investment strategy focusing on a quality portfolio of attractive investments including asset diversification and premium appreciation.



ESG VISION

The ESG vision of the investment fund is to pursue investments that, alongside financial performance, also take into account environmental, social and governance factors. The fund aims to invest in projects that create a positive impact on the environment and/or society, and that are managed in a transparent and responsible manner.



ESG strategies

ESG STRATEGIES

Our goal is to actively contribute to positive social and environmental change, as we see this approach as a natural part of our investment philosophy.

An ESG strategy in real estate funds means that funds take into account not only economic criteria but also non-financial factors when acquiring, managing and selling real estate.

This allows us not only to effectively value our clients' funds, but also to contribute to improving the environment for all of us.

We monitor legislative and regulatory changes related to ESG issues and regularly evaluate our results.

E

Energy, water and
waste sustainability

Own renewable
energy sources

**Decarbonisation
and Sustainable
investments**

S

Support for charity,
social and sports
events

**Reliable partner
– stakeholder
relations**

Promoting
a healthy lifestyle
of employees

G

**EU Taxonomy
compliant**

Experienced
senior and risk
management

Ethics & Values,
Integrity,
Transparency

DECARBONISATION STRATEGY

Under the SBTi initiative, we initially set a target of reducing the carbon footprint of our property portfolio by 33% by 2030. We subsequently refined this target to improve carbon intensity (kg CO₂e/m² GBA). Due to the volatility of residual emission factors, we report CO₂ using these location-based method. Since the beginning of the measurement, a decrease in carbon intensity of 24.87% has been achieved.

The key indicator of our buildings' operation is energy efficiency (kWh/m² GBA). In accordance with the CRREM models, we strive for its gradual reduction, up to the level of 95 kWh/m² of total area (GBA) for office buildings in the Czech Republic and Poland, and in Slovakia to the level of 85 kWh/m² GBA by 2037 (and 2035 respectively).

We believe that by following these commitments, our portfolio will avoid the negative financial impacts associated with the green transition.

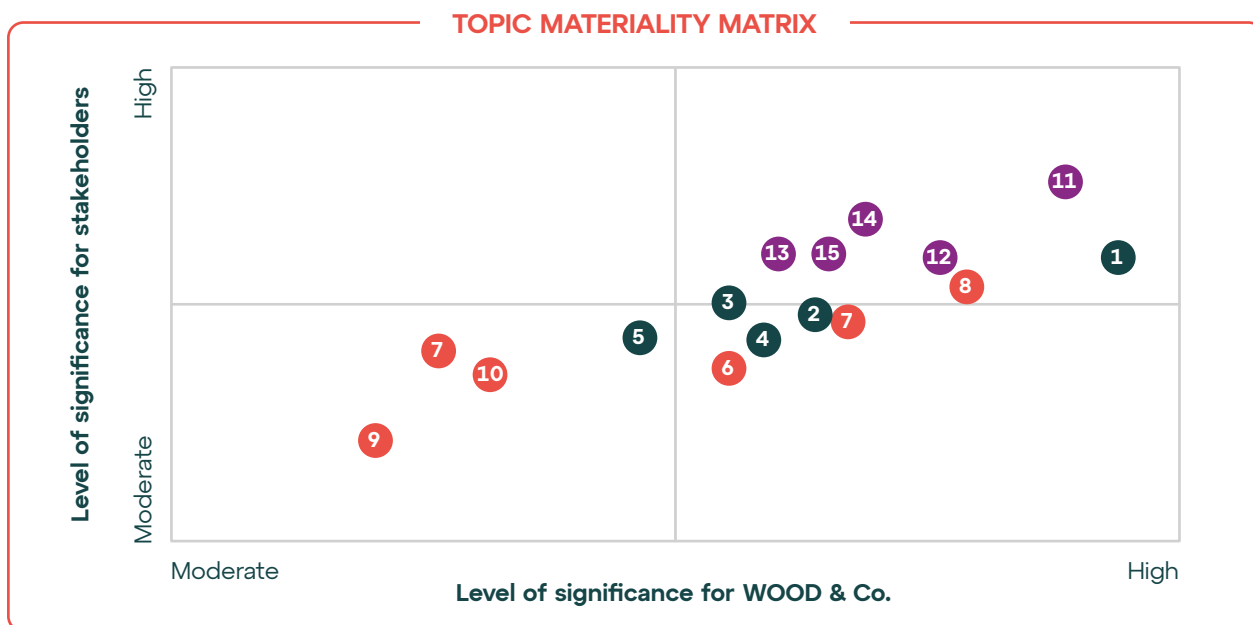
MATERIALITY MATRIX

The preparation of the ESG strategy included, among other things, an evaluation of the significance of the topics. Areas that weigh individual topics in terms of importance for stakeholders and the significance of the impact on the Company's business were identified.

A total of 15 topics were selected, which are divided into environmental, social and governance areas. With the ever-more precise ESG legislation, EU taxonomy and advancing practice, there may be changes in prioritization or merging of some topics.

Stakeholder parties

Owners	Investors	Banks
Board of Directors	Tenants	Insurance companies
Supervisory Board	State institutions and administration	Municipalities and local communities
Management	Audit	Certification authorities
Employees	Valuator	Professional associations
Property management	Regulator	Professional media
Retail agents	Depository	Hobby groups



Nr.	Sector
1	Energy efficiency of buildings
2	Responsible water management
3	Responsible waste management and sorting
4	Greenhouse Gas Emissions
5	Biodiversity support
6	Health and Safety support
7	Responsible employer

8	Long-term relationships with clients (investors)
9	Local communities
10	Equal opportunities
11	Responsible and ethical business
12	Long-term relationships with business partners (tenants)
13	Risk management
14	Transparency and disclosure
15	Compliance

BASIC SUSTAINABILITY GOALS

The company has set the following basic sustainability goals as part of its ESG strategy:

Environmental

- Decarbonization strategy – gradual decrease of carbon intensity of buildings
- Reducing energy intensity of buildings
- Building certifications
- Increasing the energy share from renewables
- Reduction in waste
- Optimized water usage
- Supporting biodiversity
- Support of electric vehicles

Social

- Tenant and investor satisfaction
- Motivating tenants towards ESG
- Care for employees
- Monitoring the visitor index of our malls
- Organizing local events with participation from employees, tenants and the public
- Promoting art, culture, sport and health

Governance

- Transparent negotiating with investors, suppliers and tenants
- Compliance and risk assessment in line with legislation
- Compliance with EU taxonomy
- Regular reporting on company results





Portfolio overview

OVERVIEW OF SUB-FUNDS

In 2024, the company managed the Sub-Funds listed below.

By far the largest is the Office Sub-Fund, which includes 11 office buildings in three countries.

The composition of Sub-Fund was enriched with Renewables – a Sub-Fund focused on renewable energy sources, Blockchain+ focused on digital and blockchain technologies, and a new Residential Sub-Fund was established, which will focus on development projects in residential construction.

Office Sub-Fund <i>(Czech Republic, Slovakia, Poland)</i> Hadovka Office Park The Greenline Green Point Aupark Tower Lakeside Park 01 Lakeside Park 02 BBC5 BBC1 BBC1 Plus Astrum Business Park Concept Tower	Retail Sub-Fund <i>(Czech Republic)</i> Galerie Harfa & Harfa Office Park Centrum Krakov	Logistics Sub-Fund <i>(Czech Republic, Poland)</i> Tczew Logistics Park Plzeň West* Lavičky*
	AUP Bratislava Sub-Fund <i>(Slovakia)</i> Aupark Shopping	Renewables Sub-Fund <i>(Romania, Sweden)</i> Gogoşu Ånge*
	Residential Sub-Fund <i>(Czech Republic)</i> Founded	Blockchain+ Sub-Fund 11 global products

**in preparation*

REAL ESTATE PORTFOLIO OVERVIEW OF ENERGY TAGS AND CERTIFICATES

Office Sub-Fund

Building name	Country	GLA (m ²)	Asset Management	PENB	Certification
Aupark Tower	SK	32,600	WOOD-AS	A	BREEAM – Excellent WELL Health & Safety
Lakeside Park 01	SK	26,000	WOOD-AS	A	LEED Gold
Lakeside Park 02	SK	15,200	WOOD-AS	A	LEED Gold
BBC5	SK	37,200	WOOD-AS	A	BREEAM – Very Good
Hadovka Office Park	CZ	24,900	WRE-CZ	C	N/A
The Greenline	CZ	17,500	WRE-CZ	B	LEED Gold
BBC1	SK	9,700	WOOD-AS	A	N/A
Astrum Business Park	PL	23,300	WRE-CZ	Yes*	BREEAM – Very Good
Green Point	CZ	7,700	WRE-CZ	A	BREEAM – Excellent
Concept Tower	PL	9,100	WOOD-AS	Yes*	LEED Gold

Retail Sub-Fund

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

AUP Bratislava Sub-Fund

Aupark Shopping	SK	59,600	WOOD-AS	A	BREEAM – Excellent
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Logistics Sub-Fund

Tczew	PL	46,400	WRE-CZ	Yes*	BREEAM – Excellent
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** In 2024, Poland did not specify individual classes of energy tags for commercial buildings*



OFFICE BUILDINGS

Czech Republic, Prague



GREEN POINT



 HARFA
OFFICE PARK



THE GREENLINE




hadovka

Slovakia, Bratislava



aupark tower



BBC1
BRATISLAVA BUSINESS CENTER

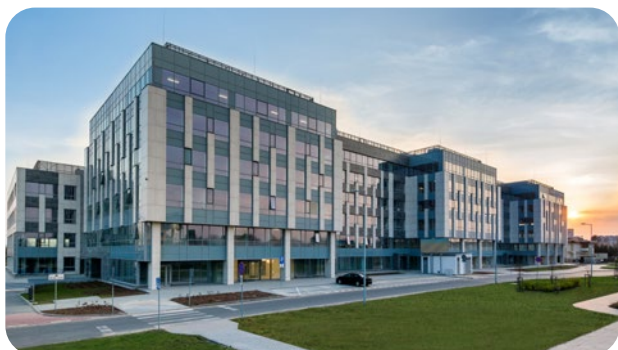


BBC5



 **LAKESIDE PARK 01+02**

Poland, Warsaw



ASTRUM
BUSINESS PARK



CONCEPT
TOWER

SHOPPING CENTERS

Czech Republic, Prague



Slovakia, Bratislava



LOGISTICS – POLAND, TCZEW



Charging stations for electric vehicles
Preparation for photovoltaic panels
DALI light control system



Elements supporting biodiversity
Extensive greenery
Green certification

RENEWABLES ENERGY – ROMANIA, GOGOȘU





Environmental indicators

REAL ESTATE PORTFOLIO

Share of building with sustainability certificates

Currently, more than 82% of buildings in the Real Estate Sub-Funds of the Company (with the exception of the Residential Sub-Funds) are certified. These are the so-called international sustainability certificates, LEED or BREEAM.

