

2024

Sustainability Report

This document provides information on our environmental, social, and economic impacts throughout 2024. It includes details of our efforts in areas such as reducing carbon emissions, ensuring fair labour practices, focusing on training and development, and promoting sustainable business practices.

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Introduction

1.1

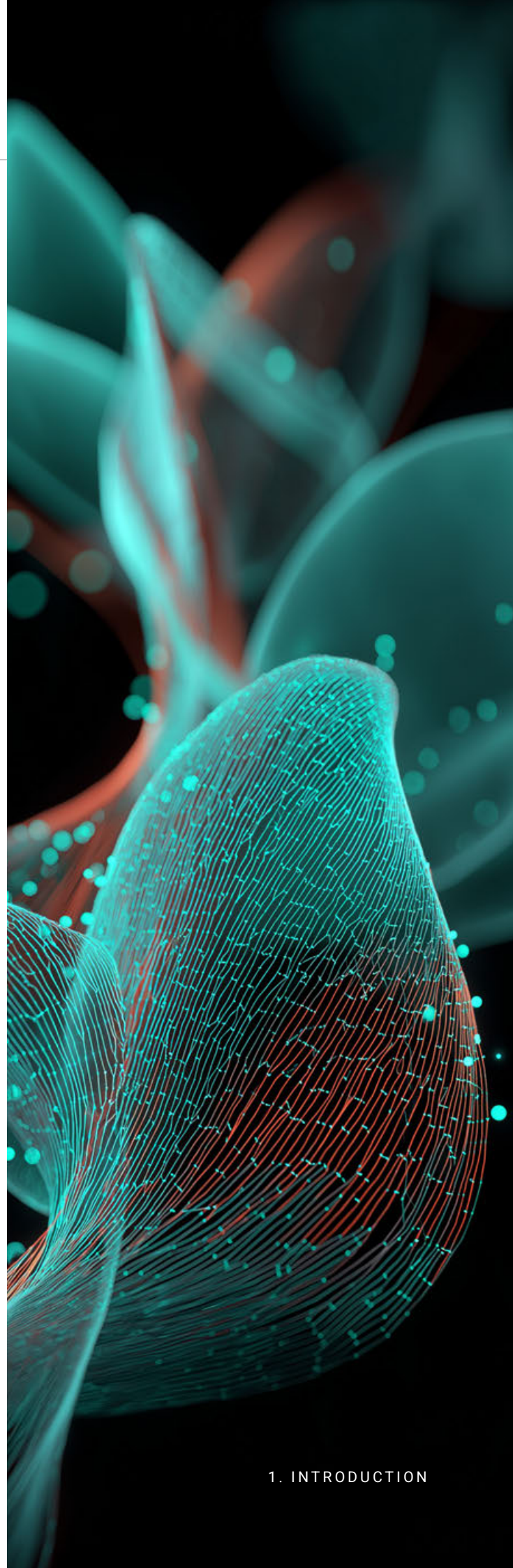
About this report

The 2024 Annual Sustainability Report of CreativeDock Holding outlines initiatives and policies in accordance with GRI standards.

The report covers governance structures, environmental performance as well as social performance focusing on diversity and inclusion, training and development, and work safety.

It also outlines the ESG governance and oversight; key performance indicators and the GRI index are included in the appendices. This comprehensive report has been reviewed and approved by the CEO, marking a significant step in documenting the nonfinancial impact and sustainability efforts of CreativeDock.

This report covers our Swiss entities (CreativeDock GmbH and CreativeDock ZHR AG), German entities (CreativeDock BER GmbH, mantrO product studio GmbH), and Czech entities (Creative OpCo s.r.o and Creative Dock Czech s.r.o), which together account for 99% of the total company revenue.



Message from the CEO



As we navigate through the dynamic landscape of corporate venture building of digital and physical products, and strategic foresight, our firm belief in the transformative power of Artificial Intelligence (AI), coupled with our commitment to Environmental, Social, and Governance (ESG) principles, continues to guide our operations and investments.

2024 has tested many assumptions, not least our ability to do more with less. At Creative Dock, we made bold decisions to strengthen our foundations, align across newly joined teams, and focus on where we create the most value. Even as we refocused our operations, we never lost sight of the commitments that shape us.

Our belief in sustainability of ideas, of ecosystems, and of business models, was not sidelined by circumstance. It was deepened by it.

We made deliberate choices to protect not just financial resilience, but ethical clarity. Rather than launching new campaigns for the sake of optics, we focused on embedding sustainability into the practical, everyday rhythms of our company.

We believe in small decisions adding up like reduced energy usage across our offices, shifting efficiency-first modes, and leaning into smarter, shared spaces. It's not always the loudest moves that matter most. Often, it's the disciplined ones:

Strengthening our management reporting and project management with the seamless integration of digital tools such as Pipedrive, Float, Qlik, and our own pricing calculator. This ensures a higher degree of transparency and accountability in our operations.

Implementation of TravelPerk to monitor travel for all Creative Dock subsidiaries and to measure our carbon footprint.

We embedded AI more responsibly by developing tools like ReX - HR matchmaker - and Sally - the customer satisfaction chatbot - under a framework aligned to the EU AI Act, and training teams on ethical AI use and governance.

We strengthened our partnership with ETH Zurich, investing in the future of applied research at the intersection of AI and sustainable development.

For us, ESG is not a set of annual targets; it's a compass. This year was a test of what we already believed. Could we maintain standards during a transition? Could we uphold our principles even as we recalibrated?

The answer is yes.

Even as we right the ship, the course is set. ESG remains central to how we grow, who we partner with, and what kind of legacy we leave. From responsible procurement and smart spaces, to inclusive talent development and AI ethics, we're building a company that thrives by doing what's right, not just what's required.

We are competitive by nature. But the race we're running isn't a sprint. It's a marathon, defined by consistency, clarity, and conviction.

Thank you for being part of that journey.



Gabriela Pejsa Teissing

Chief Executive Officer
Creative Dock

About the Company

Established in Prague in 2012, Creative Dock has evolved from a disruptive startup to become the largest independent corporate venture builder globally.

Over 13 years, we have built a track record of over 120 ventures, demonstrating our commitment to creating valuable enterprises for our clients. We offer comprehensive venture-building services for digital as well as physical products, from strategic foresight, initial venture ideas through to execution and scaling. Our operations have expanded across Europe, the MENA region, South-East Asia and beyond, reflecting our dynamic growth and strategic acquisitions.

Our goal is to drive the evolution of our clients by introducing innovative products that leverage their existing assets, enhancing their overall value. We aim to develop products that will reach 1 billion users, solidifying our role in transforming Europe into a global digital leader.

In 2024, Creative Dock sharpened its focus around five strategic pillars designed to

balance growth, responsibility, and innovation. These pillars guided not only how we operated internally but how we partnered, built, and evolved in a complex external environment.

STEADY GROWTH

Launched 10 new ventures

Despite a more selective investment environment, we sustained our momentum launching ten ventures with meaningful use cases across finance, health, and energy. Each was built with long-term scalability and ethical impact in mind. Our growth in 2024 reflected our belief that venture building can be both profitable and principled.

CLIENT SATISFACTION

Client satisfaction 8.5 or above

In a year of integration and change, we prioritised stability and trust in every client relationship. Our teams focused on transparency, measurable outcomes, and

delivery integrity. We also deepened collaboration on sustainability features in client products by exploring ways to incorporate resource efficiency, accessibility, and ethical AI choices into what we build.

AI MINDSET

Advanced internal AI use, EU AI Act-aligned governance launched

We made major strides toward 100% AI adoption internally, automating reporting, enabling faster venture sprints, and scaling smarter decision tools. But equally important was how we did it. We developed a governance framework aligned with the EU AI Act and trained cross-functional teams in safe and ethical AI development.

PEOPLE FIRST

Improved eNPS score, D&I and wellbeing embedded in daily operations

People-first was and is a priority. We enhanced our feedback loops, expanded internal mobility opportunities, and continued evolving our approach to inclusive

hiring. In parallel, we found ESG opportunities in our everyday operations:

We activated our large event and exhibition space as a shared hub for external partners, reducing underutilisation.

We installed energy-saving defaults across all monitors, TVs, and lighting systems in our offices.

Our smart water dispenser system helped us avoid thousands of single-use plastic bottles, demonstrating the power of behavioural design in sustainability.

