

ESG

JTRE

REPORT  
2023



# Contents

## 03 INTRODUCTION

- 4 Foreword
- 7 About this Report

## 08 COMPANY INTRODUCTION

- 9 About us
- 21 Our ESG timeline
- 24 Business model
- 36 Our stakeholders

## 46 ENVIRONMENT

- 47 Carbon footprint and decarbonisation strategy
- 59 Sustainable management of waste and water
- 64 Certifications
- 69 Biodiversity and adaptation to climate change

## 76 SOCIAL

- 77 Our employees
- 80 Health & safety at JTRE
- 84 Employment, training & development
- 89 Healthy living environment
- 91 Our communities

## 100 GOVERNANCE

- 101 Governance
- 103 Corporate governance structure
- 110 Business conduct
- 113 Risk management
- 118 Supply chain management

## 121 APPENDIX

- 122 Abbreviations & Units
- 123 Methodology notes
- 133 Data section

## 140 GRI CONTENT INDEX



# INTRODUCTION

**Foreword**

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**About this Report**

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# Foreword

Dear reader,

Welcome to JTRE's first ESG Report, which our ESG Team has prepared in collaboration with Deloitte. It represents an overview of our commitment to enhance our sustainability, transparency and responsible business practices. This report marks a significant milestone for our company as we strive to broaden our scope of business from shaping high-quality living and working spaces to shaping spaces for communities while protecting and enhancing the natural environment. We believe that transparent reporting, sharing our successes and areas where we see room for improvement is vital for building trust with our stakeholders, including employees, customers, investors, and the broader community. We aim to be accountable for our goals, and welcome your feedback on any part of the report.

At JTRE, we are acutely aware of the construction industry's substantial impact on the environment. As such, we acknowledge our responsibility in addressing the consequences of the climate crisis and are committed to both mitigating its effects and adapting to new realities. Through the considerate design and construction of our new projects and the responsible operation of our sites and offices, sustainability has become one of the top priorities of our business. To us, sustainable business means a responsible effort to balance the

economic, environmental, and social aspects related to our projects, such as our commitment to building the district of Nové Lido as operationally carbon neutral.

Among our sustainability priorities are energy efficiency and decarbonisation throughout the value chain, creating quality living and working environments, and developing sustainable construction and infrastructure. We are committed to supporting employees, ensuring health and safety, and fostering good corporate governance and ethical business conduct.

We recognise that this report is just the beginning. As we advance on our sustainability journey, we will continue to refine our strategies, set further specific targets, and enhance our reporting practices. We invite you to join us on this journey and welcome your feedback and insights on any part of this report.

Thank you for your interest in our ESG initiatives and for supporting our commitment to a more sustainable future.

Sincerely,

**Pavel Pelikán**

Deputy Chairman of the Board  
and Executive Director JTRE



# JTRE London

At JTRE London, we are committed to advancing sustainable practices and proudly support the group's mission of creating greener, more resilient urban environments. While this inaugural ESG report highlights JTRE's efforts in Slovakia, our London team is equally dedicated to embedding sustainability across all our activities.

We are presently conducting a comprehensive decarbonisation review of our existing assets to chart our pathway to Net Zero. Meanwhile, 220 Blackfriars Road, our landmark £400m mixed-use project developed in partnership with Southwark Charities, aims for the highest environmental and wellness certifications whilst also delivering substantial social value. The development includes almshouses, which will provide truly affordable residential accommodation with high-quality amenity space akin to prime London residential developments. The Charity Hub will offer office space for the voluntary and charity sector at a significantly discounted rent whilst the creation of a new London garden square, with an Urban Greening Factor of 0.44, a considerable 46% above requirements, will be enjoyed by residents and the wider community alike.

Through these and similar efforts, we aspire to shape a more sustainable and community-focused future for urban development, and look forward to further collaboration with the wider JTRE group in advancing these initiatives together.

**Nigel Fleming**

Managing Director JTRE London



# JTRE Germany

Following the establishment of JTRE Germany in 2023, we have launched our first project: Nordhafen Living & Office, situated in Berlin's emerging Europacity district. This project aims to become a destination of choice for active living and creative working, offering residents and tenants amenities such as a green courtyard, spacious roof terrace, playground, and ample bike parking with e-charging facilities. Residents and office tenants will thus be supported in their sustainable lifestyle and enjoy a well-balanced work environment.

Rooftop solar panels, our pursuit of the highest LEED and WELL certifications and targeting WiredScore and SmartScore show our commitment to creating a space that minimizes environmental impact while maximizing social value. This project, and others like it, underscore JTRE's commitment to a greener future as we continue to expand our presence across Europe.

## Lukáš Sásik

Head of Foreign Operations  
Department



# About this Report

This ESG Report (the Report) has been prepared solely for JTRE a.s. and therefore, the information and data disclosed do not consider assets and activities of its affiliated companies within the broader holding group. A cumulative report for the whole JTRE HOLDING LTD is being planned for the reporting period in 2026. Also note that during the preparation, we have changed our legal name from J & T REAL ESTATE, a.s. to JTRE a.s. with effect from 28 August 2024 and we refer to the company as JTRE in this report.

This is our first ESG Report (also commonly called Sustainability Report), and it is intended to provide an overview of our ESG performance and initiatives in JTRE for the period from 1 January 2023 to 31 December 2023. Each chapter has a set of goals with KPIs, which refer to 2023 as their base year unless stated otherwise. The report has been prepared and reviewed by our internal ESG team, our Management Board, and with the assistance of external sustainability experts. The contact point for any questions about the report and sustainability is Martin Stohl (stohl@jtre.sk).

JTRE does not fall under mandatory ESG Reporting until 2026. Therefore, this Report was prepared on a voluntary basis, in accordance with the Global Report-

ing Initiative (GRI) Standards – one of the most globally recognised and broadly used framework for sustainability reporting. The GRI Standards ensure that our Report is comprehensive, consistent and comparable with our peers. In addition to the GRI Standards, this Report partially integrates the new European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD). While our reporting is not yet aligned with the full scope of the CSRD, we were nevertheless able to meet and disclose a number of selected ESRS requirements.

Our ESG Report is divided into two main sections: Strategy and Reporting. The Strategy section outlines our long-term vision and mission, strategic priorities and the core values and principles that guide our business. It details our approach to integrating sustainability into our business model, the initiatives we have undertaken, and the action plans we have committed to achieve as a part of our ESG goals. The Reporting section provides a comprehensive overview of our ESG performance during the reporting period. It includes detailed metrics, quantitative and qualitative information on various ESG issues, and further supports our progress and actions in the five strategic areas identified.

# COMPANY INTRODUCTION

**About us**

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**Our ESG timeline**

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**Business model**

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**Our stakeholders**

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# About us



## About JTRE

JTRE has been a stalwart in the real estate market since its foundation in the early 1990s, establishing itself as a market leader in Slovakia and the wider Central European region. As a leading commercial developer in Slovakia and beyond, JTRE holds a unique position on the market, specialising in commercial development with residential, retail, office, hospitality and other types of buildings.

JTRE a.s., as part of JTRE HOLDING LTD, has expertise in developing brownfields and dormant sites within city boundaries. The company is recognised as a strong, professional and reliable real estate partner. With almost 30 years of experience, a team of 300 professionals (148 belong to JTRE a.s.), 50 completed projects, 1 million square meters developed, and developments valued at €1.9 billion across nine countries, JTRE continues to create vibrant neighbourhoods and thriving communities that offer a high-quality lifestyle. This prominent position lends us an opportunity to contribute significantly to the decarbonisation of Bratislava's urban environment and eventually beyond Slovakia.

# Company values

At JTRE, we believe it is possible to create a sustainable balance between making a profit and being responsible to the society and the planet. All of this is combined with beauty, quality architecture and climate change preparedness.

## Community focus

Building vibrant and connected communities is at the heart of our mission. We design public spaces that enhance quality of life, foster social interaction, and create a sense of belonging. Our support for local initiatives, from cultural events to community gardens, reflects our dedication to improving the urban environment for everyone.

## Innovation in design

Innovation drives our approach to architecture and urban development. We strive to create modern, functional, and aesthetically pleasing spaces that meet society's evolving needs. By collaborating with academic institutions and involving students in our projects, we continuously push the boundaries of design and construction.

## Sustainability

We are deeply committed to sustainable development. This means prioritizing energy efficiency, reducing our carbon footprint, and integrating eco-friendly practices in all our projects. By embracing, for example, circularity, waste reduction, and promoting biodiversity, we ensure that our developments contribute positively to the environment.

## Social responsibility

We believe in giving back to the communities where we operate. Whether through charitable activities, supporting education, or improving children's sports access, our social responsibility initiatives aim to make a meaningful impact on people's lives.

## Integrity and transparency

We uphold the highest standards of business integrity and transparency. Our commitment to ethical governance and responsible supply chain management ensures that all our operations are conducted with honesty and respect for all stakeholders.

## Employee well-being

Our employees are our greatest asset. We prioritize their health, safety, and professional development, fostering a supportive work environment that encourages growth and engagement.

# Locations



# Our portfolio

JTRE HOLDING LTD's portfolio encompasses diverse activities, including real estate development, property management, facility management, private equity real estate, and real estate investment. JTRE places strong emphasis on development, offering a comprehensive range of services and bespoke solutions across all segments.

As a leading urban developer in Slovakia and beyond, JTRE specialises in developing entire city districts that promote well-rounded and ESG-aligned living experiences. The company's portfolio encompasses a diverse range of projects across all real estate market segments, including multifunctional projects, administrative projects, residential projects, hotel projects, logistics and industrial projects, and retail projects.

JTRE's latest flagship project, Eurovea City\* in Bratislava, is a testament to the company's visionary approach, featuring an expanded shopping centre and Slovakia's pioneering skyscraper, Eurovea Tower and the award-winning Pribinova 40. Notable past projects demonstrate JTRE's commitment to transformative urban development, with projects including Zuckermandel and River Park, Panorama Towers, Klingerka, and the Westend administrative complex. JTRE can provide housing and space for diverse groups of people and young families with projects such as Ovocne Sady. Note that only selected projects were included in this assessment, see full list on page 54.

\* Urban district Eurovea City consists of several projects, some of which are listed under JTRE and some under TRENESMA DEVELOPMENT LIMITED.





## Eperia Shopping Mall

This modern, regional shopping centre in Prešov includes hundreds of shops and renowned fashion brands. Iconic Eperia forms the central square opened over two floors, providing ample space for occasional cultural and public events. This project has been awarded the prestigious BREEAM Excellent certificate.

Location: **Prešov**



## Landererova 12

An administrative project that follows on the completed construction of Panorama Towers. Situated on the corner of Landererova and Košická streets, with excellent visibility and excellent connections to the city and highway traffic links.

Location: **Bratislava**



## Pribinova 19

Pribinova 19 is a new generation office building which is located on the corner of Pribinova and Čulenova streets near the new Slovak National Theatre and Eurovea retail centre. The environmentally-conscious building was awarded LEED Gold certification without sacrificing aesthetics, dynamic floorplates, or cost-effectiveness.

Location: **Bratislava**





## River Park

The complex includes high-quality premises for businesses, with a welcoming atmosphere and useful service range. Being located at River Park means working in the centre of Bratislava and enjoying the comfort of the whole area's contemporary design.

Location: **Bratislava**



## Tower 115

TOWER 115 is an office building which, at 115 meters, is one of Bratislava's landmarks - with the clear benefit of amazing views. Its 28 floors offer maximum comfort and opportunities for business and relaxation. Ample parking spaces and trouble-free parking for tenants and their guests are top priorities.

Location: **Bratislava**



## Westend Court

Westend Court is a second-generation office building, which, despite its age, still offers a high technical standard - having been prepared according to SIEMENS' strict criteria.

Location: **Bratislava**





## Westend Gate

Westend Gate is synonymous with workplace comfort. The office space meets international standards, including requirements for the building's environmental performance and energy efficiency.

Location: **Bratislava**



## Westend Plaza

Westend Plaza is the latest project in the Westend business zone. Its architecture reflects the latest trends for contemporary office space, and with a courtyard and small square that complements the Westend business boulevard.

Location: **Bratislava**



## Westend Square

Westend Square office building is part of Westend Business Park with a strategic location that initiated the dynamic development of this city district of Bratislava. Westend Square meets high demands for the latest class A office environments.

Location: **Bratislava**





## Pribinova 40

Pribinova 40 - located near Apollo Bridge - has a distinctive cosmopolitan character and unique office designs that include coworking, agile, executive, traditional, open space, and boutique. Pribinova 40, which boasts the highest BREEAM Outstanding sustainability certification, has space that meets the expectations of leading Fortune 500 companies.

Location: **Bratislava**



# Building of the year 2023

Pribinova 40 has been awarded Building of the Year in the category of exceptional building quality. The building with significantly reduced CO2 emissions is a combination of two functions: A parking garage and an office building. Fulfilling the stringent requirements of **BREEAM Outstanding and WELL Health-Safety Rating**, it boasts a double facade of the office part with integrated shading and a perforated cladding of the garage podium. High attention has been paid to green mobility and well-being. The building includes safe storage for 152 bicycles, along with showers, lockers and a service station for cyclists.



STAVBA ROKA  
2023





# Recognitions & awards

JTRE's dedication to delivering high-quality projects has been duly acknowledged with numerous prestigious awards. The Construction & Investment Journal, a prestigious real estate publication covering Central and Eastern Europe, has honoured JTRE with the Building of the Year award in several categories. Furthermore, JTRE has been named the Developer of the Year by ASB magazine, an accolade awarded by both professional juries and the public.



17 CIJ Awards



7 Offices of the Year Awards by CBRE



11 Developer of the Year awards



The most trusted brand award in the Developer category



7 Building of the Year awards



1 CE.ZA.AR Award



1 CEEQA Award and 5 CEEQA Nominations



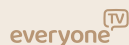
1 Eurostav VISIO 2020 public award

# Our business partners and clients

JTRE is proud to work with a diverse and esteemed group of partners and clients, ranging from government institutions to leading global consultants.

We collaborate on all of our projects with a multidisciplinary range of consultants. This includes top-notch architectural and consulting firms such as Compass Architekti, Gehl Architects, GFI as well as sustainability experts and certification assessors such as Adamas Group, Deloitte, Exergy, Salvis, Simulácie budov, and others.

We divide our clients into two tiers. First-tier clients are our direct clients represented by real estate funds such as 365.invest, Erste, IAD Investments and ZFP Investments. Second-tier clients are clients of the real estate funds for whom we manage the buildings. Notable second-tier clients and partners are in the graphic below.



# Contracted office & retail rentals

2023	9 000	sqm	UK market
2023	28 500	sqm	
2022	33 000	sqm	
2021	44 000	sqm	SLOVAK market
2020	30 000	sqm	<b>330 000</b> sqm
2019	48 700	sqm	Leased offices
2018	28 100	sqm	<b>250+</b>
2017	30 430	sqm	JTRE's clients
2016	26 400	sqm	
2015	39 600	sqm	

## Client privacy

At JTRE, the privacy and security of our clients' information are paramount. We implement rigorous measures to safeguard customer data, ensuring that all communications and transactions are handled with the utmost confidentiality and care. We are proud to maintain a record of zero substantiated complaints concerning breaches of customer privacy and losses of customer data.

## Channels for communication

Our Code of Conduct outlines our expectations for ethical and transparent business conduct with our customers. We have created clear and easily accessible communication channels for our customers because we place great importance on providing quality services. Our customers can reach us at [info@jtrec.sk](mailto:info@jtrec.sk), where inquiries are sent to specific departments according to the topic of inquiry.

**0/No**  
Incidents of non-compliance concerning marketing communications

At JTRE, we are committed to ethical marketing practices. We refuse to engage in any aggressive sales techniques to enhance client retention or acquire new customers since our approach is grounded in integrity, transparency, and respect for our clients.

# Memberships and non-business partners

We have been a proud member of the **Slovak Green Building Council (SKGBC)** since 2012. JTRE is the general and/or main partner of most SKGBC events. In addition, JTRE's ESG Manager is a member of the Board of SKGBC. Furthermore, we are members of the following professional and trade associations:

- **Združenie stavebných podnikateľov Slovenska**  
(Association of Construction Entrepreneurs of Slovakia).
- **Americká obchodná komora**  
(American Chamber of Commerce).
- **Inštitút urbánneho rozvoja**  
(Institute for Urban Development).

We want to be an active partner in the discussions about the urban development of Bratislava. Therefore, we cooperate with the Metropolitan Institute Bratislava (MIB) and we are one of the patrons of a new space for architecture and urban planning TU:BA. For more information, refer to the section Our communities. We also partner with the Climate Office of the City of Bratislava and regularly meet at round tables to devise a functional decarbonisation strategy for Bratislava.

These partnerships demonstrate JTRE's dedication to excellence and its capacity to deliver high-quality projects that meet the diverse needs of its clients. We aim to provide accurate information on ESG topics requested by our clients to help them achieve compliance with EU taxonomy and CSRD. Furthermore, we strive to increase the number of clients participating in our ESG/sustainability workshops/conferences in the future.



# Our ESG timeline



## Our history and market presence

Thanks to the implementation of projects across real estate segments, JTRE has developed into a significant urban developer over more than a quarter of a century, focusing on the construction of complete urban neighborhoods and the creation of space for life with everything associated with it. JTRE provides space for work, housing, entertainment, rest and active relaxation.

Our ESG efforts date back to 2010 when we started implementing renewable energies, see more on the following pages.

# 2010 — 2023

2010

River Park uses water from Danube for cooling

2012

JTRE becomes a member of SKGBC

2014

First BREEAM certification (Westend Gate)

2017

BREEAM Excellent certification (Zuckermandel)

JTRE becomes main partner of the Biela noc festival

2022

Internal ESG strategy established

ESG department founded

WELL Health-Safety Rating introduced throughout our projects

Nové Lido project BREEAM Communities certification commenced

Start of urban beekeeping in Nové Lido

Community garden opens in Nové Lido

2023

First BREEAM Outstanding building (P40)

JTRE sponsors free swimming lessons for elementary schools

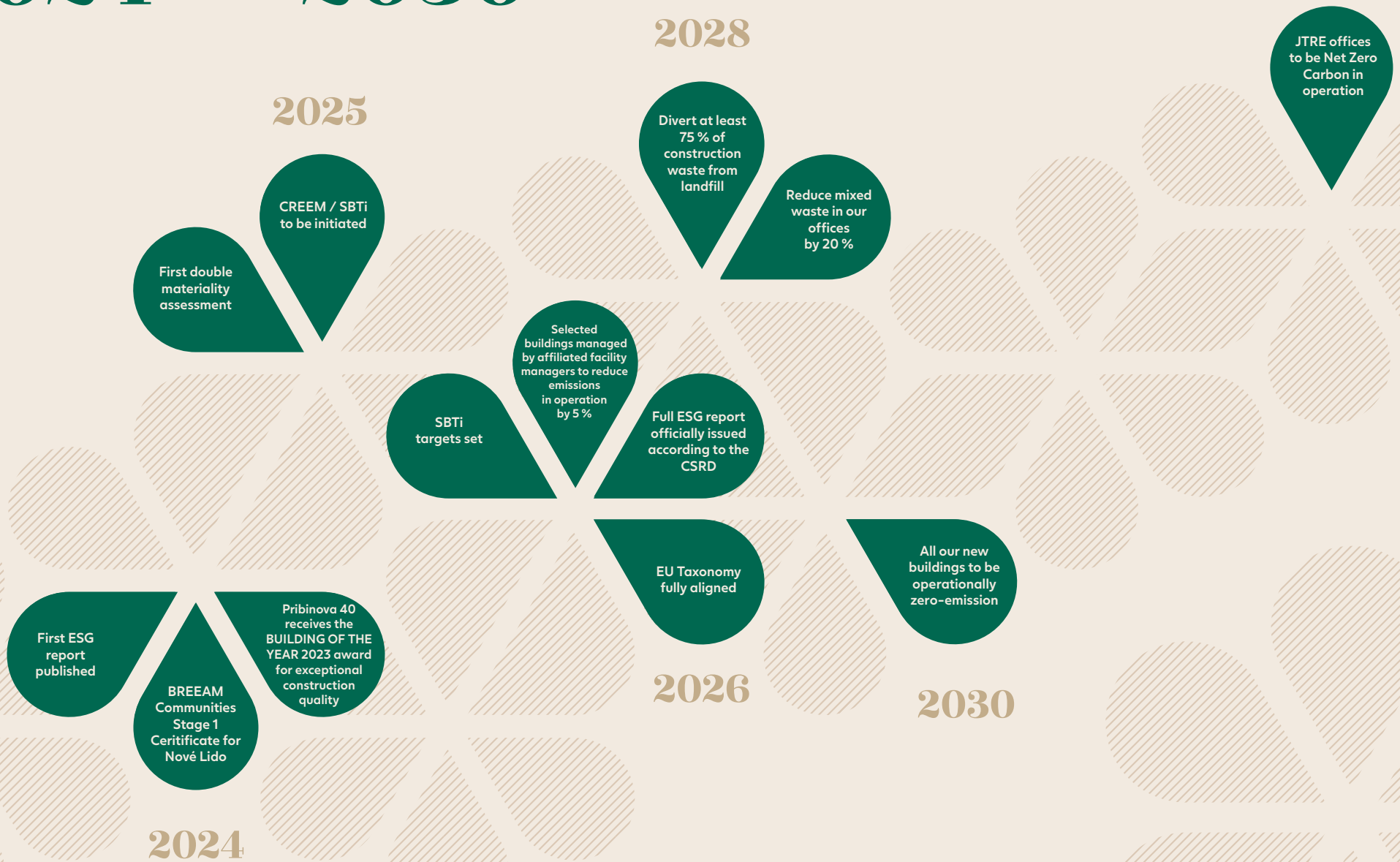
Cooperation with OZ Stopa

Nové Lido commitment to becoming carbon neutral district

WELL Health-Safety Rating adopted

JTRE starts planting trees on Nové Lido site

# 2024 — 2050



# Business model



## Mindset, business strategy and opportunities

### Our mindset

Recognising the construction industry's environmental impact, JTRE strives to fully integrate sustainability into every facet of its operations—from energy-efficient designs to sustainable materials and green office practices. JTRE considers economic, environmental, and social factors to create not just buildings but dynamic urban spaces that enhance the quality of life for their residents.

### Our business strategy

JTRE's business strategy focuses primarily on developing high-value, complex projects that blend residential, commercial, and leisure facilities. The company closely follows the market's ever-changing trends to bring the best value to investors and clients while maintaining its core values of sustainability.

The prospect of international expansion offers further opportunities for growth, as has been proven by the success of projects in London. By consistently allocating resources to sustainability, innovative urban solutions and the integration of smart technologies, JTRE is strategically positioned to spearhead the development of climate-resilient urban environments that enhance the quality of life.



## Key elements of the strategy

- **Employee and community focus:** Ensuring healthy working environments, engaging public and safe spaces, and solid employee support and retention programs.
- **Sustainable and responsible development:** Implementing energy efficiency, focusing on decarbonisation, sustainable transport, circularity, and waste reduction.
- **Comprehensive portfolio management:** Offering tailored solutions across all real estate segments – from development and property management to private equity and investments.



# Our long-term commitments

By adopting these comprehensive strategies, JTRE ensures that sustainability is not merely an add-on but an integral part of its planning, development, and operational processes.

## 1. ESG Priorities

Focusing on energy efficiency, sustainable operations, and comfortable public spaces as part of the broader ESG framework.

## 2. Continuous improvement

Regularly reviewing and improving sustainability strategies and practices, informed by the latest industry innovations and stakeholder feedback.

## 3. Materiality assessments & EU Taxonomy

Conducting regular materiality assessments to identify and prioritise ESG issues most relevant to the company and its stakeholders.

# How we work

## Core business activities

JTRE's core activities revolve around comprehensive real estate development and management. These include:

**1. Urban development:** Specialising in the development of large mixed-use projects and public spaces that integrate residential, commercial and leisure facilities.

**2. Property management:** JTRE manages properties in use to ensure their optimal operation and user satisfaction, including leasing and maintenance.

**3. Private equity real estate:** Investing in real estate assets and development projects in collaboration with individual stakeholders.