Energy from renewable sources

Based on the possibilities of individual buildings and the analysis of feasibility and return on investment, our goal is the gradual installation of solar panels, starting with the roofs of buildings where it is technically possible and structurally permissible.

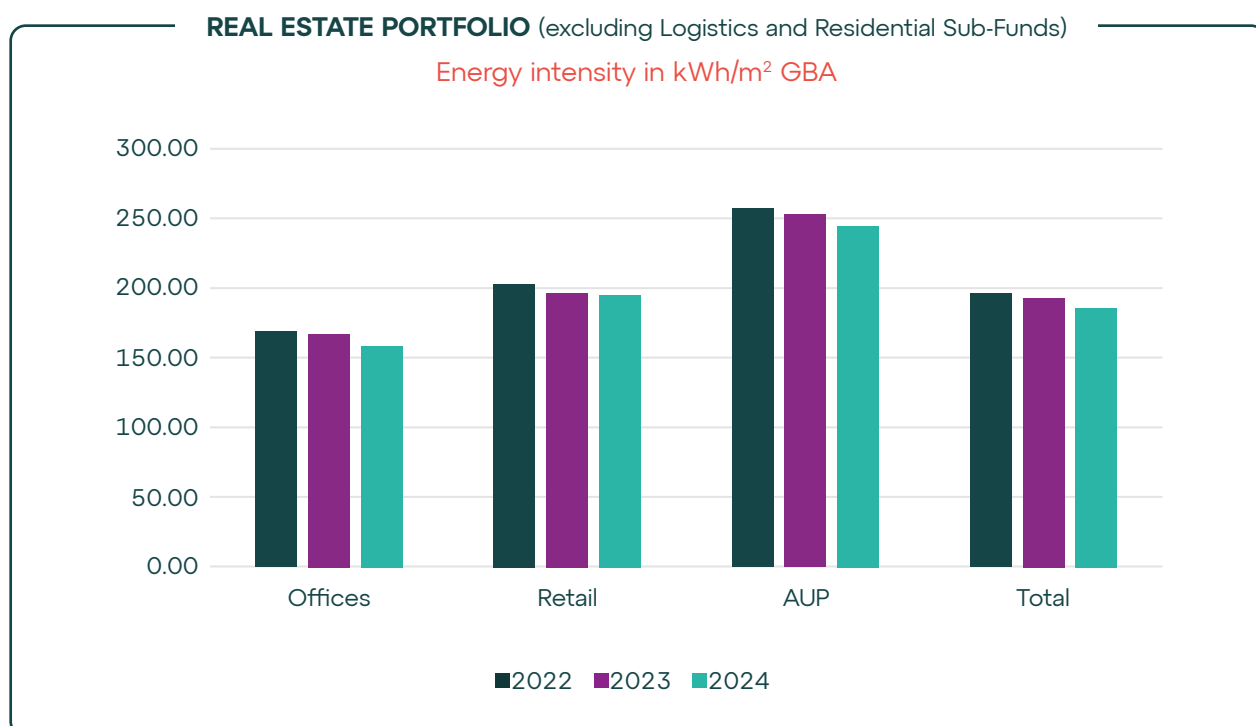
In 2024, the capacity of its own photovoltaic power plants was increased by 420 kWp (the total output in 2024 rose to nearly 1230 kWp. Further installations of photovoltaic power plants are planned.

First full data set regarding photovoltaic performance will be available for the year 2025.

Reducing energy intensity of buildings (see graph below)

Our goal is to continuously monitor energy consumption and invest in measures that will gradually lead to the efficient operation of buildings and ideally to a long-term proportional reduction of values according to CREEM models.

The average energy intensity of buildings in the real estate portfolio is 186.43 kWh/m² of floor area, which represents a year-on-year decrease of 6.87 kWh/m².



MONITORING EMISSIONS IN THE REAL ESTATE PORTFOLIO

CO₂ emissions from used energy

In accordance with the decarbonization plan, we focused on monitoring CO₂ emissions from buildings, which are directly linked to the consumption of gas, electricity, supplied heat, or produced cold or steam.

Greenhouse gas emissions

The operational carbon footprint will continue to be monitored at the level of individual buildings in the Real Estate Sub-Funds portfolio (excluding Logistics and Residential). We have decided to monitor the indicator – carbon intensity CO₂/m² at the portfolio level, due to increased transactional activity, which is more suitable for this case.

In Sub-Funds such as Logistics and also in future for Residential, where investments are made in development projects, we monitor the Life Cycle Assessment (LCA) of individual projects.

Methodology of carbon intensity calculation

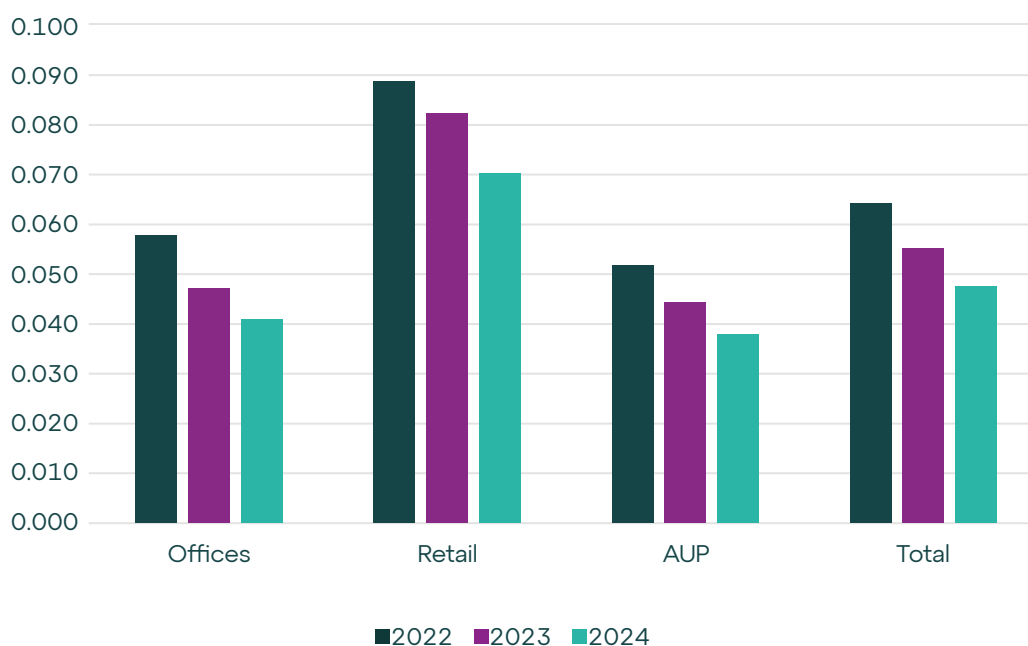
When calculating carbon intensity, we work with the location-based method as started 2024. The main difference between the calculations of carbon intensity using the location-based and market-based methods lies in how the purchase of green energy and the specific mix of energy suppliers in individual locations are accounted for.

The purpose of the change was to focus on improving energy optimization of buildings rather than improving indicators through the purchase of guarantees of origin.

Since the start of measurement there has been a reduction of carbon intensity using the location-based method by 24.87%.

REAL ESTATE PORTFOLIO (excluding Logistics and Residential Sub-Funds)

Carbon intensity – Location based method



WATER MANAGEMENT IN THE REAL ESTATE PORTFOLIO

Water intensity

The monitored environmental indicators include water intensity, i.e., water consumption in m³/m² of the total area of buildings. The goal is to optimize consumption.

Drinking water

All buildings in the portfolio are supplied with drinking water only from official local suppliers. None of the buildings have its own wastewater treatment plant that would allow for the recycling of wastewater and its reuse in the facility.

Rainwater

Our goal is to continuously monitor energy consumption and invest in measures that will gradually lead to the efficient operation of buildings and ideally to a long-term proportional reduction of values according to CREEM models.

Astrum Business Park, Warsaw

Retention tank for rainwater with a capacity of 21 m³, irrigates approximately 1,000 m² of green area.

Lakeside Park 02, Bratislava

Rainwater is directed to infiltration ponds on the grounds around the building, where it naturally irrigates the surrounding greenery.

Groundwater

Aupark Shopping, Bratislava

The irrigation of the new green facade BIOTILE® is provided by drip irrigation using underground water from a well.

BBC5, Bratislava

In 2022, the wells for underground water, which are the source of cooling for the compressors in the water-water cooling system, were expanded.

Water consumption in buildings varies based on office occupancy levels and the growing number of visitors to shopping centers.

In the future, it would be more appropriate to adjust the water consumption metric to account for the number of occupants in the buildings, ensuring that the water intensity graphs more accurately reflect actual usage. However, under current Taxonomy requirements, water intensity continues to be reported in m³ per m² of building area.