These may seem like micro-decisions, but they reflect a macro philosophy: work well, live better, lead by example.

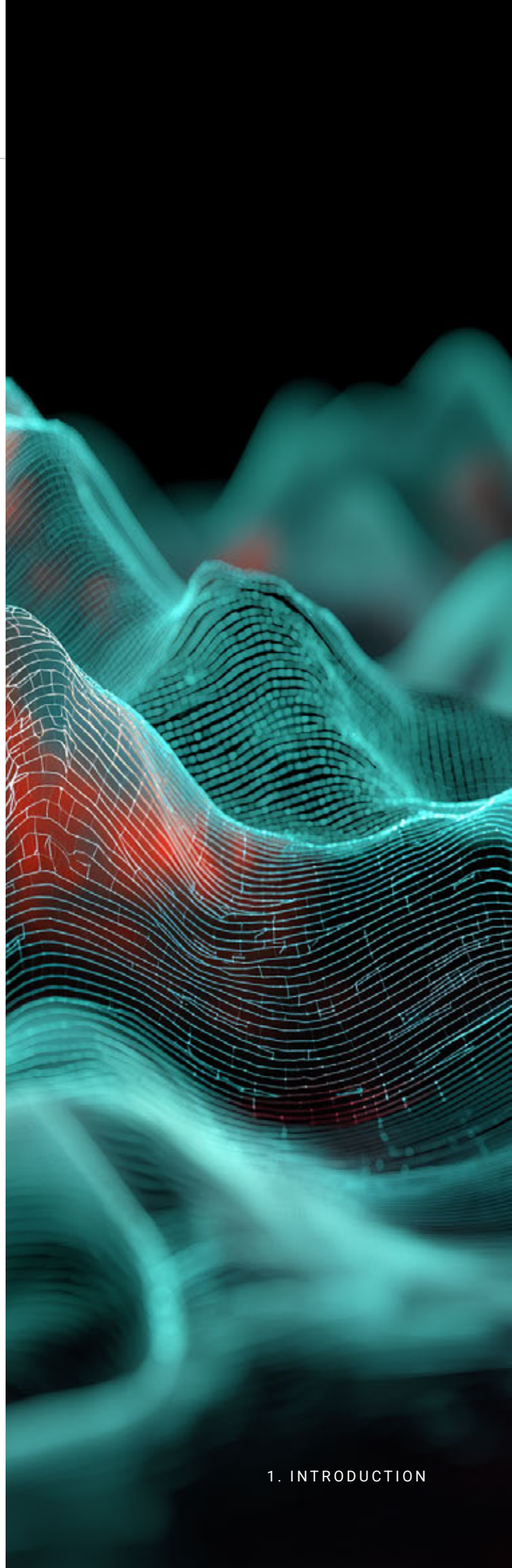
STREAMLINED ORGANISATION

Optimised our domain-based structure = leaner, clearer, faster

We reorganised to scale better with clear domains, simplified governance, and less duplication across teams. This helped us improve ESG oversight with stronger internal reporting, a revamped procurement policy, and clearer accountability lines.

We laid the groundwork for more consistent environmental and social governance in every venture and function.

Our 2024 strategy delivered more than commercial wins, it helped us operationalise ESG at scale. Whether through energy-saving choices, inclusive team building, or AI governance frameworks, we moved beyond ambition into systems. ESG is no longer “what’s next”, it’s now.



Our Values and Purpose

We are dedicated to enhancing the value of our clients' existing assets by developing innovative business models and building high-growth ventures that deliver tangible results. We create state-of-the-art products and services, empowering our partners to expand their businesses and maintain a competitive edge.

Our expertise spans multiple industries, and we rely on in-house resources to deliver comprehensive, end-to-end solutions, cover-

ing everything from foresight, ideation and design to scaling and operations.

Utilizing AI-powered insights and maintaining a steadfast focus on delivering exceptional value to our clients, we are confident in our ability to drive sustainable growth and unlock new opportunities for businesses of all sizes.

Our innovation management is built on four pillars:



Strategic Foresight

We apply advanced foresight techniques for long-term strategic planning, ensuring our clients are prepared for future challenges and opportunities.



Launch Product

We deliver a functional solution that generates initial revenue, providing a solid foundation for further development.



Venture Design

We design customer-centric solutions through prototypes and customer iterations, ensuring that each product meets market needs and exceeds customer expectations.



Scale & Operate

We scale ventures, standardise operations, and secure follow-on investment rounds, ensuring sustained growth and market success.

Our main results in 2024:

150

PROJECTS

for **63 clients** that we successfully worked on, out of which **5** had a clear environmental or societal impact

953.1

TONS OF CO₂E

greenhouse gas emissions in 2024, mainly driven by business travel

31%

WOMEN

from a headcount of 386 FTEs

48

MILLION EUROS

generated revenues



2

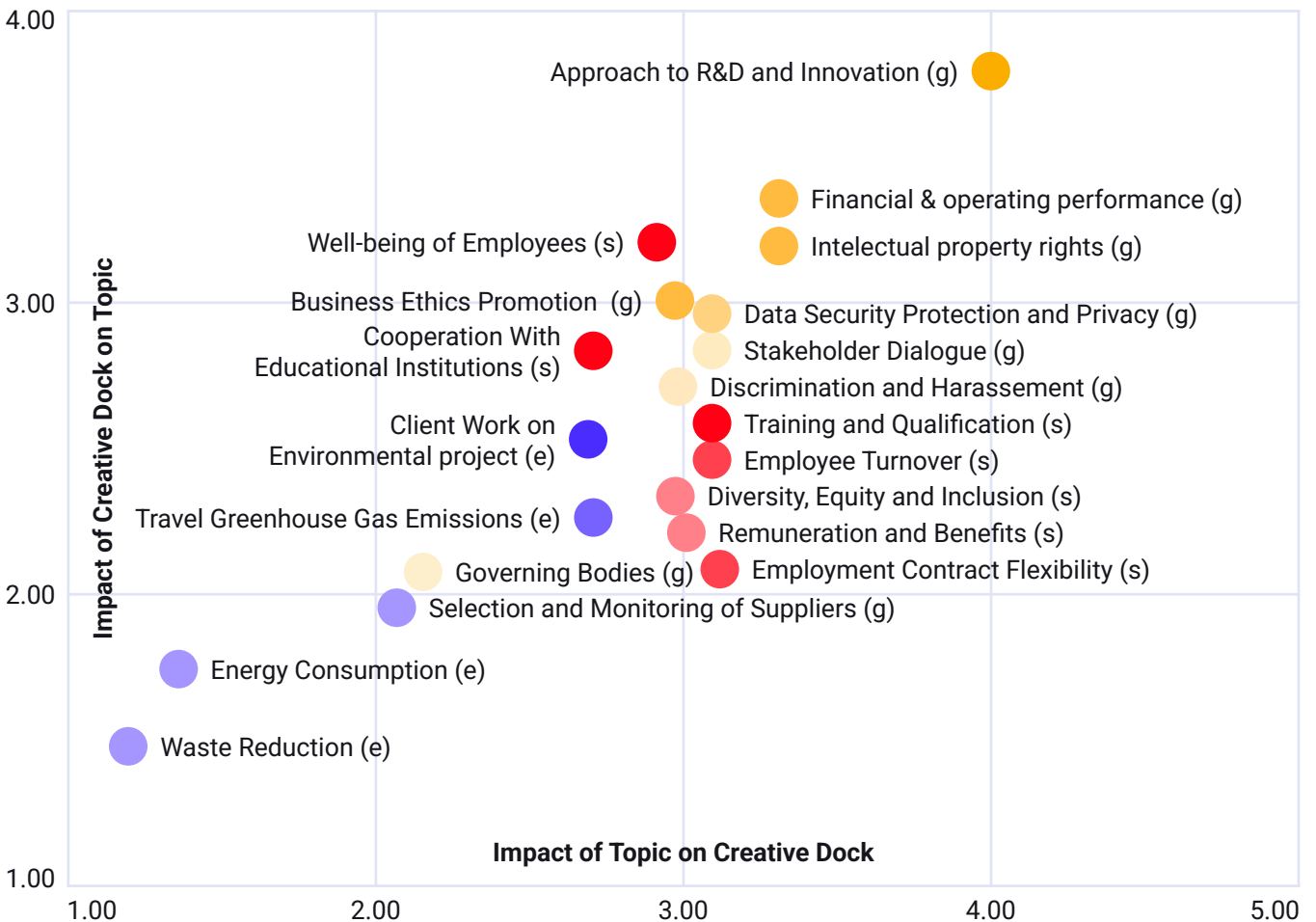
Materiality Assessment

2.1

Methodology Introduction

In November 2024, we revisited the materiality matrix. The matrix reflects the analysis of ongoing trends and input from stakeholders. We have solicited input from diverse external and internal stakeholders, including our leadership, employees, and clients.