## Decision-making process & project execution

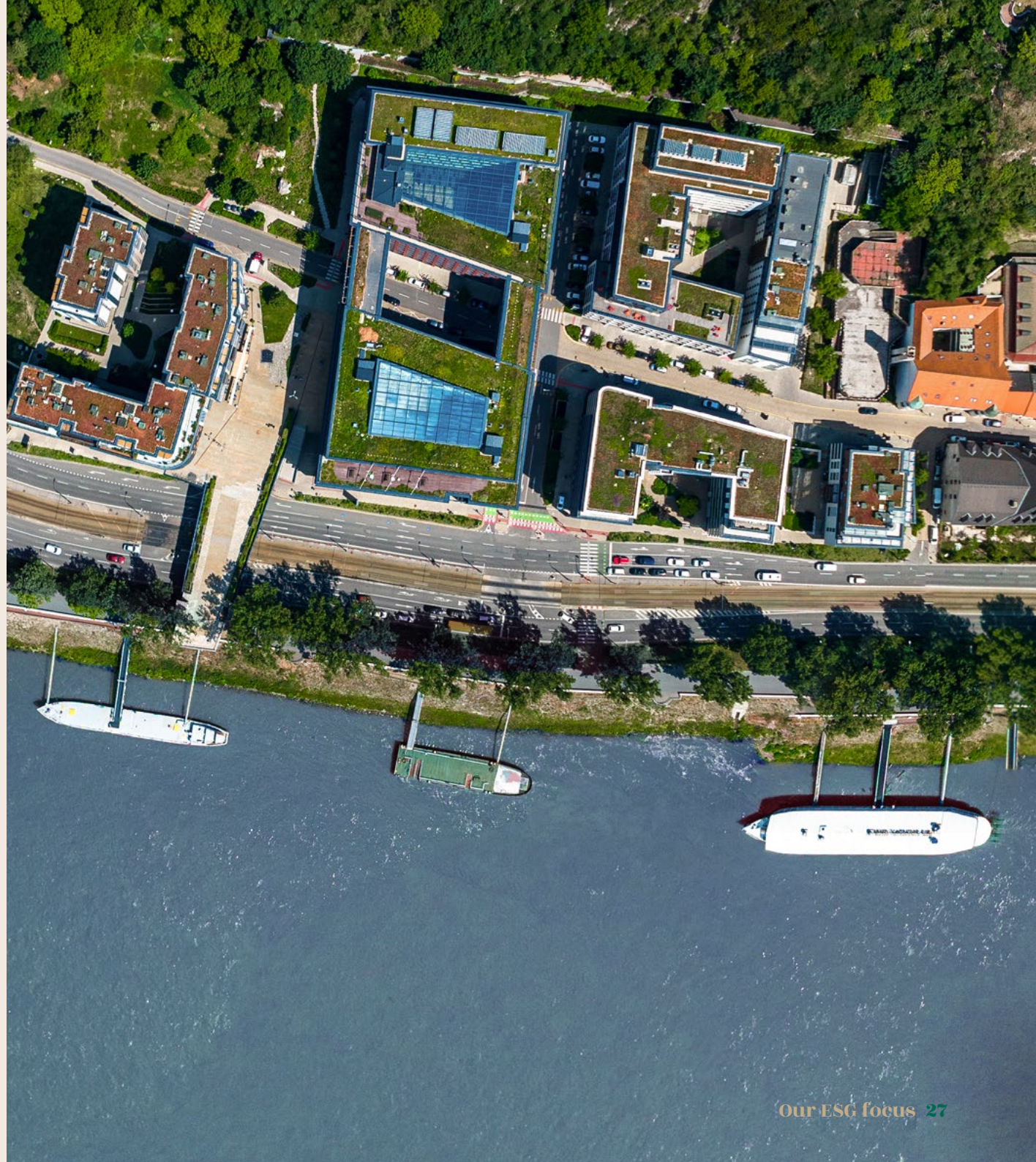
- **Project purpose:** Each project is planned to consider specific market needs and opportunities, including housing, employment, leisure, services and recreational facilities. Each building design is driven by efficiency, ESG criteria and architectural quality.
- **Construction:** JTRE employs innovative construction techniques and sustainable materials to ensure its developments' longevity and environmental compatibility. To ensure sustainability that is considerate to neighbours, we have implemented our own standard for construction: the Environmental Code of Practice (ECoP).
- **End-users:** JTRE's developments target a diverse clientele, including homeowners, tenants, and institutional investors, providing tailored spaces that meet specific needs and preferences. We take into consideration the preferences of the young generation as well as the disabled and seniors. We are currently starting collaboration with Access4you, a certification that audits building accessibility for nine categories of disabilities.



# Our ESG focus

## Sustainability at the core of JTRE's culture

JTRE recognises the real estate industry's responsibility in addressing some of the world's most pressing challenges, including climate change, the protection of water resources, and pandemics. Therefore, we strive to reduce the carbon footprint of our buildings, making them more energy-efficient, healthier, and friendlier for users. In this way, we also enable our clients to conduct their business or live in a sustainable manner. To avoid unsubstantiated claims, we use independent, third-party certification systems such as [BREEAM](#) and [LEED](#).



# Integration of sustainability into the overall business strategy

JTRE's action plan for sustainability outlines a clear path to achieving its ESG goals and carbon neutrality. This plan is from the general long-term vision transferred into reality by a series of key performance indicators (KPI) with clearly defined task owners, and actions designed to embed sustainability into the company's core operations and standards.



## JTRE integrates Environmental, Social, and Governance (ESG) principles into its business model:

- **Environmental:** Our projects integrate energy efficiency, the use of sustainable materials, and the reduction of carbon footprints.
- **Social:** Creating vibrant communities with healthy indoor environments and engaging public spaces while also supporting cultural and charitable activities.
- **Governance:** We value transparency, integrity, and stakeholder engagement, and thus, we are formulating governance standards in accordance with GRI.

Innovative approaches to data-driven design, construction, and operation are vital tools in our effort to improve sustainability. This includes Building Information Modelling (BIM) and Life Cycle Assessment (LCA) to optimise building design and reduce embodied carbon. Additionally, JTRE is testing Virtual Reality (VR) to allow for easier interaction with future users and investors.

The implementation of Building Information Modelling (BIM) across the company marks a significant step towards increasing efficiency and improving internal processes during project preparation. The process is challenging and requires gradual integration across all departments, often involving a shift from established

practices. The strategy involves taking smaller steps, starting with basic requirements and progressively automating processes. The initial goal is to create a structured 3D model, generate 2D documentation, improve coordination, and reduce errors. Future plans include detailed use cases and applying the model in the construction phase for full digital integration. We are using the models in a pilot analysis of environmental impacts. Based on results and feedback, the required actions for conducting a Life Cycle Assessment (LCA) will be implemented directly from the information models.

# Sustainable Development Goals (SDGs)

Inspired by the United Nations 2030 Agenda for Sustainable Development, JTRE is dedicated to pursuing a number of SDGs. Prominent among them is achieving decarbonisation goals and reducing overall greenhouse gas (GHG) emissions. JTRE's target is to attain net zero emissions. Aligned with European legislation, all new buildings by JTRE will have zero emissions after 2030. JTRE is currently focusing on the most impactful SDGs relevant to the real estate sector, which largely overlap also with the EU Taxonomy aims.





## **SDG 3**

### Good health and well-being

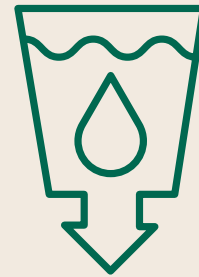
At JTRE, we have established rigorous standards of health and safety management for all our employees. We prioritise the health and safety of our stakeholders, especially our employees, by continuing to refine, share, and improve our methods for creating a healthy and safe environment throughout our organisation.



## **SDG 4**

### Quality education

We believe that a successful organisation's foundation lies in its employees' continuous growth and development. That's why we prioritise ongoing education in various forms—enhancing language proficiency, honing soft skills, or building hard skills relevant to our industry. JTRE actively supports local universities (Slovak Technical University) and educational initiatives, recognising the importance of nurturing the entire educational ecosystem.



## **SDG 6**

### Clean water and sanitation

We strive to ensure the availability and sustainable management of water and sanitation for all by improving water use efficiency, enhancing water recycling, rainwater harvesting and water reuse. We protect water quality by preventing pollution during construction, controlling hazardous material spills, implementing water recuperation systems that promote recycling and safe reuse, and installing water-saving fixtures in our buildings.



## **SDG 7**

### Affordable and clean energy

We are reducing the operational carbon footprint of the buildings constructed and managed by us through energy reduction measures. We will continue to invest in renewable energy sources and install measures to enhance climate resilience and reduce energy consumption, such as green roofs and heat pumps.



## SDG 8

### Decent work and economic growth

At JTRE, we ensure that all supply chain partners adhere to fair labour practices, provide safe working conditions, and uphold ethical standards. We are committed to fostering decent work and economic growth by ensuring fair employment practices and creating a supportive work environment that drives productivity and innovation.



## SDG 9

### Industry, innovation and infrastructure

We strive to implement green building techniques, incorporate smart building systems into our developments, improve local infrastructure and use sustainable materials to minimise the environmental impact of our new developments.



## SDG 11

### Sustainable cities and communities

We are committed to promoting green commuting by providing secure bicycle parking and facilities. We also encourage integrating resilient and sustainable practices into our projects by designing and constructing energy-efficient buildings, developing structures resistant to extreme weather, and utilising sustainable water management systems.



## SDG 12

### Responsible consumption and production

We encourage sustainable practices, offering solutions that prioritise environmental stewardship and resource efficiency. We are working on an internal setup to achieve the goals of SDG 12. As we are at the beginning of a sustainable journey, our task is to improve data collection and communication with stakeholders within the waste management and supplier sectors.



## SDG 13

### Climate action

JTRE is committed to supporting climate change mitigation efforts by incorporating green spaces, public parks, community gardens, and biodiversity-friendly areas into our projects. This enhances urban biodiversity, reduces urban heat islands, and promotes a healthier environment. We strive to improve adaptation to climate change and increase the resilience of our projects.



## SDG 15

### Life on land

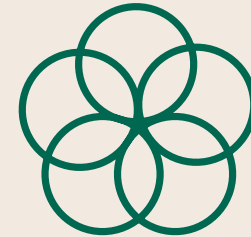
We strive to minimise our impact on natural habitats, including developing on brown-fields. We opened our tree nursery to sustainably supply future projects, incorporating and promoting the plant species on our properties.



## SDG 16

### Peace, justice and strong institutions

We strive to deepen our ethical commitment through multiple avenues, including corporate governance and comprehensive internal policies. We aim to cultivate robust institutions within our organisation guided by inclusivity, accountability, and justice principles.



## SDG 17

### Partnerships for the goals

We actively engage with stakeholders, including local governments, NGOs, and industry peers, to collaborate on ESG initiatives. These partnerships enable us to leverage collective expertise and resources, ensuring a comprehensive approach to achieving our sustainability goals.



# Science-based Targets initiative and the Carbon Risk Real Estate Monitor

As part of our commitment to environmental stewardship and sustainable development, JTRE is integrating the principles of the Science Based Targets initiative (SBTi) and the Carbon Risk Real Estate Monitor (CRREM) into our ESG strategy. These frameworks are pivotal in guiding our efforts to reduce our carbon footprint and enhance long-term value for our stakeholders.

To further enhance our sustainability strategy, JTRE leverages CRREM's comprehensive risk assessment tools to better understand and manage our portfolio's carbon exposure. CRREM offers rigorous, standardised assessments of carbon risks, which enable us to:

- 1.** Conduct detailed carbon risk assessments to identify and mitigate potential risks associated with our real estate assets.
- 2.** Utilize CRREM data to make informed decisions on property acquisitions, divestments, and capital investments, focusing on minimising carbon intensity.
- 3.** Improve transparency and accuracy in our ESG reporting by incorporating CRREM's standardised metrics and methodologies.



# EU Taxonomy

EU Taxonomy is a comprehensive classification system that defines criteria for economic activities aligned with a net-zero trajectory by 2050 and broader environmental goals beyond climate change.

It provides a standardised and transparent methodology for assessing and communicating the sustainability of real estate projects. This helps build trust with stakeholders by ensuring that JTRE's environmental claims are verifiable and consistent with international standards.

## Economic activities in real estate

**The EU Taxonomy outlines three main economic activities relevant to the real estate sector:**

- **Acquisition and ownership of buildings:** Ensuring that the purchase and management of properties meet sustainability criteria.
- **Construction of new buildings:** Implementing best practices in sustainable construction to minimise environmental impact.
- **Renovation of existing buildings:** Upgrading existing structures to enhance energy efficiency and reduce carbon emissions.

Compliance with the EU Taxonomy ensures that JTRE's activities are aligned with the European Union's environmental objectives, such as reducing greenhouse gas emissions, promoting resource efficiency or protection and restoration of biodiversity.

Adherence to the EU Taxonomy enhances JTRE's credentials among stakeholders, including investors, customers, and regulatory bodies. By following a systematic implementation process, JTRE can attract green investments and contribute to the global effort to address climate change.



# Building certifications triangle

## Environment



BREEAM Certification – Highlight: Minimum BREEAM Excellent rating  
Criteria: Energy, Health and Well-being, Innovation, etc.

BREEAM Communities



LEED Certification – Highlight: Target LEED Platinum  
Criteria: Energy Efficiency, Water Usage, Indoor Environmental Quality



EDGE Zero Carbon Certification:  
Emphasis: Savings in resources and embodied energy, Promotes renewable energy

## Smart & Connectivity



SmartScore Certification:  
Focus: Digital connectivity, Operational efficiency, Future-proof infrastructure



WiredScore Certification:  
Emphasis: Digital connectivity, Network resilience, Top-tier connectivity



SBC Smart Building Certification:  
Highlight: Smart building innovation, Best Practices

## Health & well-being



WELL Certification – Highlight: Focus on human health and well-being  
Criteria: Air, Water, Nourishment, Light, Fitness, Comfort, and Mind

WELL Health-Safety Certification – Highlight: Focus on operational policies, maintenance protocols, and emergency plans to ensure health and safety in buildings.

Criteria: Air and Water Quality, Cleaning and Sanitization Procedures, Emergency Preparedness, Health Services, Stakeholder Engagement and Communication

# Our stakeholders

## Stakeholder approach

We believe that the foundation of sustainable development lies in active engagement and collaboration with our stakeholders. Stakeholders are individuals or groups who are affected by or can affect our operations. From employees and clients to suppliers and investors, our stakeholders play a key role in shaping our sustainability strategy. We mapped the issues of interest of each stakeholder group via a survey. In this chapter, you will find categories of our main stakeholders and what they consider their key topics of interest.



Our stakeholders can reach us at our email [info@jtre.sk](mailto:info@jtre.sk), where the inquiries are sent to specific departments according to the topic of inquiry. For a more detailed breakdown of our stakeholders and the topics they are interested in, see the [Appendix](#) and Governance sub-chapter "[Supply chain management](#)".



## Upstream

- Architects
- Construction suppliers
- Consultants
- Utilities suppliers
- Management facility services
- Marketing & PR agencies

## Own operations

- Employees
- Managers
- Board
- Investors, shareholders (funds, bonds)

## Downstream

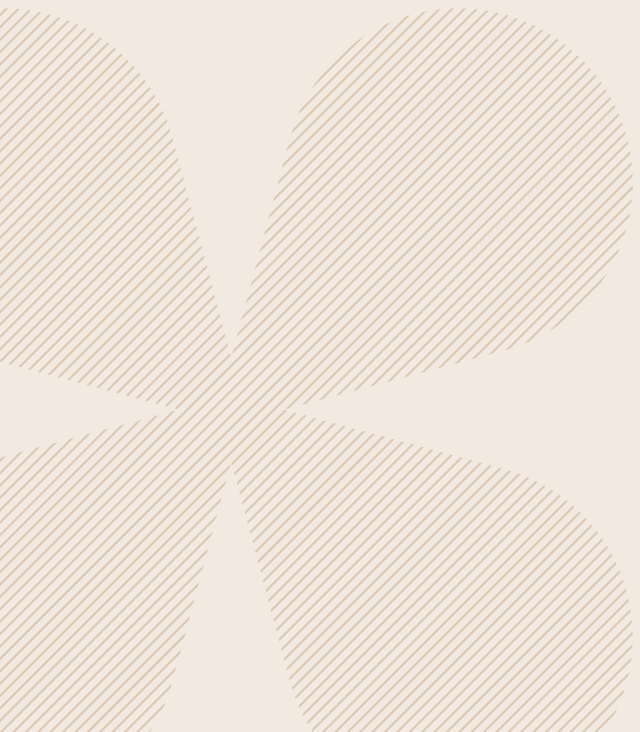
- Buyers
- Tenants
- End-users and visitors of our projects

## Communities and other third parties

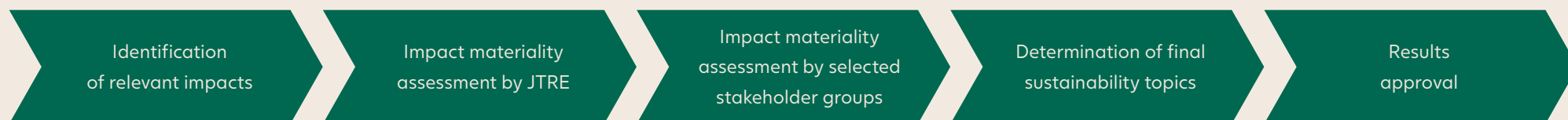
- Citizens, businesses and organisations active in the vicinity of our projects
- Experts and industry associations
- Municipalities, governmental bodies
- Media

# Materiality assessment

Conducting the formal materiality assessment was essential to understanding how our activities impact the broader environment and society. Material topics are those which internal experts and stakeholders chose as "significant". Material topics can be: actual (present)/potential, positive/negative, short-term/medium-term/long-term.



# The impact materiality assessment process comprised the following steps:



The initial step in conducting the Impact Materiality Assessment (IMA) was to compile a sheet of impacts according to the ESRS and GRI standards. More specifically, topics, sub-topics and sub-sub-topics outlined in ESRS1 were adopted, and the GRI G4 Construction and Real Estate Sector Disclosures were adopted to indicate the relevant real estate sector-specific impacts.

To identify significant topics from the "impact" perspective, a team consisting of professionals from all departments ranked the severity of the impact (scale, scope, and irremediable character) and the likelihood of the impact on a scale from 1 to 5.

For actual negative impacts, significance is based on severity, while for potential negative impacts, it is based on severity and likelihood of impact.

For actual positive impacts, significance is based on the scale and scope, while for potential positive impacts, it is based on scale, scope and likelihood of impact.

As part of the materiality assessment process, 12 priority stakeholder groups were contacted via an online survey to understand their views on which impacts of JTRE are significant, and to ensure that the company takes stakeholder feedback into account when prioritising sustainability topics as part of its stakeholder engagement process. Those impacts with a significance of 2.95 (out of 5) or higher were considered material.

In the final step of the materiality assessment, a final list of material topics was compiled and subjected to validation by our relevant employees and management. The final list of material topics was formally approved by the Board of Directors.

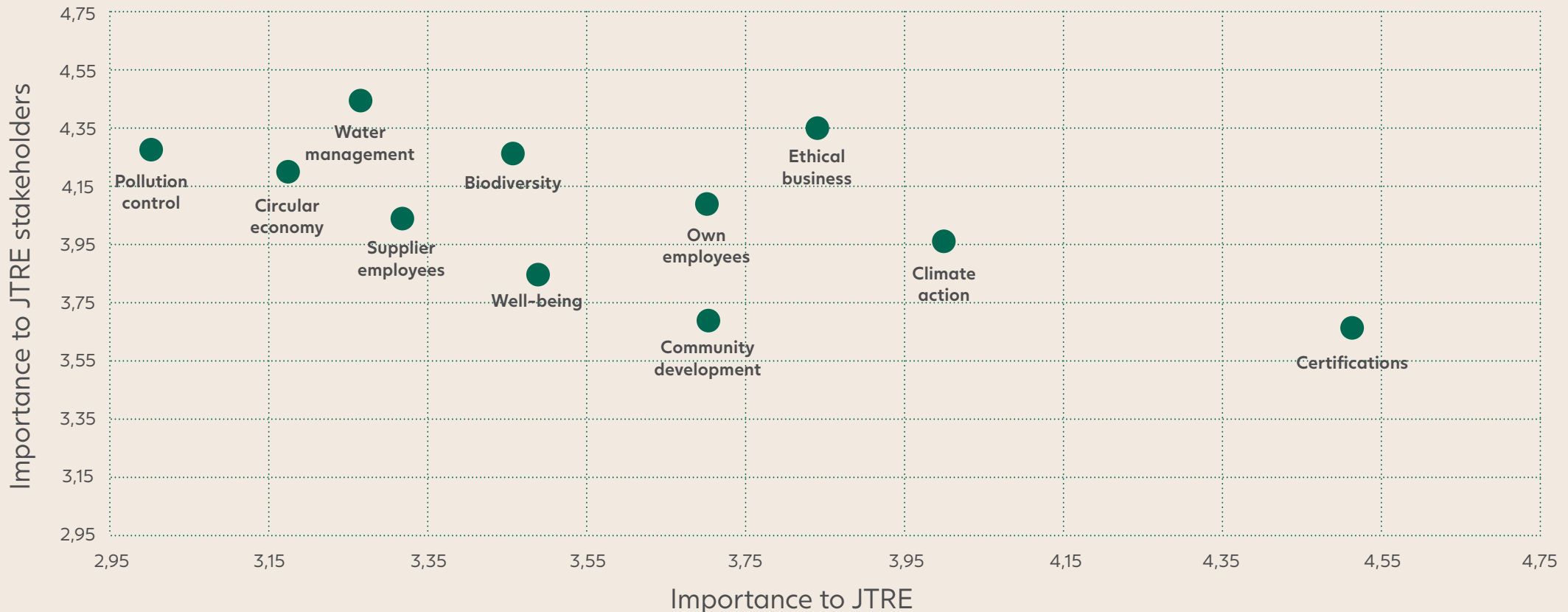
JTRE plans to periodically review and update the materiality assessment and its analysis of sustainability topics. The Double Materiality Assessment (DMA) will be conducted in the next reporting period 2024, adding financial materiality to impact materiality, in full compliance with the ESRS.

# Matrix of material topics

## Impact materiality assessment results

Based on the impact assessment carried out by JTRE and our stakeholders, we have identified 11 material topics, which are presented in the materiality matrix to show the importance of each topic to our company and our stakeholders. Out of 106 evaluated impacts from the GRI and ESRS standards, a total of 63 impacts were identified as material, taking into account JTRE's broad

business activities and value chain. While JTRE considered the most significant impacts to be in the topics of certifications, climate action, and ethical business, our stakeholders rated water management, ethical business and pollution control as the most significant topics. To find out what impacts these topics entail, refer to the materiality assessment and the legend.



Impact significance assessment table is available in the Annex – Methodology notes.

A comprehensive overview of the material topics and impacts, including the description, is provided in the Annex – List of material topics, List of material impacts.