REAL ESTATE PORTFOLIO (excluding Logistics and Residential Sub-Funds)

Water intensity m³/m² GBA



WASTE MANAGEMENT IN OUR REAL ESTATE PORTFOLIO

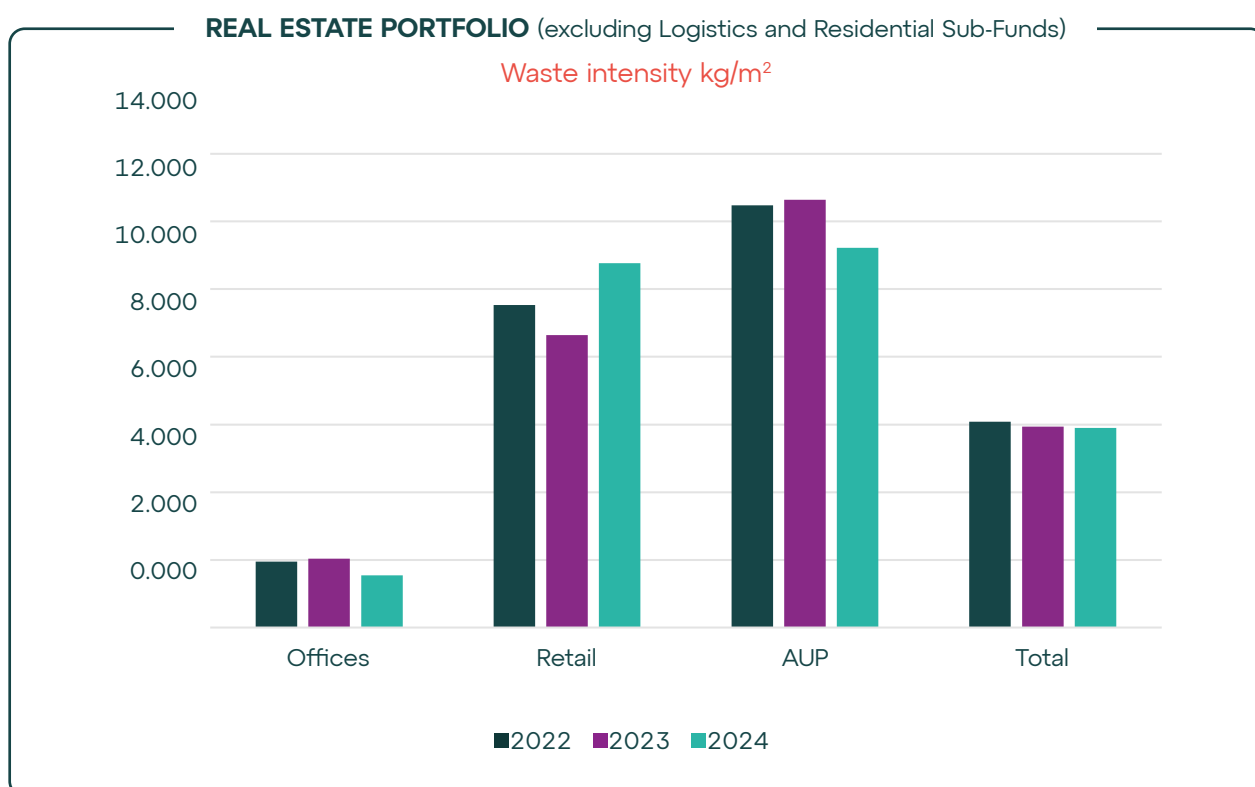
As part of our commitment to sustainability and environmental protection, we strive to monitor the amount of waste produced, improve its sorting, and collaborate with certified companies that safely handle and dispose of waste in accordance with the standards and legislation of the respective country.

Furthermore, collaboration with platforms or companies that focus on circular waste management is offered for the future. In our measurements, we have introduced monitoring of waste intensity in individual buildings in the real estate portfolio, expressed in kg/m² GBA, according to EU Taxonomy.

In the future, we want to pay attention to the fluctuating trend of these values, even though they are partially caused by the increased occupancy of some buildings and, in particular, the increased visitor traffic at shopping centers (e.g. Galerie Harfa by more than 10% compared to 2023).

We are pilot testing checks or waste weighing from tenants in order to gradually reduce the tonnage of mixed waste and eliminate food scraps or uneaten meals from canteens and restaurants.

Enhanced sorting of organic waste from mixed waste will enable its utilization and further processing, such as in biogas plants.



LOGISTICS SUB-FUNDS

The mission of the Sub-Funds is the responsible appreciation of entrusted financial resources in the form of financing the construction of modern logistics and industrial properties with an emphasis on sustainability and local development.

The company is partnering with renowned developers of logistics areas. In 2024, it had 1 Polish and 1 Czech project in its portfolio:

- In Poland, this concerns the 7R Park Tczew III on the A1 motorway route connecting the developing Polish port of Gdańsk with Łódź.
- In the Czech Republic, a project called Panattoni Park Pilsen West III has been prepared in collaboration with the company Panattoni, which will offer modern industrial spaces covering an area of 40,000 m² in an attractive location near the D5 highway.

We plan to start 2025 with the acquisition of the 7R Park Lavičky project on the D1 motorway. On a plot of 6 hectares, which already has an approved building permit, the construction of 25,500 m² of modern storage space meeting the highest standards will take place.



Environmental potential of projects



- During construction, the Life-Cycle Assessment (LCA) is carried out, an analysis of environmental impacts throughout the building's life cycle.
- The roof area has potential for the installation of photovoltaic power, which can reduce the operational carbon footprint of the site.
- The contractor is constructing the facility in accordance with the internationally recognized BREEAM Excellent certification.
- The area did not take up quality soil, or soil from naturally valuable locations with high biological diversity.
- In order to support sustainable modes of transport, there are plans to prepare charging stations.

Social impact of projects

- Transparent dealings with developers, investors, banks, and other stakeholders.
- Respect for the needs of local communities in the construction site.

RENEWABLES SUB-FUND

The WOOD & Company Renewables Sub-Fund is focused on investments in renewable energy sources, primarily photovoltaic and wind power plants, as well as related assets and services, such as battery energy storage or the hydrogen economy.

The Sub-Fund brings opportunities within the transformation of the energy sector and belongs to the group of so-called „Light Green“ products. (according to SFDR, Art. 8).

Investments are primarily focused on projects that have already obtained a building permit.

The Renewables Sub-Fund supports European climate goals and allocates its capital to gradually achieve the EU's energy independence.



Gogoşu solar park, Romania

Our first project within the Renewables Sub-Fund is the Gogosu photovoltaic power plant in southwestern Romania, with a total installed capacity of 42 MWp, supplemented by a battery storage system with a capacity of 30 MW (60 MWh).

The project is strategically located near a key node in the distribution system and takes advantage of the high insolation in Southern Europe. Construction was completed in January 2025. Currently, testing of the equipment is underway, with trial operation planned for the end of April and full commercial operation scheduled for May 2025.

Ånge BESS, Sweden

A project of an independent battery storage system is planned for 2025 in Ånge, Sweden. With an installed capacity of 70 MW and a capacity of 140 MWh, it will be one of the largest projects of its kind in Sweden. Connection to the grid will be ensured at the substation on the adjacent property. The project has secured bank financing and the construction cost is fixed.

Construction is expected to be completed in December 2025, and the anticipated start of operations is expected in Q1 of 2026.



BLOCKCHAIN+ SUB-FUND

Blockchain technology has a very promising future. It is one of the most groundbreaking technologies of the last decade, functioning as a database and infrastructure with applications in multiple spheres and industries, particularly in the world of finance, gaming, and also in more efficient financing of scientific projects.

WOOD & Company Blockchain+ is a modern tool for socially responsible investment in blockchain technologies with an emphasis on ESG topics. The fund primarily focuses on investments in digital assets and blockchain technologies that are not in conflict with the broader ESG strategy and monitor their adverse impacts on the environment.

The mission of the Blockchain+ Sub-Fund is sustainable investment into a portfolio composed of professional investment funds.

ENVIRONMENTAL POTENTIAL



Effective energy consensual mechanisms

Blockchains using Proof of Stake (PoS), or possibly other alternatives, are less energy-intensive than blockchains with a Proof of Work (PoW) mechanism.



Renewable energy sources

The use of renewable energy sources for cryptocurrency mining will significantly reduce the contribution to climate change. Placing mining centers near renewable energy sources can enable efficient consumption of energy surpluses.



Internet of Things, AI

A smart grid allows for a higher level of optimization of electricity consumption. Artificial intelligence has the potential to analyze and predict consumption trends.



Optimization of algorithms, hardware development

Development of more efficient hardware (e.g., ASIC) or improvements in computational algorithms can increase the efficiency of computing processes and reduce electricity consumption.

Blockchain+

AUM ————— 14 Mil EUR

Share of PoS ——— 95% of funds in portfolio

Effectiveness* ————— Pos more effective
of blockchain models than fiat*
vs. fiat money

Share of renewable energy sources — 70%

** Cryptocurrency vs. fiat money in circulation
Analysis of the costs and resources required for operating
cryptocurrency transactions compared to traditional
money transactions and measuring the efficiency of
these individual payment systems.*

Blockchain technologies are dynamically developing areas where advanced analysis of environmental impacts can be applied in the future.

Currently, there are no relevant data available for regular collection and evaluation.

BIODIVERSITY

Support for the diversity of nature in urban agglomerations

As part of the disclosure of information about the company's sustainable development, we also touch on the topic of biodiversity.

We actively support the construction of parks, green areas, and places for relaxation on the land of our buildings as well as in their immediate surroundings. We continuously maintain the green roofs and terraces of our buildings.

Overall, we keep 15 bee colonies on the rooftops of buildings and we are renewing countless insect houses and nesting bird

boxes. We annually dedicate quality bee honey as a gesture of attention and thanks to our tenants.

The number of tropical days per year is increasing, and we are (not only in development projects) interested in the possibilities of planting trees and shrubs or greening areas to eliminate the formation of heat islands in built-up areas. We are actively looking for opportunities to support the development of urban nature.

We help create a pleasant living environment for the visitors of our office and business centers as well as for the local citizens.