We have aligned this report with the GRI Standards. In the Appendices, we provide index tables to explain our alignment with these standards. We plan to execute the materiality assessment every year in order to comply with the rapid development of the market.



Our priorities in ESG for 2024 & 2025

Environmental

- Work on environmental projects with clients
- Business travel monitoring and reduction
- Sustainable supplier policy
- Creating a baseline for setting targets and reporting GHG emissions

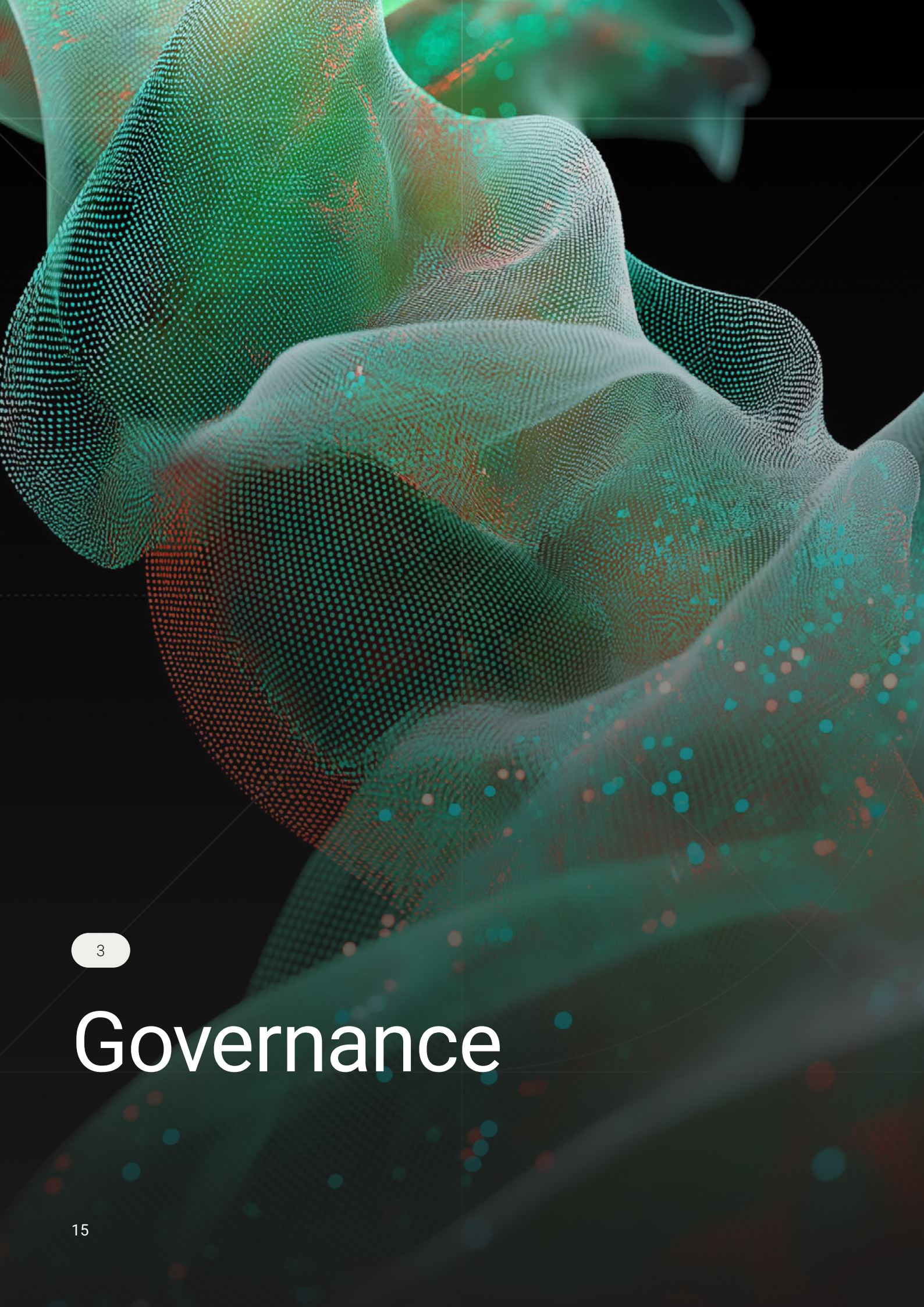
Social

- Diversity and inclusion
- Well-being of employees
- Training and development
- Cooperation with universities
- Policy towards Non-Discrimination and Harassment

Governance

- Approach to R&D & Innovation
- Financial operations
- Business ethics
- Diversity and inclusion





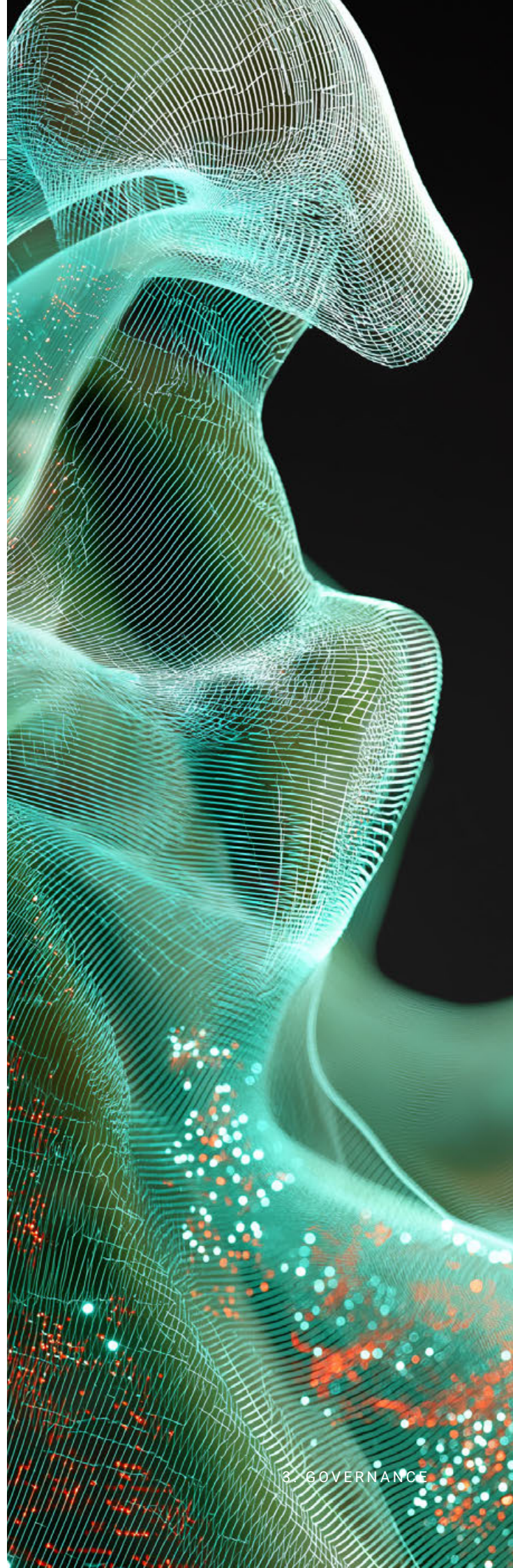
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Governance

Governance Introduction

Within the CreativeDock Group, we strive for a decentralised process of making and enforcing organisational decisions. We strongly believe in the benefits of taking decisions where they are closest to practice. Therefore, our signature and approval rules supplemented by powers of attorney allow various people within the CreativeDock Group to make and enforce decisions and represent the company legally towards third parties. With the help of our Code of Conduct (CoC), we can act within our values, and that encourages our employees to do so. We set various guidelines and implemented policies to ensure CreativeDock remains a safe place for everyone.

