

ESG Strategy

Echo-Archicom 2030

 For the Planet

 For people

 For stakeholders

ECHO
investment



archicom

A photograph of a modern urban courtyard. In the foreground, there is a lush green lawn with several young trees. In the middle ground, a white van is parked on a paved area. In the background, there is a multi-story brick building with arched windows and a modern building with a dark, textured facade. The sky is blue with some clouds.

ESG Strategy Echo-Archicom 2030

The Echo Investment-Archicom Group conducts its business responsibly. We provide people with comfortable places to live, as well as good space to work, run daily errands and relax. We are aware of the social importance of our business, but also of its costs. That is why for years we have been taking actions that have a positive impact on the environment, communities and all stakeholders, reducing costs and compensating the environment for losses resulting from the development activity. Our ESG Strategy - Echo-Archicom 2030 organizes these activities, indicates priorities and emphasizes the values we follow. It contributes to the UN 17 Sustainable Development Goals (SDGs).

FOR THE PLANET



Reducing CO₂ emissions

The construction and operation of buildings is one of the main sources of the carbon footprint in the world. That is why, already in 2023, we are starting the process of reducing emissions in our own office spaces, but above all in the projects we are building, so that in 2030 - in accordance with the Paris Agreement - they will be carbon neutral.



2023/2024

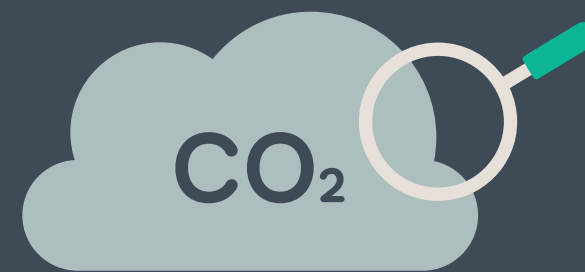
screening of 3 pilot projects (office, apartments for rent & residential buildings) to reduce CO₂ and increase energy efficiency

2024/2025

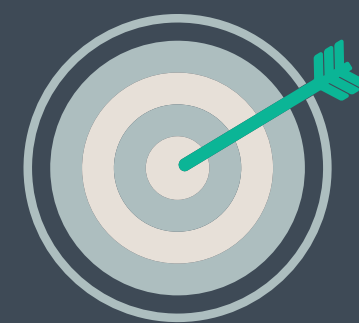
implementing new procedures and processes to limit future projects' carbon footprint based on pilot building experience

TARGETS

2023

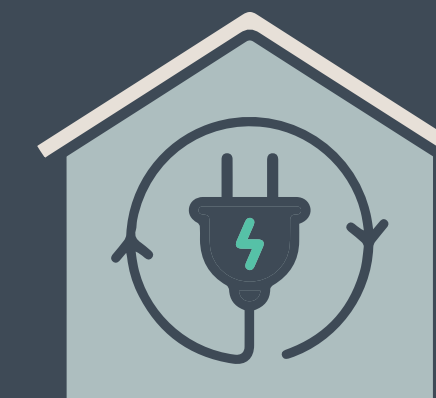


first measurement of own carbon footprint (scope 1 and 2)



2024

establishing the reduction targets for next years (scope 1 and 2)



2030

all new buildings of the Group to be **net-zero**

Protecting urban greenery

We make every effort to ensure that each of our projects in the city improves the conditions of greenery and biodiversity in the immediate vicinity.

TARGETS:



2023/2024

tree protection rules implemented and promoted in the Group



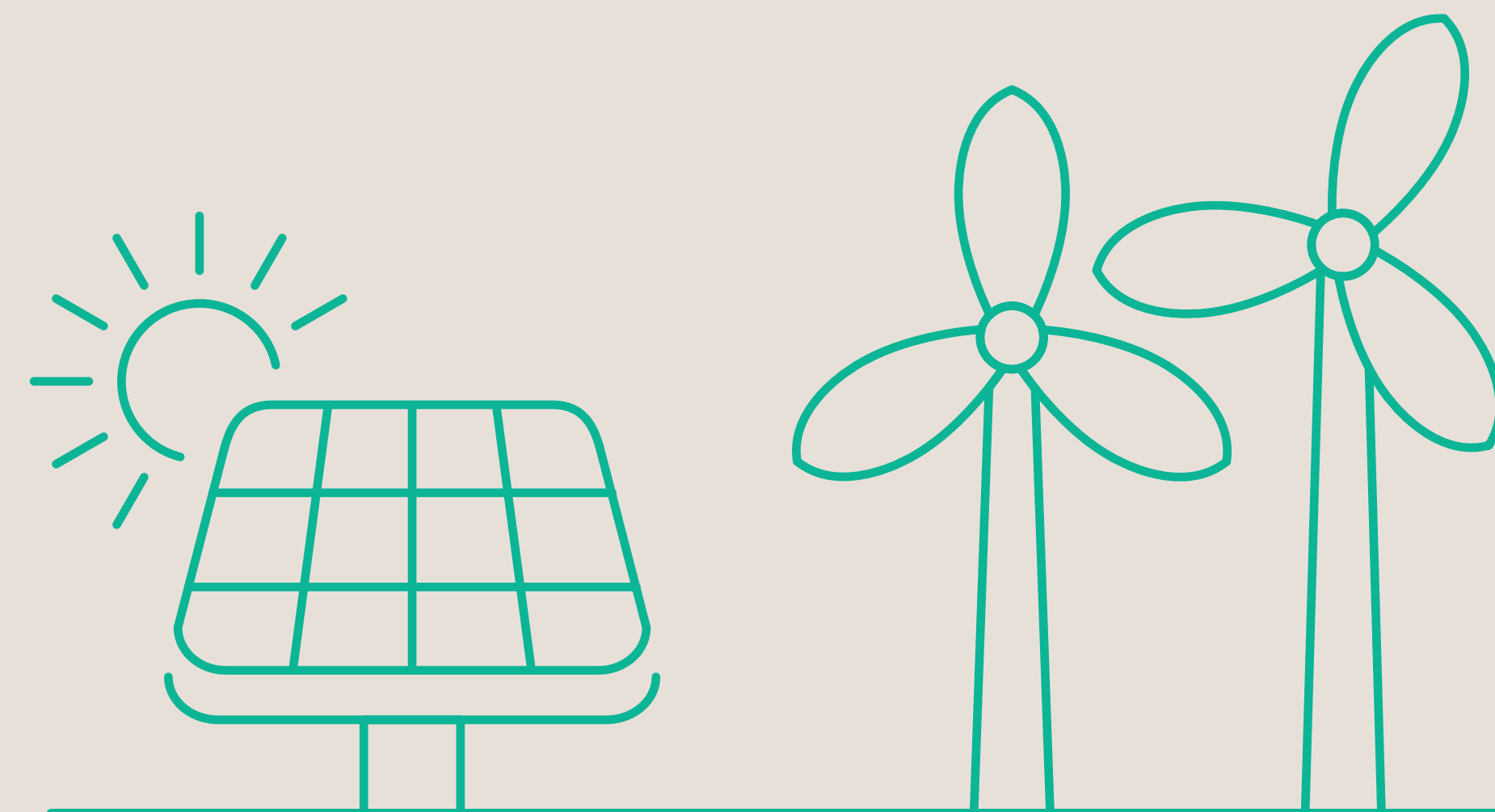
since 2023

plant at least 2 times more trees than we cut down



Using green or renewable energy

Traditional energy resources from fossil fuels are running out, and their use is responsible for global warming. That is why we want to promote energy from renewable sources by using it both for our own needs and in our projects.



TARGETS:

Providing green energy

2023



to all Echo and Archicom's own offices

2025

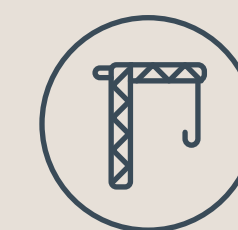


to all Echo office and retail buildings

2026

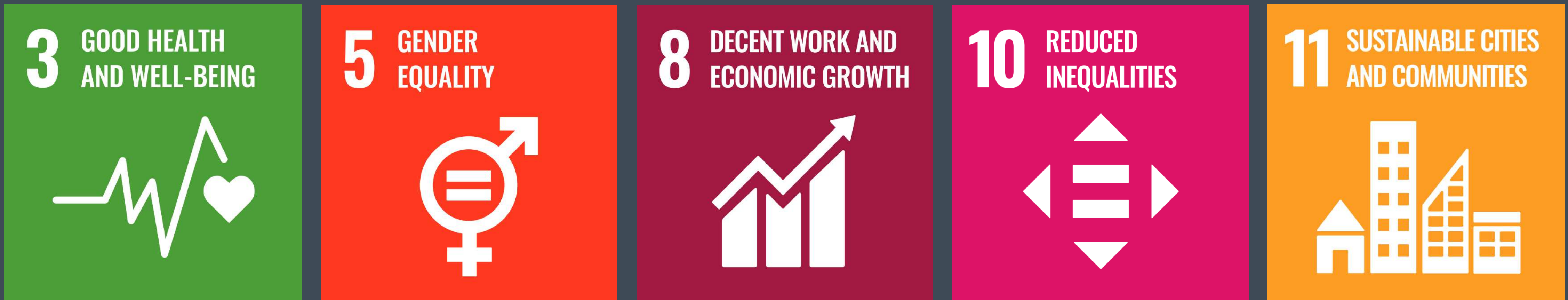


to all of CitySpace locations



to all of our construction sites

FOR PEOPLE



Equal opportunities and wellbeing of Echo and Archicom's employees

We are a good, fair and stable employer. The competences of our employees is our most important asset: we want to put to use the employees' potential, give them development opportunities, and support them in their activities outside of work.

TARGETS:

2025

equal chance of promotion: women and men to hold **45-55%** of key executive positions

2026

average number of **remaining vacation days** per person at the year end to **decrease to 10**

2029

closing gender pay gap

between employees on similar **positions and scope of responsibility**





Safety and wellbeing on construction sites

We take responsibility for all people working on our construction sites: for their safety, health, and wellbeing. We also want to efficiently manage relations with neighbours of our projects.

TARGETS:



zero fatal accidents



implementing **high standards of social facilities** on all construction sites until 2026



measuring and increasing satisfaction of construction workers



establishing rules of neighbours' **complaints management**

Preventing urban sprawl

We want our projects to be developed in areas that have already been urbanized, which have infrastructure and provide comfort of functioning in the city. We will avoid the use of suburban, green, forest or agricultural areas and eliminate the need for inefficient construction of urban infrastructure.

TARGETS:

100%



of the acquired plots within city borders

90%



of the acquired plots to be brownfield (previously urbanised areas) — throughout the whole period 2023-2030

50%



of the portfolio to be destination projects



FOR STAKEHOLDERS

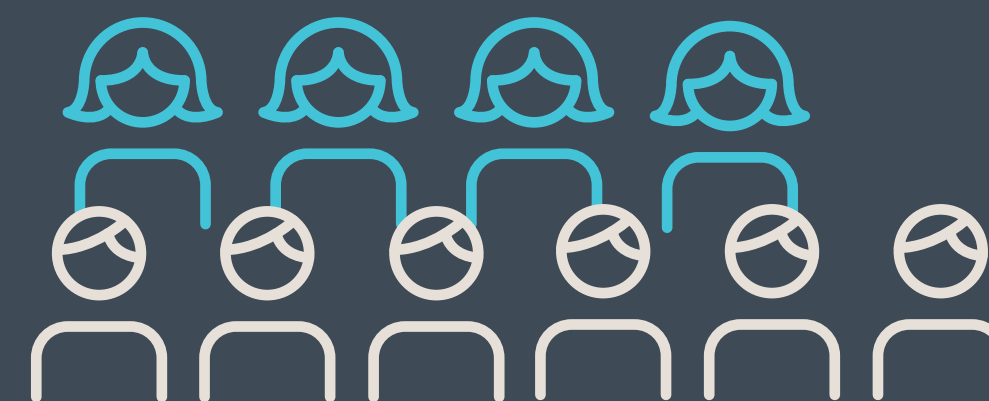
<p>5 GENDER EQUALITY</p> 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>10 REDUCED INEQUALITIES</p> 	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 
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Transparency, equality, and highest standards of management

Ethics, legal awareness, and maximum transparency are the values that directly affect the perception of the Company among investors and stakeholders. The Echo Investment Group intends to further develop high standards of corporate governance and management.

TARGETS:



Since 2026 women to account for minimum 40% of the Supervisory Boards of each Company or minimum 33% of the Supervisory and the Management Boards counted jointly



Compliance with the [WSE Best Practices](#) — annual analyses of possibility to reduce the number of non-conformities



Promoting the [ethics culture](#) among employees through regular [training, updates and awareness checks](#)



Developing [awareness of the ESG](#) in the Management and Supervisory Boards

See the ESG strategy

ECHO 2030 ROADMAP



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