Social responsibility

THE RESPONSIBLE EMPLOYER

One of the important pillars of our employee policy is the emphasis on mental health protection. We believe that employees are the most valuable asset of our company, and therefore we provide them with professional workshops and training, a safe and healthy working environment, we pay attention to a pleasant atmosphere at the workplace, we allow flexible working arrangements, we offer transparent remuneration and other motivational benefits. We are also trying to create internship and program opportunities for students.

Equal opportunities

In 2024, we hired 78% men and 22% women, of which 44% were under 30 years old, 56% were aged between 30 and 50, and 0% were over 50. We pay attention to diversity and inclusion when recruiting new employees.

At the same time, we focused on the age structure of the statutory and supervisory bodies and the national representation within them. In 2024, 20% of the individuals in these bodies were aged 30-50 years, and 80% were older.

We also strive to create the most favorable conditions for the early return of parents from parental leave or opportunities for interns. During the year 2024, 10 people worked in the Company on a shortened or part-time basis, which accounted for almost 56% of all employees.

Our company supports efforts to uphold human rights and prevent discrimination. In 2024, as well as in the previous years, there have been no recorded cases of discrimination or violations of human rights within the organization.

Setting of transparent remuneration in the Company

The remuneration policy is an integral part of the company's overall human resources strategy and overall business strategy.

The reward system is designed not to encourage excessive risk-taking and to align with the long-term interests of the Company, including the prevention of conflicts of interest.

Increasing employee qualification

Employee education in our Company is an integral part of the HR department and includes not only workshops and training programs but also self-study and manager mentoring. This approach contributes to employee satisfaction as well as the long-term development of our Company.

Employee benefits

In accordance with the development of the labor market and personnel strategy, the Company aims to continue being an attractive employer.

- DIP – penzijní připojištění (pension supplementary insurance)
- company sport and leisure clubs
- health days – medical consultations
- multisport card
- support of employee mental health – burnout prevention
- 50% discount on the annual asset management fee at Portu.cz – one of the Company's products with more favorable investment conditions.

OpPORTUnity represents not only an interesting investment opportunity for employees and their family members, but also an important step towards inclusive finance and enhancing financial literacy.

LONG-TERM RELATIONSHIPS WITH INVOLVED PARTIES

Communication with investors and awareness in the form of presenting our investment products takes place through mass informational conferences, followed by workshops.

In 2024, conferences and investor events took place at the Obecní Dům (old city hall), at the Občanská Plovárna (event center), and in the premises of the company WOOD & Company. Additionally, there were sporting events for clients, conferences for the Association of

Shopping Centers, 2 lectures for students at the Prague Banking Club, and press conferences aimed at journalists. In total, we reached out to over 1500 individuals.

According to the verbally communicated responses of many investors, the shares met with great interest in 2024 and strengthen the credibility that positively affects the capital of the investment fund.

Building long-term relationships and open communication is essential for us.



TENANT SATISFACTION MONITORING

Systematic and regular monitoring of tenant satisfaction in our buildings helps us better understand their needs and requirements, thus improving our services. In the previous period, the Company sent out questionnaires regarding ESG initiatives to tenants in the buildings. The interest of our tenants is still gradual, and the results reflected this. 5.9% can currently be counted among the so-called „more ESG-active“ tenants.

The aim of this initiative is to establish contacts with the workers responsible for the ESG agenda on the part of the tenants and to gradually present our environmental strategy. This will take place gradually over the next 2 years at individual buildings in the form of presentations or workshops, depending on the interests and needs of the tenants.

SUPPORT OF LOCAL COMMUNITIES, CHARITY

Throughout the year, dozens of various events take place in our buildings. From regular yoga sessions, blood donations, healthy breakfasts, supporting charitable projects during Advent and Easter, to supporting theaters, arts, and many sporting activities.

The specific events mentioned here, whether organized in cooperation with various organizations, associations, tenants, etc., are just a demonstration of the diversity of these events. These events attract increased interest not only from our employees but also from the employees of our tenants and people from the local area.

EXAMPLES OF EVENTS AND ACTIVITIES

Astrum Buisness Park, Warsaw

Mammography test campaign, intended for women over 35 years old, organized in collaboration with Luxmed.

Centrum Krakov, Prague

Krakow Ring Drawing - a local event where over 15 movement and creative interest clubs were prepared in early September. Children could test the activities and find out what would interest them. The event took place in cooperation with the Prague 8 Municipal District.

The Greenline, Prague

In addition to several other events held in The Greenline building, *a summer party is held here every year in the garden with a concert by the company band Woodpeckers*, in which employees of the company make up over 70 % of the members.

GreenPoint, Prague

The so-called „*Healthy Breakfasts*“, organized in April and October 2024 in cooperation with the tenant Fruitissimo, are quite popular.

BBC1, Bratislava

Across our portfolio of administrative buildings in Bratislava, we organized *a plant SWAP* in collaboration with the tenant Svokrine jazyky (located at BBC1).

Lakeside Park 02, Bratislava

Christmas charity collection for seniors „*Kol'ko lásky sa zmestí do krabice od topánok*“.

In collaboration with the city district of Bratislava - Nové Město, the popular *Summer Cinema at Kuchajda* is taking place again, where our company is the main partner. Films are screened twice a week during the summer holidays.





Sustainable governance

COMPANY BOARD

The board currently has 5 members responsible for the management of the company and compliance with statutory obligations. The board adopts and issues documents in accordance with the law on investment companies and investment funds.

The funds are governed by their articles of association and investment strategy, with the board of directors obliged to comply with legal regulations and to ensure proper management of the fund's assets. The company is always represented by two members of the board together in all matters.



Marek Herold

Marek joined WOOD & Co. in 2013 as an investment director with extensive experience in managing private equity projects. He was involved in capital or equity acquisitions of most assets into the extensive portfolio of Office and Retail sub-funds. He also possesses deep knowledge in the management and operations of individual SPVs. Since December 2018, he has been the chairman of the board of the Company and also a member of the supervisory board of WOOD & Company Financial Services, a.s.



Jiří Hrbáček

Jiří has nearly 30 years of experience in corporate and investment banking from major banking institutions, financial management, and strategic consulting in the fields of private equity and commercial real estate. Within the company's real estate funds, Jiří is responsible for strategic management, preparation and implementation of long-term investment strategies, seeking new opportunities, and developing existing assets in the fund's portfolio. He has been the Vice Chairman of the Board since December 2018.

Board members



Petr Beneš

Petr has been working in the finance and investment management sector for more than 20 years. At WOOD & Co., he is primarily responsible for managing relationships with clients and business partners, distributing investment products, and also participates in the preparation of business and marketing strategies. Petr has been a member of the board since December 2018.



Miroslav Nosál

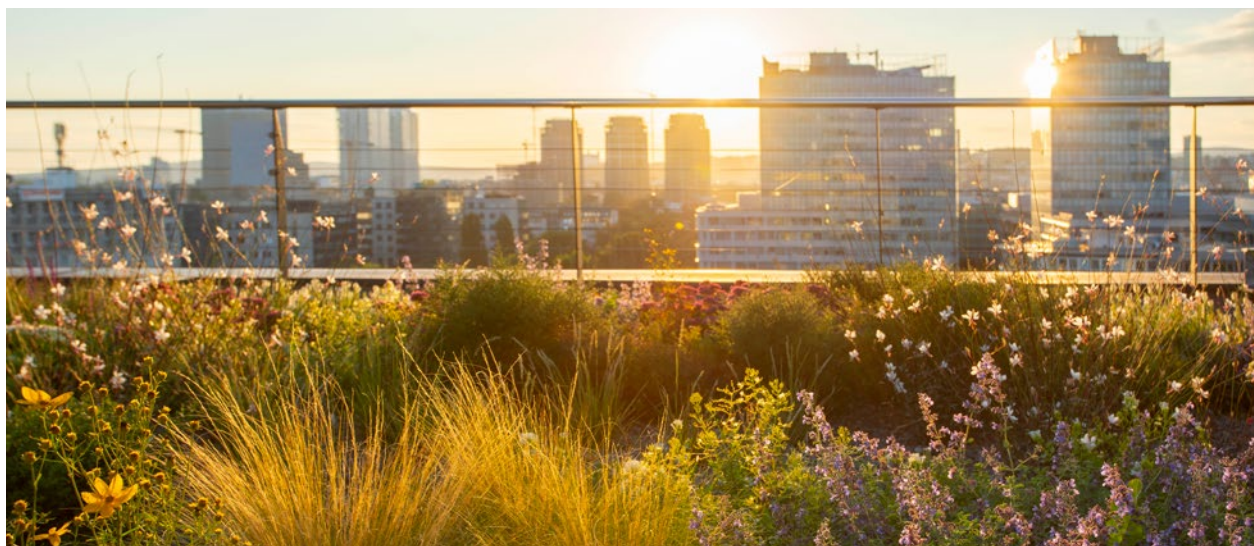
Miroslav joined WOOD & Company in 2022 and brought rich experience from the financial sector. He currently serves as the CEO and chairman of the board of WOOD & Company investiční společnost and since June 2023 has been a member of the board of WOOD & Company, investičního fondu s proměnným základním kapitálem, a.s. Miroslav plays a key role in managing the Company's investment strategies and actively participates in public communication regarding investment opportunities.



Martin Peška

Martin is an experienced investment manager with a wide range of skills in business development, venture capital investments, project financing, private equity investments, commercial banking, mergers and acquisitions, export financing, risk management, corporate finance, and financial analysis. Martin has been with the Company since 2017 and has been a member of the Management Board since June 2023.

SUPERVISORY BOARD



The Supervisory Board at WOOD & Company, investičním fondu s proměnným základním kapitálem, a.s. is tasked with overseeing the activities of the Board of Directors and the management of the company. Due to the variable share capital, it also focuses on specific aspects such as monitoring changes

in the capital structure and their impact on the company, compliance with limits and rules associated with variable capital, assessing financial stability and risks related to variable capital, or protecting the interests of shareholders.