## Biodiversity

- Habitat and landscape fragmentation
- Provision of biodiversity-friendly areas
- Revitalisation and redevelopment of brownfield sites
- Soil sealing
- Land occupation, urban development and expansion
- Light pollution and reflection



## Ethical business

- Reputation with suppliers
- Anti-corruption
- Anti-competitive behaviour
- Positive lobbying and policy influence



## Circular economy

- Material waste avoidance
- Reuse of materials and resources
- Waste management - user education



## Climate action

- Green house gas emissions
- Sustainable electricity consumption
- Energy efficiency
- Adaptation investments



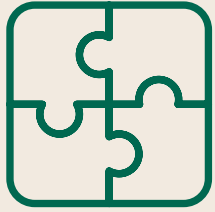
## Well-being

- Accessibility and inclusion
- Health and safety
- Private data security
- Comfort and convenience
- Access to information
- Non-discrimination practices



## Own employees

- Adequate wages
- Work-life balance
- Health and safety
- Gender equality and equal pay for work of equal value
- Training and skills development
- Measures against violence and harassment in the workplace



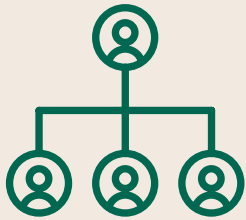
## Community development

- Community and neighbourhood development
- Impact on the state of local infrastructure
- Displacement and gentrification
- Increase in residential and commercial space
- Housing availability
- Access to information
- Non-discrimination practices



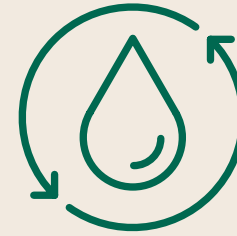
## Pollution control

- Particulate matter pollution
- Noise and vibration
- Soil pollution, contamination and degradation



## Supplier employees

- Secure employment
- Water hygiene measures based on local regulations



## Water management

- Water consumption efficiency
- Reusing and recycling water
- Operational water use in buildings
- Construction site water withdrawals



## Certifications

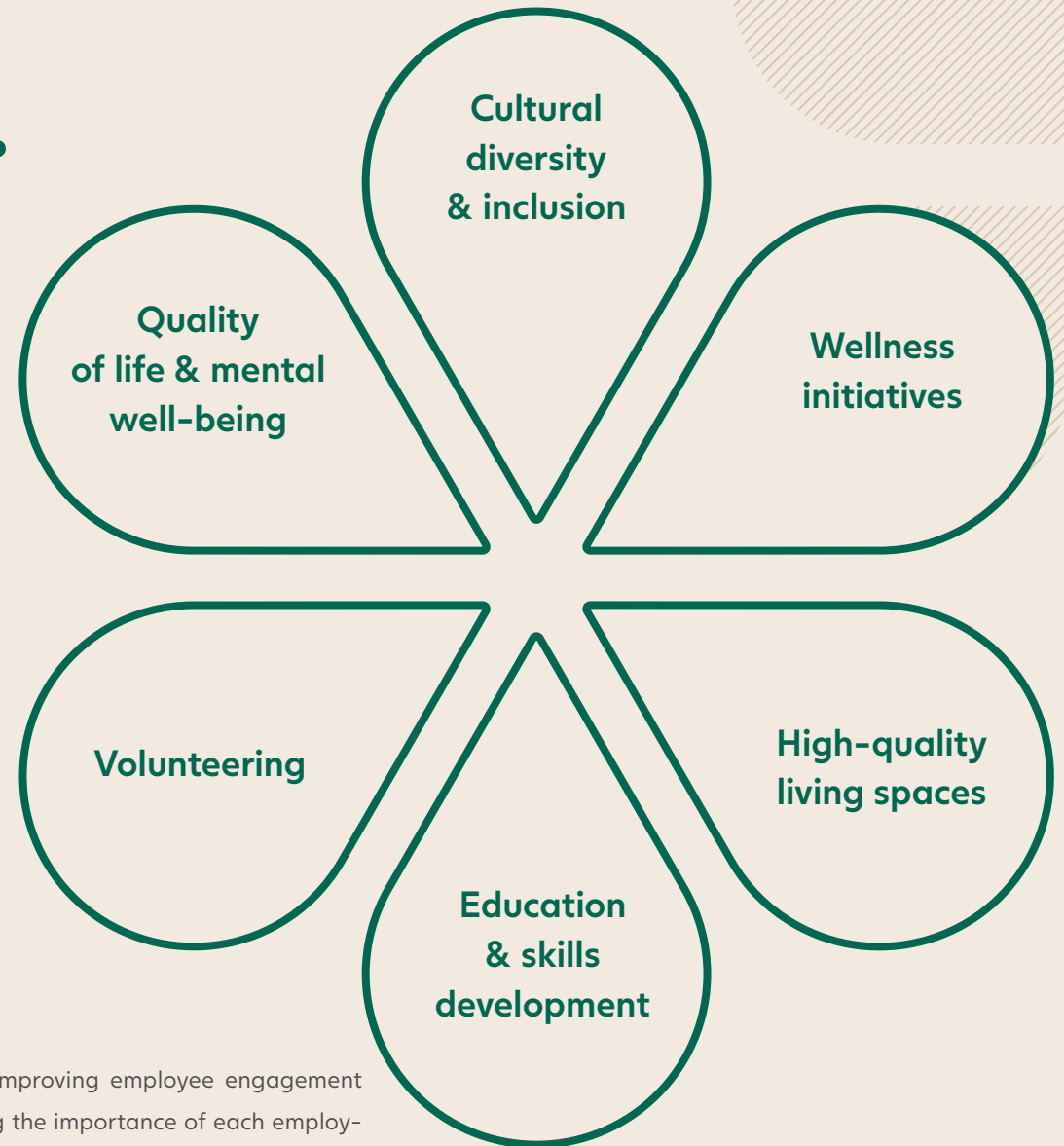
- SBC, SmartScore, WiredScore• BREEAM
- Net Zero Carbon
- Access4you

# Takeaways from stakeholder engagement & survey

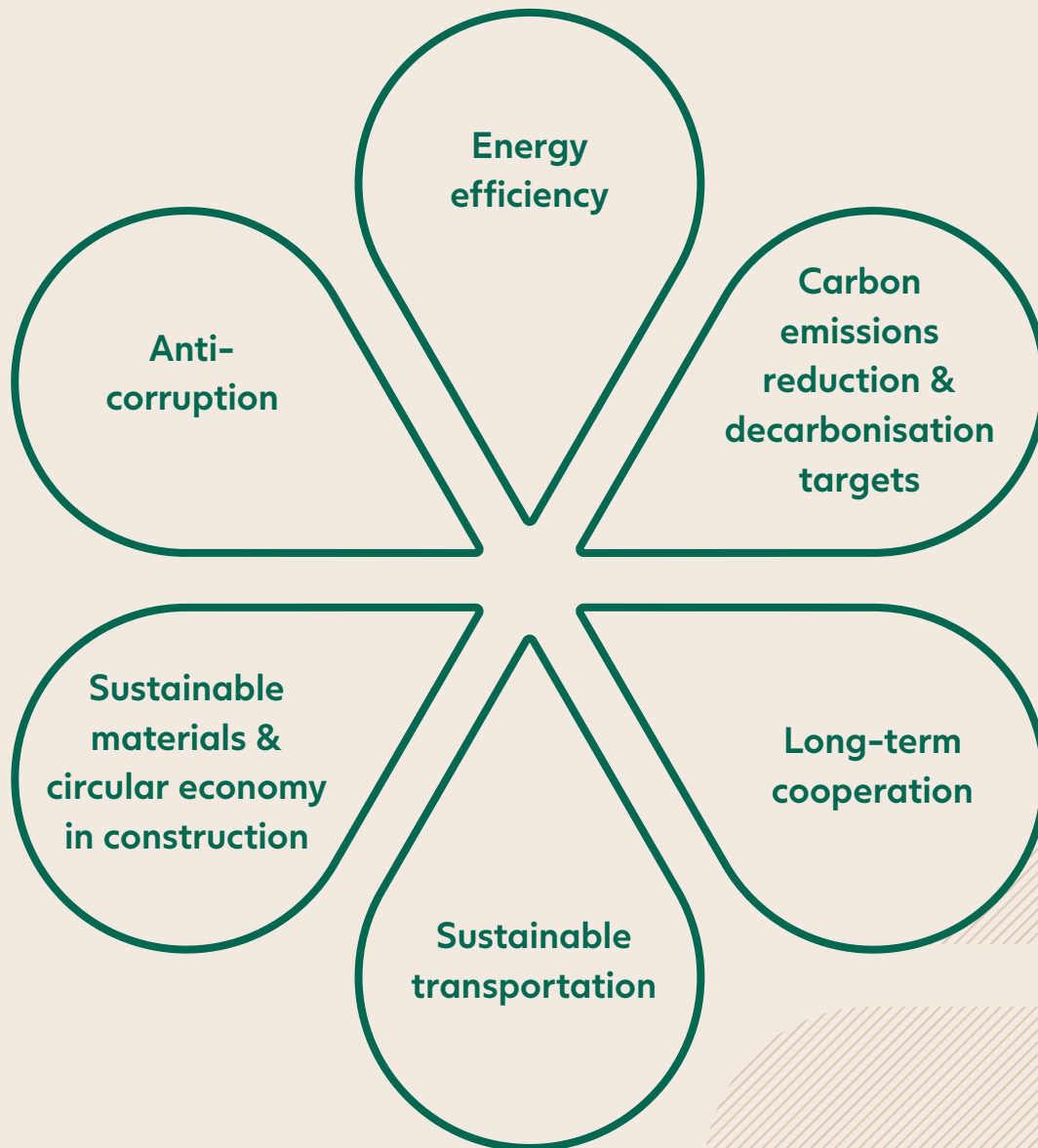
The selected stakeholder groups highlighted the following sustainability issues and made recommendations during the materiality assessment survey.

## Employees

- Recommendations to JTRE to prioritise sustainability issues such as optimising and minimising energy consumption in buildings; working towards carbon neutrality, especially in older projects; integrating solar systems and green roofs; including material recycling and enhanced waste management; and making informed decisions based on real data
- The areas of business, activities or projects at JTRE that employees believe have the most significant social impact are projects that focus on building and enhancing public spaces, supporting cultural and educational activities and improving the urban environment; creating quality living spaces and integrating disadvantaged groups into the workforce; and initiatives that address gentrification, cultural diversity and cultural enrichment



- Suggestions for improving employee engagement included emphasising the importance of each employee's role in the company; improving health and wellness initiatives; providing and organising more training and opportunities for volunteer work, such as cleaning up public spaces; or implementing an internal communication app to increase employee motivation



## Suppliers:

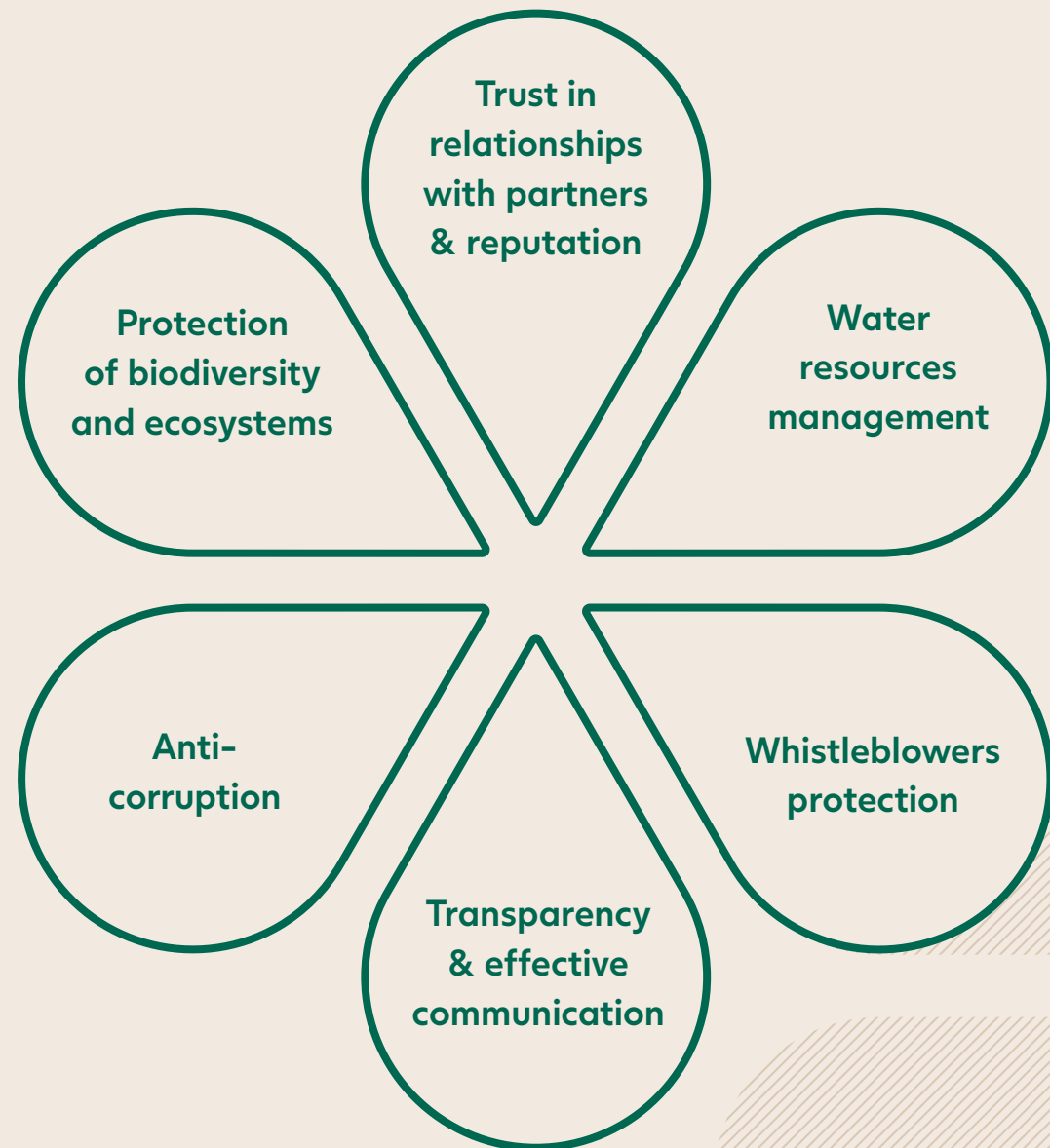
(architects, construction, consultants)

- Key areas of sustainability and environmental issues for JTRE to focus on are the sustainability of materials, focusing on their life cycle and circularity; energy efficiency, reducing dependence on fossil fuels; reducing carbon emissions and setting clear decarbonisation targets; minimising the environmental impact of existing buildings and incorporating sustainable transport into new projects.
- Recommendations for improving sustainable practices in the supply chain include ESG training and communication, the establishment of a responsible supplier code of conduct, transparent ESG targets and reporting, regular auditing and certification, local supplier preference, and compliance with international sanctions and anti-money laundering measures.
- The most essential sustainability criteria when selecting partners are long-term collaboration, quality assurance, certification, and use of sustainable materials.

## Downstream partners, communities and other parties

(investors, media, municipalities, NGOs, clients, facility services)

- When selecting partners are ensuring quality and certification, maintaining transparency, engaging in long-term collaborations, sharing the same sustainability vision or use and sustainable materials
- A mix of public engagement, such as participation in conferences and discussions with inspiring people and experts, regular sustainability reporting, social media use, direct communication, media relations, and internal communication, were suggested to effectively communicate JTRE's sustainability goals and activities
- Focus on long-term strategic collaboration, enhancing communication, developing a clear strategic plan, implementing comprehensive ESG reporting, and ensuring regular information sharing were suggested to improve JTRE's sustainability efforts



# ENVIRONMENT



**Carbon footprint  
and decarbonisation strategy**

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**Sustainable management  
of waste and water**

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**Certifications**

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**Biodiversity and adaptation  
to climate change**

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# Carbon footprint and decarbonisation strategy

## Our goals

- Zero operational carbon emissions of new buildings by 2030.
- All JTRE offices (scope 1 and 2) to be Net Zero Carbon by 2040.
- 10% embodied carbon reduction on new buildings from 2026, compared to 2024.
- The detailed JTRE Decarbonisation Pathway is to be finalised by 2026.
- 5% reduction in the energy consumption of selected buildings in the following two years.
- The number and specification of bicycle parking spaces, showers and lockers for all new projects will be equal or exceed BREEAM NC requirements.
- Provide EV charging stations at a minimum of 3% of parking places in JTRE office projects and prepare each parking spot in JTRE residential buildings with a connection point for a potential charging station.
- Prepare incentives to increase the number of EV and hybrid vehicles in the company fleet by 5% in the following two years.
- Increase the rate of employees commuting by public transport, cycling or walking as the primary mode of transport to work to 40% by 2026.



7 Affordable and clean energy



13 Climate action



11 Sustainable cities and communities

# Our performance summary

Carbon footprint is the company's primary sustainability parameter. Based on 2023 data, we have prepared our company's carbon footprint, including operational and embodied (upfront) carbon of 11 representative assets,

which we have constructed and mainly operate now through our affiliated companies. This data will set our baseline for our further decarbonisation strategy.

Scope 1 represents

**0.35%**

of total GHG emissions

Total Scope 1 emissions:

**105.85**

t CO<sub>2</sub>e

Scope 2 represents

**0.00%**

of total GHG emissions

Total Scope 2 emissions:

**0.00**

t CO<sub>2</sub>e

Scope 3 represents

**99.65%**

of total GHG emissions

Total Scope 3 emissions:

**29,921.54**

t CO<sub>2</sub>e



**1.74 kg**

market-based  
CO<sub>2</sub>e/EUR of net  
revenue

**21 kg CO<sub>2</sub>e/m<sup>2</sup>**

average emission  
intensity

**19%**

of BREEAM-certified buildings  
in our entire portfolio

**8**

BREEAM-certified  
buildings

**2**

LEED-certified  
buildings

**7**

green roofs  
and facades

**5**

existing  
or planned solar  
installations

We made the first significant step towards a net zero future by calculating our company's carbon footprint for the base year 2023 in Scope 1, 2, and 3 following the GHG Protocol. Direct emissions (Scope 1) are produced mainly from the usage of company vehicles, indirect emissions come from the purchased energy for our offices (Scope 2) and other indirect emissions (Scope 3) from our value chain. As a real estate company that also performs a property manager role, 99% of our carbon footprint comes from Scope 3. Emissions in Scope 1 (105.85 t CO<sub>2</sub>e) primarily

originate from heating our offices and operating vehicles. Based on the GHG Protocol methodology, we have calculated our Scope 2 carbon footprint using location-based and market-based methods. Our location-based carbon footprint stands at 4.54 t CO<sub>2</sub>e, reflecting the average emission intensity of the Slovak Republic's energy grid. However, since we purchased certified green energy for several buildings in 2023, including River Park C, where the company offices are located, our market-based carbon footprint is 0.0 t CO<sub>2</sub>e.

# Scope 1 carbon footprint

105.85 [t CO<sub>2</sub>e] (market-based)



82.09

Passenger vehicles –  
business trips



23.76

Stationary  
combustion



# Scope 3

29,931.54 [tCO<sub>2</sub>e] (market-based)



21,871.20

Capital goods



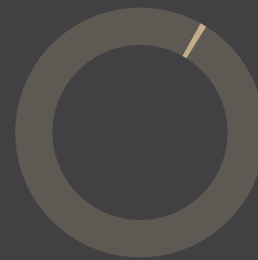
698.23

Waste generated in operations



4,629.96

Use of sold products



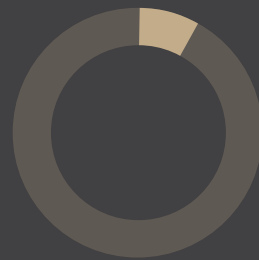
240.18

Purchased goods and services



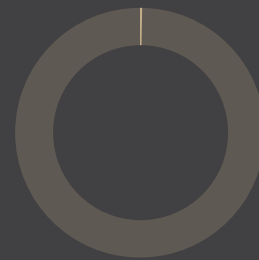
3.38

Passenger vehicles - business trips



2,374.18

Fuel- and energy related activities



114.41

Employee commuting



# Scope 3 breakdown

The total carbon footprint of JTRE in Scope 3 is 29,931.54 t CO<sub>2</sub>e. Scope 3 was calculated using exclusively primary data. These indirect emissions result from activities from assets not owned or controlled by us but that we indirectly affect in our value chain. The most important category is Capital Goods (21,871 t CO<sub>2</sub>e), which reflects the embodied carbon of buildings completed in the reporting year (2023), namely Pribinova 40 building, for which we completed a life cycle assessment. The calculated emissions (21,871 t CO<sub>2</sub>e) reflected emissions from raw material extraction and supply as well as construction of the building. Construction of the building took a few years, but we are reporting emissions for the whole upstream material and construction process in the reporting year 2023 (in which construction was finished). This decision to report emissions together in one reporting year is based on the Science Based Target initiative Building Sector.

The second major category is the Use of Sold Products (7,442.80 t CO<sub>2</sub>e), which includes operational emissions of 11 selected buildings where we provide Leasing services or run as a Property or Facility managers. The operational emissions originate from natural gas consumption in local stationary sources, diesel consumption in generators, refrigerant leaks, purchased electricity and heat.

## Energy efficiency

When it comes to our existing buildings, we can only improve their carbon footprint by lowering their operational emissions. In some of the buildings we manage, we purchase

certified green electricity where possible and economically feasible. We intend to optimise energy consumption through practical measures. These include conducting a comprehensive energy consumption analysis and, subsequently, energy audits on the buildings we operate. These steps are necessary to implement an energy monitoring system with ongoing evaluations and setting KPIs for gradual improvement. We have already started integrating presence detectors for automatic lighting control for some buildings and are replacing existing lighting with energy-efficient LEDs. Energy efficiency is also being prioritised in our selection of electrical appliances. Additionally, we aim to fine-tune night-time and seasonal energy-saving modes and plan to install controls that automatically switch off Heating, Ventilation, and Air Conditioning (HVAC) systems when windows are open. Employee education will focus on proper HVAC regulation, window use, and energy-saving practices.

With the revised EU's Energy Performance of Buildings Directive (EPBD), by January 1, 2030, all new buildings or those undergoing major renovation should achieve the current nearly zero energy building performance rating improved by 10%. (A0 -10% in Slovakia) and at the same time, produce zero emissions in operation (Zero Emission Buildings - ZEB). The average EPC label of buildings we built and managed by our affiliated companies in 2023 was A1 (as defined by Slovak energy legislation). In 2023, the total energy consumption related to our operations was 1,71 TJ. In upcoming years, we will monitor this indicator as one of our KPIs.





	Total energy consumption kWh/m2.a	Primary energy kWh/m2.a	EPC
Eperia I	106	211	A1
Eperia II	93	105	A0
Sklad 7*	109	145	B
Pribinova 40	52	92	A1
Landererova 12	75	116	A1
Pribinova 19	45	86	A1
River Park C	85	133	B
Tower 115	52	90	A1
Westend Court	95	145	B
Westend Gate	106	215	B
Westend Piazza	55	105,5	A1
Westend Square	68	129	B
<b>Average</b>	<b>78</b>	<b>131</b>	<b>A1</b>

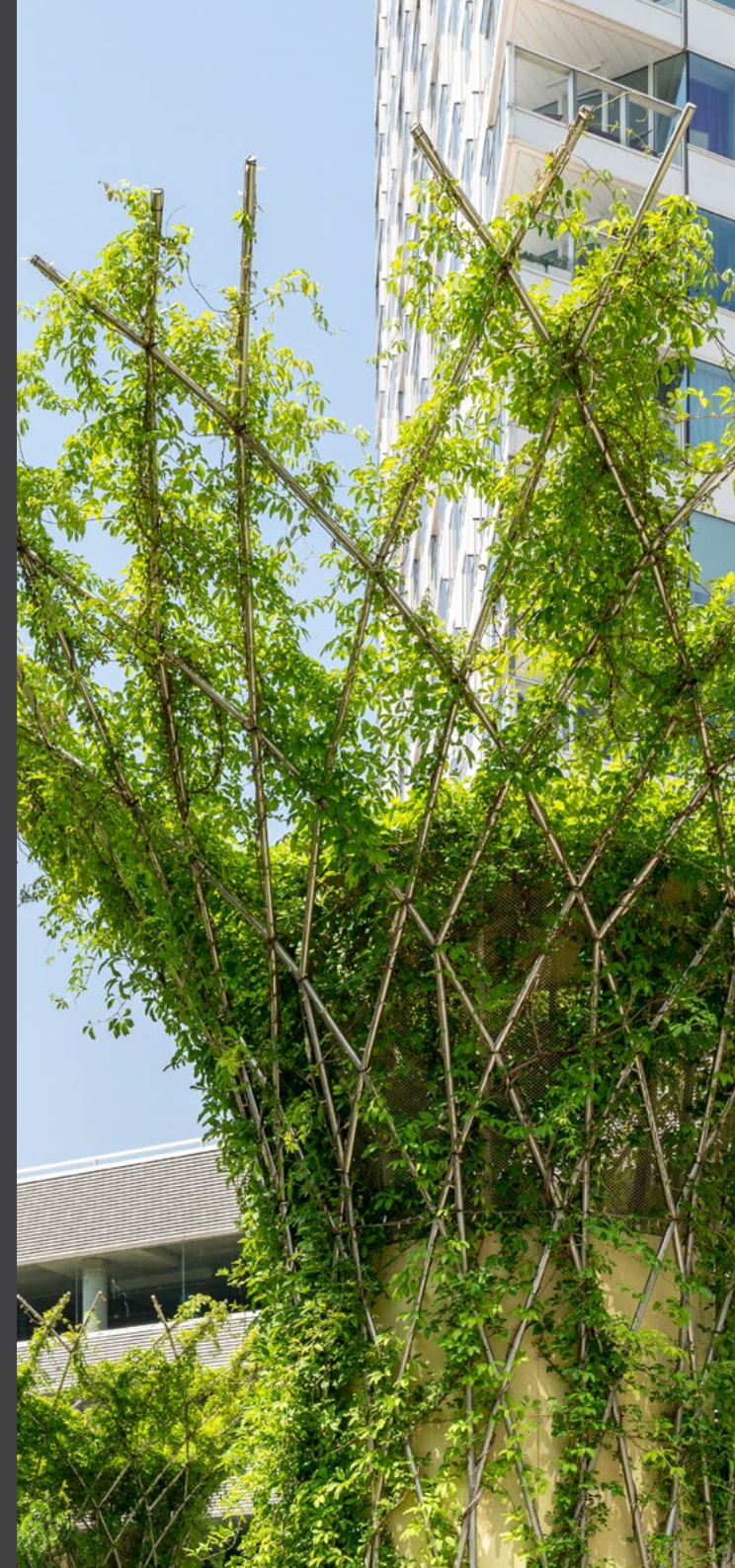
We are implementing reduction measures and developing a more robust data collection system on which we base our decarbonisation plan. Once we have established our decarbonisation path, we will monitor a yearly GHG intensity reduction and other relevant KPIs.