Anti-Discrimination Policy shall strengthen our diversity, protect against any discriminatory acts to ensure a cooperative workplace and relationships. If any unethical or illegal acts occur, there is a Whistleblowing Policy and whistleblowing channel where anyone may notify such acts and the policy sets a clear process and responsibilities to address them.



The first CreativeDock office and entity was established in 2012 in Prague, the Czech Republic. After several successful years, CreativeDock was ready to expand. In 2017, CreativeDock opened its first subsidiary outside the Czech Republic, based in Munich, Germany. This was followed by -amongst others- the opening of a subsidiary in Zurich, Switzerland, in 2019. To keep on developing and growing, CreativeDock acquired SparkWorks, Switzerland's leading innovation company, and Rohrbeck Heger GmbH in 2021, and in 2022, CreativeDock acquired Ideasense s.r.o. in the Czech Republic and FoundersLane GmbH in Germany. In 2024 CreativeDock acquired mantro product studio GmbH, a German company, and acquired a part of the assets of another German company - n-FRONTIER GmbH.

After the merger of Rohrbeck Heger GmbH and CreativeDock GmbH in 2022 with CreativeDock BER GmbH, the remaining Creative Dock entity in Germany is CreativeDock BER GmbH. CreativeDock BER GmbH is 100% owned by CreativeDock a.s., based in the Czech Republic.

So, with these acquisitions, the Creative Dock Group came to life.

CreativeDock a.s. is represented by a Board of Directors composed of Gabriela Pejsa Teissing (the chairwoman and CEO), Zbynek Nemecek, and Martin Halász. Each of the members of the Board of Directors may represent the company on their own. The Board of Directors is supervised by the Supervisory Board composed of Miroslav Esser and Martin Pejša. During 2024, work continued on relocating CreativeDock a.s. to Switzerland.

The Board of Directors convene the shareholders' general meetings at least once per financial year. An extraordinary shareholders' meeting shall be held if the welfare and interests of the company make it appear necessary. The general meeting shall also be held if the legal conditions or conditions specified in the company's articles of association are met. Under certain conditions, it may also be held at the initiative of the shareholders.. The obligation to convene a general meeting also arises if a qualified shareholder requests it. The board of directors is also obliged to convene a general meeting if requested to do so by a qualified shareholder. If this does not happen, the court may authorize the qualified shareholder to do so in place of the board of directors.

CD Group Key Roles

Role	Description
Board of Directors	The Board of Directors of CreativeDock a.s. is responsible for the commercial management of the company and represents the company towards third parties. It is governed by the principles and guidelines approved by the General Meeting, provided that they are in accordance with legal regulations and the Articles of Association. In practice it supervises and controls the company's management and operations. Its duty is to promote the interests of shareholders and the Group by overseeing the administration and proper organisation of operations.
Supervisory Board	The Supervisory Board supervises the performance of the board of directors of CreativeDock a.s and the activities of the company.
Chief Executive Officer	The CEO is responsible for the company's day-to-day operations and overall management, implements strategies approved by the Board, and manages company resources.
Head of Legal	Responsible for overseeing all legal aspects of the Creative Dock business and its subsidiaries. This includes ensuring legal compliance, managing legal risks, and providing legal advice to management. The Head of Legal controls drafting and negotiating contracts, addressing employment law issues, and handling any legal disputes or litigation.

Role	Description
Chief Operations Officer	The operating director focuses on the company's operational aspects, ensuring efficient business processes and workflows. The Operating Director oversees the IT & Data team and CD methodology, works to improve operational systems, processes, and policies, and is also responsible for maintaining a sustainable supplier policy.
Chief Finance Officer	The Finance Director is in charge of CD's financial health. This includes financial planning, managing financial risks, record-keeping, and financial reporting. They play a crucial role in strategic planning, analysing the company's financial strengths and weaknesses, and proposing corrective actions.
Chief HR Officer	The Human Resources Director oversees all aspects of human resource management. This includes recruitment, training, performance management, compliance with employment laws, employee relations, and maintaining a safe and inclusive work environment.
Chief Sales	He leads the company's commercial strategy and execution, drives revenue growth across all markets, and shapes company-wide decisions as a member of the executive board. The CSO plays a pivotal role in scaling sales operations, building strategic partnerships, and securing the company's long-term commercial success.
Chief of Capital Strategy and M&A	This role is crucial in ensuring optimal financial strategies to support our ventures and long-term growth.

Role	Description
<p>Domain Managing Director</p>	<p>The Domain Managing Director at Creative Dock is tasked with building and maintaining client relationships in designated verticals. Each domain holds its own P&L.</p> <p>Domains actively maintain and strengthen client relationships. Currently, CD has three managing directors. This role involves guiding projects from ideation through the development and launch of Minimum Viable Products (MVPs) and their subsequent scaling. A key responsibility includes ensuring P&L. They must maintain a strategic vision, aligning project development with the company’s broader goals while fostering strong customer relationships and driving market growth.</p>
<p>Acceleration Director</p>	<p>Responsible for ESG agenda & AI Acceleration of CreativeDock. She fosters innovation and implements strategies to accelerate the company’s competitiveness. She also supervises the implementation of topics identified in the ESG materiality assessment.</p>
<p>Data Protection Officer</p>	<p>The Data Protection Officer (DPO) is responsible for information and advice on the company’s obligations under GDPR, monitoring compliance with GDPR, and cooperating with the data processing authority. The DPO can be consulted internally for every question regarding data compliance as well as externally for any questions, messages, or enquiries.</p>

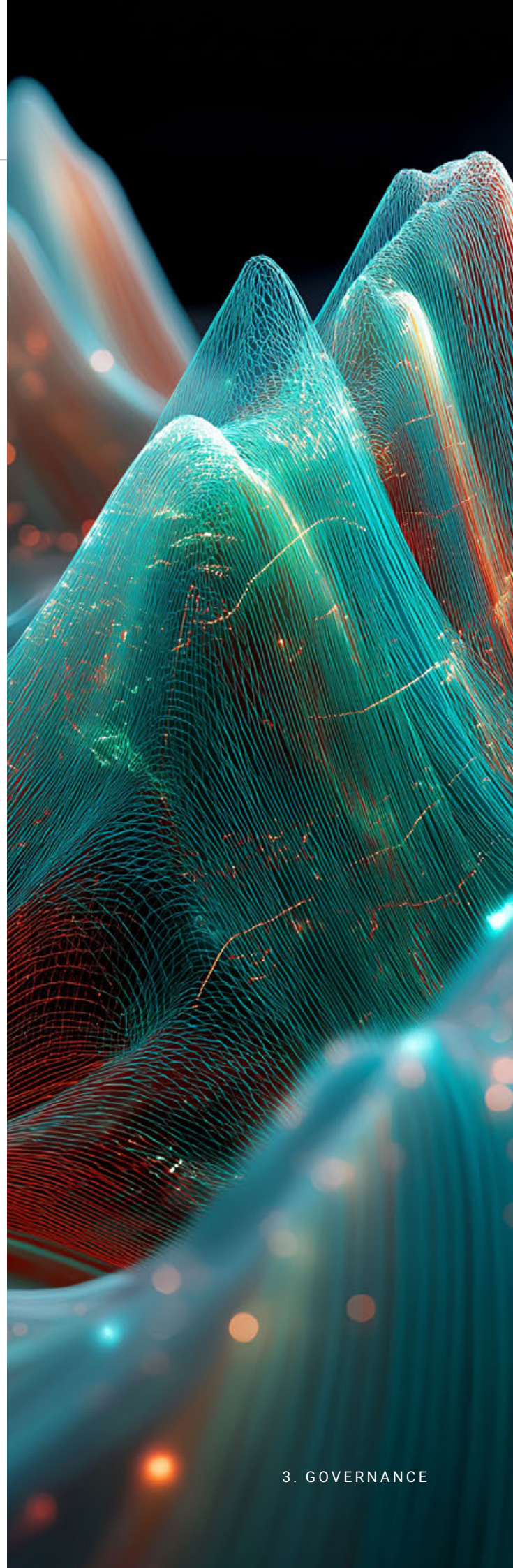
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Key Stakeholders

We understand that engaging with a diverse range of stakeholders is crucial for an insightful and comprehensive ESG report. This process helps us align our initiatives with both our values and the expectations of those we impact.

Building Trust: Open communication with stakeholders is key to our transparency and trust-building efforts. It ensures that our ESG practices accurately reflect the collective input and concerns of our community.