Peter Turner

Peter joined WOOD & Company in 2006 and has extensive experience in investment banking and financial services. He has participated in acquisition transactions of Prague shopping centers, several office buildings, and residential projects. Currently, he holds the position of Director – Investment Banking in Prague and has been the chairman of the Supervisory Board of the Company since December 2018.



Radovan Sukup

Radovan has over 14 years of experience in the real estate, medical supplies, and pharmaceutical industries. He is currently in the position of Senior Investment Manager in Bratislava and has been Vice Chairman of the Supervisory Board since December 2018.



Martin Šmigura

Martin has nearly twenty years of experience in the fields of real estate, energy, and waste management. He is currently a partner at the Bratislava branch. Since July 2023, he has been a member of the Supervisory Board of the Company.

SUSTAINABLE AND ETHICAL INVESTMENT

Fund governance

The Company's Board of Directors and Supervisory Board adopted the so-called Rules of Conduct for members of corporate bodies, which they adhere to.

In the company, the role of an ESG manager has been established since 2023, who has begun to initiate the collection of relevant data and monitor non-financial parameters and informs the Board of Directors. The Board of Directors is familiar with the results of these initiatives, their significance, and approves the form of their publication.

Sustainable and ethical investment

Responsible and ethical business practices are the foundation of our operations. When providing services to all categories of our clients, we adhere to the so-called code

of conduct based on proven practices and ethical principles.

Through our experienced employees, we emphasize providing qualified and professional services. All newly hired employees are trained during the so-called "onboarding" on internal regulations, including conflict of interest regulations, whistleblowing, GDPR, anti-bribery, protection of confidential information, and more. Employees also undergo AML training once a year.

Board members are trained upon taking office (they are provided with a summary document) regarding their duties and responsibilities, including comprehensive instruction on conflicts of interest.

In addition, we actively strive for awareness and education of clients, who thus move into the group of qualified investors.

Transparency and information publishing

The company places emphasis on transparency and fairness in providing information to all clients.

- Regular quarterly investment reports.
- Annually, always at the end of the 1st and 3rd quarter, property valuation according to RICS standards.
- Regular and timely Annual Reports, verified by an auditor.
- Attachments to the Annual Report according to SFDR Article 8.
- Supplying accurate and transparent information about risk, security and fees.
- Charging only fees agreed upon by contract.
- No use of investment tools or financial assets without investor's approval.

Without the necessary information about professional knowledge, experience, financial background, and clients' investment objectives, we cannot provide investment services.

Protection from conflict of interest

All services and investment tools are subject to these measures, and if a conflict of interest cannot be prevented, clients will always be informed about it before the service is provided.

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

Gifts from clients intended for employees must go through the approval process and be recorded by the internal Compliance department.

We inform clients that answering questions is voluntary and all provided information is confidential.

RISK MANAGEMENT

An important part of the activity of every company, especially in the field of financial services, is the identification and management of risks.

A comprehensive system has been established in this area, which includes principles, strategies, and procedures for detecting, measuring, monitoring, and mitigating risks.

Strategies for risk management include the risks of:

credit, market, counterparty risk, operational risk, liquidity risk, excessive leverage risk, concentration risk, outsourcing risk, Information Security risk, Physical Security risk, HR Security risk, Patch management risk, Logging and Monitoring, etc.

The listed risks are followed by internal Policies and Rules, which are regularly updated and amended and are stored in a shared Share-Point repository.

The risk management process takes into account the quantitative and qualitative aspects of risks. We use robust information systems to obtain timely and reliable information. The risk management department also establishes procedures for setting real values of instruments and a system of limits used in risk management, including procedures for exceeding those limits.

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

The risk management department is independent and the risk manager reports directly to the management of the Company. The risk manager annually evaluates the significance of individual risks and provides monthly updates to the board of directors and the supervisory board.

CYBERSECURITY

Given that our activities are subject to the supervision of the Czech National Bank (regulator), among other things we comply with DORA regulation and use SWIFT services, cybersecurity is a high priority for us.

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

Data protection

In the area of data protection, we use modern hybrid cloud infrastructure. We ensure the integrity, availability, and confidentiality of data using the latest infrastructural tools (IDS, IPS, EDR). In the case of critical data, we implement multiple backups at the hypervisor level, application servers, and data at the file system level, storing them in a secure repository, i.e. backup tapes and disk arrays dedicated to backups that meet the WORM (Write Once, Read Many) requirement.

COMPLIANCE

The company adheres to the valid and effective regulations of the Czech Republic and the EU, codes and standards, as well as the best market practices in all its activities. The Board of Directors of the company annually approves amendments to the relevant internal guidelines and regulations.

The Compliance Department is responsible for ensuring compliance with laws and regulations, particularly, but not exclusively, those related to the provision of investment services and measures against money laundering and the financing of terrorism. The department is authorized by the board and maintains a list of monitored individuals and a list of individuals with restricted access, records of personal transactions and orders that have been reviewed for potential market manipulation capability.

The standard compliance agenda includes monitoring the Company's activities in particular compliance with the regulations of ZISIF, MiFID II, and subsequent regulations in the area of AML & CFT due to the war in Ukraine. Furthermore, it includes the Rules of Organisation, GDPR, CTO Manual, implementation of new obligations of the Company related to the introduction of investment shares of Sub-Funds for trading on the regulated market. Last but not least, it includes reporting standards related to ESG, where the Company collaborates with the entire WOOD & Co. group and external advisors.

Another significant area is the monitoring for conflicts of interest, where Compliance closely collaborates with the internal auditor, Risk Management, and other departments, overseeing compliance with the maximum level of confidentiality when handling sensitive information and applying principles such as need-to-know, ring-fence, etc.

Compliance department employees undergo regular training, coordinate their activities with state authorities and public administration bodies, and in collaboration with the HR department, conduct training for relevant employees of the Company.

The department also participates in handling complaints, keeps records of reports of conflicts of interest, and establishes and operates an ethical hotline. For the year 2024, as well as for the previous years, the company has no record of any complaints.

ANTI-BRIBERY & CORRUPTION

The company has a policy of zero tolerance towards bribery and corruption by any of its employees or business partners. The company will also take necessary preventive measures and promptly investigate any suspicion of bribery or corruption. See Anti Bribery and Corruption Policy.



The company did not record any violations of these rules in 2024 or in the previous years.



WHISTLEBLOWING

The company's board appointed a worker for recording Whistleblowing cases. This person is part of the Compliance team and is responsible for the ethical hotline allowing other employees to report any unlawful activities or violations of regulations in the Czech Republic, Slovakia, Poland, or the EU.

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

The employee responsible for the Whistleblowing agenda treats all reports confidentially, even if they are submitted

anonymously, and ensures that no reprisals are taken against the whistleblower. Reports can be submitted by email, by mail, or in person to the Whistleblowing officer, who must assess the validity of the report and inform the whistleblower of the outcome within 30 days (in complex cases within 60 days). If the report is found to be justified, the officer will propose corrective measures.

In 2024, nor in the previous years, was there any case of Whistleblowing recorded in the Company.





Economic performance

OFFICE SUB-FUND

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

Precise analysis and careful verification of new acquisitions, as well as professional management of real estate and long-term lease agreements with tenants positively influence the stable returns of our Sub-Funds.

The value of investment shares in the Retail Sub-Fund increased by 3.84% in the EUR class and by 4.94% in the CZK class in 2024.

Office Sub-Fund recorded an increase of 5.45% in the EUR class and 6.54% in the CZK class.

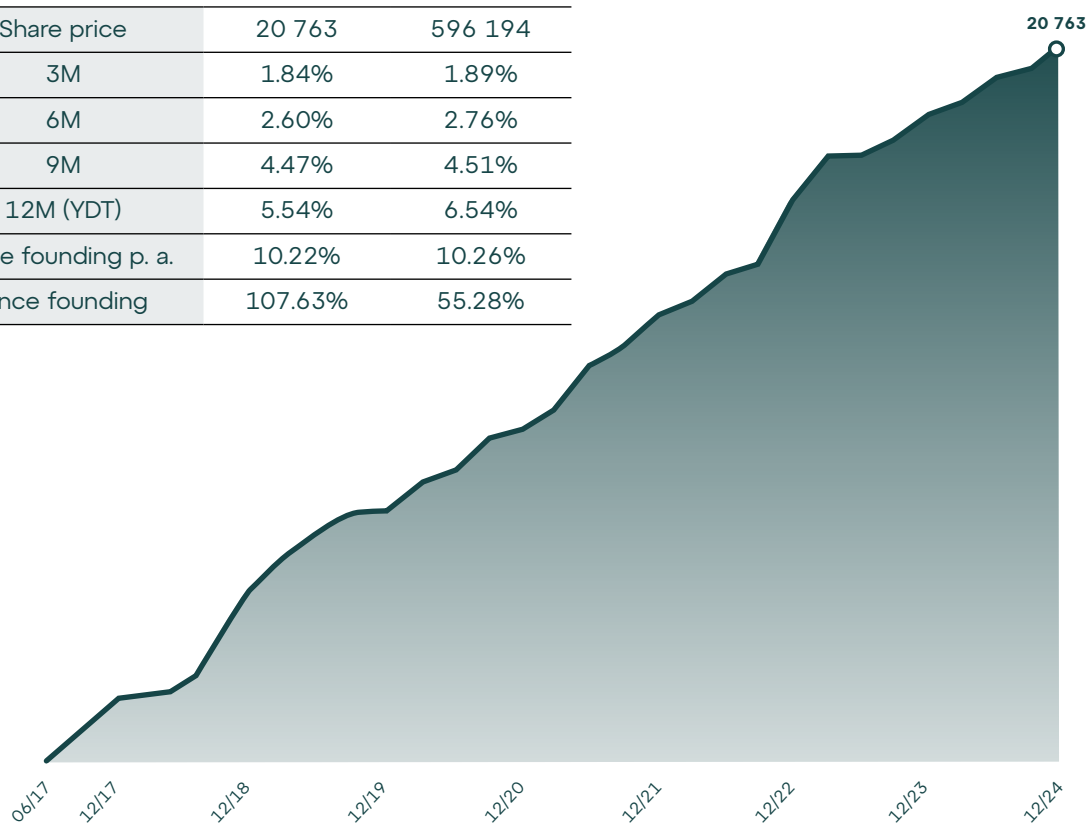
The AUP Bratislava Sub-Fund recorded a return including the paid dividend of 7.62% for the EUR class and 9.10% for the CZK class.

