



mint.

SUSTAINABILITY REPORT

2025

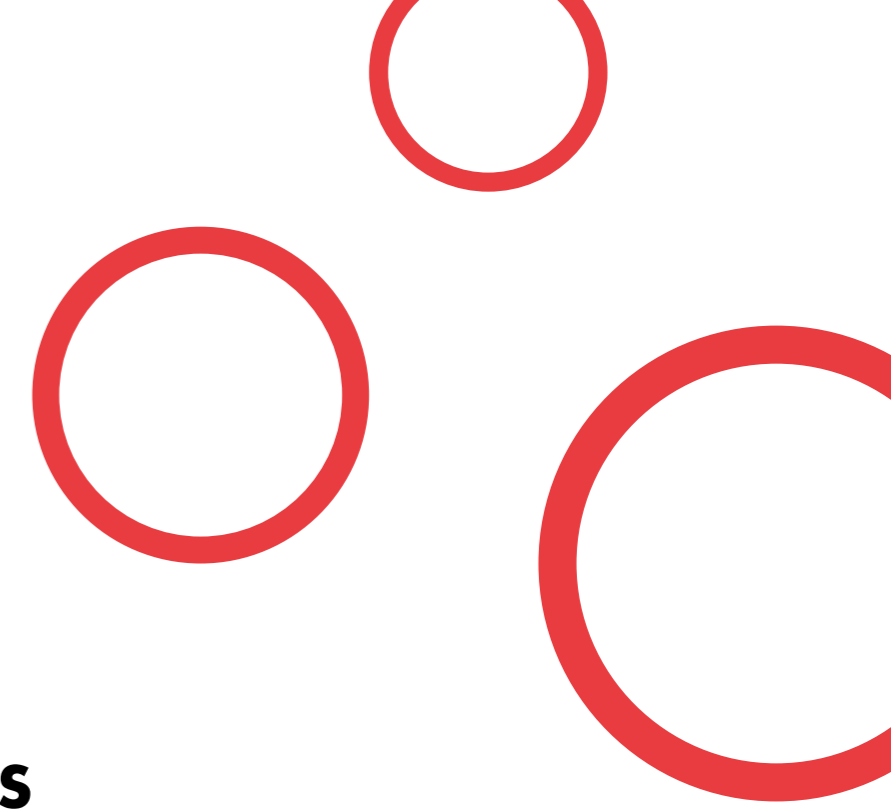


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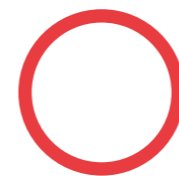
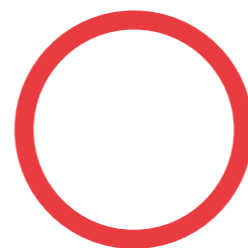
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01

MINT'S COMMITMENT TO ESG



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ABOUT MINT

Mint Investments ("MINT") is a real estate Company founded in 2004. Managing a portfolio valued at over 1 billion EUR for its private investors as well as the largest institutions in the industry, MINT is among the leading real estate investors and asset managers in Central and Eastern Europe.

The Company's real estate activities span the Czech Republic, encompassing both owned and managed buildings and development projects in the Czech Republic and Slovakia. Its diversified portfolio includes commercial and residential properties such as offices, residential buildings, retail spaces, and hotels.

With more than 280,000 square meters of Gross Leasable Area (GLA) and a

96 per cent office occupancy rate as of 2024, MINT demonstrates strong portfolio management and market positioning.

While striving to achieve optimal financial outcomes, MINT goes beyond mere profitability. Central to its mission is creating environments that prioritize living and working experiences while minimizing ecological footprints. The Company adopts a forward-looking approach to sustainability and is committed to long-term strategies. While proud of its progress in recent years, MINT remains steadfast in its belief that more can and should be accomplished.

ABOUT THIS REPORT

MINT publishes sustainability indicators and targets on its website annually. In 2023, the Company released its first stand-alone Sustainability Report, following EPRA sBPR and using the GHG protocol guidelines for environmental data.

This marked a significant step towards greater transparency and reinforced MINT's commitment to ESG.

Building on this momentum, MINT now presents its second stand-alone Sustainability Report, covering the period from 1 January to 31 December 2024, aligned with its fiscal year.

The report outlines ambitions, targets, and key actions undertaken throughout the year to drive continuous improvement. It is once again prepared following the European Public Real Estate Association's ("EPRA") Sustainability Best Practice Re-

commendations ("sBPR"), which align with MINT's strategic objectives.

MINT applies the operational control approach in line with the GHG Protocol. This report includes data from its corporate office in Prague and 19 buildings within its portfolio that it owns and manages.

To enhance the credibility of the disclosed data, MINT engaged ARCADIS for the second consecutive year to provide limited assurance for select performance indicators within the 2024 environmental data in accordance with ISO 14064-3 (Guidance for the verification and validation of greenhouse gas statements). The details of the performance indicators included in this process are mentioned in "Appendix: Sustainability Indicators". The assurance letter is provided in "Appendix 2: Third-Party Assurance Letter".



Word from
Sebastien Dejanovski
PARTNER



I strongly believe we have set our ESG basis and the pathway for the next decades.

For over twenty years, we have been investing in and managing real estate properties, actively developing commercial and residential projects across Central and Eastern Europe. In 2024, we announced the inclusion of two new Partners, bringing fresh perspectives and innovative ideas to further strengthen our strategic direction.

We manage all projects from acquisition through to management and sale, ensuring precision in execution and maximising returns for investors. This hands-on approach has enabled us to consistently achieve double-digit returns over the past decade.

All this success has made us increasingly aware of our impact on stakeholders, particularly tenants and local communities around MINT-managed buildings. While the Group has always engaged in sustainability initiatives and social events, our dedicated ESG journey began in 2022. Over two years of focused efforts have led to sustainability becoming deeply embedded in all areas of the Company, now standing as a core value that guides our decisions and long-term vision.

When we first decided to participate in the GRESB assessment in 2022, we became the first Czech Company to take part in this globally recognized ESG benchmark for real estate. Since then, we have made outstanding progress, significantly improving our performance year after year. This achievement reflects our strong commitment to sustainability and the continuous integration of ESG principles across all areas of our business.

But GRESB participation was only our first step. We aimed higher, integrating ESG principles across all areas of our

real estate business. While between 2022 and 2023, we developed our first four-pillar Sustainability Strategy and set the foundation for our long-term objectives, this framework remains at the core of our approach, and we proudly stand by our commitments.

However, with two years of accurate and consistent data, this reporting year, we conducted a comprehensive review of some targets to ensure they better reflect MINT's reality. This update refined our mid- and long-term goals, enabling more effective, tailored actions towards our sustainability ambitions.

Last year, we took a significant step by publishing MINT's first Sustainability Report, marking an important milestone in our ESG journey. This year, we present our second report, reinforcing our commitment to transparency and the consistent disclosure of sustainability information. It reflects the ongoing efforts of our team, highlighting the important actions implemented in 2024 and the need to communicate both the work done and the results achieved.

Summarizing my message, I strongly believe we have set a solid ESG foundation and a clear pathway for the coming decades. Our sustainability slogan, "Mint for a Better Future," remains at the core of our efforts. In 2024, we took further steps to embed ESG into daily operations by launching a Tenant Engagement Program, introducing an ESG incident monitoring procedure, and refining our Net Zero targets for the portfolio. At the same time, we continue our commitment to social initiatives, strengthening our support for local communities through collaborations with charitable organizations and universities.



Word from
Jaroslav Mida
PARTNER



Our goal is to continue on the pathway we have set out to be on, continue be assessed by the GRESB assessment, work on improving the media efficiency of the managed portfolio, and contribute to the communities.

Over the past two years, MINT has placed sustainability at the core of its business strategy, embedding ESG considerations into investment decisions and operational practices. What began as an initial commitment has now evolved into a structured, long-term approach, ensuring that sustainability is an integral part of MINT's future growth.

A key milestone in this journey has been MINT's participation in the GRESB Real Estate Benchmark. As the first Czech Company to engage in the assessment, MINT has demonstrated remarkable progress, increasing its score from 33 in 2022 to 75 in the latest assessment. This significant improvement underscores the Group's dedication to enhancing ESG performance and transparency, as well as its commitment to meeting the growing expectations of investors and stakeholders.

Building on its learning curve and insights from external audits, MINT has further strengthened its data collection process for ESG indicators, ensuring even greater robustness in this second Sustainability Report. The Company continues to report energy and water consumption for 100 per cent of its portfolio, with all data sourced from primary sources, eliminating the need for estimations.

A noteworthy development this year is that MINT now proudly discloses all data points in alignment with EPRA

sBPR Recommendations, reinforcing transparency and accountability in its sustainability reporting.

Overall, MINT's portfolio achieved a significant reduction in greenhouse gas emissions over the past year, based on absolute values. Looking ahead, the Company remains committed to further improving energy and water consumption, as well as reducing waste generation across its operations.

The progress made in actions and results over the last months has been significant, and we are excited to share it in this new Sustainability Report. MINT continues to advance towards sustainability in alignment with the European Green Deal, contributing actively to the real estate sector.

Notable initiatives include assessing physical climate risks in our portfolio for the first time, conducting an EU Taxonomy alignment exercise for a sample of assets, and developing internal initiatives to promote more sustainable modes of transportation to our buildings, such as the Walkability Score.

Additionally, we have made progress in incorporating green leases across our portfolio, working closely with tenants to drive these efforts forward.





02

SUSTAINABILITY GOVERNANCE

Structure of the Company and Employees

MINT stands as a premier real estate investment firm in Central Europe, serving as the founder and manager of private equity real estate funds.

With a history spanning over two decades, the Company has been actively engaged in the investment and management of real estate assets.

The Company is structured into five distinct teams: Asset Management, Property Management, Project Management, Investment, and Finance. All teams operate cohesively under one roof at the Company's headquarters in

Prague, Czech Republic. By the end of the reporting year, Mint Investments had 52 employees.