Identifying Opportunities: Through stakeholder engagement, we uncover vital perspectives that guide us in identifying risks and opportunities, helping us make informed decisions toward sustainable growth.



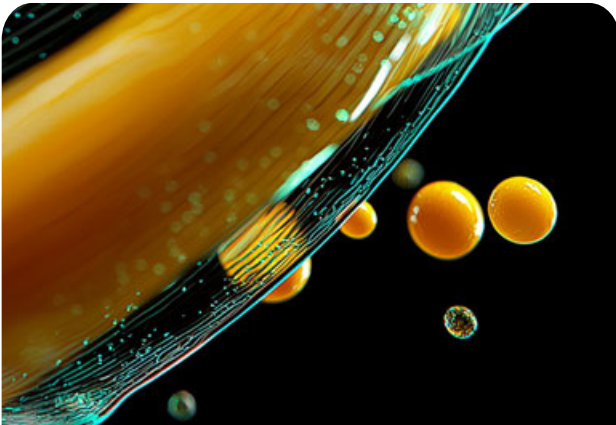
Stakeholders	PURPOSE Why are they important?	EXAMPLES Interactions
Management Board	To oversee the overall business performance of the company, define ESG strategy, monitor KPIs development and ensure legal and ethical compliance.	<ul style="list-style-type: none"> • Weekly meetings • ESG KPIs
CD Employees	To inform and engage employees about which corporate sustainability issues are most important to us.	<ul style="list-style-type: none"> • Regular surveys • Get Together meetings • Employee networks on environmental, social, and governance (ESG) topics
Customers	To better understand the environmental and social challenges our clients and their industries face, and to identify opportunities to improve our services and client delivery.	<ul style="list-style-type: none"> • Client relationship management and dialogue • Client ESG questions in tender documents
Partners	To collaborate with our partners like ETH Zurich University on innovation of corporate foresights, including social and environmental issues.	<ul style="list-style-type: none"> • Participation in industry forums, working groups, and roundtable events • Responding to consultations and ad hoc dialogue
Suppliers	To better understand suppliers' strategy towards sustainability and potential collaboration.	<ul style="list-style-type: none"> • Tender process

3.4

Key Committees

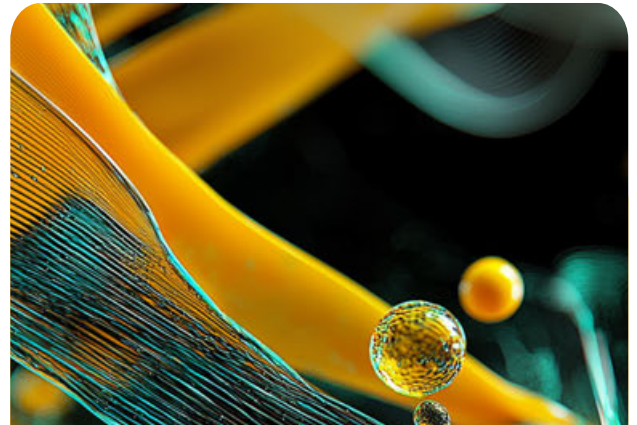
Committees are pivotal pillars in our organisation, each playing a unique yet interconnected role in steering the organisation towards success. This chapter aims

to describe the roles and responsibilities of key committees - the Technology and Human Resources Committees, each integral to the fabric of our organisation.



Human Resources Committee

Approves key HR decisions and policies.



Technology Committee

Makes strategic decisions in the field of AI and IT. The committee governs the use of AI tools, new IT systems and technologies, and the CD IT stack; acquiring new AI & IT platforms; collaborating with external partners; usage and development of internal IT assets such as the Noora platform; and similar decisions.

Shareholder Structure

CreativeDock Holding s.r.o. based in Prague in the Czech Republic is the mother company of the CreativeDock Group. Martin Pejša and Miroslav Esser are the Managing Directors of CreativeDock Holding s.r.o.

In 2024 CreativeDock Holding s.r.o. holds 94.44% of the shares of CreativeDock a.s.; also a Czech company. CreativeDock a.s. is governed by its board of directors, with the three members Mrs. Gabriela Pejsa Teissing, Mr. Zbynek Němec and Mr. Martin Halász and supervised by the Supervisory Board with two members Mr. Martin Pejša and Mr. Miroslav Esser. CreativeDock a.s. holds 100% of shares of the following companies, which contribute to most of the company's results:

Creative Dock Czech s.r.o. (CZ)

Creative OpCo s.r.o. (CZ)

CreativeDock PRG s.r.o. (CZ)

CreativeDock ZRH AG (CH)

CreativeDock GmbH (CH)

CreativeDock BER GmbH (DE)

mantro product studio GmbH (DE)

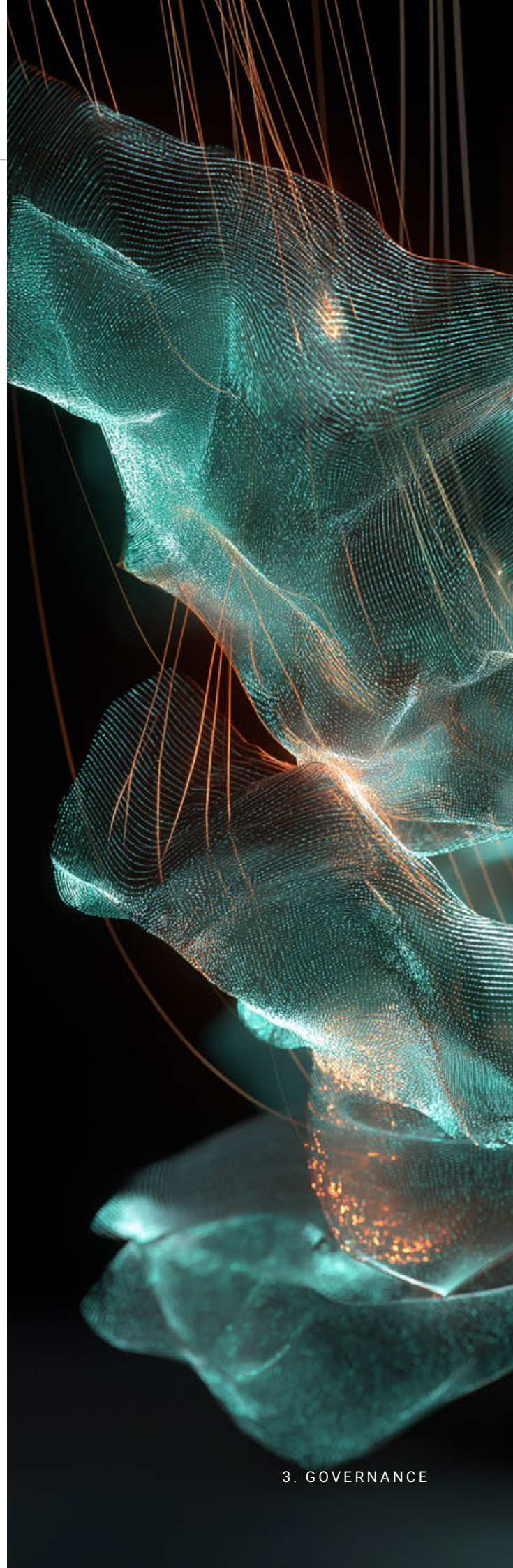
CreativeDock Holding s.r.o. also holds 100% of the shares of Creative Academy s.r.o., CD Insurance Holding a.s. v likvidaci (dissolved during 2024) and CreativeDock Finance s.r.o. v likvidaci.

Finally, CreativeDock Holding s.r.o. owns 100% of the shares of CreativeDock Ventures s.r.o.

Code of Conduct

Our organisation is dedicated to fostering sustainable and principled business conduct. This dedication is at the heart of our operational philosophy and is pivotal to the prosperity of our clients and our organisation. Our goal is to positively reshape the corporate landscape and societal norms, working hand-in-hand with our partners and clients and within our own internal processes.