In 2024, we observed growth in the value of investment shares across all our Sub-Funds.

OFFICE SUB-FUND

Share price as of 31 December 2024

	EUR	CZK
Share price	20 763	596 194
3M	1.84%	1.89%
6M	2.60%	2.76%
9M	4.47%	4.51%
12M (YDT)	5.54%	6.54%
Since founding p. a.	10.22%	10.26%
Since founding	107.63%	55.28%



Indexation of rent as an effective safeguard against inflation

One of the effective ways to protect against inflation risks is rent indexing. And this is precisely one of our priorities in sustainable investing. More than 95% of rental contracts in our portfolio are annually increased by inflation based on the consumer price index.

This means that our tenants can be sure that their rent will be in accordance with the current price level in the respective countries.

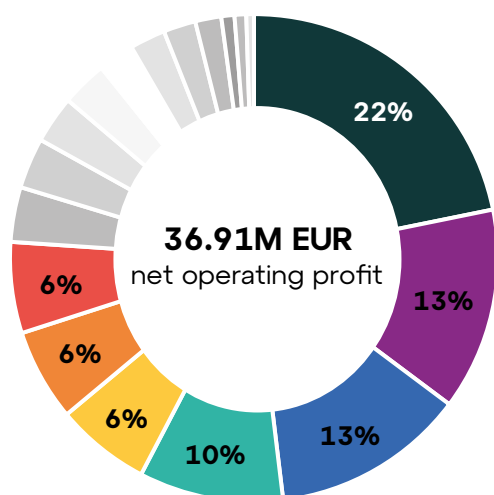
Income diversification through Lease Agreements

As real estate fund managers, we strive to invest in a diversified portfolio of properties to stabilize and dilute potential risks.

Currently, our lease agreements represent a stable source of income that can be compared to a dividend investment. The leases are signed with a wide range of tenants from various sectors, which allows us to diversify risk across the portfolio. Diversification and stability bring sustainable returns while also enhancing the capital of our investors.

MOST IMPORTANT TENANT SECTORS

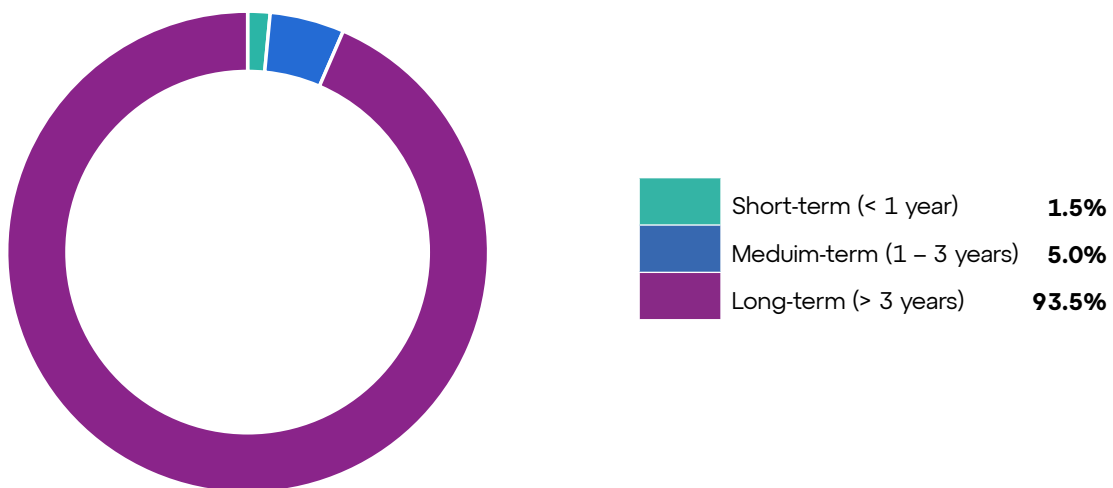
by net operating income



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

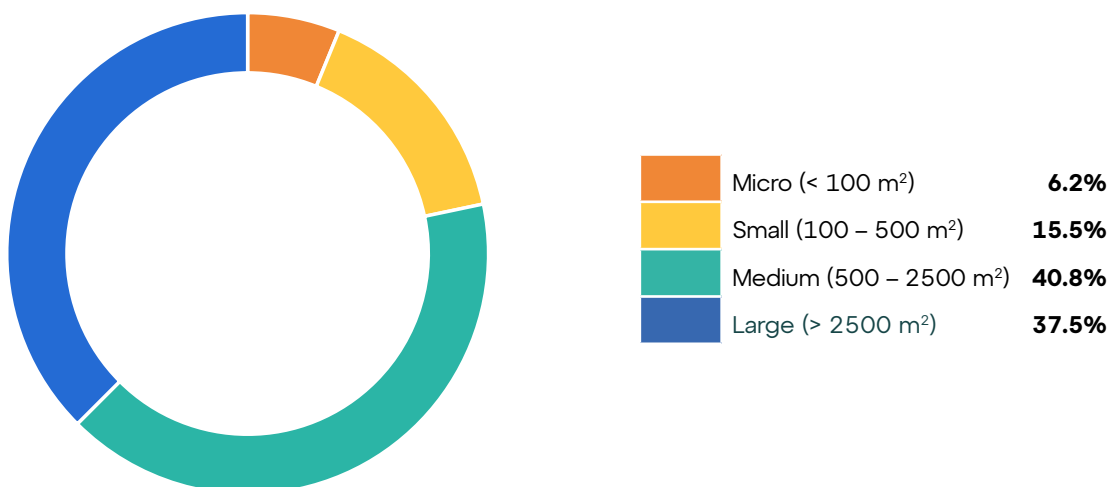
LENGHT OF RENTAL CONTRACTS

by net operating income



TENANT SIZE

by net operating income



RETAIL SUB-FUND

WOOD & Company Retail Sub-Fund offers investors the opportunity to participate in investments in high-quality shopping centers.

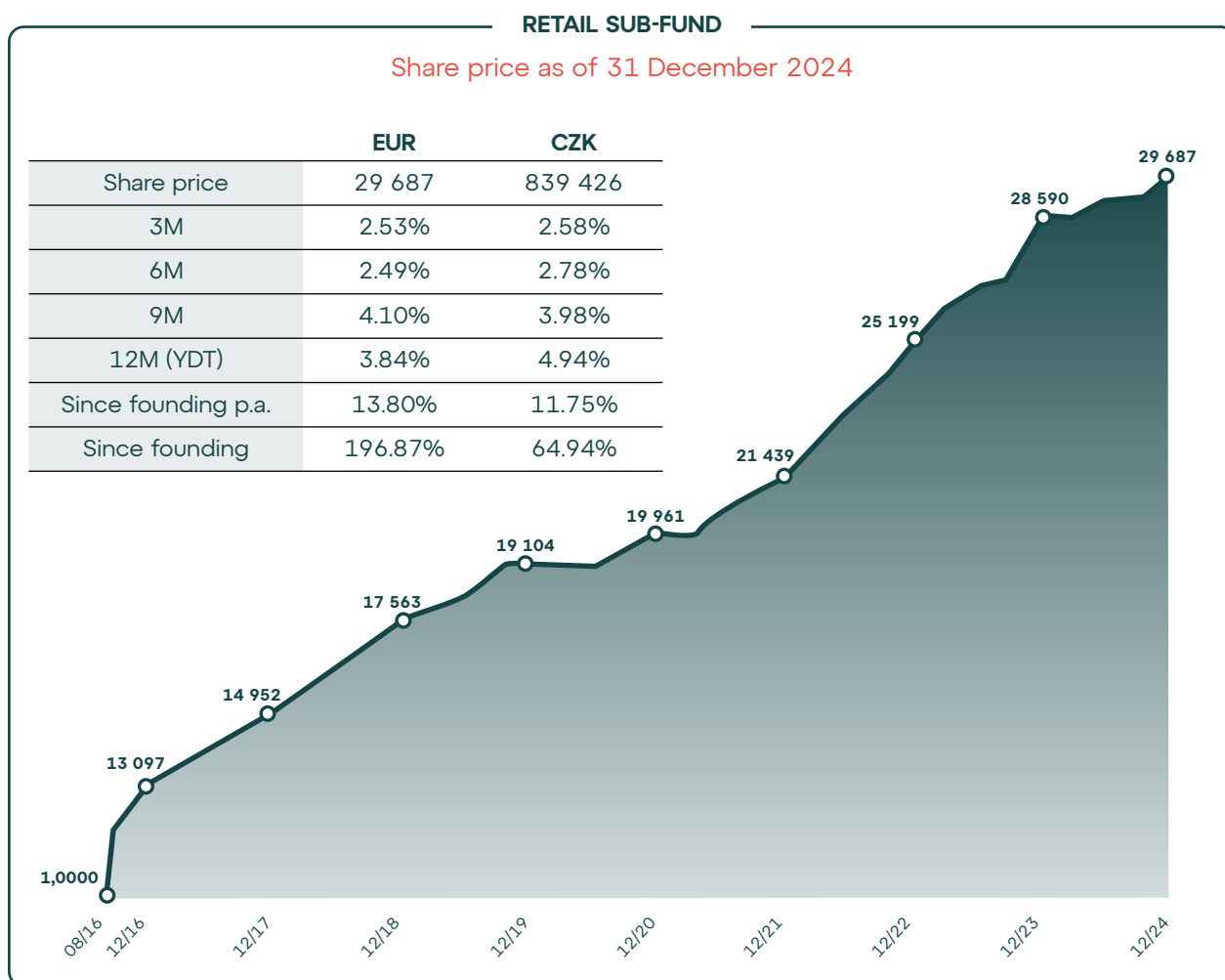
The Sub-Fund owns one of the largest commercial and administrative centers in Prague, the complex of buildings Galerie Harfa and Harfa Office Park in Vysočany, and the modernized shopping center Krakov in Bohnice.