Regarding gender diversity, the workforce comprises 42 per cent male and 58 per cent female employees.

Age demographics reveal that 65 per cent of staff are between 30 and 50 years old, 23 per cent are under 30, and 12 per cent are over 50. Additionally, 2 per cent of employees have an international background, contributing to a diverse and inclusive workplace.

43 employees in 5 distinct teams

manage all parts of our projects. This approach helps us prevent errors and optimise profit.



OUR LEADERS



RADIM BAJGAR
NEW BUSINESS



SEBASTIEN DEJANOVSKI
NEW BUSINESS AND ESG



LUKÁŠ SCHIRL
ASSET MANAGEMENT



ERIK JANOVSKÝ
INVESTMENTS AND
FUND MANAGEMENT



JAROSLAV MIDA
INVESTMENTS,
DEVELOPMENT AND ESG



VOJTĚCH KRAUS
LEGAL AND FINANCE



KATARÍNA LINDBERGH
LEASING AND PROPERTY
MANAGEMENT

High governance body and managing conflicts of interest

The highest governing body of MINT comprises the seven Partners, who collectively own the Company.

Their role entails establishing and overseeing the Group's long-term strategies, objectives, budgets, and business plans. Sebastien Dejanovski and Jaroslav Mida, among the Partners, take charge of ESG initiatives within the organization.

Originating from diverse industry backgrounds spanning real estate to finance, the original five Partners joined forces, leveraging their individual strengths to establish MINT. This closed structure positions them as both owners and members of the board of directors.

In June 2024, two additional Partners joined MINT, expanding the leadership team to seven members (six males and one female).

This growth strengthens the Group's strategic direction and enhances its industry expertise. The two new Partners were long-standing employees, selected based on their contributions and activities within the Company over the past five years. Their appointment reflects MINT's commitment to recognising internal talent and leadership.

The entire team of Partners brings a diverse range of experience, with five members aged over 50 and two between 30 and 50.

Their tenure on the governance body averages approximately 13 years, with four members having been with the Company for over 15 years, one for 6 to 15 years, and two for less than five years.

MINT staff and Partners must adhere to Czech laws, regulations, and the Company's "Code of Ethics." This comprehensive Code addresses various aspects, including conflicts of interest, corruption, fraud, etc.

Relationship with stakeholders

Active engagement with stakeholders is integral to MINT's operational ethos. These stakeholders include tenants, employees, partners, suppliers, and local communities. Depending on the stakeholder involved, MINT employs various communication methods and adjusts its timing accordingly. Common communication channels include emails, face-to-face meetings, consultations, and surveys.

Regular annual surveys assess tenant and employee satisfaction with MINT's services and activities. The feedback from these surveys is utilized to craft action plans to enhance satisfaction and improve performance. Additionally, a "Health and Well-being Program" for employees

The MINT website provides access to the Code and key policies pertaining to ESG matters.

Employees are entrusted with the responsibility to report any corrupt behavior or suspicions thereof, aligning with the provisions outlined in the Code. Subsequently, all reported cases undergo thorough analysis in line with the Grievance Procedure, with the Partners playing an active role in the process.¹

encompasses the main actions and benefits given by the Company. A new "Tenant Engagement Program" was introduced in 2024, covering an ambitious set of topics to work with all tenants.

In 2024, MINT demonstrated its commitment to social responsibility by donating CZK 3,751,500 to charitable causes. Moreover, recognizing the significance of education, the Company actively engages in partnerships with universities and students, aiming to foster the growth of skilled professionals for the future.

Strategy

MINT acknowledges the paramount importance of sustainable investments, thus embedding sustainability principles throughout its real estate operations.

Additionally, there's a notable shift toward more sustainable investment practices among financial entities within the European market.

The company's overarching goal is to significantly contribute to environmental improvement by reducing energy and water consumption across its properties. Additionally, it strives to enhance the social aspect by fostering optimal

working conditions for its employees and supporting local communities through collaborations with charitable organisations and universities, all while conducting business ethically. MINT aims to be a responsible company across all dimensions.

In 2023, MINT formulated a "Strategy Paper" outlining the company's sustainability priorities.

This strategy encompasses several commitments and goals, organised into four key areas along with specific measures to reach them.

¹ For more information about the Grievance Procedure and the Code of Ethics, please refer to "Subchapter 6.1 Conducting business with integrity".

4 KEY PILLARS

01 High-Quality Green Buildings

MINT looks to offer the highest quality of buildings. This pillar is focused on the quality of the buildings within the portfolio owned, managed, and constructed by the company.

02 Responsibility with resources and climate

Resources are scarce and climate change is visible. MINT wants to play its role in stopping further change from happening.

03 Respect for people and social well-being

“Take care of your people and they will take care of your business”, a phrase that is popular, and also a motto MINT believes in. Be it the people within the Company, the tenants or the people in the communities we operate in, they matter to us, and we look to play our role in improving their lives on a daily basis.

04 Business Integrity

Integrity in business is key, because it forms the basis of a long-term trust relationship with all stakeholders as well as the communities we work with and influence.

Target review

In 2024, the Company conducted a comprehensive review of its sustainability targets, building on insights from previous results.

With most sustainability indicators now tracked and assessed for at least three years, the accumulated historical data provides a clearer understanding of MINT’s baselines and early progress.

Additionally, thanks to the team's dedicated efforts and strong commitment, some specific targets have already been met before 2030.

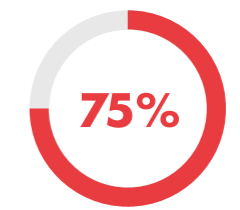
While this review did not alter the structure of the four sustainability pillars, it did lead to updated values for specific overarching 2030 goals. Further details on these adjustments are provided in each chapter.





HIGH QUALITY GREEN BUILDINGS

Creating attractive spaces for our tenants while pursuing environmental-related goals.



OF ALL EUROPEAN BUILDINGS HAVE POOR ENERGY PERFORMANCE
WE ARE DOING OUR PART TO CHANGE THAT

MINT acknowledges that there is no way around this topic anymore. According to the European Commission, 85 per cent of EU buildings were built before 2000, 75 per cent have poor energy performance, and 40 per cent of emissions result from the built environment.²

Additionally, the demand for certified spaces is no longer just growing; it's becoming paramount as tenants actively seek environmentally certified buildings.

This is equally true for the investment sector for the investment sector, which requires ways of proving progress towards greener projects.

Beyond financial and market-driven considerations, MINT is also aligning with evolving regulatory frameworks. The Company closely follows the Energy Performance of Buildings Directive (EPBD), a key component of the European Green Deal, to anticipate legislative changes

and ensure compliance. MINT will proactively monitor the national transposition of the EPBD in the Czech Republic, particularly concerning major renovations, new acquisitions, and developments. Additionally, the Company remains attentive to transition periods, ensuring its existing portfolio adapts to evolving requirements.

With this in mind, MINT developed the first of its two environmental-related pillars, "High-Quality Green Buildings," which shows the focus on the quality of the buildings MINT owns, manages, and builds.

The goals set out in this pillar include creating attractive spaces for tenants, promoting clean mobility, and integrating environmental considerations into business decisions (the ESG approach is a critical component for decision-making).

² Based on [Eurostat energy balances and the EEA Greenhouse Gas Inventory in 2023](#).

Attractive spaces for tenants

“Attractive space for tenants” goes beyond the visual beauty of the building. It pertains to the quality of the space. That means that MINT’s managed buildings must be of the highest standard possible, but they should also be spaces where people enjoy working in and that enable them to work towards improving their environmental goals.

The first step in this area is addressing the portfolio’s energy performance. Improving buildings’ energy efficiency not only reduces energy use and tenant utility bills but also enhances the overall quality of the space by raising living standards and supporting better health and well-being. In 2023, Mint Investments initiated a portfolio-wide effort to evaluate and improve the energy performance of all its buildings.

This work continued throughout 2024, marking two years of consistent progress. As part of this effort, new Energy Performance Certificate (EPC) feasibility studies have been commissioned, assessing current conditions and identifying targeted actions to upgrade EPC ratings.

By the end of 2024, 64.3 per cent of the portfolio had already undergone EPC feasibility studies and now have a clear pathway for energy performance improvements. The Company plans to complete this process for the remaining assets by 2025, ensuring that all buildings are assessed and positioned for future enhancement measures.

These studies also serve as a foundation for planning future renovation measures across MINT’s portfolio. These renovation plans are essential for aligning with long-term energy performance targets and ensuring compliance with evolving regulatory requirements.

For the year 2024, the portfolio’s average EPC level remains at “C”, based on GRESB assessment calculations. However, the number of buildings performing below this level has decreased from eight to seven, reflecting the gradual improvement of energy performance across the portfolio.

Regarding third-party certifications, seven buildings are currently certified with BREEAM, representing 36.8 per cent of the portfolio. All certified buildings have achieved a “Very Good” rating, which aligns with the Company’s current performance benchmark.

This represents a slight decrease in certification coverage compared to 2023, due to changes in the managed portfolio, as three certified buildings are no longer under MINT’s management. In addition, one of MINT’s managed office buildings, Main Point Pankrác, holds a LEED Platinum certification. The Company remains committed to its long-term goal of achieving BREEAM certification for 100 per cent of its portfolio by 2050.

GOAL	BASELINE 2021	PERFORMANCE 2023	PERFORMANCE 2024	2050 TARGET
Average EPC level	D	C	C	None below C
Average BREEAM level	No data	Very Good	Very Good	None below “Very Good”
Stranding year portfolio*	2026	2031	2031	In line with CRREM

*Stranding year portfolio refers to the assessment performed using the CRREM tool. The CRREM tool offers the possibility to evaluate the progress of a portfolio’s carbon reduction performance against reduction targets in line with the Paris Agreement (i.e., limiting global warming to 1.5°C). The CRREM software helps to identify which properties will be at risk of stranding due to the expected increase in stringent building codes, other regulation, shifting demand and carbon prices. “Subchapter Carbon-neutral operations and business” provides more details.