Our code of conduct has been introduced in 2022 and significantly modified in 2024. This version No. 2 is still effective. Similarly to other policies, we continuously review this policy in light of internal or external needs. This policy provides a comprehensive overview of the company's ethical guidelines and expectations for its employees, contractors, and members of corporate bodies. It covers a wide range of topics, including basic duties, confidentiality, rules of conduct, prohibition of smoking and drinking alcohol, prevention of damages, use of the company's computer and telecommunication technology, internal privacy and data protection, behaviour towards business partners and



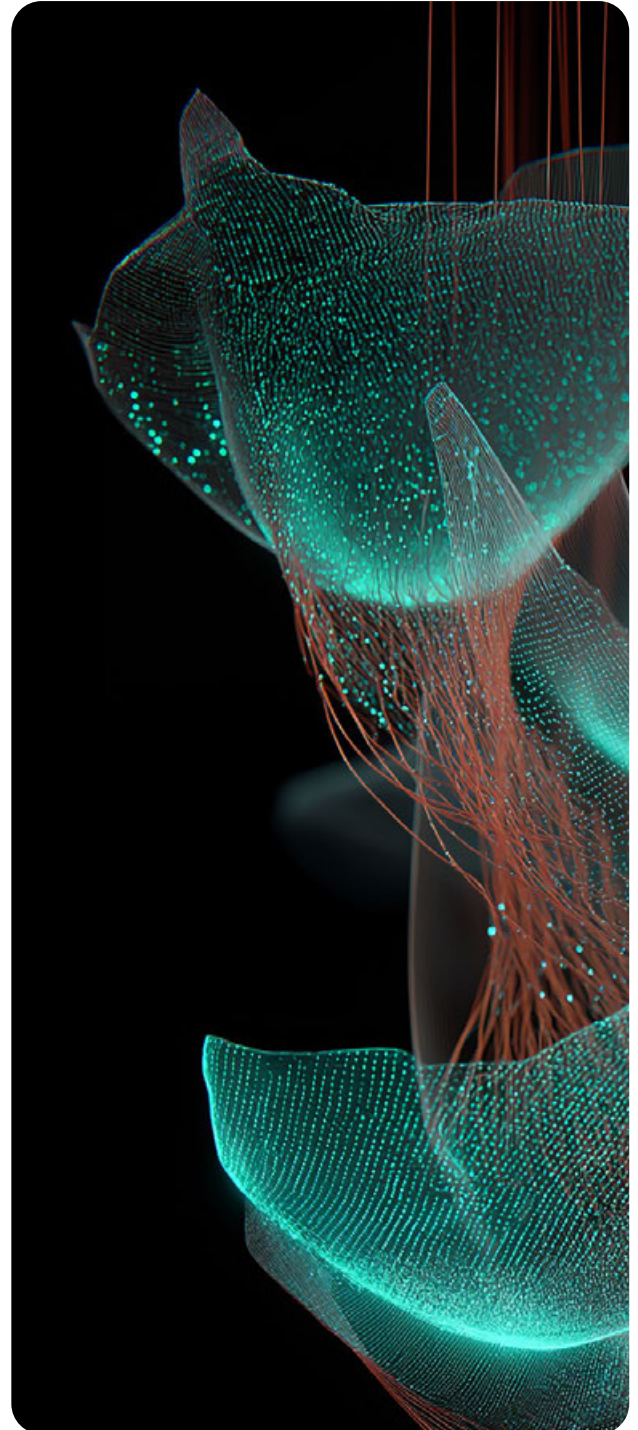
third parties, financial crime & fair competition, avoidance of conflict of Interest and corporate responsibility/sustainability.

The document emphasises the importance of employees fulfilling their tasks correctly and within set deadlines, working conscientiously and cooperating with other employees. It also highlights the need for employees to comply with the Code of Conduct and other internal regulations, including those related to occupational safety, health protection, and fire protection.

The Code of Conduct also demonstrates our commitment to diversity and the prevention of harassment. It states that Creative Dock respects personal choices and diversity, particularly concerning religion and personal beliefs. It also prohibits any form of discrimination based on racial or ethnic origin, nationality, sex, sexual orientation, age, disability, religion, or belief. The company maintains a work environment free of unlawful harassment, whether verbal, physical, or visual, based on any characteristic protected by applicable law.

In the first half of 2024, all CD employees had to complete a web-based training

session on the updated Code of Conduct to confirm their understanding. Additionally, we have not experienced any incidents of corruption or bribery.



3.7

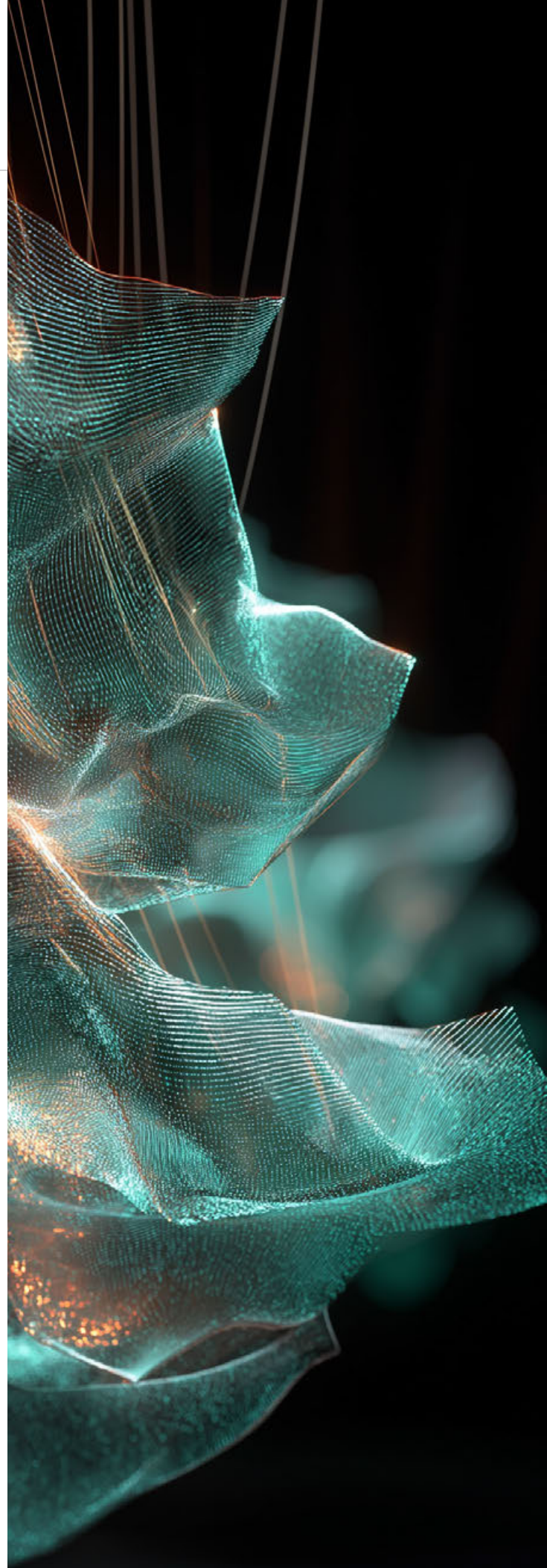
Anti-Discrimination Policy

At Creative Dock, we are committed to creating and maintaining a workplace where all co-workers are treated fairly, respectfully, and with dignity, regardless of race, gender, sexual orientation, ethnic or other origin, age, disability, religion, or world belief. This policy outlines our approach to ensuring equal treatment of all co-workers and addressing any form of discrimination or unfair treatment of co-workers.

THE PURPOSE OF THIS POLICY IS TO:

1. Promote a culture of respect and equality for all co-workers.
2. Outline the standards and expectations for fair treatment of co-workers within Creative Dock.
3. Provide clear guidelines on handling issues related to any form of discrimination and harassment.

The purpose of this policy does not and should not imply that employees and business contractors are treated equally in regard to business aspects (e.g., benefits).



Equal Opportunities

We are committed to providing equal opportunities for all co-workers in recruitment, training, promotion, and compensation. Race, gender or parenthood, sexual orientation, ethnic or other origin, age, disability, religion, or world belief will not be a factor in decisions related to employment, except where specific considerations are legally required or permissible and ethically justified.

Anti-Discrimination and Harassment

Discrimination, harassment, or any form of discriminatory mistreatment of co-workers is strictly prohibited. This includes but is not limited to, sexual harassment, derogatory comments, and unequal treatment due to pregnancy or parenthood unless related to special considerations stipulated in the applicable legislation (e.g., carrying heavy loads, night work, business trips during late-stage pregnancy or when caring for an infant, etc.).