\* Sklad 7 building is listed under TRENESMA DEVELOPMENT LIMITED.

# Asset portfolio carbon footprint

Carbon footprint of JTRE's existing portfolio [tCO<sub>2</sub>e] - including waste + water (market-based)

Sum of Carbon footprint in t	Fuel- and energy related activities	Fugitive emissions	Purchased electricity	Purchased goods and services	Purchased heat	Stationary combustion	Waste generated in operations	Grand Total
Eperia Shopping Mall	420,1	0,0	301,3	2,6	189,5	30,9	7,6	952,0
Eurovea Pribinova 40	87,0	0,0	57,4	0,0	129,0	0,0	0,1	273,5
Landererova 12	216,8	42,7	0,0	1,5	537,1	0,3	4,4	802,9
Pribinova 19	299,7	0,0	6,2	1,8	626,7	25,4	4,3	964,1
River Park C	150,9	0,0	0,0	1,9	0,0	446,5	6,6	605,9
Tower 115	437,0	77,0	0,0	1,9	0,0	835,9	4,9	1 356,6
Westend Court	55,3	0,0	0,0	0,4	0,0	111,6	1,1	168,4
Westend Gate	207,2	0,0	0,0	1,4	0,0	461,3	2,9	672,8
Westend Piazza	253,8	0,0	1,8	1,5	0,0	433,6	2,4	693,1
Westend Square	190,8	0,0	0,0	1,1	0,0	339,6	2,3	533,8
<b>Grand Total</b>	<b>2 318,6</b>	<b>119,7</b>	<b>366,7</b>	<b>14,1</b>	<b>1 482,3</b>	<b>2 685,1</b>	<b>36,6</b>	<b>7 023,0</b>



# Decarbonisation strategy

Having completed the carbon footprint calculation for the year 2023, we aim to set a net zero target according to the CRREM tool and later to the SBTi. We are implementing a yearly carbon footprint evaluation to ensure year-to-year comparability. Some of these measures involve placing requirements on our suppliers. We are developing a Stakeholder Management System incorporating input from all key stakeholder groups to map these requirements. By 2030, the proportion of our suppliers committed to sustainability initiatives is planned to reach 50%.

We are also investing in renewable energy. So far, we have installed solar panels on one existing building, Nová Vlárská and additional installations are planned on Klingerka II, III, Harmincova Dúbravka, and Eurovea, Pribinova 40.

**As part of our target of lowering operational carbon emissions, we intend to:**

## JTRE office ambitions

- Increase e-mobility's share in the company car fleet.
- Use low-carbon travel alternatives for business trips (trains and public transport for shorter trips, shared taxi rides, etc.)
- Make bike-sharing available to employees.

- Develop a certified local supplier database for purchasing eco-friendly day-to-day office supplies. We already buy certain eco-friendly products (small gifts, calendars, refillable pens) preferably locally sourced.
- Procure office equipment with the best possible EPC label.
- Develop a standard for cleaning services according to the WELL Health-Safety Rating, ensuring that only eco-labelled cleaning products are used by our own as well as third-party cleaning services.
- Start long-term cooperation with a sustainable and organic catering company using fresh local produce.
- Aligned with the updated EPBD directive adopted by the EU in April 2024, we will phase out our reliance on natural gas as an energy source for heating and cooling in our buildings.
- Increase recycled content in construction and fit-out materials.
- Inform the design by an early-stage life cycle analysis.
- Preference for materials with solid EPDs.
- More stringent implementation of our considerate construction standard ECoP (Environmental Code of Practice).
- Reduction of construction waste through proper BIM model coordination and on-site waste prevention and separation.
- Reducing embodied carbon through efficient construction logistics and low-emission equipment.

## Existing and new development ambitions

- Gradually increase the share of sustainably sourced and reduced carbon building materials.
- Development of a centralised cross-company green procurement system with uniform ESG criteria for selecting products and services.
- Use green electricity and zero-emission renewable energy sources for cooling and heating.
- Increase the accuracy of energy consumption measurement and software tools for the optimisation of building performance efficiency.
- Optimisation of design, allowing for easier fit-out changes and end-of-life disassembly.
- JTRE is part of an initiative to change Slovak fire protection legislation to allow for the broader use of timber in construction, similar to other western EU countries.



**Danube water  
as an emission-free  
source for cooling**

During 2023, **731,251 m<sup>3</sup>** of Danube River water went through the cooling system of our River Park building complex.

This amounts to **2,272,376 kWh**, which resulted in a significant reduction of operational carbon emissions.



# Low-carbon mobility

As part of our decarbonisation strategy, we encourage using low-carbon transport by designing projects that include pedestrian-friendly spaces, extensive cycle paths, easy access to public transport, and incorporating electric vehicle charging stations.

By creating walkable neighbourhoods with convenient amenities and integrating bicycle storage racks, showers and other facilities into our buildings, we encourage residents and tenants to adopt more sustainable, healthier modes of transportation. Examples of our efforts in our projects:



3

revitalised underpasses/  
public transport shelters

31%

of employees are using public  
transport, cycling or walking as the  
primary mode of transport to work

10%

reduction in car commuting as  
the primary mode of transport  
to work compared to 2022

## Existing buildings:

- **Eperia Shopping Mall** – building a cycle path for cyclists and scooter riders.
- **Eurovea Riverside & Eurovea Tower** – design of a public space with car traffic moved from the surface to underground. Only pedestrians, cyclists, and eventually planned tram lines on the surface.
- **River Park** – installation of bike racks and new bike storage, changing room facilities and shower rooms.
- **Tower 115** – installation of bike racks, showers and changing room facilities.
- **Westend Gate** – bike facility inside the building with a direct connection to a more comprehensive bicycle network; a new cycling route is in planning.

## Ongoing developments:

- **Downtown Yards** – in construction, underground parking providing EV chargers and residential bike storage. Reconstruction of the adjacent street to make provisions for the planned new tram line and convenient and safe local cycle path, segregated from the road by greenery.
- **Nové Lido** – a new large riverfront zone in planning, with carbon neutrality and community at the concept's core. High emphasis on walkability, cycling network and public transport accessibility (buses, trolleybuses and trams). Planned new promenade bridge connecting the new zone to the city centre on foot or by bike. Collaboration with Mobycon – one of the largest and most prominent consultants from the Netherlands with expertise in sustainable and integrated mobility solutions.
- **River Park II and Ganzhouse** – installation of bike storages, showers and facilities for bike commuters.

## Compliance with the BREEAM certification requirements

All of our new projects are designed to meet BREEAM certification requirements for bicycle facilities, ensuring that there are enough bike racks for the public and that residents and tenants in our buildings have access to safe and convenient bicycle storage and related amenities. These include showers, changing rooms, wet clothing and towels drying space, and bike repair and maintenance stations. We have also created an internal JTRE Bicycle Manual as our best practice standard with good examples and rules for selecting bicycle racks and equipment for our projects, and an easy-to-understand calculator of BREEAM, BREEAM Communities and WELL bicycle requirements.

# Sustainable management of waste and water

## Our goals

- 15% increase in recycled operational waste by 2024.
- 75% construction waste recycled by 2030.
- 3% annual reduction in water consumption across buildings operated by JTRE.



6 Clean water and sanitation



11 Sustainable cities and communities



12 Responsible consumption and production

## Our office

We minimise mixed waste by separating into the following categories: paper, PET bottles, plastics, glass, kitchen waste, and mixed waste. Kitchen waste is processed into biogas. By implementing kitchen waste separation and processing, we expect to decrease the amount of mixed waste by 40% in the upcoming years. We also separately collect used batteries. We have also done an internal audit of what kind of waste we produce by weighing all the recycled trash in our office to understand how well we are sorting our waste.

## Buildings we build

Our subcontractors must comply with our Environmental Code of Practice (ECoP). Aside from other requirements, ECoP also stipulates general rules for monitoring, reporting, and managing waste during demolition and construction:

- We sort waste according to the categories established by law.
- We prevent contamination of waste so that it can be reused.
- Waste collection points are adequately marked around the construction site.

An authorised waste management company weighs the amount of waste produced. The collected data is used in LCA and the building's embodied carbon calculation.

**33,945.2**  
t of waste generated

**698.2**  
t CO<sub>2</sub>e from waste

**33,650.1**  
t of hazardous waste

**295.0**  
t of non-hazardous waste



# Soil remediation

The Downtown Yards project is an ambitious new development that continues our earlier Klingerka project. Built on the site of the former Gumon plastics factory and the edge of the former Apollo refinery, the area was defined as a brownfield. Apollo was taken by the Nazis during the Second World War and was bombed by the Allies in 1944. Both factories left behind a significant toxic environmental burden that was left without remediation during the times of the communist regime. JTRE aimed to reclaim this industrial brownfield and turn it into a vibrant, healthy, mixed-use area with residential, commercial, and recreational facilities.

**To address this environmental burden, we removed 150,000 m<sup>3</sup> of oil-contaminated soil and took it to a specialised facility for remediation. This environmental treatment totalled EUR 28 million in additional costs.**



# Sustainable water management

We implement strict measures to prevent surface water contamination and reduce water consumption during construction. Our ECoP considerate construction standard includes preventive and control measures, environmental targets as well as the collection of data. Our office operations are focused on reducing water use by installing water-saving plumbing fixtures. Beyond implementing strict measures to protect and con-

serve water on our construction sites, we have implemented rainwater harvesting and invested in advanced water reuse systems at key properties, including West-end Gate, Zelené Terasy Devín, and are planning to do so at Klingerka II and III. These systems complement our construction site initiatives, ensuring we responsibly manage and recycle water throughout our portfolio.

**294 m<sup>3</sup>**

Total water consumption

**3**

Rainwater recuperation systems



## Protection against surface water contamination

Several robust measures are in place to prevent surface water contamination at our construction sites. All containers holding contaminated materials are rigorously checked to ensure they are leak-proof and stored within controlled zones to avoid spillage. We conduct fuel pumping, oiling, and lubrication over drip trays or impermeable surfaces situated away from drainage and soak-away systems and always under supervision. Furthermore, only vehicles without oil or fuel leaks are permitted on our construction sites, with drip trays placed under immobile machinery. Regular vehicle maintenance is performed off-site to mitigate risks, but if on-site maintenance is necessary, it is conducted over an impermeable surface. Designated washing areas for vehicles and equipment are established to prevent untreated runoff from contaminating groundwater or drainage systems. Wherever possible, we use biodegradable hydraulic oils for machinery operating near watercourses during the construction phase.

## Water conservation

We have adopted several measures to conserve water during our construction projects; washroom facilities on construction sites are equipped with water-saving fixtures, including toilets, urinals, and faucets. Cleaning

stations for trucks and vehicles exiting the construction site are fitted with water recirculation systems to minimise water usage. Sedimentation tanks are integrated into the drainage system, and collected water is reused for dust suppression and supplementary wheel washing during construction. We also consider using temporary rainwater harvesting systems to support these efforts. All water consumption on construction sites is meticulously measured and recorded monthly in accordance with regulatory standards.

## Office measures

We measure water consumption in our offices and compile monthly reports. We have repeatedly tested our drinking water quality in certified labs and promote and facilitate the use of tap water over bottled water by providing our employees with branded multi-use jugs and informing them through infographics.

When installing new technical elements in the buildings, we implement strict water flow limits across all our buildings. This initiative reduces overall water consumption, reduces costs, and supports our commitment to sustainable practices. As a standard, our building management system (BMS) is provided with a water leak detection system. In kitchenettes and underground parking areas, the wastewater is filtered in grease and oil traps before it is allowed further into the municipal wastewater sewer system. Our company does not produce hazardous wastewater.



# Certifications

At JTRE, we are committed to continuously improving our buildings' sustainability, health, well-being, and connectivity. At the same time, we want to be transparent in our claims and avoid any potential green-washing. That is why we have adopted several robust, globally recognised certifications by independent third parties. Certifications such as BREEAM, LEED, WELL, Smart and Wired Score are also a guarantee that no relevant topic has been omitted.

## Our goals

- **Sustainability:** Our minimum goal for new and existing buildings is BREEAM Excellent / LEED Gold. We are also introducing EDGE Zero Carbon certification in our effort to decarbonise our new buildings in operation.
- **Health and well-being:** Our minimum goal for new and existing buildings is a standard WELL Health-Safety rating. In more prominent projects, we will aim for WELL v2, minimum level Gold.
- **Connectivity & smart technologies:** We are piloting Wired Score, Smart Score and Smart Building Collective certifications on several buildings. Upon evaluation, goals will be set (2026).



11 Sustainable cities  
and communities



9 Industry,  
innovation and  
infrastructure



# Certification highlights

8

BREEAM-certified buildings

1

BREEAM Communities pre-certified zone

2

LEED-certified buildings

2

Projects aiming for WELL v2 certified buildings

13

WELL Health-Safety ratings

More certifications, including WELL v2, Smart Score, Wired Score, Smart Building Collective and Access4You, are expected to be completed in the coming 12 months.

# 1. Sustainability (green) certifications

## LEED

(Leadership in Energy and Environmental Design) by USGBC is the American version of BREEAM certification, covering a similar spectrum of sustainability topics, with some differences, such as the energy modelling based on the American ASHRAE standard. LEED is the second most popular certification system in Europe, while it is the leader globally.

For more details, refer to:

[LEED rating system | U.S. Green Building Council](#)

### Highlight:

JTRE has achieved LEED Gold certifications for Landererova 12 and Pribinova 19 projects. The projects earned Gold by implementing a range of sustainable features, such as advanced energy and water management through BMS, use of sustainable materials and considerate construction practice.

## EDGE Zero Carbon

by GBCI certifies carbon-neutral projects based on their actual performance. Projects meeting the EDGE Standard with at least 20% predicted savings in energy use, water use, and embodied energy in materials benchmarked against a standard local building are recognised as EDGE Certified. In addition, projects that achieve 40% or more predicted on-site energy savings are recognised as EDGE Advanced. Projects that supply their operational energy needs with 100% renewables or purchase carbon offsets to top off at 100% may pursue EDGE Zero Carbon after verifying the actual performance for 12 months with at least 75% occupancy.

For more details, refer to:

[EDGE | Green building certification](#)

### Highlight:

JTRE is currently pursuing EDGE Zero Carbon on two pilot projects, one in Bratislava and one in London.

## BREEAM

(Building Research Establishment Environmental Assessment Method) is the oldest and one of the globally most recognised sustainability assessment methods run by BRE based in the UK. The certification evaluates buildings based on various sustainability criteria, including energy performance, health and well-being, innovation, land use, materials, management, pollution, transport, waste, and water. Rating of Outstanding in BREEAM is awarded only to the very best sustainability performers on the market, followed by Excellent, Very Good, and below. For new buildings, we use BREEAM NC International. For existing buildings, we use BREEAM In-Use. Some of our achieved certifications are listed below. BREEAM Communities certification does not address individual buildings but significant urban developments as a whole and includes also social aspects, microclimate topics, economic benefits and a range of other ESG topics.

For more details, refer to:

[BREEAM | Standards](#)

### Highlight:

JTRE's project Pribinova 40 has achieved the prestigious BREEAM NC Outstanding rating. This is, so far, our best-rated completed building. See further details in the list of projects.

# 2. Health & well-being certifications

## WELL

Building Standard run by IWBI is the most robust, evidence-based certification aimed primarily at a healthy indoor environment. It stipulates science-based targets in 10 separate concepts: Air, Water, Nourishment, Light, Movement, Thermal comfort, Sound, Materials, Mind, Community and Innovation. Similar to LEED, based on the performance evaluation and achieved credits and optimisations, one of four credits may be achieved: Bronze, Silver, Gold or Platinum.

For more details, refer to:

<https://www.wellcertified.com/>

### Highlight:

JTRE is currently pursuing WELL v2 certification on two pilot projects, Ganz House in Bratislava and 220 Blackfriars in London.

## WELL Health-Safety Rating

has been developed by IWBI to address situations such as the Covid pandemic in the workplace. It is a stand-alone certification that can be done separately or jointly with WELL Building Standard certification. The rating includes over 20 features across five action areas: Cleaning and Sanitization Procedures, Emergency Preparedness Programs, Health Service Resources, Air and Water Quality Management and Stakeholder Engagement and Communication.

### Highlight:

By the end of 2024, JTRE will have 10 projects with WELL Health-Safety Rating.



# 3. Connectivity and smart building certifications

## SmartScore and Smart Building Collective

evaluate how the building's technology and its functions impact users' experience. Touchless building access strategy, workplace environmental monitoring and control are some of the features assessed. Another main area is building data management and how it is used to optimise technology effectiveness and reduce energy consumption. Overall, building data from different building systems and processing it (measuring, analysing, presenting) is a significant part of certification.

For more details, refer to:

<https://wiredscore.com/certify-a-building/smartscore/>  
and <https://smartbuildingcollective.com/>

## WiredScore

emphasises the property's digital connectivity and network resilience, ensuring a robust telecommunications infrastructure. Through WiredScore certification, JTRÉ assures tenants of reliable, high-speed internet and mobile connectivity, essential for modern business operations. This certification attracts tech-savvy tenants who prioritise seamless digital communications.

For more details, refer to:

<https://wiredscore.com/>



# Biodiversity and adaptation to climate change

## Our goals

At JTRE, we incorporate green spaces and biodiversity-friendly areas into our developments to enrich our communities' lives and to support our cities' health and resilience against evolving climate challenges.

- Over the next five years, to reduce the average surface temperature difference between the development site and adjacent non-urban areas during summer months by 1.5°C.
- Set up a system to measure the size and quality of green areas of all projects by 2025, inspired by the Bratislava Ecoindex, which we aim to implement in collaboration with the city of Bratislava in Nové Lido.
- Limit bird collisions with our buildings to a minimum.



13 Climate action



15 Life on land



11 Sustainable cities and communities

# Biodiversity highlights

**18+**

developed projects with integrated green spaces and/or biodiversity-friendly areas

**4000+ m<sup>2</sup>**

of green parks developed

**1**

endemic species supported

**6+**

projects including water features or fountain

**2**

projects involving contaminated soil remediation

While we lack comprehensive data mapping biodiversity according to GRI or ESRS standards, we have identified biodiversity and ecosystems as a material topic. We will make it a priority for us in the coming years. We are committed to developing a plan to effectively manage, assess, and monitor our biodiversity impacts.

# Environmental Impact Assessments (EIAs)

We conduct EIAs for each of our projects to identify and understand potential impacts on biodiversity and existing green spaces. This comprehensive approach allows us to evaluate how construction and development activities may disrupt local habitats, flora, and fauna, and also enables us to consider diverse comments from the public invited to the EIA process.

## Enhancing ecosystem services in our projects and adaptation to climate change

Adaptation to climate change is becoming an increasingly critical aspect of our real estate development, given the growing frequency and severity of climate-related events. For this reason, we are gradually increasing our climate change adaptation efforts in several areas described in this report. By developing green spaces, biodiversity areas, and water features in our projects, we contribute to air purification, water retention, and temperature regulation, which are increasingly under considerable stress due to climate change. Our biodiversity and adaptation initiatives within the project developments include the following:



# 1. Green infrastructure

- Green roof incorporation, such as in Eurovea Riverside, Panorama Towers, River Park, Zuckerman del.
- Green spaces development – parks, green squares, planting around the buildings, biodiversity meadow planting, establishing pergolas with greenery and climbing plants, flower beds planting, green façade, such as at Fuxova Residences, Eperia Shopping Mall, Triptych Bankside, Eurovea Riverside, River Park.

Project Zuckerman del.





## 2. Biodiversity enhancement

- Preservation of the native species – site for the preservation of native flora, conservation of the unique plant *Jovibarba globifera* at Zuckermandel.
- Biodiversity-friendly features – insect hotels, bumblebee hotels, bird houses, bat houses, beehives, such as at Eperia Shopping Mall, Ovocné sady Trnávka, Kynek Residences, Zuckermandel.
- Water feature incorporation – water fountains, rainwater-fed natural ponds, rain gardens such as at Pribinova 19, River Park, River Park II, Tower 115, Zuckermandel, Klingerka provide habitats and flood protection.
- Our window planters used for trailing plants provide a suitable habitat for common kestrel, which acts as a natural control of the rodent population. We also work actively to prevent window-bird collisions by implementing markings on glass and external blinds, which create a visual clue for birds.



### 3. Community and educational purposes of climate adaptation practices

- Educational path with a natural science focus for the local fauna, flora and geological features of the Skalný nos formation and the Zuckermandel area.
- Recreational opportunities for communities, as seen in the Nové Lido and Ovocné sady community gardens.



## 4. Urban Heat Islands (UHI)

Many of the aforementioned adaptations address the mounting problem of urban heat islands, whereby city temperatures are significantly higher than the surrounding countryside. Cities generate and trap more heat due to increased human activity and replacing vegetation with impervious materials like asphalt and concrete. JTRE is acutely aware of these realities, and that is why we conduct micro-climate assessments and implement urban heat island prevention measures. Evaluating albedo and shading factors, providing ample green spaces, and growing our own local trees that maximise evapotranspiration are among our UHI mitigation strategies, which we want to further improve in coming years.

While "cool pavements" are more effective, canopies over pavement can also reduce heat absorption.



# SOCIAL

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**Our employees**

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**Health & safety at JTRE**

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**Employment, training  
& development**

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**Healthy living environment**

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**Our communities**

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# Our employees



3 Good health and well-being



8 Decent work and economic growth

## Our goals

We are committed to enhancing employee satisfaction, nurturing talent, and attracting highly skilled professionals who will help us build a bright and prosperous future.

- Introduce easier and faster management of daily operation complaints and suggestions by 2026.
- By raising awareness, we intend to increase the participation rate in professional development activities (conferences, online courses, workshops, excursions, etc.) by 10% by 2026.
- Promote healthy food options as per WELL certification standards and increase the satisfaction rate with the local canteen by 15% by 2026.
- Promote healthy daily routines, including commuting on foot or bike, and thus decrease the number of car commuters by 10% by 2026.

In order to achieve a sense of belonging and loyalty at our workplace, we strive to create a work environment that is welcoming, safe, and conducive to our employees' well-being. We regularly assess our employees' satisfaction level through employee surveys, such as employee satisfaction or educational needs surveys.

One of the survey's outcomes showed that most of the employees would do sports before or after work (78%) and commute to/from work by bicycle (58%) if they had access to adequate changing rooms with showers and/or safe bicycle storage. Therefore, we built a new bicycle storage and provide new changing rooms for our employees.

About 32% of respondents said that they work in a noisy environment, so we installed "telephone booths" within our offices to provide dedicated spaces for calls and meetings for our employees.

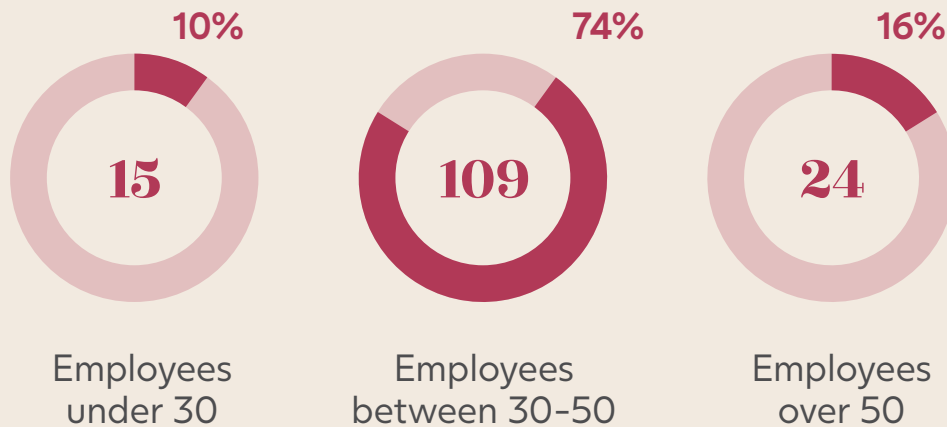
Some employees stated that they do not trust tap water quality in the offices. We contracted a certified lab to do a broad-spectrum analysis of the water quality, which was high. Nevertheless, we have installed water filters in all our kitchenettes.