Clean mobility

Transport accounts for one-quarter of total EU GHG emissions.³ Decarbonising the transport sector is, therefore, key to reaching the EU’s climate targets.

Recognizing this, the revised EPBD approved in 2024 includes provisions to promote sustainable mobility through building infrastructure.

In line with this, MINT works to improve accessibility to sustainable and active transport modes in its buildings. This includes facilitating public transport access and providing infrastructure for cycling, thereby reducing reliance on individual car use. As its buildings are primarily located in urban areas, the Company prioritizes locations near public transport hubs and integrates bicycle storage rooms and parking to encourage greener commuting choices.

One of MINT’s previous targets was ensuring all buildings have proper bike infrastructure. This 2030 target—100 per cent of buildings equipped with bicycle parking—has already been achieved, with a few exceptions.

Currently, Palac Schiller and IBIS, both located in the historical city center of Prague, are exempt due to legal restrictions that prohibit such modifications for heritage preservation reasons.

MINT is promoting these more sustainable modes of transportation for all managed buildings. To this end, the company created its own “Walkability Score,” a comprehensive assessment tool aimed at gauging the accessibility of buildings by foot, bicycle, and public transit.

This scoring system takes into account various crucial factors, including nearby amenities, proximity to public transportation hubs, frequency of available transportation options (such as buses, trains, and metros), and even the terrain gradient.

It replaces the previous target of average walking distance, offering a more holistic evaluation of mobility and convenience.

³ According to the [European Commission, based on 2019 numbers and statistics](#)

In 2024, the entire portfolio was evaluated using this tool, achieving an average score of 90 out of 100 (with no building below 70 points). This result demonstrates that MINT's buildings are well-situated in urban areas with frequent public transport options and most amenities within walking or cycling distance.

Moving forward, the Company is committed to maintaining a portfolio-wide average score above 85 points, including for future acquisitions.

Supporting clean mobility also involves encouraging the use of electric vehicles. In 2024, MINT introduced a new

target to prepare its managed buildings for an anticipated increase in electric car usage.

The Company began formally tracking existing "EV chargers" (chargers for electric vehicles) and installing new ones.

Currently, 57 per cent of the portfolio has at least one operational EV charger. MINT aims to achieve 100 per cent coverage by 2030, ensuring all users have access to EV charging facilities.

In 2024, a total of 66 leases now include green conditions and ESG fit-out clauses, representing 46 per cent of all tenant contracts—an increase of 10 percentage points compared to the previous year and bringing MINT closer to its long-term goal.

As part of its 2050 targets, the Group remains committed to ensuring 100 per cent of its leased space is covered by green leases with ESG fit-out clauses.

The Company also maintains its "ESG Due Diligence – New Acquisitions" procedure, which outlines all ESG matters to be reviewed during such processes.

MINT conducted its first Physical Climate Risk Assessment for all owned and managed buildings in the Czech Republic in the reporting year. The assessment evaluated 18 acute and chronic natural hazards across five categories: wind, water, fire, geoseismic, and temperature.

GOAL	BASELINE 2022	PERFORMANCE 2023	PERFORMANCE 2024	2030 TARGET
Share of eligible buildings with bike parking infrastructure	93%	100%	100%	✔ Achieved
Average walking distance to public transport	5 min	5 min	5 min	✔ Achieved
Walkability Score (portfolio average)	No data	No data	90	Commitment to maintaining always above 85 points (including new acquisitions)
Share of portfolio with "EV chargers"	No data	No data	57.1%	100%



Using the "Building Resilience Index" (BRI)—a tool developed by the International Finance Corporation—risk levels were mapped and classified from Very Low to High, based on the World Bank Global Facility for Disaster Reduction and Recovery's ThinkHazard screening criteria.

Overall, the portfolio showed medium to very low-risk levels, including heat wave risks exacerbated by Climate Change, except for Fire events.

To mitigate fire risks, all tenants provide annual updates on their fire protection and prevention systems to ensure preparedness.

At the end of the year, MINT conducted an exercise to assess two buildings against the EU Taxonomy Regulation, even though it is not a legal requirement.

An external consultancy evaluated the Florenc Office Centre and Main Point Pankrác buildings to determine their alignment with EU Taxonomy Activity 7.7: Acquisition and Ownership of Buildings.

The assessment focused on two environmental objectives: Climate Change Adaptation (CCA) and Climate Change Mitigation (CCM).

The EU Taxonomy assessments were carried out in close collaboration with the current tenants. The results highlighted the existing gaps preventing full alignment with the regulation, enabling MINT to develop an action plan to address the Do No Significant Harm (DNSH) and Substantial Contribution Criteria (SCC) requirements.

ESG considerations into business decisions

As mentioned above, the European market is demanding progress towards greener projects and more sustainable business practices. The company is aware that this must be done in cooperation with its main stakeholders. MINT is committed to promoting environmental values within the value chain.

Additionally, MINT continuously monitors European legislative developments, such as the EU Taxonomy Regulation 2020/852 and its delegated acts, which establish criteria for defining sustainable activities, even though the Company is not legally required to assess its activities under this regulation.

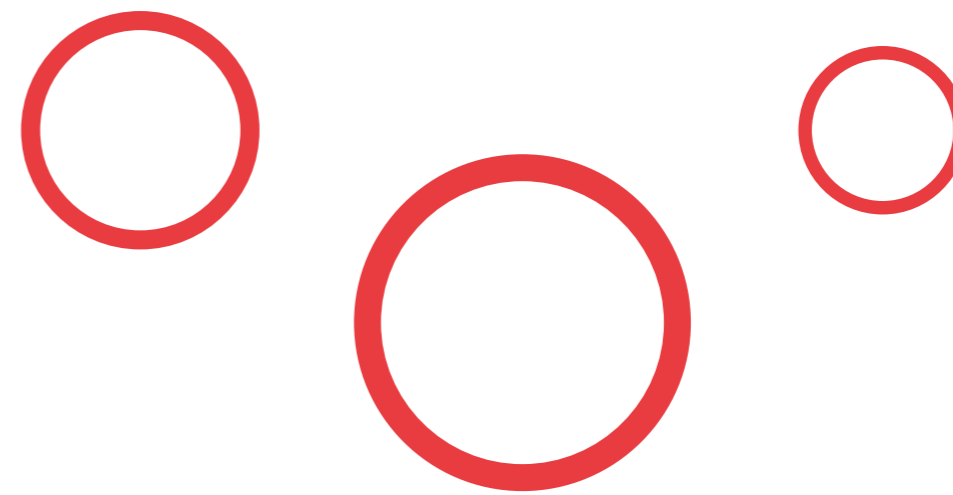
Many actions here are addressed especially for tenants. The company has started working on introducing green leases, including ESG fit-out clauses, and will increasingly apply these requirements over the next years.

Explaining this in detail, the company has prepared a set of legal clauses focused on ESG aspects, which are incorporated into all new lease agreements across all its properties. These clauses should motivate tenants to consider their energy consumption and minimise negative impacts. Additionally, MINT has included anti-money laundering clauses in the new agreements to ensure tenants understand the organisation's strong stance on this issue.

GOAL	BASELINE 2022	PERFORMANCE 2023	PERFORMANCE 2024	2030 TARGET
Share of green leases including ESG Fit out clauses	9%	36%	46%	100%



RESPONSIBLE WITH RESOURCES AND CLIMATE



The sector accounts for more than 40 per cent of global raw material usage, equivalent to 3 billion tonnes annually, and consumes over 40 per cent of global energy each year.

This underscores the importance of MINT's environmental policies.

According to the United Nations Economic Commission for Europe, the global economy currently requires the equivalent of 1.7 planets to sustainably produce the resources utilised by society and manage the waste generated.

Additionally, there are alarming rates of biodiversity loss, deforestation, and land degradation affecting natural environments across the ECE region.⁴

The built environment significantly contributes to the aforementioned environmental challenges. For example, the sector accounts for more than 40 per cent of global raw material usage, equivalent to 3 billion tonnes annually, and consumes over 40 per cent of global energy each year.

Buildings in the EU alone were responsible for over one-third of the region's energy-related GHG emissions in 2021.

Furthermore, by 2030, buildings are projected to consume 12 per cent of global freshwater and produce 30 per cent of the total waste in the European Union.⁵

This underlines the importance of MINT's environmental policy's second focus, which revolves around resource utilisation and its associated impacts. MINT acknowledges in its policy document that resources are finite and that its operations consume energy, water, and produce waste.

Moreover, given the visible effects of climate change, the company is committed to playing its part in mitigating further environmental degradation.

⁴ [Natural Resource Nexuses in the ECE Region](#), published by the United Nations Economic Commission for Europe in May 2021.

⁵ [Environmental Sustainability Principles for the Real Estate Industry](#), published by the World Economic Forum in January 2016.

Carbon-neutral operations and business

MINT is firmly committed to aligning its efforts with the United Nations' goal of limiting global warming to 1.5° Celsius above pre-industrial levels, as set out by the Paris Agreement in 2015. This commitment entails collaborating with local regulations to meet specific targets defined in the Company's operating countries.

Recognising the significance of the recent European Climate Law (2021) as a cornerstone of the European Green Deal (2020), MINT acknowledges its role as a real estate Company operating within the EU borders. It pledges to work collaboratively towards the overarching objective of achieving a climate-neutral EU by 2050.

MINT continues working with the Carbon Risk Real Estate Monitor (CRREM) tool and has updated its portfolio pathway using 2024 energy consumption data. This marks the second consecutive year of disclosing GHG emissions in the Sustainability Report. In 2024, thanks to the efforts of Property Managers and the ESG Team, more accurate emission factors were applied. These were specifically tailored to each district heating supplier, and electricity data regarding emissions was sourced locally from the Ministry of Industry and Trade of the Czech Republic.