Policy Review and Monitoring

This policy will be reviewed annually to ensure it remains relevant and practical. Regular monitoring will be conducted to assess the policy's implementation and effectiveness.

Accountability and Enforcement

Managers and supervisors are responsible for enforcing this policy and will be held accountable for any breaches. Violations will be met with appropriate disciplinary action, up to and including termination of employment.

Reporting Mechanisms

Co-workers are encouraged to report any instances of discrimination or harassment. Creative Dock will maintain a confidential and accessible reporting process with clear procedures for investigation and resolution. Reporting mechanisms at Creative Dock are published on our Intranet in the HR section, or they can be found in the Annex of this policy.

Training and Development

All employees will receive regular training sessions on discrimination sensitivity, unconscious bias, and workplace harassment. Specialised training and development programs will also be available to support co-workers' career advancement.

Work-Life Balance

Creative Dock supports flexible working arrangements and robust parental leave policies to help all employees balance their professional and personal responsibilities. CreativeDock introduced in 2024 a Benefit Policy applicable separately for the Czech Republic, Germany and Switzerland to reflect the specific needs of local employees to put work-life balance into practice.

The Policy offers to the employees health benefits, additional time off, flexible hours and remote work, professional development (learning program and hackathons) as well as option to bring a dog of the employee to work as the offices are dog-friendly. Decisions about promotions or career development will not be influenced by taking parental leave or requesting flexible working arrangements.

CONCLUSION

Creative Dock is dedicated to fostering a work environment where all co-workers are treated **fairly and equitably**. This policy reflects our commitment to co-worker equality and our zero-tolerance approach to any form of discrimination or harassment.

Whistleblowing Policy

The Whistleblowing Policy describes the principles of notification, investigation, and protection of whistleblowers regarding allegations of illegal conduct. Creative Dock is convinced that a protected form of information exchange helps promote compliance with the law and improve the working atmosphere.

The whistleblowing Policy is available on Creative Dock intranet. It is also available to the public at official public websites together with a whistleblowing hotline for notifications of whistleblowers.

The Whistleblowing Policy version 1 was introduced in January 2024 and is still effective. Similarly to other policies, we continuously review this policy in light of internal or external needs. In 2024 there was no incident announced that the whistleblowing officer needed to solve.

The Whistleblowing Policy includes especially the following:

- Responsibility and competence of the Whistleblowing Officer
- Status of the Whistleblowing officer
- Procedure on how to receive information and notifications (whistleblowing channel)
- Handling of the notification
- Recording and retention of notifications
- Processing of personal data
- Protection of the Whistleblower and other persons
- Authorisation of the Whistleblowing officer
- Obligations of the Whistleblowing officer
- Obligations of other persons

3.9

Information Security Management System

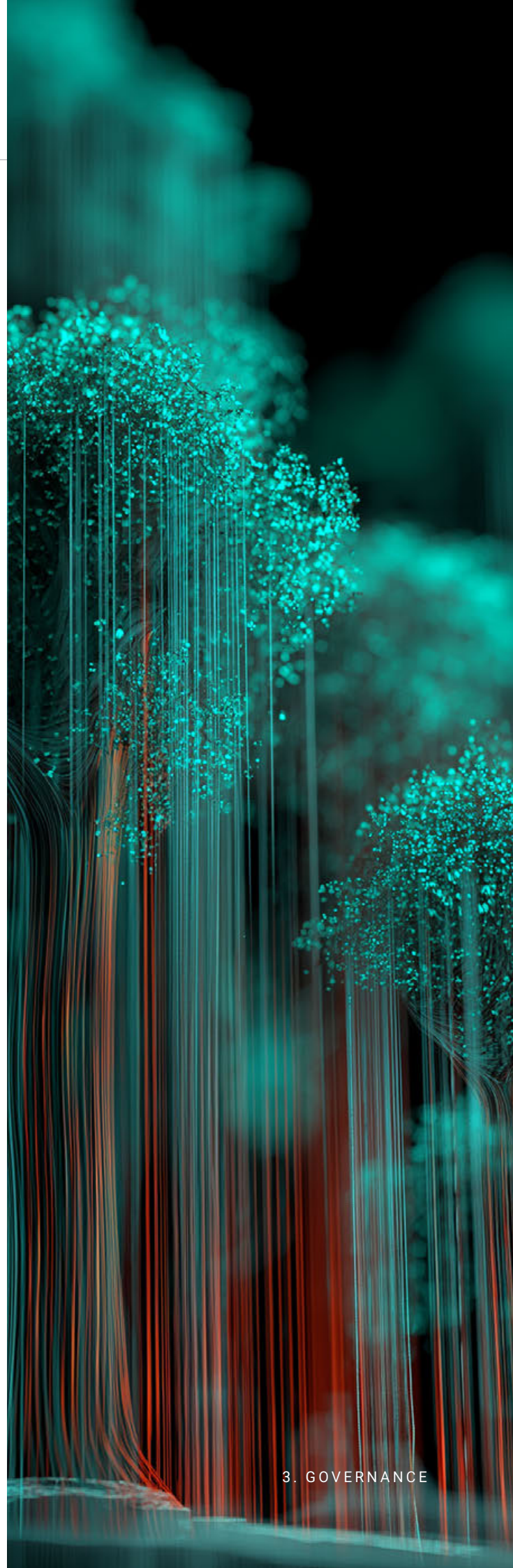
Cybersecurity Awareness Training

After implementing a robust personal data protection policy and other policies related to ISO 27001 certification (see below), our security team in May 2024, delivered an updated Information Security Management System (ISMS) and GDPR awareness training session for all staff.

THE TRAINING COVERED

1. ISMS principles, risk identification and mitigation
2. GDPR essentials for handling personal data in line with EU standards
3. Practical security protocols for everyday application

A recording and supporting materials are available internally as evidence of this awareness programme.



Security Incidents

Due to limited detection tools and absence of a dedicated Security Operations Center (SOC), Creative Dock’s security team primarily responds to incidents that are directly reported. For 2024, two incidents have been reported – both related to phishing emails. No formal security breaches have been confirmed.

ISO Certification

Creative Dock BER GmbH and Creative Dock Czech maintain an ISO 27001:2022 certification for its information security management system. This certifies our processes for data security, cybersecurity, and privacy protection management.

Internal Controls

Access Management

is handled through a Zero Trust Network Access model and network segmentation. Access approvals are processed via Jira Service Management tickets and verified by relevant project leads, team leads, or the security team.

Data Retention

is covered under our Data Privacy Policy, managed by the Legal team. There is no standalone operational retention policy in place beyond this framework.

Backups

While some backup activities (e.g. shared Google Drives) exist, we currently have no fully documented backup/restore policy due to limited operational capacity. This remains an area for future improvement.

Policy Coordination

The security team coordinates closely with Legal and IT teams to align security reporting and policies. Relevant policies approved by the CEO include:



Organizational Rules



Change Management



Information Security Policy



Data Protection (GDPR)



Secure Software
Development Policy



Document Management



Physical Security

3.10

Supplier Code of Conduct

Two years ago we introduced our first Supplier Code of Conduct to set clear expectations for ethical, environmental, and social responsibility across our supply chain.

In Q1 2025, we expanded this work by launching the Creative Dock Third Party Code, which replaced the original supplier code. This new version covers all suppliers, partners, contractors, and other third parties (“Third Parties”) and is now a mandatory part of all new contracts and purchase orders.

The Code defines clear standards in the following areas:

Human Rights

Respect for international human rights, no forced or child labor, and due diligence to avoid negative impacts.

Labor & Employment

Equal opportunities, non-discrimination,

fair pay, reasonable working hours, and the right to organize.

Health & Safety

Safe workplaces, hazard prevention, and emergency preparedness.

Environmental Responsibility

Compliance with environmental regulations, efficient use of resources, and alignment with Creative Dock’s sustainability goals.