## Data on the employee gender division

<b>148</b> Total employees in 2023	<b>80</b> Male employees <b>54%</b>	<b>68</b> Female employees <b>46%</b>
<b>10</b> Hired	<b>6</b> Male employees	<b>4</b> Female employees
<b>15</b> Left	<b>6</b> Male Employees	<b>9</b> Female employees
<b>10%</b> Turnover rate	<b>15</b> Total number of employee turnover (Number of employees who have left)	

## Employee age group division



# Health & safety at JTRE



3 Good health and well-being

At JTRE, we have established rigorous standards of health and safety management for all our employees that are aligned with national standards. JTRE has the Employment Rules standard, which serves as the basic internal regulation for labour relations. The Employment Rules standard governs the interactions and matters between JTRE and its employees.

We have aimed to implement effective Health and Safety (HSE) management with appropriate policies and guidance. We recognise the potential risks of mismanagement, including problems caused by poorly managed equipment or human error. We provide comprehensive employee training to meet our HSE policy and management targets.

## Health & safety compliance

JTRE is committed to ensuring that all certification standards and legislative requirements related to health and safety in the countries where we operate are met. We believe it is our responsibility to provide our employees with the necessary information and training to ensure they are aware of the laws and regulations pertinent to the health and safety aspects of their roles. This allows us to guarantee legal compliance (Labour Code, §147) as specified by the Occupational Safety and Health Protection Act. Our commitment extends beyond regulatory obligations, as we strive always to cultivate and maintain a healthy and safe environment.

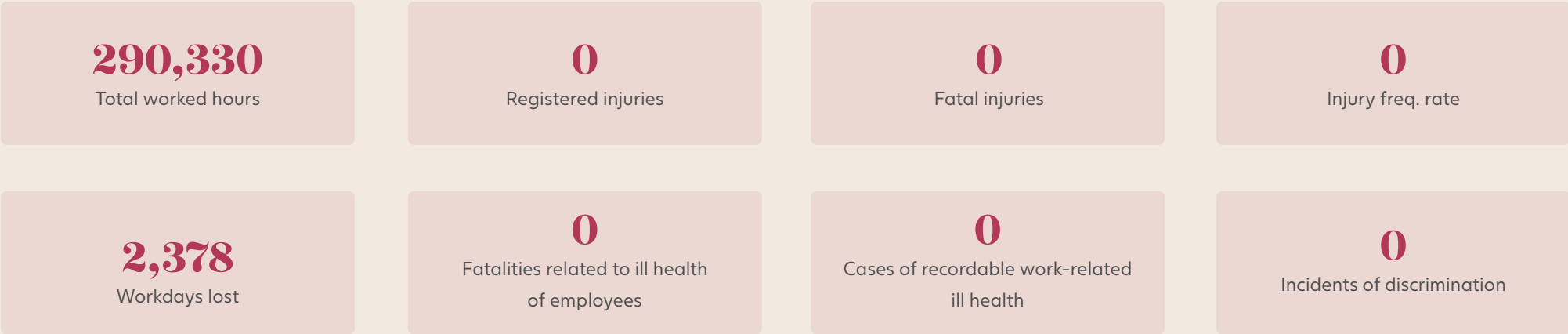


# Our employees are covered by JTRE's internal HSE system

In 2023, we ensured that our internal health and safety management system covered 100% of our employees:



## JTRE employee HSE figures 2023



# Elements of JTRE's HSE management system

## Personal safety responsibility

Employees are mandated to actively participate in maintaining their own safety as well as the security of their personal belongings. This includes proper handling of work equipment, securing confidentiality of non-public information, and adhering to internal regulations regarding system and IT security.

## Training and compliance

JTRE mandates safety trainings (OHS and FP\*) upon hiring, with periodic refreshers every two years. Managers participate in additional occupational health and safety training every three years. At the same time, employees who use company or personal vehicles for business purposes are required to undergo driver safety training curated by our logistics team.

## Emergency preparedness

Enhanced emphasis is placed on emergency preparedness with mandatory training for all employees on fire alarms, extinguishers, emergency exits, and first aid kits. This training is reinforced periodically to ensure all employees are well-versed in emergency procedures.

## Health examinations

Our dedicated HR personnel department is responsible for organising and overseeing initial and periodic medical examinations, fostering a culture of continuous health surveillance.

## Health and safety management – OHS Plan

The Occupational Health and Safety (OHS) Plan at JTRE construction sites is developed in strict accordance with Section 5 (2) (b) of the Slovak Government Decree No. 396/2006 Coll., which outlines the minimum safety and health requirements.

# OHS requirements

All construction site activities must take into consideration the following aspects of health and safety:				
<b>1.</b>	<b>2.</b>	<b>3.</b>	<b>4.</b>	<b>5.</b>
Protection of the health and safety of the Contractor's employees and other parties involved in the affected construction	The creation of a favourable and safe working environment	Protection of the public against injury and material damage	Protection of the builder's employees	Environmental protection

## Prevention & HSE risk management

To prevent accidents, we emphasize detailed record-keeping and implement remedial actions to avert them in the future. By monitoring and analysing these events, we aim to decrease accidents, thereby preventing severe or fatal accidents. Our HSE system includes regular on-site risk assessments and inspections. Conducting work-related risk assessments, including those by contractors and subcontractors, is standard practice

across our subsidiaries. Additionally, most of our operations undergo third-party safety inspections to evaluate the health and safety aspects of our projects and technological processes, ensuring continuous improvement and adherence to safety standards.

# Employment, training & development



Continuous education of employees, regardless of their gender or position, is a prerequisite for the success and competitiveness of the company. At the same time, education is beneficial for an employee's personal development and the feeling of belonging to the company. As our sector continues evolving and becoming more sophisticated, flexibility and upskilling are necessary. In a survey we organised, up to 79% of employees identified continuous education as important. By education, we mean everything that can help us to advance professionally - not only professional training but also conferences, self-study, webinars, courses, excursions and other educational activities.

Our policies and guidelines are designed to facilitate effective people management, ensuring we can nurture and bring out the best in our workforce. We are trying to reduce the gender pay gap and increase the percentage of women in senior management positions, while ensuring equitable compensation for all employees.



4 Quality  
education



8 Decent work and  
economic growth

At JTRE, we establish employment relationships through comprehensive, legally compliant contracts that are signed by authorized representatives and provided to employees by their commencement date. To ensure a smooth onboarding process, employees complete a personal questionnaire and submit necessary documents, including medical examination certificates, previous employment confirmations, and proof of education. Our employment contracts typically include a probationary period of three to six months, tailored to the specific position and aligned with the Labour Code. To further enhance internal communication and team cohesion, we regularly organize team-building events (ski trips, bike trips, dinners, etc.) and workshops, to create a supportive and collaborative work environment.

## Employee training and development

At JTRE, we value the professional growth of our employees through continuous training and development programs. The average number of training hours per employee in 2023 was 32 (33 for men and 31 for women). We are currently assessing barriers to education via a company-wide survey, which will help us understand the specific needs of our employees.



# JTRE's employee benefits

## Employee benefit program

Our employee benefit program provides each employee with a yearly budget that can be used for discounted accommodation, leisure activities, and electronics geared toward each person's preference. The program is undergoing restructuring, and a new version will be released in 2025.

## Employee bank account and favourable loans

Employees have the opportunity to open a current account with J&T BANKA, a.s., benefiting from the Family & Friends client segment rates and conditions. Employees can receive better rates and a more favourable loan from 365 bank.

## Education and professional development

Employees also have access to language classes in English and German, as well as opportunities for continuous professional development through annual conferences and training programs.

## Parking spaces & company cars

JTRE offers company cars for selected job positions as specified by the internal regulation "SJTF\_7/2017 Car Operation Administration". Allocated parking spaces are considered a non-claimable benefit and may be re-assigned based on the Employer's needs.

## Physical and mental well-being

Our comprehensive benefits package includes five additional vacation days in addition to the legal requirement, flexible home office arrangements, and weekly yoga sessions to promote well-being.

## Sick and family-related leave

JTRE provides employees with three extra "sick days" per year without a doctor's certificate. The Appendix provides more details on parental leave. Vacation pay is calculated based on average earnings from the previous calendar quarter, ensuring fair compensation.

**100%**

Employees are entitled to family-related leave

**3/9**

Employees who took parental leave have returned to work in 2023, and the other six are still on leave

**143**

Total FTEs covered

**5**

Part-time employees covered

# Working from home and overtime

With supervisor approval, employees may work from home, considering the nature of their work and operational needs. Overtime work is permitted under exceptional circumstances and must comply with Labour Code regulations. Employees are compensated for overtime, and any exceptional work hours must be pre-approved by supervisors.

# Working time and attendance recording

JTRE offers flexible working hours within a standard workweek framework. Employee attendance is recorded using electronic systems or approved attendance sheets.

**290,330**  
Total hours worked by employees in 2023



# Diversity, equality and inclusion

At JTRE, we endeavour to attract and retain top talents while valuing the unique perspectives that individuals from different backgrounds and experiences bring to our organization. By focusing on both the best and the right talent, we ensure that personal differences do not hinder our pursuit of excellence.

In 2023, our workforce consisted of 54% male and 46% female employees, reflecting a balanced gender distribution. However, when we look at our board of directors and the supervisory body, the gender gap becomes more pronounced, with 73% of these roles held by men and only 27% by women. Specifically, our senior management team comprises 11 men and 4 women, which amounts to a ratio of 64% to 36%. While this gender distribution is relatively good for our industry context in Slovakia, there is certainly room for improvement.

## Fair remuneration

JTRE a.s. is committed to promoting gender pay equity across all levels of our organization. At JTRE, the entry-level salary is 2,35 times the minimum wage in Slovakia.

We firmly stand against any form of unlawful discrimination based on age, sex, disability, gender reassignment, marital status, race, skin colour, nationality, ethnic origin, religion, or orientation. In 2023, we recorded no incidents of discrimination within JTRE.

At JTRE, our goal for the future is to eliminate any remaining barriers for people with disabilities. In order to increase the percentage of employees with disabilities, we commit to communicating our barrier-free premises to potential job applicants in the future.

**0**  
Discrimination incidents

**2%**  
Employees with disabilities



# Healthy living environment



4 Quality education



8 Decent work and economic growth

## Our goals

- Healthy indoor environment – keep improving working conditions in our office in accordance with WELL certification standards.
- Promote the use of bicycles as a mode of transport in our projects, aligned with LEED, BREEAM, and EPBD standards.

By focusing on key factors such as indoor air quality, water quality, light, thermal comfort, noise and occupant satisfaction, we aim to ensure that our residential and office areas support both physical and mental health. Our efforts are also underlined by the certification of our buildings by the WELL certification system, which focuses exclusively on users and their well-being and health. Our management and sustainable practices are centred around creating a healthy living environment that considers elements such as:

- **Air quality management:** Implementing advanced ventilation systems and air purification technologies to ensure clean, fresh air.
- **Natural light:** Designing buildings to maximize natural light, reducing reliance on artificial lighting and thus improving our spaces' overall ambience and mood.
- **Green spaces:** Incorporating parks, gardens, and green roofs enhances residents' connection with nature and provides relaxing outdoor areas.

- **Noise reduction:** Utilizing soundproof materials and strategic layout planning to minimize noise pollution and create a tranquil living environment.
- **Sustainable materials:** Using non-toxic, eco-friendly building materials that contribute to better indoor air quality and reduced environmental impact.
- **Smart technologies:** Employing smart technologies to maintain a comfortable living temperature.
- **Community well-being:** Creating communal areas that encourage social interaction and a sense of community, enhancing the overall well-being of our residents.

## WELL Health-Safety Rating & WELL Building Standard version 2

We aim to achieve the WELL Health-Safety Rating on the majority of our projects, including existing buildings\*, and we are striving to accomplish WELL v2 on our new development Ganz House.

- **WELL v2** focuses on enhancing occupants' health and well-being by addressing key factors such as air and water quality, lighting, nourishment, fitness, comfort, or mental well-being. It emphasizes resilience, sustainability, and adaptability, ensuring that buildings provide safe, supportive, and thriving spaces for their occupants.

- **WELL Health-Safety** Rating promotes rigorous health and safety protocols, such as air and water quality management, improved cleaning practices and emergency preparedness. It promotes occupant well-being through mental health support, encouragement of healthy behaviours and transparent communication of safety measures. It also ensures resilience to public health events and engages stakeholders to improve these standards continually, creating a culture that prioritises health, safety and overall well-being in the built environment.

Our priority is building spaces with healthy environments where our clients feel comfortable and safe. Thus, in 2023, we have recorded zero incidents of non-compliance concerning the health and safety impacts of our buildings

JTRE buildings are evaluated and certified through the WELL Health-Safety Rating, a rigorous standard designed to enhance health and safety protocols virtually across all our properties. More information on this certification can be found at [WELL Health-Safety Overview](#).

**13**  
WELL Health-Safety  
Rated buildings

\* A total of 7 projects achieved a WELL Health-Safety Rating: 4x in Westend Business Zone (Tower, Court, Gate, Piazza, Square), 2x in River Park, 1x in Tower 115

# Our communities



At JTRE, we recognise that understanding and effectively managing our positive or negative ESG impacts, risks, and opportunities is critical to our success and the well-being of the communities we serve. Our proactive approach ensures that we not only mitigate and adapt to potential risks but also capitalise on opportunities to create positive, lasting influence and support to community in its well-being as well as environmental and financial sustainability.

## Our goals

- Having achieved Step 1 pre-certification, we are committed to pursuing the more detailed Step 2 and 3 of BREEAM Communities certification in 2025 and using applicable principles and lessons learned in our other larger projects.
- We commit to making parts of our suitable unused properties available for small temporary projects for the benefit of the public, such as a community garden and various events in 2025.
- We will continue our diverse spectrum of pro bono and community initiatives (see more in this chapter).

# Funding public infrastructure projects

In Bratislava, we kick-started the warmly welcomed revitalisation of several key public spaces: the Great Veil Fountain in Andrej Hlinka Park, Bratislava, underground crossings, public transport shelters, the Danube river-front promenade, etc. JTRE has prepared and submitted documentation and all the required studies and has committed to invest in the new extension of public transport – a new 2.7km long tram line with six stops along Pribinova and Košická streets. Pending approval by authorities, JTRE is prepared to continue this much needed sustainable transport project.

JTRE has delivered extensive areas of quality public spaces with adjacent shops and services as part of the new Eurovea City\*, designed by the famous landscape architect Beth Gali. We are preparing to deliver additional green public spaces in the new extension to the Klingerka project (Downtown Yards) as well as in the River Park 2 project by 2027.

GRI 3-3, 413-1, 203-1

\* Urban district Eurovea City consists of several projects, some of which are listed under JTRE and some under TRENESMA DEVELOPMENT LIMITED.



## Supporting arts and culture

We are the permanent main partner of the prestigious Slovak National Theatre and White Night artistic festival, which showcases artworks by hundreds of artists throughout the city. JTRE brings arts to public spaces. The latest significant example is the new iconic Octahedral Body sculpture on the Danube riverfront in the new public area with seating completed as part of the Eurovea Tower project in 2023. The diverse array of artifacts also includes an upcycled statue made of rubber tires by River Park.



# Building communities

In all residential projects, we implement children's play-grounds and inclusive community spaces that foster neighbourhood relations. For example, we have established a temporary community garden on the premises of our future Nové Lido project. Spaces to grow fruits, vegetables, herbs, and flowers are provided free of charge to 40 locals from the neighbourhood.

Right next to it, we opened a tree nursery in 2023. Resilient species of maple and plane trees are being grown here, along with a number of saplings of various fruit trees. These trees are intended to be eventually planted locally in the future Nové Lido zone or will be made available to the City to be planted on other suitable locations. We commit to further care for these young trees and, if possible, expand the number of saplings. Moreover, we have also provided a space there for hives of a beekeeper, introducing a much-needed boost to the amount of pollinating insects in the area. We commit to maintaining this temporary community garden as long as possible until the construction works start (expected by 2026-2028).

JTRE provides space for local gardeners and organizes site visits for local elementary school children, who learn about composting, bees, and gardening at Nové Lido community garden .

[More about the community garden here](#)



## Supporting educational projects

We are particularly proud of the [Children and Architecture](#) educational project, which we have supported for a long time and which aims to teach and inspire pupils from across Slovakia through e-learning. By cooperating with the [Slovak Technical University's Faculty of Architecture and Design](#) and [Faculty of Civil Engineering](#) through signed memoranda, we build bridges between academic studies and practical application by involving students in JTRE projects.

JTRE aims to improve children's access to sports and exercise. That is why we have joined Sport Institute's project and financially support swimming lessons for 1,900 pupils at elementary schools in Bratislava districts of Staré Mesto, Vajnory, Dúbravka and Chorvátsky Grob. Collectively, the pupils have swam 30 000 000 metres.



# Addressing homelessness

Creating urban environments and communities implies attention and empathy for diverse communities, including marginalised individuals and groups. People who lost their secure permanent home are among them. We strive to help this community by financially supporting the [NGO OZ Stopa](#), which works to end homelessness through providing accommodation (Housing First), specialised advice services, social services and community programs to this vulnerable group. Through the work therapy programme, which, up to 2023 had aided 50 people out of homelessness, the NGO revitalised kindergartens in Bratislava last year.





# Supporting philanthropic community engagement

According to our employee satisfaction survey, 62% of our employees regularly engage in volunteering and charitable actions. At JTRE, we strive to aide this involvement by organizing and participating in events and programs that benefit the public, such as embankment clean-ups, bicycle service workshops, and humanitarian collections. These initiatives not only strengthen community ties, but also promote environmental stewardship and social responsibility.

Blood donation events are open to other tenants in the building. In some years, as many as 40 donors attend these events, drawing enough blood to help around 100 patients.

At beneficial clothing and toy swaps in 2023, 300 visitors exchanged 1800 items they no longer needed, thus reducing waste.

Every year, we celebrate Earth Day by engaging in various activities, including group bike commutes and clean-ups. Last time, as an act of stewardship for the shared river that seamlessly connects JTRE offices and projects within the city, we collected enough trash to fill up a skip two hours.



# Bringing art to places again

At JTRE, we believe that art is an integral part of creating vibrant and engaging communities. By investing in art installations and supporting local artists and galleries, we aim to enrich the cultural fabric of our developments and provide inspiring public spaces for all to enjoy.

The Eurovea enlargement\*, after four years of meticulous work, has transformed the Danube promenade into a cultural landmark. The unveiling of the Octahedral Body statue by leading contemporary Slovak artist Viktor Frešo exemplifies our commitment to integrating modern art into urban spaces.

Frešo's Octahedral Body, selected through a public competition in 2022, stands as a striking 13-metre-high abstract sculpture on the extended waterfront promenade. Its balanced elementary shape and distinctive silhouette create a profound urban-spatial accent, contributing to the development of Bratislava's public space.

JTRE's dedication to art does not stop there. Our developments, such as River Park and Zuckerman, already feature significant works like the Mythical Ship, Bronze Sharks, and Frešo's Circle Head. These installations, alongside new additions such as Luca Boscardino's playful Animal Factory project, aim to engage the public's imagination and encourage interaction.

"The proposal offers a strong urban element that speaks the visual language of the 21st century,"

Vladimír Beskid, a jury member and contemporary art critic.

\* Eurovea enlargement consists of several buildings, some of which are listed under JTRE and some under TRENESMA DEVELOPMENT LIMITED.



# New public spaces and cultural engagement

The transformation of the Eurovea City\* district is guided by the visionary work of internationally renowned architect Professor Beth Galí and the GFI Studio team. Their focus on creating inviting, pedestrian-friendly spaces has resulted in a harmonious blend of modern architecture and public art. Pribinova boulevard, adorned with COR-TEN steel elements reminiscent of the area's industrial past, facilitates smooth connections with the Danube, further enhancing the urban experience.

Pribinova boulevard prioritizes pedestrian, bicycle and future tram traffic

Our commitment to public art aligns with our broader goal of creating enriching, multifunctional public spaces. Completed projects and forthcoming developments, exemplify our holistic approach to urban development.

"Eurovea City is set to become a leading space where the flow of the Danube is accentuated, encouraging locals to gather, interact, and appreciate their city's artistic and cultural heritage,"

Katarína Jägrová, GFI Studio architect.

\* Urban district Eurovea City consists of several projects, some of which are listed under JTRE and some under TRENESMA DEVELOPMENT LIMITED



# GOVERNANCE

**Governance**

**Corporate governance  
structure**

**Business conduct**

**Risk management**

**Supply chain management**



# Governance

## Our goals

Governance is a vital part of our corporate ESG strategy. Our adopted business principles and internal policies are aligned with EU goals and UN SDGs. At JTRE, we recognise the importance of managing our impacts in a transparent manner. Our governance approach ensures that we uphold our contribution to sustainable development and ethical business conduct.

- Policies fully aligned with our sustainability strategy by 2025.
- Full alignment of the risk management process by 2025.
- Increasing the proportion of JTRE's suppliers that are committed to sustainability initiatives to 50% by 2030.



11 Sustainable cities  
and communities



17 Partnerships  
for the goals

# Governance highlights

0

Cases of non-compliance with laws or regulations

0

Incidents of corruption or bribery

0

Outstanding legal proceedings for late payments

100%

Payments aligned with standard payment terms



# Corporate governance structure

## JTRE Governance bodies

JTRE has a well-defined governance structure, with the **Board of Directors** serving as the highest governing body, responsible for the strategic direction and management of ESG matters, and supported by a Supervisory Board and Executive Management.

On behalf of JTRE, each Deputy Chairman of the Board of Directors acts independently. The Chairman of the Board of Directors, as well as other members of the Board of Directors, are authorised to act on behalf of the company only jointly with one of the Deputy Chairmen of the Board of Directors.

# JTRE's Board of Directors



**Peter Korbačka**

Chairman of the Board of Directors

Founder



**Pavel Pelikán**

Deputy Chairman of the Board of Directors

Managing Director



**Michal Borguľa**

Member of the Board of Directors

Director of Construction Management



**Juraj Kalman**

Member of the Board of Directors

Investment Director



**Peter Remenár**

Deputy Chairman of the Board of Directors

Chief Financial Officer



**Peter Piš**

Member of the Board of Directors

Commercial Director



## Nomination and selection process

At JTRE, each board member has been selected based on their proven industry track record and expertise. The company prioritises individuals who bring significant insights and can contribute meaningfully to the strategic goals. **The nomination process** for JTRE's top-tier governance body is straightforward and managed internally. Members are nominated through internal votes by existing board members and key stakeholders. JTRE values **integrity** and, therefore, prior to voting, checks on any potential **conflicts of interest** to ensure unbiased decision-making and transparency.

The Board of Directors, combined with the supervisory board, currently consists of nine members, including seven men and two women, representing 22% of the female representation. JTRE welcomes **diversity** in gender, ethnicity, age, and professional backgrounds to enhance our governance and decision-making. Our board members collectively possess a wide range of **qualifications**, enabling them to effectively oversee the organisation's impacts, risks, and opportunities and ensure our business is economically sustainable with respect to the environment and society.