As a result of the methodological change, MINT is not disclosing a "like-for-like" comparison of GHG emissions between 2023 and 2024 (Lfl values comprise only buildings that have been part of MINT's portfolio for at least 24 months, as defined by EPRA sBPR). This decision reflects the organisation's commitment to transparency, as using different emission factor sources would not allow for a meaningful or accurate year-on-year comparison.

Moreover, this approach aligns with the latest EPRA publication (fourth edition), which no longer requires like-for-like comparisons for GHG emissions. Like-for-Like comparisons based on energy consumption (natural gas, district heating and electricity) remain valid and are available in the "Appendix: Sustainability indicators."

The Company has worked over the past year, using the previously mentioned tool, to project likely future consumption values per building in line with its net-zero targets for 2050. This building-specific analysis now guides the development of tailored action plans for each asset, ensuring they are aligned with optimized decarbonization pathways, including future CAPEX plans.

MINT routinely monitors and analyses the buildings' energy consumption. The Company implemented several concrete measures in 2024 to enhance energy efficiency and indoor comfort across its portfolio in parallel with its monitoring.

These actions included the optimization of ventilation and heating systems in residential properties, such as Mint Living Vysočany; upgrades to Building Management Systems (BMS) in office assets, including Factory Office Centre and Polygon; and the continued installation of LED lighting in various areas across four additional buildings. This follows the extensive lighting replacements already carried out in 2023.

The Group defined ambitious targets for 2050 to align its buildings with the European Union's goal to be carbon-neutral by 2050.

MINT'S TARGETS FOR 2050

01 To reduce energy consumption in line with CRREM pathways.

02 To have 100 per cent of its buildings running on certified renewable energy.

In the reporting year, greenhouse gas emissions for MINT's portfolio decreased by 42 per cent compared to 2023, when measured in absolute values.

However, to be fully transparent, this reduction is primarily due to the lower emission factor used for the Czech electricity grid in 2024, rather than a direct decrease in energy consumption. (As previously explained, like-for-like emission comparisons are not possible this year due to changes in the emission factor sources and methodology.)

While this improvement in the grid's carbon intensity is a positive external development, MINT remains committed to enhancing the energy performance of its buildings through the implementation of targeted efficiency measures.

The Company will continue working in the coming years to ensure that future emission reductions are increasingly driven by actual consumption savings.

Of Mint Investments' total carbon emissions (encompassing its entire portfolio and the corporate office located in Prague), 36 per cent are direct (Scope 1) and indirect (Scope 2 – Location based) emissions. These include the use of natural gas, refrigerant leakage, and the use of electricity and district heating for which MINT is directly responsible.

The remaining 64 per cent of MINT's emissions are other indirect emissions (Scope 3) from tenants' electricity consumption and other energy-related emissions not covered under Scope 1 and 2. Also, for the corporate office, some other categories are included as part of Scope 3 according to the Greenhouse Gas protocol.

The company reports on the following categories



CATEGORY 6

BUSINESS TRAVEL

Transportation of employees for work-related activities including emissions from business travellers staying in hotels.



CATEGORY 7

EMPLOYEE COMMUTING

Transportation of employees between their homes and their worksites.



CATEGORY 13

DOWNSTREAM LEASED ASSETS

Fuel, heating and electricity emissions not included in scope 1 and 2.

GOAL	BASELINE 2021	PERFORMANCE 2022	PERFORMANCE 2023	PERFORMANCE 2024	2050 TARGET
Energy intensity (kWh/m ²) of portfolio and buildings	159.53	101.00	108.99 (114.36 Lfl)	117.40 (121.17 Lfl)	In line with CRREM/SBTi
Carbon intensity (kgCO ₂ e/m ²) of portfolio and buildings	79.08	44.10	54.73	37.16	In line with CRREM/SBTi
Share of buildings running on certified renewable energy	0	0	0	0	100%

* Lfl values stand for "like-for-like." These values comprise only buildings that have been part of the MINT's portfolio for at least 24 months (18 buildings instead of 19 buildings at the end of the reporting year).

"Appendix: Sustainability Indicators" provides more details and explanations regarding absolute and like-for-like values.

Respect for the natural water cycle

MINT is actively working to reduce water consumption in the buildings under its operation. The group is dedicated to promoting sustainable water use, aligning with the principles outlined in the EU Water Framework Directive (2000).

All of MINT's buildings are connected to public water systems, with water discharges managed by municipal treatment plants according to environmental regulations set by local authorities. Fortunately, none of the company's buildings are situated in areas characterised by high water stress. Nevertheless, water conservation remains a crucial aspect of the group's environmental objectives.

Over the past three years, MINT has taken consistent steps to improve water consumption efficiency across its portfolio. These measures range from basic features, such as the installation of perlaters (tap aerators) in faucets, to more advanced technological upgrades in residential buildings, including energy-efficient washing machines, dishwashers, and low-flush toilet cisterns.

An example of this is the "Mint Living Plzeň Skvrňany" residential homes. In 2024, MINT continued implementing water-saving measures, including the replacement of urinals with waterless systems in the IBIS hotel, further contributing to the portfolio's long-term water efficiency goals.

In the same year, following a comprehensive review of MINT's targets, water consumption emerged as a key focus. The analysis of the overall target revealed that water consumption had increased in previous years, influenced by the different property types within the portfolio. In response to these less favourable water consumption results of 2023, MINT decided to revise its approach.

The Company has now set more specific water intensity targets, divided by property type. These are Water intensity (m³/m²) for retail and office buildings and Water intensity (m³/m²) for residential properties. The rationale for this change is that residential properties consume significantly more water than other property types, as confirmed by official European real estate sector data.⁶

⁶ [Water consumption of the European real estate sector 2020, by building type](#). Information found on Statista.com.



More advanced technology appliances were installed for some residential buildings, including energy-saving washing machines, dishwashers, and toilet cisterns.

Buildings will need to further decrease water consumption by almost 40 per cent to achieve the long-term target.

Additionally, the entire portfolio includes one hotel, which will be excluded from these water intensity targets, with tailored actions implemented for this particular property.

Reduction targets are set at 15 per cent by 2030 and 25 per cent by 2050, using 2023 water intensity performance as the new baseline. These targets will be closely

monitored in the coming years to track progress and guide the implementation of more specific measures as needed.

In addition to monitoring and implementing measures for the current facilities, the Group is committed to installing new and modern fixtures whenever upgrades occur, which will lower the rate of water use.

GOAL	BASELINE 2021	PERFORMANCE 2022	PERFORMANCE 2023	PERFORMANCE 2024	2030 TARGET	2050 TARGET
Water intensity (m ³ /m ²) of portfolio	0.25	0.24	0.33 (0.36 Lfl)	0.38 (0.37 Lfl)	Defined per property type	Defined per property type
Water intensity (m ³ /m ²) of buildings: retail and offices	—	—	0.287 (0.290 Lfl)	0.297 (0.297 Lfl)	0.265	0.244
Water intensity (m ³ /m ²) of buildings: residential properties	—	—	0.754 (0.754 Lfl)	0.566 (0.691 Lfl)	0.698	0.641

* Lfl values stand for "like-for-like." These values comprise only buildings that have been part of the MINT's portfolio for at least 24 months (18 buildings instead of 19 buildings at the end of the reporting year).

"Appendix: Sustainability Indicators" provides more details and explanations regarding absolute and like-for-like values.



Promotion of conscientious waste management

According to the European Environmental Agency, Europe's waste generation (excluding mineral wastes) increased by 1 per cent between 2010 and 2020. Over this period, the proportion of waste sent to landfills decreased from 23 per cent to 16 per cent. In the Czech Republic, where MINT operates its entire portfolio, recycling rates currently stand at around 43 per cent.⁷

Mint Investments is mindful of and prioritises waste management within its operations and the buildings it oversees. The Company's primary approach and the most effective method to address this is by focusing on waste pre-

vention to mitigate pollution, aligning with the core objective of the Waste Prevention Programme of the Czech Republic.⁸

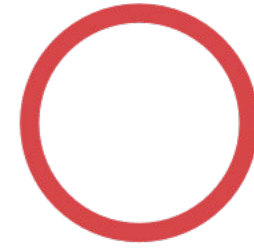
MINT recognizes that achieving "zero waste" may not always be feasible. Therefore, the Group endeavors to separate waste at the source, promoting practices such as reusing and recycling over landfilling or incineration. This approach aligns with the principles outlined in the European Waste Framework Directive (2008/98/EC) and its subsequent amendments.

⁷ More information on waste numbers and statistics can be consulted on the [European Environmental Agency official website](#).

⁸ [Link to the program](#) (in the Czech language):



MINT's target for the year 2050 is to ensure that 100 per cent of the waste generated by its buildings is correctly separated at the source and diverted from landfills.



Monitoring waste destinations remains complex due to the diverse range of waste management contractors MINT collaborates with and the varying waste management needs of tenants. However, in 2024, the Group made progress in improving waste monitoring processes and data quality, resulting in more representative figures across the entire portfolio. MINT continues to strengthen its efforts to raise awareness about responsible waste management, with active recycling now implemented in 37 per cent of the buildings.

Waste performance is being closely tracked across other assets to support further improvements. Specific actions are being developed at the asset level, such as at the Florenc Office Centre, which installed the first composters in the portfolio to begin treating organic waste on site.

This is a pilot initiative, and although results are not yet reflected in the current reporting year, it may serve as a model for implementation across additional properties in the future.

MINT's long-term target for 2050 is to ensure that 100 per cent of the waste generated by its buildings is correctly separated at the source and diverted from landfills.

While this remains a key ambition, the 2024 data indicates progress is still to be made. In this reporting year, 20.2 per cent of the waste was separated at the source for recycling, a figure that remains relatively stable compared to the previous year.