The targeted long-term net yield of the Retail Sub-Fund is between 8 and 10% per annum, however, since the inception of the Sub-Fund, the stock price has increased on average by 13.80% in EUR and by 11.75% in the CZK class (since the founding of the CZK class).

The average annual appreciation of Real Estate funds for qualified investors is 9.43% (according to the website Nemovitostni-fondy.cz).

In 2024, the price of WOOD & Company Retail Sub-Fund shares increased by 3.84% in EUR class and by 4.94% in CZK class.

The Retail Sub-Fund has been offering long-term above-average returns on assets.

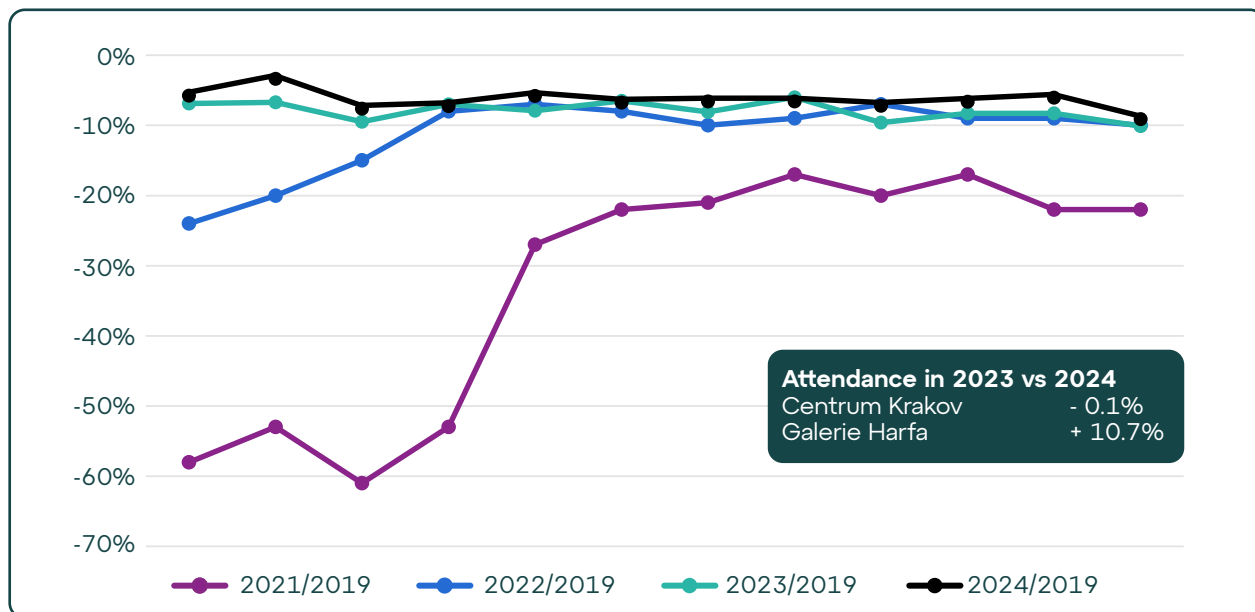


Attendance index / CZ

We monitor the occupancy of office spaces and the analysis of visitors' indexes to shopping centers to explain deviations from the predicted trend.

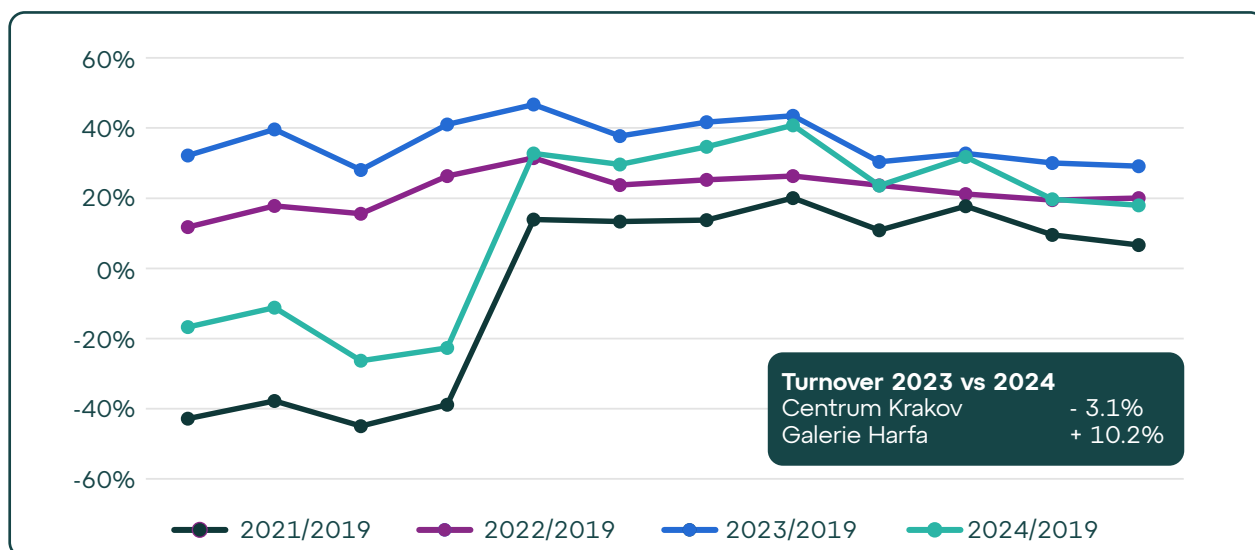
Visitor numbers at Galerie Harfa increased by 10.7% compared to the previous year.

There is an increasing population in completed residential projects in the surrounding area. At the same time, it is successful in attracting visitors with cultural and sports programs on the terraces of the center. In the case of the Krakow Center, attendance has stagnated.



Turnover index / CZ

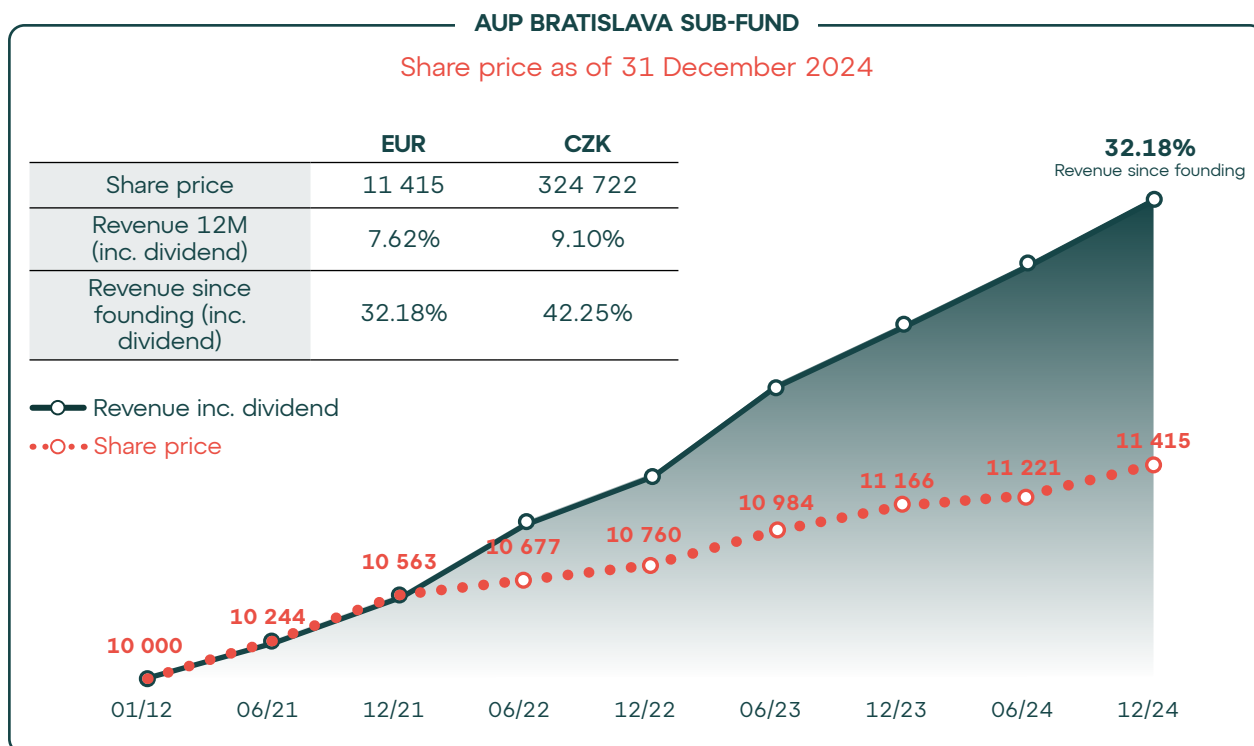
In the Krakow shopping center there has been a slight decrease while in the Galerie Harfa shopping center, sales increased by 10.2% compared to the year 2023.



source - Association of Shopping Centers
of the Czech Republic

AUP Bratislava Sub-Fund

Since the establishment of the AUP Bratislava Sub-Fund in 2021, the investment has appreciated by 32.18% in EUR class.



OVERVIEW

Office Sub-Fund

Rentable area
218,800 m²

Occupancy
88%

Number of tenants
331

Target return on investment
8–10%

Retail Sub-Fund

Rentable area
78,100 m²

Occupancy
96%

Number of tenants
230

Target return on investment
8–10%

AUP Bratislava Sub-Fund

Rentable area
66,000 m²

Occupancy
cca 96%

Number of tenants
230

Target dividend yield
5–6%

Target return on investment
> 8%

RENEWABLES SUB-FUND

WOOD & Company Renewables Sub-Fund focuses on the construction and management of assets in the field of renewable energy, including solar power plants, wind farms, and battery energy storage systems across Europe. Due to the growing demand for clean energy, the fund aims for stable and long-term returns through investments in projects that are ready for construction and their subsequent implementation. The fund's portfolio is geographically and technologically diversified, which reduces risks, while the fund also takes advantage of opportunities arising from the transition to a zero-emission economy.