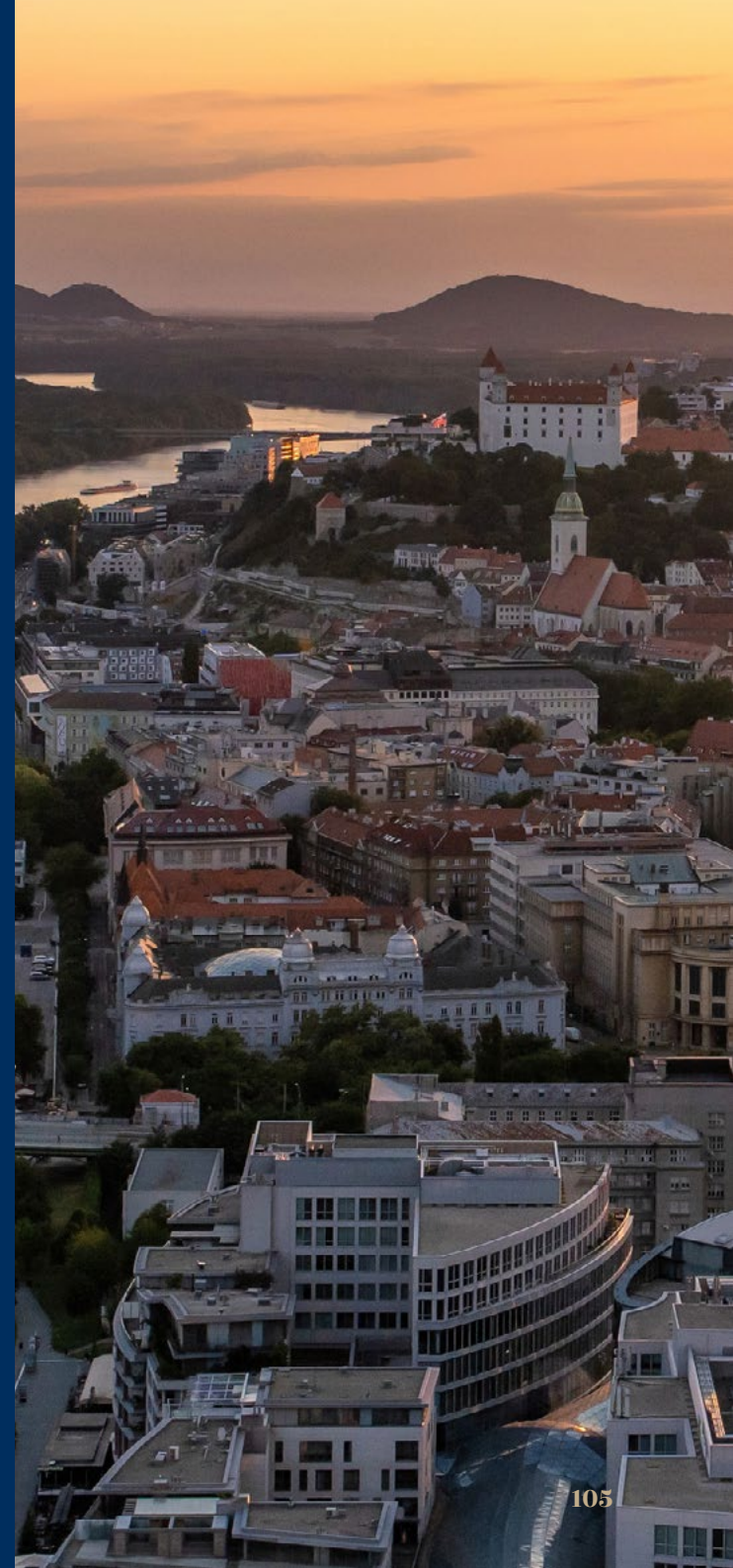
## Collective knowledge on sustainable development

JTRE plans to implement a program to enhance further the level of knowledge, skills, and expertise of our governance body and company leaders on sustainability and EU Taxonomy topics. This includes training programs, regular tailored workshops, expert consultations as well as internal ESG seminars for all company employees. We have already designed ESG seminars on various ESG topics, as we aim to ensure informed decision-making and better alignment with our sustainability goals. We also cooperate with the Slovak Green Building Council on Green Building Academy programs.

Our Board of Directors takes input from various stakeholders, including investors, employees, and customers into account. This approach ensures that the decision-making process is aligned with the broader interests of stakeholders impacted by the company's activities. See stakeholders' engagement process within the impact assessment.

### **Chairman role and conflict of interest mitigation GRI:**

The chair of JTRE's highest governance body is not a senior executive within the organisation. This separation from the executive role ensures independent oversight, unbiased governance and decision-making. This structure reinforces our commitment to transparency, accountability, and effective governance of JTRE's strategic decision-making and operations.



# JTRE's Supervisory Board

The Supervisory Board is responsible for overseeing and monitoring executive management's performance and ensuring that the organisation adheres to legal, regulatory, and ethical standards. Our administrative, management, and supervisory bodies possess extensive knowledge of business conduct, including ethical business practices, regulatory compliance, and stakeholder engagement.

## Alexandra Tušová

Member of the Supervisory Board

## Peter Mudrák

Member of the Supervisory Board

## Zuzana Milová

Member of the Supervisory Board



# ESG governance

JTRE has established a formal position of **ESG Manager**. This role is held by **Martin Stohl**, who has been fulfilling ESG responsibilities since May 2022 when JTRE's ESG Team was formally established. The overall execution is supervised by board member **Juraj Kalman**. The ultimate decision-maker of the ESG mission and strategies is the Board of Directors.



# Our ESG Team, co-authors of the ESG Report

To enhance accountability and effective management of significant impacts—whether economic, environmental or social—the Board delegates specific responsibilities to internal experts through the ESG Team Management. Respective tasks are sub-delegated to internal ESG specialists, department leaders and project managers. ESG specialists develop the details of the company's sustainability mission, vision, and strategy while respective project managers and department leaders oversee the implementation of the ESG topics into the framework of specific JTRE's activities, KPIs and standards.



**Martin Stohl**

ESG Manager, Team Leader



**Ján Kir**

ESG Technical Specialist



**Filip Čarnogurský**

ESG Specialist



**Lucia Korbélyiová**

ESG Specialist



**Marek Richnák**

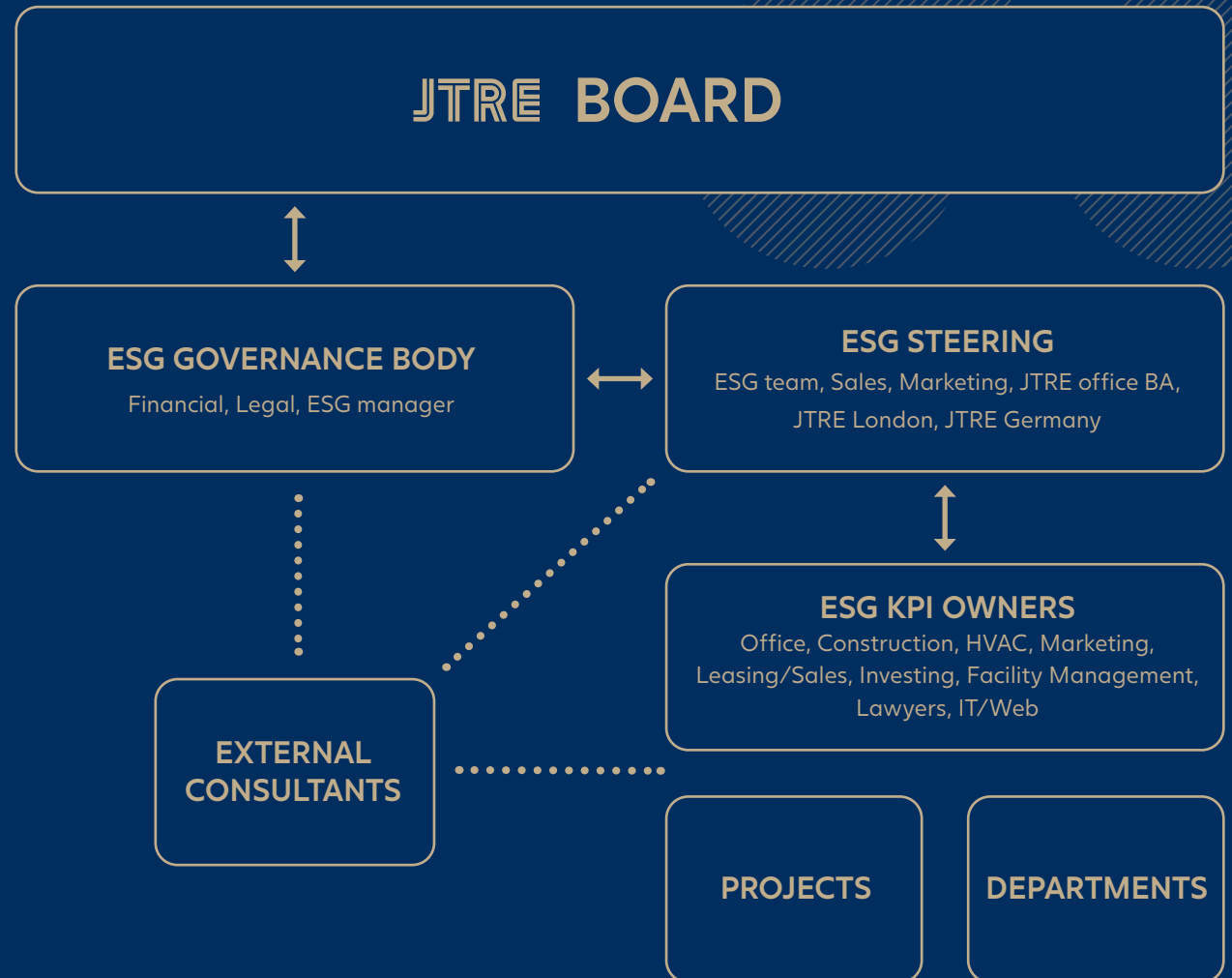
Project Manager

# Internal ESG policy

Regular ESG Steering Committee meetings are organised on a weekly basis by the ESG Team and attended by representative leaders from all the company's core departments. The primary purpose of the Steering Committee is to brainstorm and put forward concrete ESG-related ideas and priorities, KPIs and strategies that complement the ESG outline vision prepared by the ESG Team. The outcome of the Steering meetings is presented by the ESG Manager to the Board of Directors and the senior executives for approval. The Steering Committee's role is also to track the progress of respective Key Performance Indicators (KPIs), both monthly and annually, based on the agreed performance metrics. Regular updates are provided to the Board of Directors regarding any significant regulatory risks and opportunities, ensuring alignment with the overall business goals. The final approval of JTRE's sustainability goals and priorities is issued by the JTRE Board of Directors.

We have adopted our own Internal ESG Policy in 2023 in order to establish a systematic framework for our inhouse ESG priorities and as a tool for their implementation into the daily operation of our offices. **We cover 11 of the Sustainable Development Goals (SDGs)**, in eight primary categories: Green procurement, waste and circularity, water, energy efficiency and emission reduction, green transport, greenery, health and well-being and

philanthropy. Concrete practical goals are paired with concrete KPIs, task owners and the support team. The list also stipulates the priority level, status of implementation, estimate of associated extra costs, and action lists.



# Business conduct



16 Peace, justice  
and strong institutions

## Our Code of Conduct & principles of business ethics

JTRE's Code of Conduct embodies our commitment to ethical practices and legal compliance. At its core, this Code establishes fundamental standards for ethical behaviour, guiding us to act with integrity and fairness in all professional dealings. Its principles encourage every employee to uphold the highest standards of ethical conduct, ensuring that activities are always aligned with legal requirements. This fosters a culture of integrity, respect, and accountability within the organisation.

## Mechanisms for seeking advice, raising concerns and whistleblowing policy

Recognising that there is still room for improvement, we are currently working on an updated version of our Whistleblower Policy, especially in order to improve further clear, safe and systematic channels for reporting any potential violations. If employees detect any suspected violation, they can either report them directly to their supervisor or to a dedicated whistleblower commission, which will protect the employee's identity, initiate the investigation, and notify the statutory body if a breach is confirmed. We also plan to include external stakeholders in the Whistleblower Policy to broaden the reach. These mechanisms will be designed to ensure that all inquiries and reports are handled with no delay, with no risk of retaliation, and in full confidentiality.

## Policy commitments

JTRE aspires to establish policy commitments for responsible business conduct referencing authoritative intergovernmental instruments, such as the UN Guiding Principles on Business and Human Rights. We plan to conduct due diligence, apply the precautionary principle, and respect human rights across all our operations.

In the future, we aim to develop a dedicated policy to respect human rights, covering internationally recognised rights such as those outlined in the Universal Declaration of Human Rights. Special attention will be given to at-risk or vulnerable groups, including indigenous peoples and migrant workers. Once finalised, we intend to make this human rights policy publicly available and ensure it applies to all our activities and business relationships, with approval from the highest level of our organisation.

We also plan to communicate this policy to our workers, business partners, and other relevant parties through various methods, such as training sessions, internal communications, and contracts, to foster widespread awareness and adherence.

## Embedding policy commitments

JTRE aims to embed its future policy commitments to responsible business conduct at all levels and activities by assigning specific responsibilities to senior management and operational teams to ensure accountability and compliance throughout the organisation. We plan to integrate these commitments into our organisational strategies, operating policies, and procedures, aligning them with our core business objectives and incorporating them into our day-to-day decision-making processes.

We also intend to implement these commitments through our business relationships by setting clear expectations, including responsible conduct clauses in

contracts, and actively engaging with partners to ensure they uphold our standards. To support this, we plan to provide comprehensive training programs for employees and partners to enable them to apply our commitments consistently in all their activities.

## Lobbying and political engagement

JTRE maintains a strict stance on political neutrality that aligns with the company's ethical standards. This ensures that our operations and decisions are free from political influence and that we remain impartial in all political matters.

## Anti-money laundering (AML) program

JTRE's **own action program against money laundering and terrorist financing** ensures all employees uphold the highest standards of integrity and compliance. Our employees must stay vigilant, identifying and reporting any suspicious activities that could indicate money laundering or terrorist financing. The programme emphasises fairness, transparency, and integrity, aligning actions with internal policies and legal requirements to foster a culture of trust.

## Anti-corruption policy

Our anti-corruption policy closely overlaps with the whistleblower policy, which is being revisited. The anti-corruption policy clearly states that no employee may accept or offer personal gifts or services from customers, suppliers, business partners or competitors if the actions are deemed to be unusual, of high value, if there is any suspicion of bribery, if the intention is to influence contracts or if the action is illegal. It is a violation of company policy for employees to engage in any form of anti-competitive behaviour that undermines fair competition and violates regulatory standards.

## Tax management

JTRE plans to develop a defined tax strategy, which will be reviewed annually by our governance body or an appropriate executive-level position, aligning it with our business and sustainability goals. We aim to commit to regulatory compliance through detailed internal controls and regular audits. JTRE a.s. operates in Slovakia; therefore, we plan to provide detailed information on our tax-related activities, including revenues, employee numbers, and tax payments, for the specified reporting period.





# Risk management

## Strategic risks

By proactively addressing risks, we safeguard our assets, reputation, and ability to meet the evolving needs of our stakeholders and the communities we serve. Our approach to risk management is proactive, comprehensive and aims to minimise potential negative impacts. At JTRE, our commitment to asset security is underpinned by adherence to applicable laws and regulations.

At JTRE, we are vigilant and maintain a continuous monitoring process for both internal and external environments to identify potential risks. Instead of having a dedicated risk team, we assess risks during the development of business opportunities and projects, relying on our processes, as well as the expertise of our experienced colleagues and leadership, who assess these risks based on their impact and likelihood.



11 Sustainable cities and communities



16 Peace, justice and strong institutions

## Reputation risk

Damaging a company's reputation represents a significant risk, as it can erode trust with stakeholders and the public and may have a serious detrimental impact on operations, ultimately undermining the business's overall success. We recognise this risk and have taken measures to prevent it.

- We have established a comprehensive ethical code of conduct to ensure legal compliance, maintain fair practices, and set standards for maintaining our reputation among all employees.
- We strictly adhere to all relevant legal requirements to ensure compliance, integrity, and the highest accountability standards.
- We actively engage in community projects and philanthropic initiatives.
- We proactively engage in communication with our stakeholders and address any potential concerns to prevent reputation risk.

## Competition risk

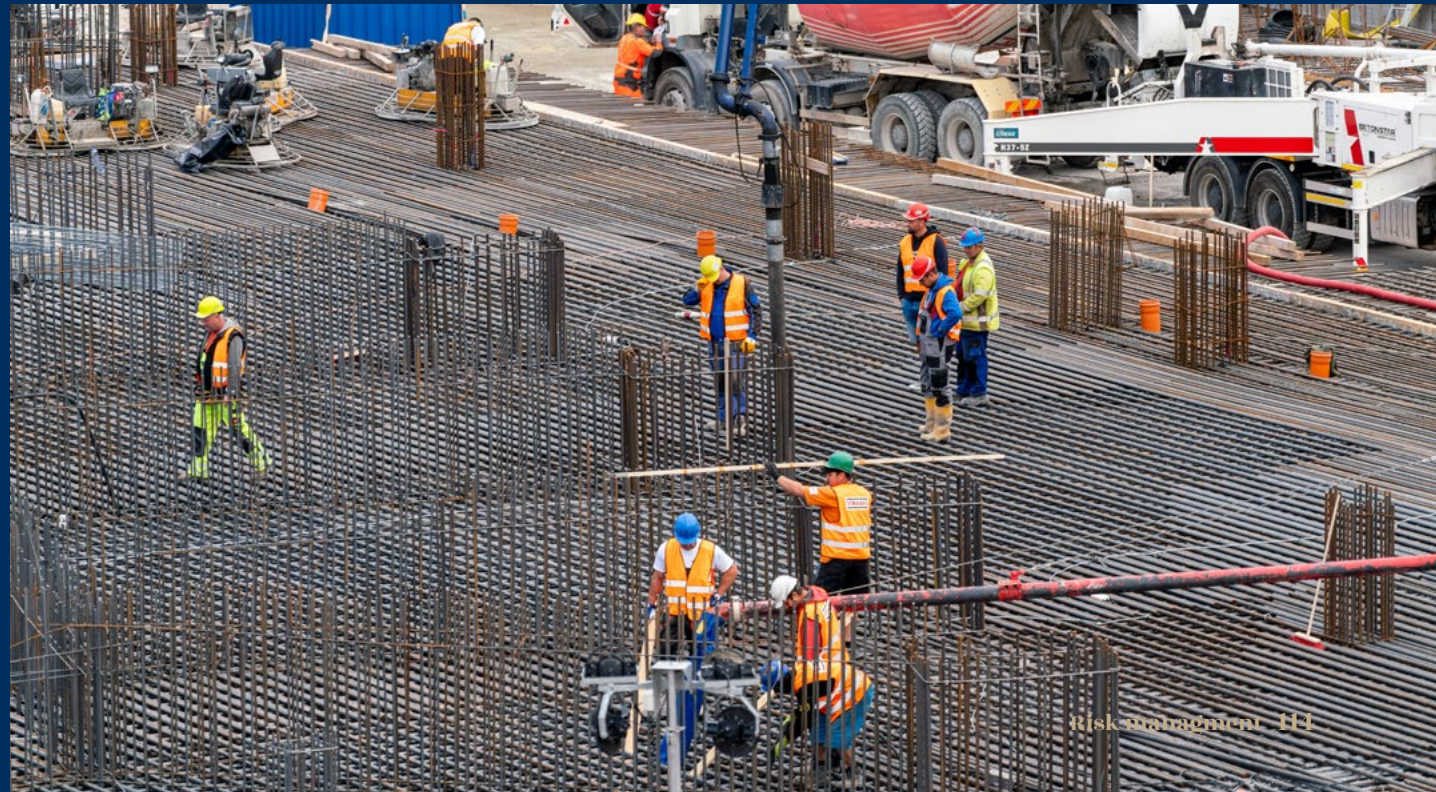
We acknowledge the potential risks associated with intensifying competition in both the market and our role as an employer.

- We closely monitor industry trends and customer demand to ensure we remain up-to-date and responsive.
- We place strong emphasis on the personal and professional development of our employees.

## Socio-economic risk

We are exposed to several risks, including economic changes and demographic shifts, which have the potential to impact communities and property values significantly.

- JTRE considers the diverse needs of communities in our projects, incorporating features such as playgrounds and kindergartens for families with children and barrier-free access to ensure our developments are inclusive.



# Operational risks

## Cyber risk and data breaches

Unauthorised access to internal company data, financial data and sensitive tenant and stakeholder information could result in data loss and potential legal issues.

- We comply with a number of information security standards and frameworks, as well as adhering to a range of legislative requirements, such as the General Data Protection Regulation (GDPR).
- We deploy advanced cybersecurity measures, including encryption, firewalls, and intrusion detection systems, to ensure the security of our systems and data.

## Regulatory risk

The regulatory risks extend beyond compliance to include the potential for changes in legislation, which can impact market conditions and operational requirements.

- We adhere to sustainable regulations, closely monitor required operations, and engage in sustainable certifications for our buildings. This ensures that we remain compliant with current and future regulations and that our projects are built to last.



# Financial risks

## Credit risk

The primary sources of exposure to credit risk are the loans and advances provided, receivables from rent and transactions with financial institutions, including cash on bank accounts and deposits, as well as off-balance sheet credit risk through commitments to extend credit and financial guarantees.

- By diversifying the tenant base, JTRE is able to mitigate credit risk.
- As an additional risk management measure, we utilise deposits as collateral for tenant rental payments.

## Liquidity risk

A lack of liquid financial resources could threaten JTRE's ability to meet obligations when they fall due, impede the ability to fund assets at appropriate maturities and rates, as well as the capacity to liquidate an asset at a reasonable price and in an appropriate time frame.

- JTRE's primary focus in risk management is on the methods employed by financial institutions, particularly the diversification of their sources of funds.
- Diversifying our sources of finance provides greater flexibility and reduces dependency on any single source of financing.

## Market risk

JTRE's instruments are susceptible to fluctuations in market prices, including those of interest rates, foreign exchange rates and credit spreads.

- We use derivatives as a risk management tool to navigate market volatility.
- We employ a sensitivity analysis to assess the effect of fluctuations in the functional currency on the portfolio.
- The analysis assumes that all other variables remain constant.

## Operational risk

Operational risk is inherent in all our activities, including legal risk, the risk of project delays, cost overruns, and budgetary constraints, as well as client attrition due to project holdup or market entry by new competitors.

- JTRE implemented a regular supervision and adjustment process for projects, adapting to varying conditions in order to achieve the desired outcomes and ensure cost-effectiveness.
- We have adopted a comprehensive system of standards and control mechanisms to manage and limit operational risk effectively.



# Climate change risks

## Economy transition risks

JTRE is facing several financial and operational challenges and uncertainties as a result of regulatory, societal and economic shifts towards a low-carbon, more climate-friendly future. We believe that the transition is necessary, and for early adopters, this challenge can be turned into a competitive advantage.

- We are integrating the costs of retrofitting into our long-term financial planning and budgeting.
- JTRE is allocating capital expenditures for energy efficiency improvements and carbon reduction measures with the objective of future-proofing our assets.
- To assess the risk associated with carbon targets, we are utilising the Carbon Risk Real Estate Monitor (CR-REM) tool.

## Physical risks

The increasing frequency and intensity of weather-related events pose a significant risk to our assets. Some of our sites are at risk of flooding.

- In every project, we analyse potential physical hazards, including the integrity of the building fabric in extreme weather conditions like high wind, hailstorms, tree falls, etc.
- We conduct a flood risk assessment for each project, resulting in appropriate measures. These include both rainwater measures against tropical downpours and measures against overflowing streams and rivers.
- We are implementing rainwater harvesting measures in landscaping, which can capture excessive volumes of water. These include swales, polders, rain gardens, and a selection of plants and substrates that help capture water.



Rain gardens in the project Ovocné sady

# Supply chain management

## Stakeholder management system

At JTRE, we foster valuable partnerships throughout our supply chain and place great importance on our relationships with suppliers and partners.

Suppliers are vital stakeholders in our journey toward achieving our sustainability goals. We are currently developing our stakeholder management system with a particular focus on materials' quality and sustainability properties. This system will set clear requirements for our suppliers, emphasising the importance of delivering materials that align with our environmental objectives. By fostering strong relationships and open communication with our suppliers, we aim to ensure that all materials used in our projects contribute to our overarching goal of reducing carbon emissions and enhancing sustainability. In 2023, JTRE's supply chain remained stable, with no significant changes or reported incidents throughout the year.



8 Decent work and economic growth



16 Peace, justice and strong institutions

## Supplier management framework:

- **Engagement:** Regular communication, stakeholder management system, and regular project planning meetings.
- **Support:** Providing resources and support to suppliers to help them meet their own sustainability benchmarks, including training programs and access to sustainability experts.
- **Recognition:** Rewarding and recognising suppliers, demonstrating outstanding commitment to sustainability and material quality.



# Procurement and payment practices

In alignment with our commitment to transparency and fair business practices, we provide comprehensive information on our payment practices, emphasising our approach to preventing late payments.

We are trying to adhere to clear payment terms, transparent communication, and efficient internal processes to ensure prompt processing of invoices. We engage in cash flow planning and early issue resolution in terms of our transactions with suppliers and clients. We are monitoring our compliance with these practices, reflecting our dedication to fostering strong relationships with partners and upholding ethical business conduct.