However, the proportion of waste successfully diverted from landfills increased to 75.01 per cent, reflecting improvements in waste management practices and more accurate and consistent data reporting.

Additionally, MINT has set a 2050 target for organic waste, aiming to separate and collect all organic waste within its buildings for composting (in line with the pilot already mentioned for Florenc Office Centre).

A detailed plan to achieve this goal will be developed in the coming years.

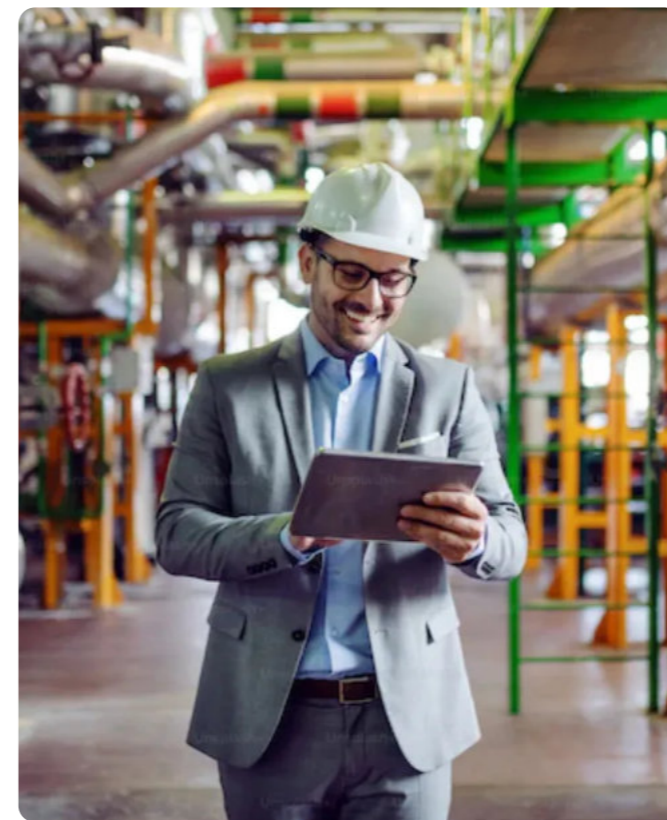
GOAL	BASELINE 2021	PERFORMANCE 2023	PERFORMANCE 2024	2050 TARGET
Share of waste separated at the source	25.34%	20.80%	20.20%	100%
Share of waste diverted from landfill	37%	51.89%	75.01%	100%
Share of organic waste collected directed towards reuse (composting or other)	0%	0%	0% (pilot currently being developed in one property)	100%

"Appendix: Sustainability Indicators" provides more details regarding other waste disposal routes.



05

IMPROVING HEALTH AND WELL-BEING LEVELS FOR EMPLOYEES AND TENANTS



People and Social Well-being

People and their well-being remain crucial social aspects for MINT. Building on this commitment, the Group introduced its inaugural 'Social Policy' in 2023, which has now been part of the Company for two years. This policy reinforces MINT's dedication to supporting the welfare of

its employees and all those it interacts with, including tenants and the surrounding communities.

By prioritizing social well-being, MINT aims to impact their daily lives positively.

Creating an engaging, safe, and attractive environment at MINT

MINT is committed to complying with all relevant legislation governing working conditions and protecting employee human rights. The Company ensures fair and favorable working conditions while strictly prohibiting child and forced labor. It also promotes inclusivity by considering the needs of vulnerable and minority groups, fostering a workplace free from discrimination.

MINT adheres to national and international legal frameworks, including those established by the International Labor Organization ("ILO") and Czech laws on union

rights, collective bargaining, employee well-being, and health and safety. Acknowledging the inherent risks in its operations, MINT provides adequate equipment and training to safeguard its personnel. Additionally, the Company upholds fair compensation practices and ensures respectful payment terms for its suppliers, enabling them to fulfil their duties effectively.

MINT's commitment to employee development is evident in its 2024 actions and outcomes. The Company provided training for 100 per cent of its staff, with each employee

receiving an average of 3 to 10 hours of specific technical training throughout the year. The primary training topics included software digitalisation, tax, and accounting.

Moreover, at least one hour of training per employee was dedicated to key ESG topics, such as the Environmental Policy, Social Policy, Grievance Channel, and the Company's ESG Strategy. For certain targeted employees, the training also covered specific subjects like the EU Taxonomy regulation, ensuring that staff are well-prepared to meet evolving regulatory requirements.

Besides training, the Company conducts an annual internal survey to gauge employee satisfaction, covering aspects such as the working environment, manager relationships, compensation, workload, working conditions, health and safety measures, and office space.

Based on feedback from previous surveys, which highlighted space constraints and comfort issues due to the growing workforce, MINT made the decision to relocate its headquarters in 2024.

The new office offers over 200 square meters of additional space, new terraces, a cafeteria, an expanded kitchen, and parking within the building—enhancements to improve employee satisfaction and well-being.

The annual survey results provided positive feedback and maintained an average satisfaction rating above 8 out of

10 for the third consecutive year, reflecting the success of these improvements.

Employee benefits include a multisport card with sports discounts, Company-provided phones and laptops, and meal vouchers.

Additionally, since 2024, staff have enjoyed various discounts on dining, retail, and other services within the Gallery, where MINT's new headquarters is located, through an agreement with the landlord. MINT's owners advocate for minimal salary disparities, maintaining a favorable ratio of 2.9 between employee and owner compensation. This commitment is evidenced by the organization's high employee retention rate.

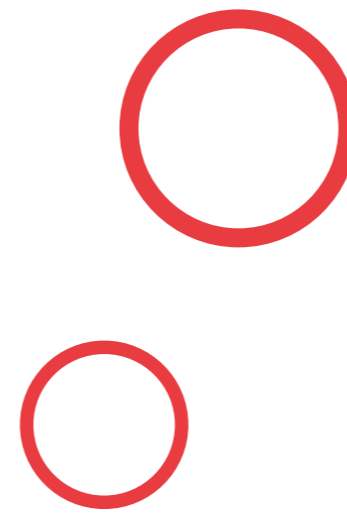
MINT's low absenteeism and turnover rates serve as indicators of employee satisfaction. The absentee rate for 2024 was 0.5 per cent. For comparison, the overall absentee rate for employed individuals in the EU was 10.5 per cent in 2023, while in the Czech Republic, it was 12.7 per cent—the latest data available.⁹

The turnover rate for 2024 was 10.3 per cent. Although this represents an increase from the 2023 rate of 4.5 per cent, it remains well within MINT's target of maintaining turnover below 15 per cent. This demonstrates the Company's continued success in employee retention compared to industry benchmarks.

GOAL	BASELINE 2021	PERFORMANCE 2023	PERFORMANCE 2024	2030 TARGET
Maintain average employee satisfaction above 8 (out of 10)	✔ 8.65	✔ 8.58	✔ 8.09	9
Minimum of 2 hours of training per employee per year	✔ All employees were trained for at least 2 hours	✔ All employees were trained for at least 3 hours	✔ All employees were trained for at least 3 hours (and up to 10)	All employees to be trained for at least 5 hours
Maintain a turnover rate below 15%	✔ 3.0%	✔ 4.5%	✔ 10.3%	Always below 15%
Maintain a gender balance of at least 40% representation for male and female	✔ 52% male 48% female	✔ 51% male 49% female	✔ 42% male 58% female	At least 40% representation of females

*Employee satisfaction is calculated based on the responses provided by all employees in the Satisfaction Survey.

⁹ More information can be found at [Statista.com](https://www.statista.com).



Well being and mental health are major topics of today. We always considered employees to be the key to success of every company. To support them further and make them feel even more heard, we launched the Health and Well-being program.

Our employees

A focus on employee health and well-being should be a core element of an organization's operation, not merely a collection of isolated initiatives.

An integrated approach to enhancing health and well-being not only benefits employees but also boosts engagement and productivity.

To illustrate the impact of mental health in 2023/2024, the Health and Safety Executive (HSE), Britain's national regulator for workplace health and safety, estimated that 33.7 million working days were lost due to work-related ill health and non-fatal workplace injuries.

Of this, stress, depression, or anxiety—strictly related to mental health—accounted for 16.4 million days.¹⁰ Recognising this, MINT remains dedicated to supporting the mental well-being of its employees through comprehensive initiatives and resources.

In 2023, MINT introduced its employee "Health and Well-being Program" to foster a healthier and more balanced workforce. The programme, still in place in 2024, encompasses various aspects aimed at improving employees' overall welfare.

¹⁰ [Working days lost in Great Britain](#), Health and Society Executive.

One key component of the programme formalises feedback and performance reviews within the "Career Development Plans" section, ensuring that all staff members receive valuable insights on their performance.

Engagement and well-being are also supported by interviews and feedback sessions for newly hired employees during their first three months. In 2024, four new employees participated in the programme and received feedback according to the established procedure.

While the programme initially focused on mental well-being and engagement, 2024 saw an increased emphasis on physical health. MINT encouraged participation in regular sports activities, such as volleyball, padel tennis, and bowling, helping foster a more active workforce.

Additionally, the Company has made important strides in supporting employee health by eliminating plastic water bottles in favour of water stations. This move not only contributes to MINT's sustainability goals but also addresses concerns raised by studies on microplastics in the human body, underlining the Company's commitment to the long-term health of its employees.

Finally, the Company's newsletter aligns with the UN 2030 Agenda for Sustainable Development, specifically Goal 3 – "Good health and well-being." In the reporting year, it focused on promoting physical health, in line with the sports events held throughout the year, encouraging employees to participate and highlighting the mental and physical benefits of an active lifestyle.

MINT's tenants

MINT is committed to ensuring that all properties under its management comply with health and safety regulations, with a particular focus on fire prevention measures.