The fund's investment strategy is based on strong partnerships and the identification of the right opportunities. We focus on a stable regulatory environment, assets with predictable cash flow, and take advantage of operational efficiency optimization opportunities. Through thorough due diligence and the use of our expertise in energy and markets, we aim to maximize added value for our investors within carefully selected investment opportunities.

Founding	5 February 2024
Target yield	15%
Currency	EUR
Valuation	2x annualy



EUR 37.9M

Assets under management
(as of 31 December 2024)



9 %

Yield since founding
(5 February 2024 –
31 December 2024)



LOGISTICS SUB-FUND

The strategy of the WOOD & Co. Logistics Sub-Fund includes investments in the construction of modern storage and industrial facilities in verified locations that meet the strictest ESG requirements.

We ensure the quality and expertise of individual projects through partnerships with established developers. The Sub-Fund enters into joint venture partnerships with developers who will participate in individual projects with 5-20 % of the necessary capital.

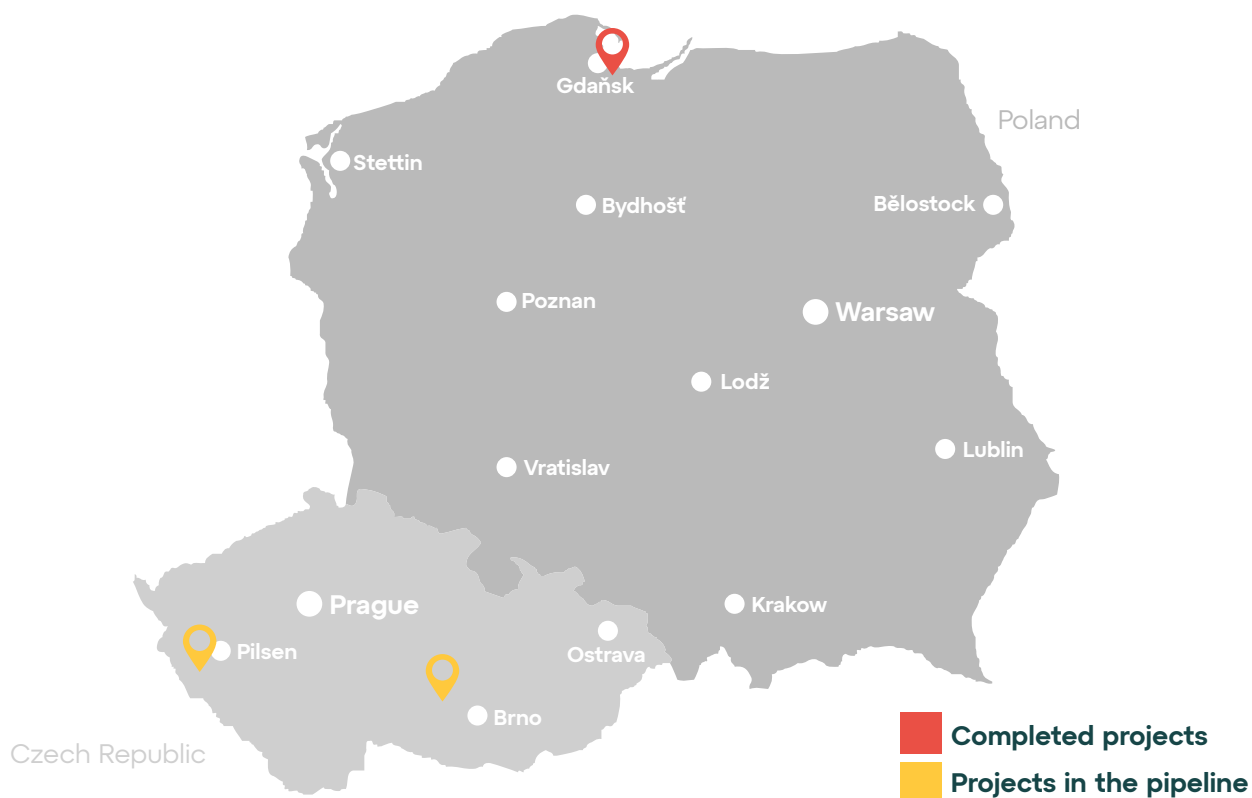
This approach ensures an optimal balance of risk and return. The Sub-Fund's strategy anticipates that projects will be leased during completion and subsequently sold with the aim of maximizing returns for the investor.

The Sub-Fund offers its investors the opportunity to participate in the development returns from individual investments. The market risks associated with development are balanced in the Sub-Fund by a long-term targeted average return of 15% per annum net.

Founded	4Q 2023
Target yield	15%
Currency	EUR
Valuation	2x annually


EUR 46.6M
Assets under management (as of 31 December 2024)


10.5%
Yield since founding (13 January 2024 – 31 December 2024)

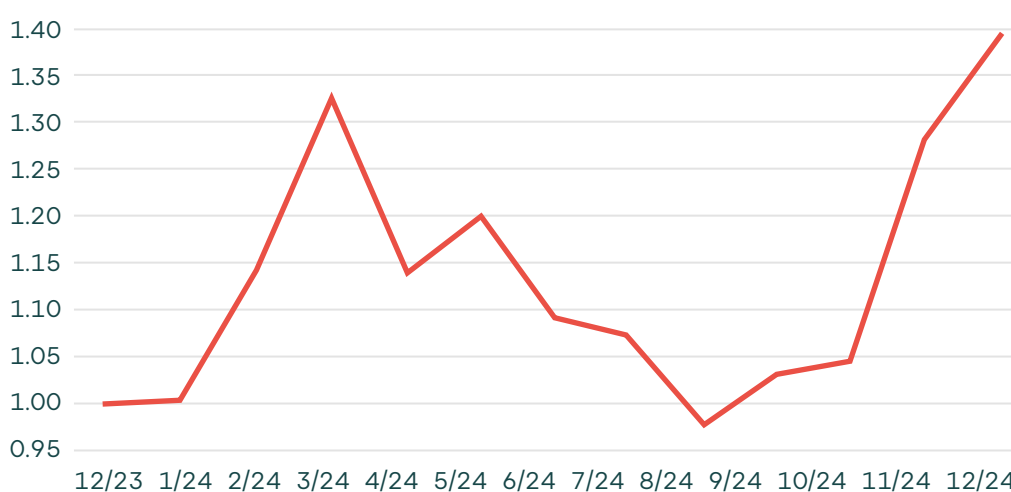


BLOCKCHAIN+ SUB-FUND

The strategy of the Sub-Fund responds to the cyclical nature of the underlying assets, optimizing returns and minimizing risks in all market phases. This offers opportunities to minimize ecological impacts even in energy-intensive sectors such as digital technologies.

Investments can bring above-standard returns, especially in the case of investments in projects with real market utilization.

VALUE OF INVESTMENT SUB-FUND



Portfolio distribution (Q4 2024)



- Liquid cryptocurrency funds: 61%
- Market neutral funds: 19%
- Market neutral funds: 18%
- Cash for new investment: 2%

Funds that are invested through Blockchain+





Supplement

Methodological overview

METHODOLOGICAL DESCRIPTION OF USED INDICATORS

The data presented in the Report represents WOOD & Company, investiční fond s proměnným základním kapitálem, a.s. The report has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) methodology.

This is a set of mandatory EU standards that determine how companies should report non-financial information in accordance with the Corporate Sustainability Reporting Directive (CSRD).

Due to the management of buildings by the subsidiary WOOD & Company Real Estate s.r.o., the standards or procedures related to the employees of this company are described in the social section.

Numerical data have been rounded to a maximum of two decimal places. Possible discrepancies in subtotals are due to rounding.





Overview of used acronyms in ESRS 2 – General Disclosures

Abbreviation	Full name of the standard	Short description
SBM	Strategy and Business Model	The SBM-1 to SBM-3 requirements document describes how the company creates value and how stakeholders are involved in the process.
IRO	Impact, Risk and Opportunity management	The requirements IRO-1 and IRO-2 focus on the process of significance assessment and the results of this analysis.
GOV	Governance	The categories GOV-1 to GOV-7 define how sustainability issues are integrated into the oversight, structures, and incentives of governing bodies.
GOV-5	Risk management and internal controls over sustainability reporting	Specific requirements for the description of the risk management system and internal controls related to sustainability reporting.
MDR-M	Minimum Disclosure Requirement Metrics	The minimum requirement for the publication of metrics for each significant sustainability topic (how the company measures its performance).
MDR-T	Minimum Disclosure Requirement – Targets	The minimum requirement for publishing objectives (monitoring the effectiveness of policies and measures through measurable objectives). The official abbreviation in ESRS 2 is MDR-T.

LIST OF ACRONYMS AND TERMS

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

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AFTERWORD

Dear and esteemed supporters of sustainable development,

The path to sustainability is not straight nor is it easy.

It is rather winding, sometimes it takes me back almost to the beginning, sometimes it is surprising – such as the regulatory changes in the "OMNIBUS" package.

Nevertheless, I believe that the direction we are taking is the right one.

I notice that the number of people who are starting to orient themselves in ESG issues is growing and I also recognize growing

expectations from investors, tenants, auditors or regulatory authorities. More challenges await us.

I am happy to cooperate with experienced consultants from Green0meter, not only regarding the EU Taxonomy, and with very capable HVAC designers and engineers from GRINITY, regarding energy audits of buildings.

Thanks to all of you who support us on this journey. Your continued trust helps us find balance between returns and responsibility.



Kateřina Jarošová
ESG Manager



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

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WOOD & Company



WOOD & Company
Real Estate