## Standard payment terms

At JTRE, we adhere to a set of standardized payment terms to ensure consistency and fairness in our dealings with suppliers. Our 2023 results in relation to our standard payment terms reflect our commitment to timely and transparent financial transactions.

These payment terms are a fundamental aspect of our commitment to ethical business practices, providing a clear framework for financial interactions with our di-

verse supplier base. Regular monitoring and assessment of payment alignment percentages underscore our dedication to upholding fair and responsible payment practices across all categories of suppliers. JTRE discloses that no legal proceedings related to late payments are outstanding as of the current reporting period.

**100%**

Payments aligned

**20**

Days on avg.  
to pay our invoices

**No**

Outstanding legal  
proceedings for late payments



# APPENDIX

**Abbreviations & Units**

**Methodology notes**

**Data section**



# Abbreviations

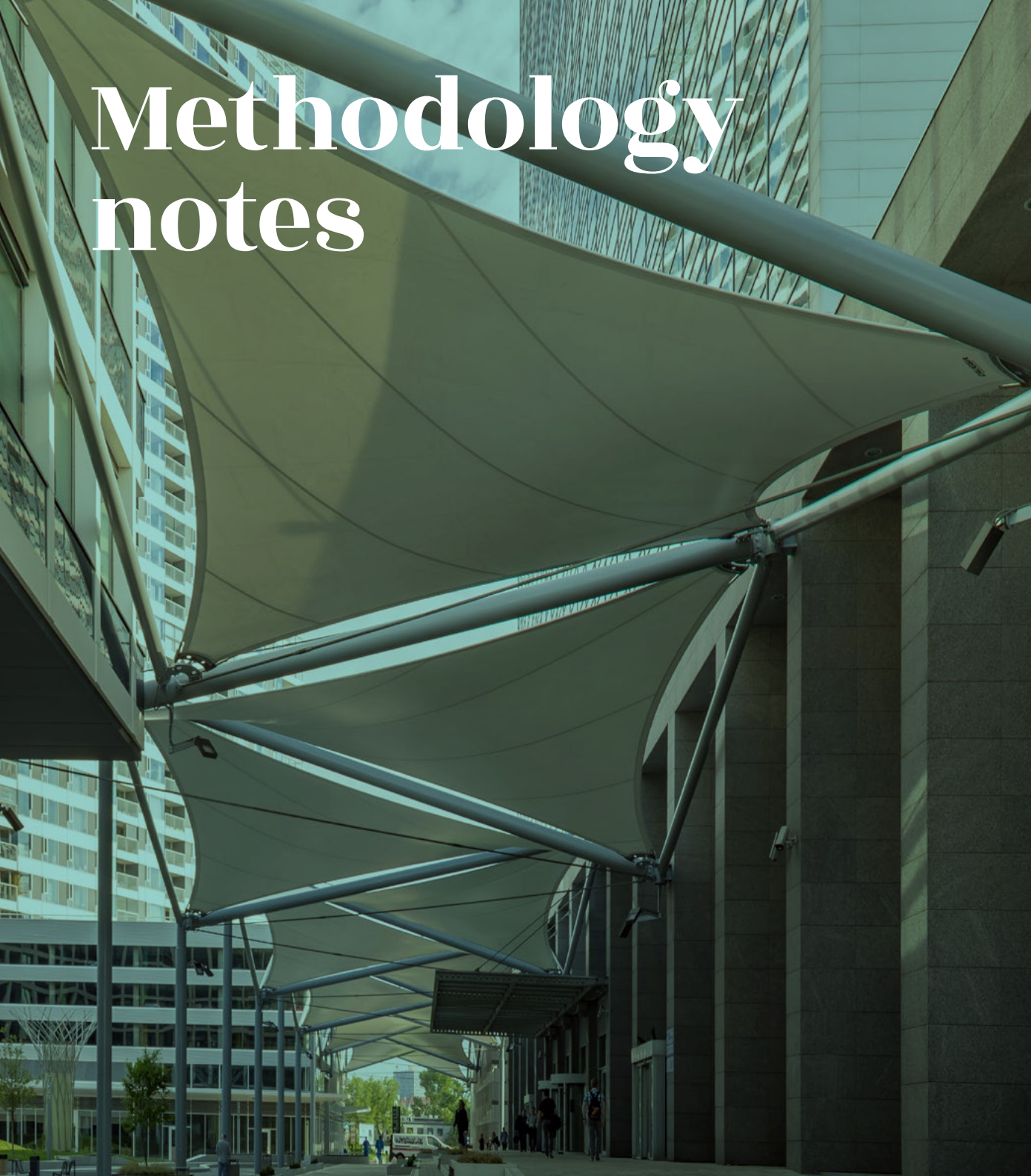
ABBREVIATION	DEFINITION
<b>BIM</b>	Building Information Modelling
<b>BMS</b>	Building Management System
<b>BREEAM</b>	Building Research Establishment Environmental Assessment Method
<b>CEO</b>	Chief Executive Officer
<b>CEQA</b>	Central & Eastern European Real Estate Quality Awards
<b>CRREM</b>	Carbon Risk Real Estate Monitor
<b>CSRD</b>	Corporate Sustainability Reporting Directive
<b>DMA</b>	Double Materiality Assessment
<b>EIA</b>	Environmental Impact Assessment
<b>EPBD</b>	Energy Performance of Buildings Directive
<b>EPC</b>	Energy Performance Certificate
<b>ESG</b>	Environmental, Social and Governance
<b>ESRS</b>	European Sustainability Reporting Standards
<b>EU</b>	European Union
<b>FTEs</b>	Full-Time Equivalents
<b>GHG</b>	Greenhouse Gas
<b>GRI</b>	Global Reporting Initiative
<b>HSE</b>	Health and Safety
<b>HVAC</b>	Heating, Ventilation, and Air Conditioning
<b>IMA</b>	Impact Materiality Assessment
<b>ISO</b>	International Organization for Standardization
<b>KPIs</b>	Key Performance Indicators
<b>LCA</b>	Life Cycle Assessment
<b>LEED</b>	Leadership in Energy and Environmental Design
<b>NGOs</b>	Non-Governmental Organisations

ABBREVIATION	DEFINITION
<b>OHS</b>	Occupational Health and Safety
<b>SBC</b>	Smart Building Collective
<b>SBTi</b>	Science Based Targets initiative
<b>SDGs</b>	UN Sustainable Development Goals
<b>SKGBC</b>	Slovak Green Building Council
<b>UHI</b>	Urban Heat Island

## Units

UNIT	DEFINITION
<b>CO<sub>2</sub>e</b>	Carbon Dioxide Equivalent
<b>kWh/m<sup>2</sup>.a</b>	Kilowatt-hours per square meter per year
<b>MWh</b>	Megawatt-hour
<b>Sqm</b>	Square meter
<b>tCO<sub>2</sub>e</b>	Tons of CO <sub>2</sub> equivalent
<b>TJ</b>	Terajoule

# Methodology notes



# Stakeholders

VALUE CHAIN	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	EXTERNAL NON-BUSINESS
Stakeholder group	<ul style="list-style-type: none"> <li>Architects</li> <li>Construction suppliers</li> <li>Consultants</li> <li>Utilities suppliers</li> <li>Management facility services</li> <li>Marketing agency, PR agency</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> <li>Managers</li> <li>Board</li> <li>Investors, shareholders (funds, bonds, owners)</li> </ul>	<ul style="list-style-type: none"> <li>Buyers</li> <li>Tenants</li> </ul>	<ul style="list-style-type: none"> <li>Communities</li> <li>Citizens in the vicinity of projects</li> <li>Businesses in the vicinity of projects, organisations representing locals</li> <li>Experts, Industry Associations and Professional Organizations</li> <li>Municipalities (city level)</li> <li>Governmental bodies (National institutions)</li> <li>Media (general/real-estate specific)</li> <li>NGOs</li> </ul>
Key topics of interest and concerns in 2023	<p><b>SUSTAINABILITY AND ENVIRONMENTAL RESPONSIBILITY</b></p> <ul style="list-style-type: none"> <li>Supplier Screening and Materials Used</li> <li>Energy Efficiency Initiatives: consumption and renewables</li> </ul> <p><b>ETHICAL PRACTICES AND HUMAN RIGHTS</b></p> <ul style="list-style-type: none"> <li>Human Rights Reviews and Child Labor Incidents</li> <li>Corruption and Labor Violations</li> </ul> <p><b>SOCIAL IMPACT AND COMMUNITY ENGAGEMENT</b></p> <ul style="list-style-type: none"> <li>Positive Social Impacts and Community Effects</li> <li>Communication of Commitments and ESG Goals</li> </ul> <p><b>SUPPLIER AND PROJECT PERFORMANCE</b></p> <ul style="list-style-type: none"> <li>Supplier Prestige and Reputation</li> <li>Experience in Managing Challenges</li> </ul> <p><b>ECONOMIC AND MARKET PERFORMANCE</b></p> <ul style="list-style-type: none"> <li>Revenue and Market presence</li> <li>Client satisfaction and Macroeconomic indicators</li> </ul>	<p><b>EMPLOYEE WELL-BEING AND DEVELOPMENT</b></p> <ul style="list-style-type: none"> <li>Employee turnover and Satisfaction</li> <li>Training and Development Opportunities</li> <li>Compensation and Workplace Environment</li> </ul> <p><b>FINANCIAL PERFORMANCE AND ECONOMIC IMPACT</b></p> <ul style="list-style-type: none"> <li>Revenue Generation and Profitability</li> <li>Operating Costs and Payments</li> <li>Market Reputation and Bond Returns</li> </ul> <p><b>CORPORATE GOVERNANCE AND RISK MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>Risk management</li> <li>ESG (Environmental, Social, Governance)</li> <li>Anticompetitive behaviour legal actions</li> </ul> <p><b>REPUTATION AND PUBLIC RELATIONS</b></p> <ul style="list-style-type: none"> <li>PR events</li> <li>JTRE's reputation</li> </ul> <p><b>OPERATIONAL PERFORMANCE AND STRATEGIC DIRECTION</b></p> <ul style="list-style-type: none"> <li>Milestones met</li> <li>Company direction</li> <li>Project development</li> </ul>	<p><b>CLIENT AND TENANT SATISFACTION</b></p> <ul style="list-style-type: none"> <li>Client &amp; Tenant Satisfaction and Retention Rates</li> <li>Occupancy Rates and Quality of Rental</li> </ul> <p><b>FINANCIAL PERFORMANCE AND PORTFOLIO MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>Total revenue and Annual return</li> <li>Portfolio Diversification and Stabilization:</li> </ul> <p><b>LOCATION AND ACCESSIBILITY</b></p> <ul style="list-style-type: none"> <li>Local Amenities and Accessibility</li> <li>Public Transport and Movement in the area</li> </ul> <p><b>COMMUNITY IMPACT AND HEALTH &amp; SAFETY</b></p> <ul style="list-style-type: none"> <li>Effects of operations on local communities</li> <li>Health and Safety Assessments</li> </ul> <p><b>PROPERTY MANAGEMENT AND LEASING</b></p> <ul style="list-style-type: none"> <li>Mixed-Use Development and Pricing</li> <li>Tenant screening and Lease agreements</li> </ul>	<p><b>COMMUNITY IMPACT AND ENGAGEMENT</b></p> <ul style="list-style-type: none"> <li>Community Grievances and Legal Disputes</li> <li>Stakeholder Engagement</li> <li>Financial Contributions and Beneficiary Impact</li> </ul> <p><b>ENVIRONMENTAL RESPONSIBILITY AND SUSTAINABILITY</b></p> <ul style="list-style-type: none"> <li>Green Area Preservation and Waste Management</li> <li>Air Quality and Emission Controls</li> <li>ESG in buildings &amp; Environmental Impact Assessment (EIA)</li> </ul> <p><b>URBAN DEVELOPMENT AND INFRASTRUCTURE</b></p> <ul style="list-style-type: none"> <li>Collaboration on City Development Projects</li> <li>Diversity of Businesses and Smart Buildings</li> <li>Transportation connections &amp; Urbanism</li> </ul> <p><b>REGULATORY AND LEGISLATIVE COMPLIANCE</b></p> <ul style="list-style-type: none"> <li>New EU policy and Construction material legislature change</li> <li>Streamlining Authorization processes</li> <li>Legal oversight</li> <li>Wooden building legislature lobby</li> </ul> <p><b>ECONOMIC AND OPERATIONAL FACTORS</b></p> <ul style="list-style-type: none"> <li>State-of-the-art knowledge and Biggest national developer experience</li> <li>Funding and Public Relations</li> <li>Land acquisition &amp; Economic value</li> <li>Operational Efficiency and Employee Satisfaction</li> </ul>

# Impact significance assessment table

CRITERIA	CHARACTERISTICS	1	2	3	4	5
Scale	How grave the negative impact is or how beneficial the positive impact is for people or the environment.	Minimal	Low	Medium	High	Absolute
Scope	How widespread the negative or positive impacts are.	Limited	Concentrated	Medium	Widespread	Global/total
Irremediable character	Whether and to what extent the negative impacts could be remediated.	Relatively easy to remediate or short-term	Remediable with effort (time and cost)	Difficult to remediate or medium-term	Very difficult to remediate or long-term	Not possible to remediate
Likelihood	How often the negative impact can occur.	Not likely	Not very likely	Likely	Very likely	Extremely likely

# List of material topics and impacts

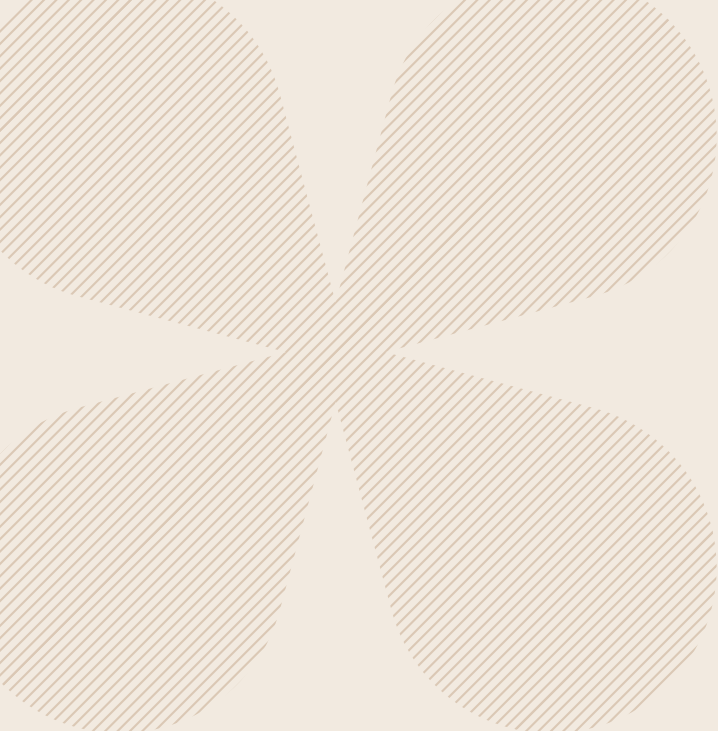
**Table 1:** List of JTRE’s material impacts by significance, presented from the most significant impact

MATERIAL TOPIC (ESRS NAME)	IMPACT NAME	IMPACT DESCRIPTION
<b>Climate action</b> (Climate change)	<b>Climate change contribution</b>	The construction industry is a significant contributor to greenhouse gas emissions, both through the construction process itself and through the operation of buildings.
<b>Ethical business</b> (Business conduct)	<b>Reputation with suppliers</b>	Fair and timely payment practices reinforce a company’s reputation as a reliable and ethical business partner. This can lead to preferential treatment, such as prioritisation of orders or access to the latest products and innovations.
<b>Climate action</b> (Climate change)	<b>Technology investments</b>	Technology investment within buildings, adding CO2 reduction technologies, emissions reduction management, BMS optimisation, etc.
<b>Business specific</b> (Certifications)	<b>Certification processes</b>	Focusing on sustainability, well-being and smart certifications such as LEED, BREEAM, WELL and SBC.
<b>Affected communities</b> (Community development)	<b>Community development</b>	Creating shared, public and communal spaces, incorporating local architectural styles, public art, cultural symbols, etc.
<b>Climate action</b> (Climate change)	<b>Climate change adaptation strategy</b>	Develop a strategy to address climate change risks and challenges to our buildings, such as floods, heat, drought and downpours.
<b>Climate action</b> (Climate change)	<b>Indirect greenhouse gas emissions (scope 3)</b>	Production of indirect emissions from the use and maintenance of buildings.
<b>Water management</b> (Water and marine resources)	<b>Water consumption efficiency</b>	Smart water management.
<b>Ethical business</b> (Business conduct)	<b>Trust in relationships with partners</b>	Building and maintaining trust with partners - investors, contractors, suppliers, clients, and other stakeholders.
<b>Own employees</b> (Own workforce)	<b>Providing adequate wages</b>	Compensation that meets legal minimum wage requirements and also reflects the cost of living, skill level, and the value of the work performed.

MATERIAL TOPIC (ESRS NAME)	IMPACT NAME	IMPACT DESCRIPTION
<b>Own employees</b> (Own workforce)	<b>Flexible Working Arrangements</b>	Flexible working hours, remote work options, or compressed workweeks allow employees to accommodate personal and family needs better.
Own employees (Own workforce)	<b>Occupational health and safety</b>	Coverage, quality and performance of the health and safety management system established to prevent work-related injuries.
<b>Climate action</b> (Climate change)	<b>Green electricity consumption</b>	Electricity consumption in the construction and operation of buildings, including the increasing use of renewable.
<b>Own employees</b> (Own workforce)	<b>Equal remuneration for women and men</b>	Management approach to provide equal remuneration for women and men.
<b>Well-being</b> (consumers and end-users)	<b>Shift in transport and infrastructure, access to essential services</b>	Introduction of new public transport, construction of highways or the development of green infrastructure. Impact on the access to essential services – such as healthcare, education, and transportation.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Habitat and landscape fragmentation</b>	Fragmentation caused by land occupation by real estate development.
<b>Ethical business</b> (Business conduct)	<b>Anti-corruption</b>	Approach to corruption in the sector, particularly in relation to obtaining regulatory approval, procurement, inspection and certification processes. Transparency through cost-plus contracts; auditing of risk management processes; screening criteria and training for partners, suppliers, contractors and sub-contractors during tender processes.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Provision of biodiversity-friendly areas</b>	E.g. green roofs, green walls, insect habitats, water features, replanting vegetation on-site.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Revitalisation and redevelopment of brownfield sites</b>	Transforming environmentally degraded and potentially hazardous brownfields into remediated and safe community spaces. Urban sprawl leads to the loss of natural habitats and farmland.
<b>Own employees</b> (Own workforce)	<b>Prevention of burn-out and personal life problems</b>	Unbalanced work-life can result to mental or family problems.

MATERIAL TOPIC (ESRS NAME)	IMPACT NAME	IMPACT DESCRIPTION
<b>Own employees</b> (Own workforce)	<b>Training and skill development/ re-skilling of the workforce</b>	Training and skills development-related activities enhance professional growth, upgrade employees' skills and facilitate continued employability.
<b>Ethical business</b> (Business conduct)	<b>Anti-competitive behaviour</b>	Approach the existing risk of anti-competitive bidding practices within the real estate sector through collusion to set tender prices, cover pricing, and fix cartel prices.
<b>Climate action</b> (Climate change)	<b>Energy efficiency</b>	Implementing smart building technologies and energy management systems.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Soil sealing</b>	Laying down impermeable materials like concrete and asphalt decreases water infiltration, increases surface run-off and contributes to UHI.
<b>Own employees</b> (Own workforce)	<b>Gender equality in the workplace</b>	Flexible work schedules; initiatives to provide child-care support and/or facilities to employees; initiatives to promote equal opportunities at the workplace.
<b>Well-being</b> (consumers and end-users)	<b>Safety &amp; security measures</b>	The extent to which security is incorporated into the design of buildings, such as secure entrances, surveillance systems and emergency response protocols, adequate lighting in public spaces, etc.
<b>Well-being</b> (consumers and end-users)	<b>Protection of children</b>	Creation or management of spaces that are safe and conducive to healthy development of children (including secure windows, safe play areas and non-toxic materials).
<b>Circular economy</b>	<b>Waste production</b>	Construction process and demolition activities may generate significant amounts of waste (demolition waste, excavation waste, construction waste), including hazardous materials such as paints, solvents and other chemicals.
<b>Climate action</b> (Climate change)	<b>Indirect greenhouse gas emissions (scope 2)</b>	Production of indirect emissions from the use and maintenance of buildings.
<b>Supplier employees</b> (Workers in the value chain)	<b>Outsourcing of work to contractors and subcontractors</b>	Creation of direct and indirect work opportunities with temporary contracts.



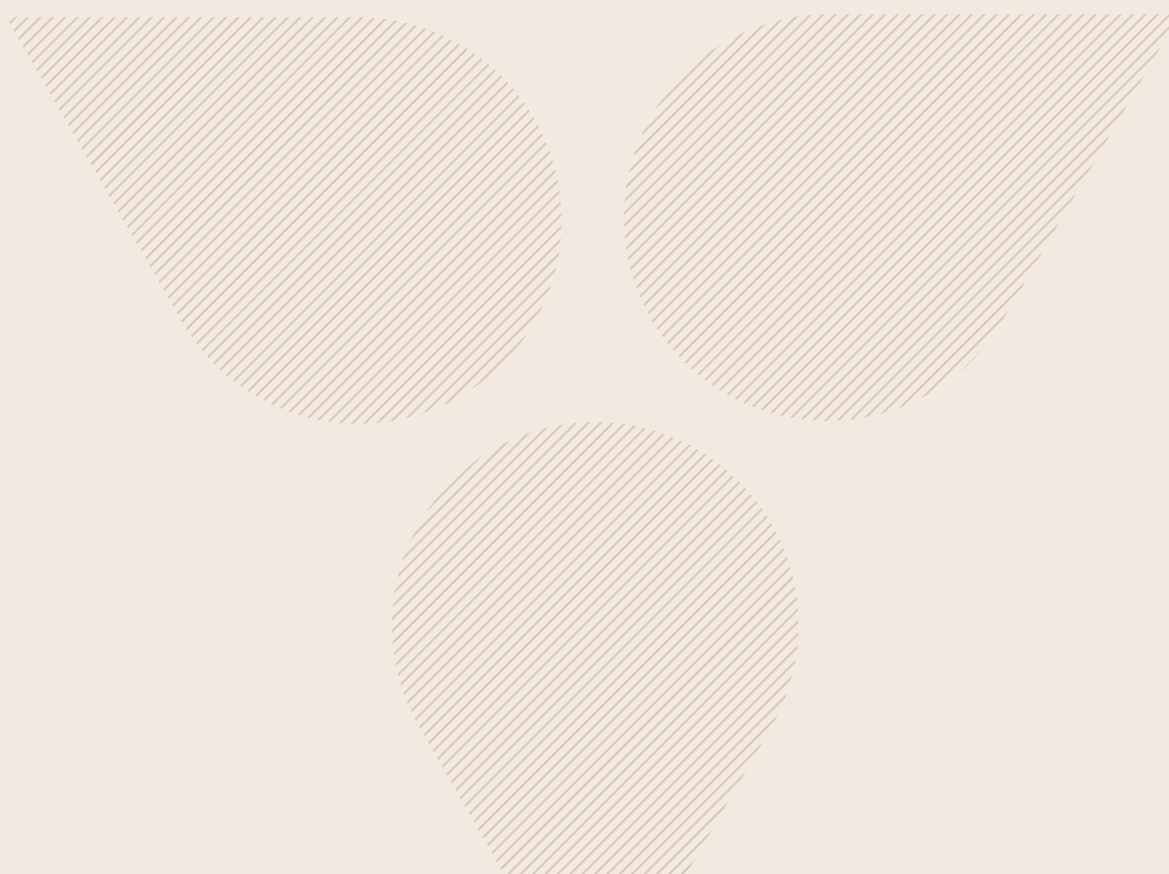


MATERIAL TOPIC (ESRS NAME)	IMPACT NAME	IMPACT DESCRIPTION
<b>Water management</b> (Water and marine resources)	<b>Reusing and recycling water</b>	Recycling of rainwater, greywater and blackwater.
<b>Affected communities</b> (Community development)	<b>Displacement and gentrification</b>	Construction projects can lead to the displacement of existing residents and businesses due to rising property values and rents. Gentrification, whereby more affluent newcomers replace the original community members, alters the community's demography and culture.
<b>Water management</b> (Water and marine resources)	<b>Operational water use in buildings</b>	Water used for cooling systems, landscaping, sanitation, irrigation, etc. Inefficient systems and practices can lead to excessive water consumption, impacting water availability and increasing tenant costs.
<b>Circular economy</b>	<b>Construction site water withdrawals</b>	As construction activities require significant amounts of water, including for mixing materials (such as concrete), dust suppression, landscaping, and other uses, high water consumption can strain local water resources, especially in areas facing water scarcity.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Land occupation, urban development and expansion</b>	The conversion of rural land or green spaces into residential, commercial or industrial areas.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Light pollution and reflection</b>	Spilled light from construction zones and parking lots may impact breeding grounds or resting areas; reflective towers may affect bird flight.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Disturbance to living organisms as a result of noise and vibration</b>	Disturbance to living organisms due to noise and vibration caused by construction work, renovation and/or building operational usage.
<b>Pollution control</b> (Pollution)	<b>Production of air emissions</b>	Some building materials may emit volatile organic compounds (VOCs), which can degrade indoor air quality and pose health risks to occupants.
<b>Pollution control</b> (Pollution)	<b>Noise and vibration generation</b>	Noise and vibration generation during new development, renovation and extension projects.
<b>Circular economy</b>	<b>Material waste avoidance</b>	Policy and practices that promote waste avoidance: material waste avoidance through design, procurement, site management and fit-out.