Since 2022, the Group has conducted annual "Tenant Satisfaction Surveys," with participation reaching its

highest level in the reporting year (third edition) at 33.01 per cent. This percentage represents a total of 69 tenants.

Building on this feedback, MINT launched a comprehensive "Tenant Engagement Program" in 2024 to address various ESG matters.

TENANT ENGAGEMENT PROGRAM CATEGORIES

01

Communication and Engagement

(including ESG awareness campaigns)

02

Environmental Performance and Engagement

(focused on monitoring energy use and other sustainability indicators)

03

Tailored Health and Well-being Programme

To effectively address health and well-being, the tailored Health and Well-being Programme was developed, covering a broad range of topics such as acoustic comfort, physical activity, healthy eating, inclusive design, indoor air quality, lighting controls, and thermal comfort, among others.

During the reporting year, the programme was introduced for the first time and is now in place for all tenants who participated in the survey. Property Management Teams are responsible for tracking progress and monitoring outcomes.

The first cycle of the programme is now underway. Initial outcomes will provide valuable insights into tenants' main

concerns and guide the next steps to enhance health and well-being in MINT's properties.

These insights will also help expand the programme in the next round, involving more tenants.

Recognising the importance of this initiative, MINT has set a new 2030 target to cover 100 per cent of tenants as part of the tailored Health and Well-being Program.

Implementing this program for all tenants poses a considerable challenge due to the diverse property types managed by the Company, but gradual implementation is planned.



GOAL	BASELINE 2021	PERFORMANCE 2023	PERFORMANCE 2024	2050 TARGET
Share of employees supported by the Health & Well-Being Program	0%	100%	100%	100%
Share of organic waste collected directed towards reuse (composting or other)	Not applicable	Not applicable	33.01%	100%

Engagement with our communities

Engaging with local communities has always been a priority for the Company. MINT recognizes that neighbors are invested in the local environment, infrastructure, and the impact of business activities on jobs and prosperity in the area. As a result, community engagement can be intricate and necessitates dedicated resources.

MINT strives to be an integral part of the communities in which it operates. The Company seeks to actively engage with the surrounding communities and individuals, fostering partnerships and supporting worthy causes through donations. Specifically, this commitment is demonstrated through collaborations with universities and students, as well as through charitable contributions.

In 2024, MINT continued its partnership with the University of Economics in Prague – Institute of Strategic Investments (ISTI) for the second consecutive year. Through this

collaboration, MINT offers students with valuable work opportunities and actively participates in lectures and other events organized by ISTI.

This ongoing partnership reinforces MINT’s commitment to supporting education and strategic investments in the local community. MINT has also been active in organizing various lectures for different university clubs, as well as providing internship opportunities for students.

Additionally, MINT seizes opportunities presented by its projects to engage with students and the public. For example, in the Metropolis residential project in Bratislava, the Company invited fifth-year students from the Technical University of Košice to explore the technologies and construction methods used, providing them with valuable hands-on learning experiences.

MINT’s ongoing partnership with ISTI, TUKE, and other institutions offers students valuable insights into the world of investments, along with opportunities to gain practical experience.



3 751 500 Kč

**OFFICIALLY
DONATED TO
CZECH CHARITIES
IN 2024**

MINT remains committed to contributing a minimum of 3 million Kc annually to charities and foundations until 2030.

Over the past three years, MINT has donated more than CZK 10,000,000 to various foundations.

In 2024, the Company officially donated CZK 3,751,500 to several foundations, including NADACE VIA, Sanus, Clovek v tisni, and BeCharity.

Detailed information about each foundation and its work can be found on MINT’s website.

MINT remains committed to contributing a minimum of 3 million Kc annually to charities and foundations until 2030.



GOAL	BASELINE 2021	PERFORMANCE 2023	PERFORMANCE 2024	2030 TARGET
Always donate no less than 3 000 000 Kč to charities per year	No data	3 282 000 Kč	3 751 500 Kč	At least 3 000 000 Kč every year



BUSINESS INTEGRITY

“Clean, efficient, and competitive companies help to ensure healthier markets and greater investor confidence.”¹¹

– OECD on Business Integrity

Integrity in business is key, as it forms the basis of a trustworthy long-term relationship with stakeholders.

This is why MINT included this pillar in its “Social Policy.” This section of MINT’s policy establishes two main priorities regarding business integrity: 100 per cent of its activities must follow basic integrity rules and consistently report quality ESG information to its stakeholders.

Conducting business with integrity

MINT remains steadfast in its commitment to adhering to all relevant legal obligations concerning social responsibility in business decisions and activities. Since its introduction in 2022, the internal “Code of Ethics” has been a cornerstone of the Company’s values, guiding employee conduct for three consecutive years.

Additionally, Social and Environmental Policies have now been integral to MINT’s operations for at least two years, reinforcing the organisation’s dedication to responsible business practices.

In 2024, MINT focused on promoting and consolidating these ESG policies, ensuring that both new and existing employees received comprehensive training.

This commitment to awareness and alignment with the Company’s values was further supported by ongoing compliance monitoring. The “Whistleblowing Policy” also remains available to all employees, providing a secure avenue to report potential violations of European Union

regulations. To maintain transparency, MINT publishes all these policies on its website.

These grievance channels serve as vital communication and governance assessment tools for MINT’s actions and all individuals acting on its behalf. 2024 marked the second year of the new grievance procedure, and all employees are now fully aware of these channels, which are accessible to everyone.

The Partners hold accountability for ensuring the availability and compliance of these channels, while department heads are responsible for effective internal communication about the grievance procedure.

In 2024, no cases were reported through the grievance channels, and no unresolved cases were from previous years. Moving forward, MINT aims to resolve 100 per cent of reported cases through newly defined grievance channels within the same fiscal year.

GOAL	BASELINE 2022	PERFORMANCE 2023	PERFORMANCE 2024	2030 TARGET
Number of grievance cases reported, and resolved	Not applicable (no formal grievance procedure)	0	0	Cases resolved should always be 100% unless they go across fiscal years

¹¹ Source: [OECD on business integrity](#)

Cybersecurity

MINT continues to prioritize cybersecurity and data protection as fundamental aspects of its operational integrity.

The Group's "Full Cybersecurity Policy" provides a comprehensive framework to safeguard the Company's data from potential breaches.

Incident monitoring

Building on its commitment to transparent communication and governance, MINT took a proactive step in 2024 by introducing an internal "ESG Incident Monitoring" procedure across all buildings it owns or manages.

This new framework goes further by systematically detecting and addressing minor incidents, including environmental issues like water leaks and mismanaged high-demand electricity appliances, as well as social aspects such as ergonomic demands and accessibility improvements.

This monitoring system not only reinforces MINT's accountability but also plays a pivotal role in identifying recurring events, enabling the creation of preventive measures to mitigate potential risks before they escalate.

The procedure categorises ESG incidents into three levels—minor, moderate, and high or severe—based on their sustainability impact and potential reputational risk to the Company. Standardized preventive and reactive actions are defined and complemented by a strategic communication plan for each category.

Through this comprehensive approach, MINT strengthens its ESG risk management while fostering a safer and more sustainable environment for all stakeholders.

In the first year of implementation, a total of 18 ESG incidents were formally reported through the new monitoring

To ensure resilience against emerging threats, the state of information systems undergoes regular analysis to assess risks and implement enhanced security measures.

This ongoing vigilance underscores MINT's commitment to maintaining robust cybersecurity standards.

procedure. This active usage demonstrates the engagement and commitment of local Property Management Teams to integrate ESG considerations into their day-to-day operations. Most reported incidents were classified as minor or moderate, aligning with the purpose of early detection and resolution.

However, one severe incident occurred at the "Breda & Weinstein Shopping Centre" in September 2024, when Storm Boris triggered widespread flooding across Central Europe. The region of Northern Moravia, including Opava, where the building is located, was among the hardest hit.¹² A 500-year flood event inundated the shopping centre's underground garage and partially submerged the -1st floor to a depth of 45 cm. As a result, the centre was completely closed from 15 to 24 September 2024. A partial reopening took place from September 24 to October 13, 2024, while repair work continued.

The building resumed full operations on 16 October 2024. MINT promptly applied its ESG incident protocol, coordinating damage control, repairs, and transparent communication with stakeholders. This event underscored the importance of having a structured ESG response system in place to manage unexpected climate-related events.



MINT refined its internal procedures, reinforcing the robustness of its reporting framework.

As a result, the ESG team achieved 100 per cent portfolio coverage for all energy, water, and waste data.

Quality of reporting

MINT is dedicated to fostering transparency with all stakeholders, underscoring its commitment to annually reporting information on ESG-related topics.

Moreover, the Group acknowledges that sustainability reporting serves as a fundamental tool for transparency and trust-building in the investment sector. With investors increasingly seeking evidence of sustainable actions and metrics, data quality emerges as a pivotal component in this regard.

Continuing its commitment to transparent and high-quality ESG reporting, MINT published its second Sustainability Report in 2024, following three consecutive years of disclosing EPRA Sustainability indicators on its website. The inaugural report and its external audit marked a pivotal step in enhancing data quality and traceability. Building on this learning curve, MINT refined its internal procedures, reinforcing the robustness of its reporting framework.

As a result, the ESG team achieved 100 per cent portfolio coverage for all energy, water, and waste data, an improvement over the previous report, where complete waste data coverage was not attained. This comprehensive approach underscores MINT's dedication to accurate and reliable ESG reporting.

MINT also continued its participation in the GRESB assessment, achieving its highest score to date in 2024 with 75 points—an impressive increase of 16 points from the previous year.

This marks a total increase of 42 points over three years, from the initial 33 points in the first GRESB assessment. This remarkable progress highlights MINT's ongoing commitment to ESG principles and its strategic efforts to continually improve its sustainability performance.

¹² More information about Storm Boris can be found at [ECMWF Storm Boris and European flooding September 2024](#).

MINT remains dedicated to leveraging these insights to drive further improvements and uphold its leadership in transparent reporting.

Given the significant value that the GRESB experience has brought to MINT, the Company has decided to introduce a new target under this pillar. The Group remains committed to further progress in the GRESB assessment and aims to achieve a minimum of 80 points by 2030.

Also, as part of its comprehensive review of sustainability targets in 2024, MINT has updated its original goal regarding the quality of reporting. Initially, the Company set

the target of publishing sustainability information in accordance with GRI standards by 2025.

However, with experience gained over the years, the Group has concluded that EPRA sBPR is a more suitable standard for a real estate Company because of its scale and operational characteristics.

GOAL	BASELINE 2022	PERFORMANCE 2023	PERFORMANCE 2024	2030 TARGET
GRESB annual score	33	59	75	Above 80
Share of reported data according to EPRA Performance Measures	0%	100% (except for "Lfl values"*)	100%	100%

*Lfl values stand for "like-for-like." These values comprise only buildings that have been part of the MINT's portfolio for at least 24 months (18 buildings instead of 19 buildings at the end of the reporting year).

"Appendix: Sustainability Indicators" provides more details and explanations regarding absolute and like-for-like values.



GLOSSARY

BREEAM

Building Research Environmental Assessment Method. BREEAM is the world's leading science-based suite of validation and certification systems for a sustainable built environment.

CIPD

Chartered Institute of Personnel and Development. The CIPD acts as the professional body for the Human Resources profession in the United Kingdom and worldwide.

CRREM

Carbon Risk Real Estate Monitor (EU Tool). CRREM is the leading global standard and initiative for the operational decarbonisation of real estate assets.

ECE

United Nations Economic Commission for Europe (ECE or UNECE). It's one of the five regional commissions under the jurisdiction of the United Nations Economic and Social Council. The commission is composed of 56 member states, most of which are based in Europe, as well as a few outside of Europe.

EPBD

Energy Performance Building Directive. EU legislation that sets requirements to improve the energy performance of buildings, including standards for renovations, nearly zero-energy buildings (NZEB), and infrastructure for clean mobility.

ESG

Environmental, Social, and Corporate Governance. It's an evaluation of an organisation's collective conscientiousness for social and environmental factors.

EU

European Union. All countries where MINT operates are located within its borders.

EPRA sBPR

European Public Real Estate Association Sustainability Best Practice Recommendations Guidelines (ESG framework). EPRA sBPR provides a consistent way of measuring sustainability performance for Real Estate companies in Europe.

European Green Deal

A package of policy initiatives that aim to set the EU on the path to a green transition, with the ultimate goal of reaching climate neutrality by 2050.

GHG

Greenhouse Gases (gases responsible for Climate Change).

GRESB

Global Real Estate Sustainability Benchmark (ESG framework). The Assessment provides real estate managers with valuable ESG data, tools, and investor engagement opportunities. In 2023, over 2,000 property companies across 75 countries participated.

GRI

Global Reporting Initiative (ESG framework). GRI provides guidance on how to communicate impacts on issues such as climate change, human rights, and corruption. It the most widely adopted standard in ESG reporting.

ILO

International Labour Organisation. A United Nations agency to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

UN 2030 agenda for Sustainable Development

A United Nations plan of action for people, planet and prosperity. All countries and all stakeholders, acting in collaborative partnership, will implement this plan. The agenda contains 17 Sustainable Development Goals and 169 targets to be achieved by the year 2030.

Waste Prevention Programme of the Czech Republic

The programme describes several objectives referring to the national decoupling of waste generation from economic growth. Most of the measures stipulated in the Czech waste prevention programme are in line with the requirements of Article 9 of the EU Waste Framework Directive.

APPENDIX: SUSTAINABILITY INDICATORS

Mint Investments submits sustainability disclosures based on the EPRA's sBPR performance measures. Environmental disclosures are reported for energy, GHG emissions, wa-

ter, waste, and sustainability certifications. Social aspects and corporate governance disclosures are also reported according to the same ESG framework.

A third external party, ARCADIS, assures the environmental data at a limited level in accordance with ISO 14064-3 (Guidance for the verification and validation of greenhouse gas statements) for the following performance indicators:

EPRA Code	Performance measure	GRI Standard CRESG indicator code	Unit(s) of measure
Elec-Abs and Elec-LfL	Total electricity consumption	302-1	Annual MWh
DH&C-Abs and DH&C-LfL	Total district heating & cooling consumption	302-1	Annual MWh
Fuels-Abs and Fuels-LfL	Total fuel consumption	302-1	Annual MWh
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	Annual metric tonnes CO _{2e}
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	Annual metric tonnes CO _{2e}
Water-Abs and Water-LfL	Total water consumption	303-1	Annual cubic meters
Waste-Abs	Total weight of waste by disposal route	306-4, 306-5	Annual tonnes

General notes and scope of the disclosures

MINT limits its reporting to the assets over which it has operational control, in accordance with the principles of the Greenhouse Gas Protocol. Primary data is used for all buildings concerning electricity, district heating, fuel, water, and waste indicators. This means no estimations were required for 100 per cent of the portfolio.

The Group includes absolute consumption data for its entire portfolio, which in 2024 consists of 19 assets, along with its corporate office.

Intensity metrics are normalised by the total floor area of the assets for the portfolio and by the number of employees at the end of the reporting year for the corporate office.

In line with EPRA's definition, only buildings that have been part of the portfolio for at least 24 months are included in the like-for-like (LfL) portfolio. For 2024, the LfL portfolio consists of 18 buildings. The only exclusion from this category is "Mint Living Praha Vysočanský mlýn," which entered the Group's scope in August 2023 and therefore does not meet the required 24-month threshold.

The overall number of properties has decreased compared to 2023, as three buildings are no longer under MINT's management.

During the comparison of 2023 and 2024 results, MINT identified a data correction in district heating consumption for the "The Square" building. A malfunctioning calorimeter, waste, and sustainability certifications. Social aspects and corporate governance disclosures are also reported according to the same ESG framework.

meter led to underreporting in 2023. As a result, the reported consumption was reinstated, increasing from 6,698.36 kWh to 8,197.55 kWh (a 22 per cent increase for the entire portfolio). While this correction significantly affects the district heating figure, its impact on overall energy consumption and GHG emissions at the portfolio

level remains below the 5 per cent materiality threshold used by the external audit. Therefore, no other recalculations of previous disclosures were required.

Subchapter 4.1, “Carbon-neutral operations and business,” explains the categories included in GHG emissions.

Environmental performance

ELECTRICITY

EPRA Code	Environmental Indicator	Scope	2024	2023	2022
Elec-Abs*	Total electricity consumption [MWh]	Portfolio	23,224.89	26,588.38	22,843.31
		Corporate Office	35.01	33.80	33.46
	Proportion of Elec-Abs from purchased and self-generated renewable sources	Portfolio & Corporate Office	0%	0%	0%
Elec-Lfl	Like-for-like total electricity consumption [MWh]	Portfolio	22,802.46	22,179.20	22,557.47

*Elec-Abs: MINT does not have solar panels on its buildings or renewable electricity generated on-site. All electricity consumption comes from the electrical grid.

DISTRICT HEATING AND COOLING

EPRA Code	Environmental Indicator	Scope	2024	2023	2022
DH&C-Abs*	Total district heating & cooling consumption [MWh]	Portfolio	10,240.13	8,197.55	5,675.06
		Corporate Office	0.00	0.00	0.00
	Proportion of energy DH&C-Abs generated on-site and/or off-site from renewable sources.	Portfolio & Corporate Office	0%	0%	0%
DH&C-Lfl	Like-for-like total district heating & cooling consumption [MWh]	Portfolio	9,169.06	8,196.69	—

*DH&C-Abs: This refers specifically to the total amount of indirect energy consumed by district heating or cooling systems. MINT has district heating systems in some of its buildings but no district cooling. District heating is “indirect” energy, meaning energy generated off-site and typically bought from an external energy supplier.

FUEL

EPRA Code	Environmental Indicator	Scope	2024	2023	2022
Fuel-Abs*	Total fuel consumption [MWh]	Portfolio	5,351.88	8,549.83	3,502.18
		Corporate Office	67.13	57.76	82.27
	Proportion of Fuel-Abs that is from renewable sources	Portfolio & Corporate Office	0%	0%	0%
Fuel-Lfl	Like-for-like total fuel consumption [MWh]	Portfolio	5,351.88	4,848.51	—

*Fuel-Abs: This refers specifically to the total amount of fuel used from direct (renewable and non-renewable) sources (‘direct’ meaning that the fuel is combusted on site). MINT uses direct fuel for heating purposes in some buildings in its portfolio, with natural gas as the only fuel type.

WATER

EPRA Code	Environmental Indicator	Scope	2024	2023	2022
Water-Abs	Total water consumption [m ³]	Portfolio	125,425.05	127,259.10	75,036.93
		Corporate Office	192	180	158
Water-Lfl	Like-for-like total water consumption [m ³]	Portfolio	114,565.04	111,584.90	—
Water-Int	Building water intensity [m ³ /m ²]	Portfolio	0.3793	0.3315	0.2378
Water-Int-Lfl	Like-for-like building water intensity [m ³ /m ²]	Portfolio	0.3719	0.3623	—

CERTIFIED ASSETS

EPRA Code	Environmental Indicator	Scope	2024	2023	2022
Cert-total	Type and number of sustainability-certified assets [#]	Portfolio	11	11	15

ENERGY

EPRA Code	Environmental Indicator	Scope	2024	2023	2022
Energy-Int	Building energy intensity [MWh/m ³]	Portfolio	0.11740	0.10899	0.10100
Energy-Int-Lfl	Like-for-like building energy intensity [MWh/m ³]	Portfolio	0.12117	0.11436	—

GREENHOUSE GASSES

EPRA Code	Environmental Indicator	Scope	2024	2023	2022
GHG-Dir-Abs*	Total direct greenhouse gas (GHG) emissions [CO ₂ e Tonnes]	Portfolio	978.86	1,572.91	644.3
		Corporate Office	22.19	12.98	18.09
GHG-Indir-Abs**	Total indirect greenhouse gas (GHG) emissions [CO ₂ e Tonnes]	Portfolio	11,306.35	19,436.12	13,277.45
		Corporate Office	11.90	21.70	16.95
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption [CO ₂ e Tonnes/m ³]	Portfolio	0.03716	0.05473	0.04410

*GHG-Dir-Abs: The total amount of direct greenhouse gas emissions generated ('direct' meaning that GHG emissions are generated on-site through the combustion of the energy source/ fuel).