MATERIAL TOPIC (ESRS NAME)	IMPACT NAME	IMPACT DESCRIPTION
<b>Own employees</b> (Own workforce)	<b>Violence and harassment in the workplace</b>	Initiatives to provide information, education and training on sexual harassment in the workplace; available channels within the organisation for filing gender-based discrimination grievances.
<b>Well-being</b> (consumers and end-users)	<b>Information accessibility</b>	Accessibility of service- related information, such as manuals and product labels, to avoid potentially damaging use of a product or service.
<b>Pollution control</b> (Pollution)	<b>Soil pollution, contamination and degradation</b>	Soil pollution and/or contamination during new development, renovation and extension projects.
<b>Affected communities</b> (Community development)	<b>Increase in residential and commercial space</b>	By providing more housing options and commercial spaces, construction projects can meet the needs of growing communities, help to stabilise or reduce housing costs, and foster local businesses.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Maintenance of landscaping and rain-water retention systems around the buildings</b>	Contributions of ecosystems to the benefits that are used in economic and other human activity, respectively the benefits people obtain from ecosystems.
<b>Well-being</b> (consumers and end-users)	<b>Private data security</b>	Management and security systems to keep consumers and/or end-users of services rights to privacy and have their personal data protected.
<b>Well-being</b> (consumers and end-users)	<b>Honest representation</b>	By accurately representing properties and services without exaggeration or misleading information, companies build trust with buyers and tenants.
<b>Well-being</b> (consumers and end-users)	<b>Transparency in pricing and terms</b>	Clear communication about pricing, fees, and contract terms avoids misunderstandings and disputes.
<b>Climate action</b> (Climate change)	<b>Direct greenhouse gas emissions (scope 1)</b>	Production of direct emissions from construction activities.
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Disturbance of water conditions in the landscape</b>	Disturbance of water conditions caused by construction work, renovation and/or building operational usage.

MATERIAL TOPIC (ESRS NAME)	IMPACT NAME	IMPACT DESCRIPTION
<b>Biodiversity</b> (Biodiversity and ecosystems)	<b>Land remediation</b>	Remediation of contamination or harmful materials such as asbestos, lead, chromium, mercury and man-made mineral fibres.
<b>Own employees</b> (Own workforce)	<b>Water hygiene measures</b>	Construction site equipped with all sanitary facilities, and drinking water or refreshment facilities provided.
<b>Circular economy</b>	<b>Consumption of manufactured products</b>	Use of manufactured products (e.g., brick, cement, concrete, carpet, glass, insulation products, steel).
<b>Circular economy</b>	<b>Reuse of materials and resources, use of sustainable materials</b>	Practice of salvaging, refurbishing, and reusing building materials (e.g. wood, bricks, metal, glass) for new construction projects or renovations.
<b>Circular economy</b>	<b>Circular economy contribution</b>	Increasing the durability, reparability, upgradability, reusability or recyclability of products and materials.
<b>Circular economy</b>	<b>Waste management - user education</b>	Continual feedback about waste generation/separation during the building operation and building users' education on how to decrease waste.
<b>Well-being</b> (consumers and end-users)	<b>Tenant health and safety</b>	Operational health and safety policies including fire and elevator safety; accessibility; standards such as OHSAS 18001; including asset and site security arrangements; disaster management and emergency procedures.
<b>Ethical business</b> (Business conduct)	<b>Lobbying and policy influence</b>	Contributions to policy-making can have broad implications for the market, the environment, and the wider community; for example, changing Slovak fire protection legislation will allow for the broader use of timber in construction.
<b>Affected communities</b> (Community development)	<b>Housing availability</b>	Availability of housing for a specific group of people – young, old, disabled.
<b>Supplier employees</b> (Workers in the value chain)	<b>Water hygiene measures</b>	Construction site equipped with all sanitary facilities and drinking water or refreshment facilities provided.

MATERIAL TOPIC (ESRS NAME)	IMPACT NAME	IMPACT DESCRIPTION
Own employees (Own workforce)	Employee quality of life & well-being	Management and/or flexibility on work time topics, such as limitations on overtime, long and split shifts, and night and weekend work, adequate lead time for scheduling.
Own employees (Own workforce)	Non-discrimination practices	Commitment to fairness, equality and respect for all individuals, regardless of gender, race, ethnicity, disability, sexual orientation, age, religion or any other characteristic, particularly in relation to end users.



# Data Section



# Social Employees

Employees by employment type [headcount]	2023
<b>Employee breakdown, by:</b>	
Employees on a temporary contract	2
Employees on a permanent contract	146
Non-guaranteed hours employees	0
Full-time employees	143
Part-time employees	5
<b>Total employees</b>	<b>148</b>

Collective bargaining agreements [headcount]	2023
Total number of employees covered by collective bargaining agreements	0
Percentage of total employees covered by collective bargaining agreements [%]	0

Parental and family-related leave for employees [headcount]	2023
<b>Number of employees entitled to parental leave, by:</b>	
Males	80
Females	68
Total	148
<b>Number of employees that took parental leave, by:</b>	
Males	3
Females	6
Total	9
<b>Number of employees that (have) returned to work after parental leave ended, by:</b>	
Males	3
Females	0
Total	3
<b>Return to work rates of employees that took parental leave, by:</b>	
Males [%]	100
Females [%]	0
<b>Total [%]:</b>	<b>50</b>

# Employee Diversity, equality and inclusion

Employee diversity by employee level – executives [headcount]	2023
Under 30 years old	15
30-50 years old	109
Over 50 years old	24
<b>Total</b>	<b>148</b>

Employee diversity by employee level – managers [headcount]	2023
<b>Number of managers by gender:</b>	
Males	11
Females	4
<b>Total</b>	<b>15</b>

# Employee training & development

Average number of training hours by gender, employee category [hours]	2023
Males	33
Females	31
Junior	11
Mid-level	31
Senior	42
Admin work	27
Technical	41
<b>Total</b>	<b>32</b>

Ratios of standard entry-level wage by gender compared to local minimum wage	2023
Males	3:1
Females	1,7:1
<b>Total ratio</b>	<b>2,35:1</b>

# Environment

## Energy

Total energy consumption within the organization (including building assets) [MWh]	2023
<b>Energy consumption within the organization, by:</b>	
The total amount of energy produced for heating from a particular type of fuel:	
Heating:	
Natural Gas	13 218,86
The total amount of energy purchased for heating from a particular type of fuel:	
Type of purchased electricity:	
Non-renewable electricity	6 606,87
Electricity with certificate of origin / green certificate	17 892,04
Type of purchased heat:	
Non-renewable	4 857,09
<b>Total</b>	<b>42 574,85</b>

Energy intensity ratio for the organization [MWh/EUR million]	2023
<b>Energy intensity, by:</b>	
Total energy consumption within the organization [MWh]	42 574,85
Total revenue [EUR million]	17 304,00
<b>Total</b>	<b>2,46</b>



# Waste

Volume of waste produced [tons]	2023
Volume of waste produced, by:	
Hazardous	33 650,14
directed to disposal	33 650,14
diverted from disposal	0,00
Non-hazardous	295,01
directed to disposal	285,73
diverted from disposal - other recovery operations - offsite	9,28
<b>Total</b>	<b>33 945,15</b>

# Carbon Footprint

GHG emissions intensity ratio for the organization [tCO <sub>2</sub> e/EUR million]	2023
<b>GHG emissions intensity, by:</b>	
Total volume of GHG emissions [tCO <sub>2</sub> e]	32 488,09
Total revenue [EUR million]	17 304,00
<b>Total</b>	<b>1,88</b>

Breakdown of Scope 1 emissions [tCO <sub>2</sub> e]	2023
<b>Scope 1 emissions, by:</b>	
Heating	23,76
Passenger vehicles leased – business trips (petrol)	10,23
Passenger vehicles leased – business trips (diesel)	71,86
<b>Total</b>	<b>105,85</b>

Breakdown of Scope 2 emissions [tCO <sub>2</sub> e] – market-based	2023
<b>Scope 2 emissions, by:</b>	
Electricity consumption (market-based)	0,00
Electricity consumption – renewable electricity (market-based)	0,00
Purchased heat	0,00
<b>Total</b>	<b>0,00</b>

Breakdown of Scope 2 emissions [tCO <sub>2</sub> e] – location-based	2023
<b>Scope 2 emissions, by:</b>	
Electricity consumption (location-based)	0,00
Electricity consumption – renewable electricity (location-based)	4,54
Purchased heat	0,00
<b>Total</b>	<b>4,54</b>

Breakdown of Scope 3 emissions [tCO <sub>2</sub> e] – market-based, location-based	2023
<b>Scope 3 emissions, by:</b>	
Purchased goods	29,95
Purchased services	210,23
Capital goods	21 871,20
Electricity consumption – WTT	1 124,50
Electricity consumption – transmission and distribution losses	438,90
Electricity consumption – transmission and distribution losses – WTT	97,26
Employee commuting by car – WTT	24,39
Employee commuting by coach – WTT	0,12
Employee commuting by public transport – WTT	2,85
Employee commuting by motorcycle – WTT	0,33
Generator (diesel) – WTT	1,46
Heating using a local stationary source – WTT	446,36
Business travel – WTT	21,29
Purchased heat – WTT	162,28
Purchased heat – transmission and distribution losses	45,92
Purchased heat – transmission and distribution losses – WTT	8,54
Waste	698,23
Business travel	3,38
Employee commuting by car	93,08
Employee commuting by public transport	11,67
Employee commuting by motorcycle	1,27
Employee commuting by coach	0,49
Homeworking	7,90
Use of sold products (market-based)	4 629,96
Use of sold products (location-based)	7 076,12
<b>Total (market-based)</b>	<b>29 931,54</b>
<b>Total (location-based)</b>	<b>32 377,70</b>

# GRI CONTENT INDEX

## Statement of use

JTRE, a.s. has reported in accordance with GRI Standards for the period from 1st January 2023 to 31st December 2023.

## GRI 1 used

GRI 1: Foundation 2021

## Applicable GRI Sector Standard(s)

GRI G4 Construction and Real Estate Sector Disclosures

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 7, 9, 11 – 12	-		G4-9
	2-2 Entities included in the organization's sustainability reporting	p. 7	-		-
	2-3 Reporting period, frequency and contact point	p. 7	-		-
	2-4 Restatements of information		NOT APPLICABLE This is the first reporting year, no comparable information.		G4-22
	2-5 External assurance	-	-		G4-33
	2-6 Activities, value chain and other business relationships	p. 12, 18			G4-12
	2-7 Employees	p. 81, 134, 135			G4-10
	2-8 Workers who are not employees	p. 134			G4-10
	2-9 Governance structure and composition	p. 103 – 104			G4-34

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
	2-10 Nomination and selection of the highest governance body	p. 105			G4-40
	2-11 Chair of the highest governance body	p. 105			G4-39
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 108 - 109			G4-42
	2-13 Delegation of responsibility for managing impacts	p. 108			G4-35
	2-14 Role of the highest governance body in sustainability reporting	p. 109			G4-48
	2-15 Conflicts of interest	p. 105			G4-41
	2-16 Communication of critical concerns	p. 105	INFORMATION INCOMPLETE No specific procedures and measures listed.		G4-49
	2-17 Collective knowledge of the highest governance body	p. 106			G4-47
	2-18 Evaluation of the performance of the highest governance body	p. 106			G4-44

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
	2-19 Remuneration policies	p. 88			G4-51
	2-20 Process to determine remuneration		INFORMATION UNAVAILABLE		G4-52
	2-21 Annual total compensation ratio		CONFIDENTIAL INFORMATION		G4-54
	2-22 Statement on sustainable development strategy	p. 4			G4-1
	2-23 Policy commitments		INFORMATION INCOMPLETE Plan to establish policy commitments		G4-56
	2-24 Embedding policy commitments		INFORMATION INCOMPLETE Plan to embed commitments		G4-57
	2-25 Processes to remediate negative impacts	p. 111			G4-58
	2-26 Mechanisms for seeking advice and raising concerns		INFORMATION INCOMPLETE Plan to introduce such mechanisms		G4-57

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
	2-27 Compliance with laws and regulations	p. 60, 71, 102			G4-15 G4-EN29
	2-28 Membership associations	p. 20			G4-16
	2-29 Approach to stakeholder engagement	p. 36 – 37, 118 – 119, 124			G4-24
	2-30 Collective bargaining agreements	p. 134			G4-11
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 38 – 45	-		G4-18
	3-2 List of material topics	p. 126 - 132	-		G4-18



# Climate change

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 3: Material Topics 2021	3-3 Management Of Material Topics	p. 55 – 58			G4-DMA
GRI 201: Economic Performance 2016	201-2 Financial Implications And Other Risks And Opportunities Due To Climate Change	p. 113, 117			G4-EC2
GRI 302: Energy 2016	302-1 Energy Consumption Within The Organization	p. 136			G4-EN3
	302-2 Energy Consumption Outside Of The Organization		INFORMATION UNAVAILABLE		G4-EN4
	302-3 Energy Intensity	p. 136			G4-EN5
	302-4 Reduction Of Energy Consumption		NOT APPLICABLE This is the first reporting year, no comparable data.		G4-EN6
	302-5 Reductions In Energy Requirements Of Products And Services		NOT APPLICABLE This is the first reporting year, no comparable data		G4-EN7

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) Ghg Emissions	p. 48			G4-EN15
	305-2 Energy indirect (Scope 2) GHG emissions	p. 48			G4-EN16
	305-3 Other indirect (Scope 3) GHG emissions	p. 48			G4-EN17
	305-4 GHG emissions intensity	p. 49			G4-EN18
	305-5 Reduction of GHG emissions		NOT APPLICABLE This is the first reporting year, no comparable data.		G4-EN19

# Pollution

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	p. 60 – 62			<b>G4-DMA</b>
<b>GRI 303: WATER AND EFFLUENTS 2018</b>	303-2 Management of water discharge-related impacts	p. 63			<b>G4-DMA (EFFLUENTS AND WASTE)</b>
<b>GRI 305: EMISSIONS 2016</b>	305-6 Emissions of ozone-depleting substances (ODS)		INFORMATION UNAVAILABLE		<b>G4-EN20</b>
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions		INFORMATION UNAVAILABLE		<b>G4-EN21</b>

# Water and marine resources

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 3: MATERIAL TOPICS 2021	3-3 Management Of Material Topics	p. 60 – 62			G4-DMA
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions With Water As A Shared Resource	p. 62			G4-EN8
	303-2 Management Of Water Discharge-Related Impacts	p. 62			G4-DMA (EFFLUENTS AND WASTE)
	303-3 Water Withdrawal	p. 62			G4-EN8
	303-4 Water Discharge	p. 62			G4-EN22
	303-5 Water Consumption	p. 62			NO SPECIFIC GRI SECTOR STANDARD APPLIES

# Biodiversity and ecosystems

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	p. 70			<b>G4-DMA</b>
<b>GRI 304: BIODIVERSITY 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		INFORMATION UNAVAILABLE Plan to monitor		<b>G4-EN11</b>
	304-2 Significant impacts of activities, products and services on biodiversity		INFORMATION UNAVAILABLE		<b>G4-EN12</b>
	304-3 Habitats protected or restored		INFORMATION UNAVAILABLE		<b>G4-EN13</b>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		INFORMATION UNAVAILABLE		<b>G4-EN14</b>

# Circular economy

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-3 Management of material topics	p. 60			<b>G4-DMA</b>
<b>GRI 301: MATERIALS 2016</b>	301-1 Materials used by weight or volume		INFORMATION UNAVAILABLE		<b>G4-EN1</b>
	301-2 Recycled input materials used		INFORMATION UNAVAILABLE		<b>G4-EN2</b>
	301-3 Reclaimed products and their packaging materials		INFORMATION UNAVAILABLE		<b>G4-EN2</b>
<b>GRI 306: WASTE 2020</b>	306-1 Waste generation and significant waste-related impacts	p. 60			<b>G4-EN23</b>
	306-2 Management of significant waste-related impacts	p. 60			<b>G4-DMA (EFFLUENTS AND WASTE)</b>
	306-3 Waste generated	p. 60			<b>G4-EN23</b>
	306-4 Waste diverted from disposal	p. 137			<b>G4-EN23</b>
	306-5 Waste directed to disposal	p. 137			<b>G4-EN23</b>

# Own workforce

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	p. 88			G4-EC5
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2 Significant indirect economic impacts		INFORMATION UNAVAILABLE		G4-EC8
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics		INFORMATION INCOMPLETE Management of Impacts only for H&S topic.		G4-DMA
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	p. 79			G4-LA1
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 86			G4-LA2
	401-3 Parental leave	p. 86, 134			G4-LA3
GRI 402: LABOUR/ MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes		INFORMATION UNAVAILABLE		G4-LA4

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	p. 82			G4-LA5
	403-2 Hazard identification, risk assessment, and incident investigation	p. 83			G4-LA6
	403-3 Occupational health services	p. 83			G4-LA7
	403-4 Worker participation, consultation, and communication on occupational health and safety		INFORMATION UNAVAILABLE		G4-LA8
	403-5 Worker training on occupational health and safety	p. 82			G4-DMA
	403-6 Promotion of worker health	p. 82			G4-DMA
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 83			G4-DMA
	403-8 Workers covered by an occupational health and safety management system	p. 81			G4-LA5
	403-9 Work-related injuries	p. 81			G4-LA6
	403-10 Work-related ill health	p. 81			G4-LA7



GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
<b>GRI 404: TRAINING AND EDUCATION 2016</b>	404-1 Average hours of training per year per employee	p. 135			<b>G4-LA9</b>
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 135			<b>G4-LA10</b>
	404-3 Percentage of employees receiving regular performance and career development reviews		404-3 a - INFORMATION NOT AVAILABLE		<b>G4-LA11</b>
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>	405-1 Diversity of governance bodies and employees	p. 135	405-1 b - INCOMPLETE INFORMATION – breakdown by gender and age group available for the whole company, not for each employee category		<b>G4-LA12</b>
	405-2 Ratio of basic salary and remuneration of women to men	p. 135			<b>G4-LA13</b>
<b>GRI 406: NON-DISCRIMINATION 2016</b>	406-1 Incidents of discrimination and corrective actions taken	p. 88			<b>G4-HR3</b>
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		INFORMATION UNAVAILABLE		<b>G4-HR4</b>
<b>GRI 408: CHILD LABOR 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor		INFORMATION UNAVAILABLE		<b>G4-HR5</b>

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		INFORMATION UNAVAILABLE		<b>G4-HR6</b>

# Workers in the value chain

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2 Significant indirect economic impacts		INFORMATION UNAVAILABLE		G4-EC7
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers		INFORMATION UNAVAILABLE		G4-EC9
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics		INFORMATION UNAVAILABLE		G4-DMA
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		INFORMATION UNAVAILABLE		G4-DMA
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		INFORMATION UNAVAILABLE		G4-HR4
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		INFORMATION UNAVAILABLE		G4-HR5
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		INFORMATION UNAVAILABLE		G4-HR6

# Consumers and end-users

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2 Significant indirect economic impacts		INFORMATION UNAVAILABLE		G4-EC8
GRI 3: MATERIAL TOPICS 2021	203-2 Significant indirect economic impacts		INFORMATION UNAVAILABLE		G4-DMA
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	p. 156		Under the auspices of Danube Facility Services (DFS), the facility manager, we maintain a robust quality management system in accordance with ISO 9001:2015 standards. This ensures that our products and services consistently meet stringent quality and safety benchmarks	G4-PR1
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	p. 156		We have recorded no incidents of non-compliance concerning health and safety impacts of products and services. To further safeguard building safety and consumer health, we implement operating rules. These include specific regulations e.g. on smoking, the use of lifts, air conditioning, what to do in case of different kinds of emergencies, and are outlined in an internal document.	G4-PR2

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
<b>GRI 417: MARKETING AND LABELING 2016</b>	417-3 Incidents of non-compliance concerning marketing communications	p. 19			<b>G4-PR7</b>
<b>GRI 418: CUSTOMER PRIVACY 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 19			<b>G4-PR8</b>

# Business conduct

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed		INFORMATION INCOMPLETE – only economic value generated available		G4-EC1
	201-3 Defined benefit plan obligations and other retirement plans		INFORMATION UNAVAILABLE		G4-EC3
	201-4 Financial assistance received from government		INFORMATION UNAVAILABLE		G4-EC4
GRI 3: MATERIAL TOPICS 2021	3-3 MANAGEMENT OF MATERIAL TOPICS	p. 103			G4-DMA
GRI 204: PROCUREMENT PRACTICES 2016	204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS		INFORMATION UNAVAILABLE		G4-EC9
GRI 205: ANTI-CORRUPTION 2016	205-1 OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION		INFORMATION UNAVAILABLE -planning to implement the assessment		G4-SO3
	205-2 COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES		INFORMATION UNAVAILABLE - planning to implement the trainings		G4-SO4
	205-3 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	p. 102			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>	206-1 LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES	p. 112			<b>G4-SO7</b>
<b>GRI 207: TAX 2019</b>	207-1 APPROACH TO TAX	P. 112	INFORMATION UNAVAILABLE -	Aim to develop tax management system and strategy.	<b>G4-DMA</b>
	207-2 TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT		INFORMATION UNAVAILABLE		<b>G4-DMA</b>
	207-3 STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF CONCERNS RELATED TO TAX	P. 112	INFORMATION UNAVAILABLE		
	207-4 COUNTRY-BY-COUNTRY REPORTING		INFORMATION UNAVAILABLE		<b>G4-DMA</b>
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>	308-1 NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA		INFORMATION UNAVAILABLE	Aim to have 50 % of suppliers committed to sustainability initiatives by 2030, currently developing stakeholder management system with focus on sustainable procurement.	<b>G4-EN32</b>
	308-2 NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN		INFORMATION UNAVAILABLE		<b>G4-EN33</b>
<b>GRI 402: LABOR/ MANAGEMENT RELATIONS 2016</b>	402-1 MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES		INFORMATION UNAVAILABLE		<b>G4-LA14 G4-SO9</b>

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA		INFORMATION UNAVAILABLE	Aim to have 50% of suppliers committed to sustainability initiatives by 2030, currently developing stakeholder management system with focus on sustainable procurement.	G4-LA14 G4-SO9
	414-2 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN		INFORMATION UNAVAILABLE	Aim to have 50% of suppliers committed to sustainability initiatives by 2030, currently developing stakeholder management system with focus on sustainable procurement.	G4-LA15 G4-SO10
GRI 415: PUBLIC POLICY 2016	415-1 POLITICAL CONTRIBUTIONS	P. 111			G4-SO6



# Business-specific – certification processes

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE	OMISSION		GRI SECTOR STANDARD REF. NO.
			Requirement(s) omitted - Reason and Explanation	Note	
GRI 3: MATERIAL TOPICS 2021	3-3 MANAGEMENT OF MATERIAL TOPICS	P. 64 – 69			G4-DMA

# Thank you

JTRE a.s.,  
Dvořákovo nábrežie 10,  
811 02 Bratislava, Slovensko  
[www.jtre.sk](http://www.jtre.sk)