**GHG-Indir-Abs: The total amount of indirect greenhouse gas emissions generated ('indirect' meaning that GHG emissions are generated off-site during combustion of the energy source). Scope 2 emissions were calculated according to the location-based approach.

WASTE

EPRA Code	Environmental Indicator	Scope	2024	2023	2022
Waste-Abs*	Total weight [Tonnes] and percentage (per cent) of hazardous waste produced and disposed of via various disposal methods routes	Portfolio & Corporate Office	0 (0%)	0 (0%)	0 (0%)
		Portfolio	837.13 (100%)	742.87 (100%)	552.16 (100%)
Waste-Abs*	Total weight [Tonnes] and percentage (per cent) of non-hazardous waste produced and disposed of via various disposal methods routes	Corporate Office	2.60	2.03	—
		Portfolio	209.19 (24.99%)	357.37 (48.11%)	—
	Portfolio	25.18 (3.01%)	71.56 (9.63%)	—	
	Portfolio	12.59 (1.51%)	0.40 (0.053%)	—	
	Portfolio	406.88 (48.60%)	24.99 (3.36%)	—	
	Portfolio	169.11 (20.20%)	154.52 (20.80%)	—	
	Portfolio	14.18 (1.69%)	134.03 (18.04%)	—	
Waste-Lfl	Like-for-like waste produced and disposed of via various disposal methods routes [Tonnes]	Portfolio	736.04	704.50	—

*Waste-Abs: Waste numbers for the corporate office and the different disposal routes were not included for the year 2022 due to the lack of most primary data.

**Other/Unknown waste disposal routes mean that waste was legally treated and disposed of, but contractors were not able to provide enough evidence to confirm the specifics of its treatment/disposal (for example, whether 100 per cent or only a fraction of waste was recycled).

Social performance

EPRA Code	Social Performance Indicator	2024
		<p>Governance Body 86% male 14% female</p> <hr/> <p><u>Rest of employees:</u> 42% male 58% female</p> <hr/> <p>Subchapters "Structure of the Company and Employees" and "High governance body and managing conflicts of interest", provide more information.</p>
Diversity-Emp	Employee gender diversity	
Diversity-Pay	Gender pay ratio	No data
Emp-Training	Employee training and development	All employees were trained for at least 3 hours
Emp-Dev	Employee performance appraisals	100% received regular performance and career development reviews
Emp-Turnover	New hires and turnover	4 new employee hires Turnover rate: 10.3%
H&S-Emp	Employee health and safety	Zero work-related accidents Absentee Rate: 0.5%
H&S-Asset	Asset health and safety assessments	Explanation provided in subchapter, "Improving health and well-being levels for employees and tenants"
H&S-Comp	Asset health and safety compliance	No incidents of non-compliance with regulations and/or voluntary standards concerning the health and safety impacts of assets. More information is provided in subchapter, "Improving health and well-being levels for employees and tenants"
Comty-Eng	Community engagement, impact assessments and development programs	Explanation provided in subchapter, "Engagement with our communities"

Governance performance

EPRA Code	Governance Performance Indicator	2023
Gov-Board	Composition of the highest governance body	7 partners Average tenure of 13 years on the governance body. Further details available in subchapter, "High governance body and managing conflicts of interest"
Gov-Selec	Process for nominating and selecting the highest governance body	Explanation provided in subchapter, "High governance body and managing conflicts of interest"
Gov-Col	Process for managing conflicts of interest	Explanation provided in subchapter, "High governance body and managing conflicts of interest"

In the second appendix you can find the third party assurance letter from ARCADIS.

Verification Opinion



May 2025

Submitted to: Mint Investments
Na Příkopě 19
Prague 1, 110 00, Czech Republic

Third-Party Verifier: Arcadis Sp. z o.o.
Aleje Jerozolimskie 142B,
02-305, Warsaw Poland

Inventory period: January 1, 2024, to December 31, 2024
Level of Assurance: Limited

To the stakeholders of Mint Investments a. s.

Arcadis Sp. z o.o. ("Arcadis") was engaged by Mint Investments a. s. ("Mint Investments") to provide independent third-party verification for its 2024 GHG Emission Inventory ("GHG statement") and 2024 EPRA sBPR Performance Measures Statement ("EPRA Statement"), for the period January 2024 to December 2024.

Objective

The verification review was completed following ISO 14064-3:2019: *Greenhouse Gases: Specification with Guidance for the Verification and Validation of Greenhouse Gas Statements* as a reference standard. As such, Arcadis planned and performed the verification activities in order to provide a limited assurance with respect to GHG statement made (Scope 1, Scope 2, and selected categories of Scope 3 emissions) and selected EPRA sBPR Performance Measures related to energy and fuel consumption, GHG emissions, water consumption and waste generation as listed in Assertions section. The assurance engagement does not extend to information in respect of earlier periods or to any other information outside of the defined scope, including other EPRA sBPR Performance Measures. The boundaries of the reported data include the consolidation approach of operational control and the geographic location of the Czech Republic.

Respective Responsibilities

Arcadis' responsibility is to express a conclusion as to whether anything has been identified to suggest that the GHG Statement and the EPRA sBPR Performance Measures Statement made are not presented fairly in accordance with the criteria outlined below. Evidence-gathering activities performed are based on risk assessment and included interviews with relevant personnel, review of sampled documentary evidence, reporting procedures and calculation files. Arcadis accept no responsibility, and deny any liability, to any party other than Mint Investments for the conclusions we have reached.

Mint Investments is solely responsible for preparing the GHG Statement and the EPRA sBPR Performance Measures Statement and for the collection and presentation of the information within them, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the GHG Statement and the EPRA sBPR Performance Measures Statement.

Criteria

- Calculation methodology: World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard;
- Reference methodologies: EPRA Sustainability Best Practices Recommendations Guidelines. Fourth edition.

Level of Verification

A limited level of verification was conducted, aligned with the ISO 14064-3:2019 standard.

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Materiality

The ±5% threshold is used as a criterion for materiality during the verification.

Independence and Competency

Arcadis is a technical professional services company that specializes in engineering, scientific and environmental consulting. Its team has extensive experience in the verification of carbon data, information, systems, and processes. No member of the verification team has a business relationship with Mint Investments, its Directors or Managers beyond that required of this assignment. Consistent with

the requirements of ISO14064-3, Arcadis conducted this verification independently and with no knowledge of a conflict of interest.

Verification Findings

Mint Investments has developed and implemented reporting criteria, management procedures, internal controls and robust data management practices to estimate, analyze and report its environmental performance data and GHG emissions within the defined boundaries and timeframe. Findings raised during the verification process were duly addressed and correction actions were taken to improve the quality of reporting as documented during the verification. Further improvements are planned to be implemented during future reporting periods based on the results of current verification.

Verification Opinion

Arcadis has reviewed the GHG emissions calculations and EPRA sBPR Performance Measures calculations, and based on the limited assurance procedures conducted and the evidence obtained, nothing has come to our attention that indicates the reported GHG emissions data and selected EPRA sBPR Performance Measures data are incomplete, inaccurate regarding material sources and volumes, or fail to represent a faithful, true and fair account of the company's GHG emissions or selected environmental impacts.

Assertions

Mint Investments GHG emissions assertions are listed in the following table.

Scope of Emissions	Total Emissions [tCO ₂ e]
Scope 1	348.00
Scope 2 (Location-Based)	4,141.06
Scope 2 (Market-Based)	5,392.38
Scope 3, Category 6: Business Travel	4.39
Scope 3, Category 7: Employee Commuting	28.30
Scope 3, Category 13: Downstream leased assets	7,947.24

Mint Investments EPRA sBPR Performance Measures assertions are listed in the following table.

EPRA Code	Environmental Indicator	Scope	FY2024	FY2024 (Lfl)	FY2023 (Lfl)
Elec-Abs	Total electricity consumption [MWh]	Portfolio	23,224.89	22,802.46	22,179.20
		Corporate Office	35.01	35.01	33.80
DH&C-Abs	Total district heating & cooling consumption [MWh]	Portfolio	10,240.13	9,169.06	8,196.69
		Corporate Office	0.00	0.00	0.00
Fuel-Abs	Total fuel consumption [MWh]	Portfolio	5,351.88	5,351.88	4,848.51
		Corporate Office	67.13	67.13	57.76
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions [CO ₂ e tonnes]	Portfolio	978.86	-	-
		Corporate Office	22.19	-	-
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions [CO ₂ e tonnes]	Portfolio	11,306.35	-	-
		Corporate Office	11.90	-	-
Water-Abs	Total water consumption [m ³]	Portfolio	125,425.05	114,565.04	111,584.90
		Corporate Office	192.26	192.26	180.00
Waste-Abs	Total weight of waste produced [tonnes]	Portfolio	837.13	736.04	704.50
		Corporate Office	2.60	2.60	2.03

Verified by

Signature

Mykola Shlapak
Lead Verifier
For and on behalf of Arcadis Sp. z o.o. Warsaw,
May 2025

Signature

Noemi Macura Independent
Reviewer ACA Approved
Verifier
For and on behalf of Arcadis Sp. z o.o.
Warsaw, May 2025