Ethical Conduct

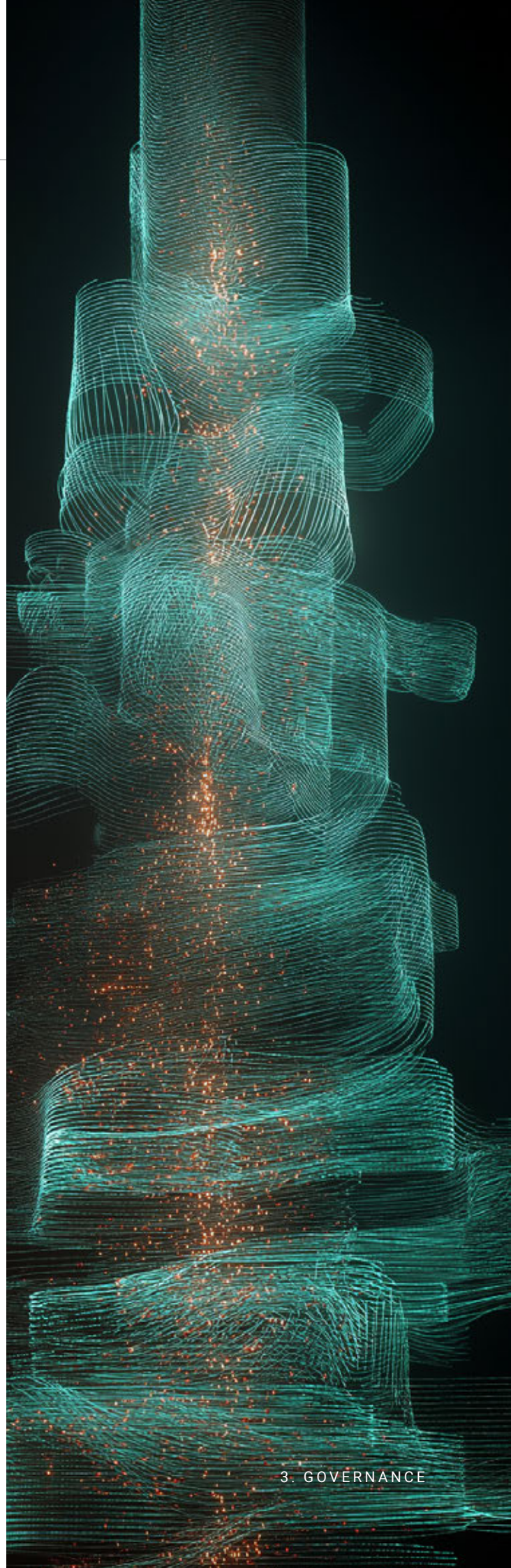
No bribery or corruption, transparent practices, and management of conflicts of interest.

Data Protection

Following privacy regulations, securing sensitive data, and applying strong cybersecurity measures.

In 2024, we also rolled out a sustainability questionnaire as part of our supplier selection process for the Swiss entity. This helps procurement evaluate suppliers on ESG criteria from the start. In 2025 the audit focus is on Swiss suppliers to meet EcoVadis requirements and local ESG commitments.

Monitoring and enforcement are built into the Third Party Code. Creative Dock retains the right to conduct audits and request corrective actions where needed. Suppliers are expected to cooperate fully and continuously improve their practices to meet evolving standards and support our sustainability goals.



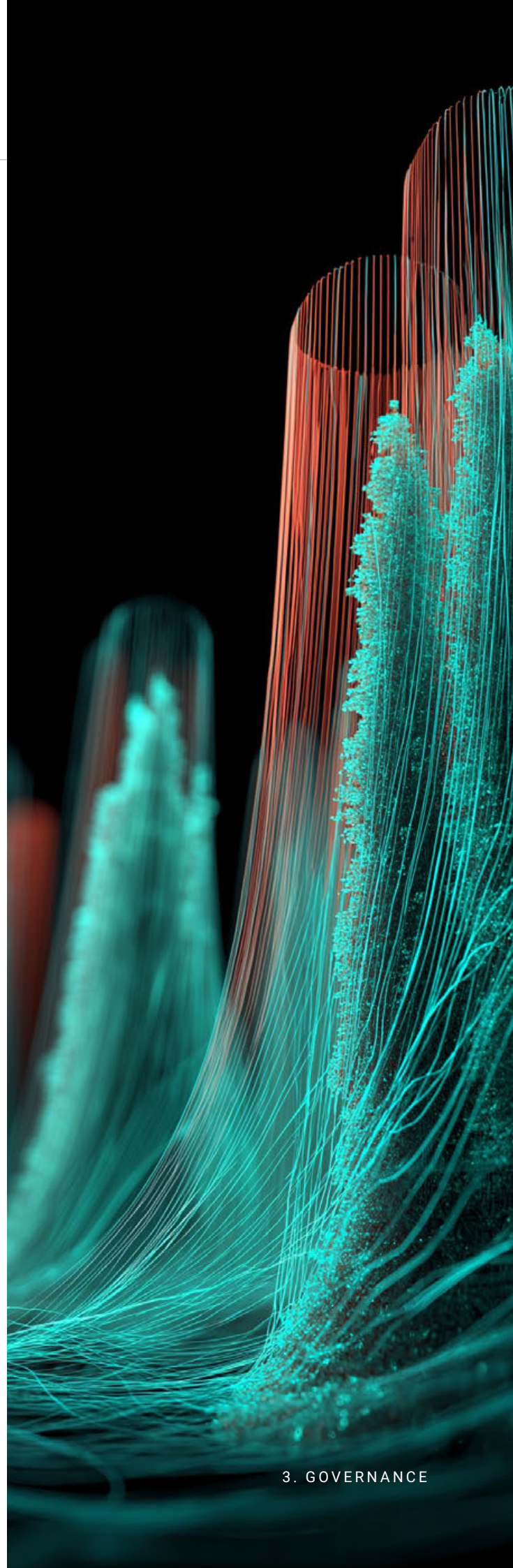
3.11

AI Responsible Business Practice

In an age where artificial intelligence (AI) is rapidly reshaping industries, Creative Dock recognises AI's profound impact on business operations, society, and the environment. As part of our commitment to Environmental, Social, and Governance (ESG) principles, this chapter outlines our approach to responsible AI practices, ensuring our AI initiatives align with our core values and the broader objectives of sustainable development.

At CreativeDock Group, we embrace the transformative potential of artificial intelligence in driving innovation, enhancing efficiency, and delivering value to our clients and stakeholders. Our commitment to leveraging AI is guided by the principles of responsibility, transparency, and compliance with the highest legal and ethical standards.

The Creative Dock AI Principles were updated in 2024 taking into account the rapid AI development as well as new legal frameworks but the core remains unchanged.



ETHICAL AI FRAMEWORK

Principles and Standards

Creative Dock adheres to ethical principles guiding our AI development and deployment. These principles include fairness, accountability, transparency, and respect for user privacy and data rights. We are committed to upholding the EU's AI regulations and actively engage in discussions to shape ethical AI standards.

ENVIRONMENTAL SUSTAINABILITY

Sustainable AI Applications

We explore AI solutions contributing to environmental sustainability, such as optimising resource use, reducing waste, and enhancing energy efficiency across our operations and products.

GOVERNANCE

Governance and Compliance

Our governance structure ensures responsible oversight of AI initiatives. This includes compliance with the EU AI Act regulations, internal ethical review boards, and transparent reporting mechanisms.

As a company rooted in the European Union, we align our AI practices with the EU's forward-thinking regulatory framework, including the EU AI Act that came into force in 2024. Therefore we have prepared in 2024 AI Policy that came into practise on 1 January 2025.

The policy is applicable to all CD entities regardless of whether they are seated within the EU or not. This alignment ensures that AI systems that we use and/or develop are developed, deployed, and maintained in a manner that upholds fundamental rights, mitigates risks, and adheres to the strictest requirements of safety, fairness, and accountability.

By integrating these principles into our AI strategies and operations, we aim to build trust and demonstrate leadership in the responsible use of AI. CreativeDock Group is dedicated to fostering innovation while ensuring that AI serves as a force for good, advancing both our mission and the broader societal interest.

The AI policy serves as a foundational guide to our AI initiatives, reinforcing our commitment to responsible AI practices and compliance with applicable laws.

Our approach to AI prioritizes:



Compliance

Adhering to all applicable laws, regulations, and industry standards, with particular attention to the EU AI Act and its mandates.



Ethical Integrity

Embedding principles of fairness, inclusivity, and respect for privacy in the design and use of AI systems.



Transparency

Ensuring that AI decisions are explainable, traceable, and understandable to all stakeholders.



Risk Management

Identifying and mitigating potential risks associated with AI systems to protect individuals, businesses, and society at large.



Sustainability

Promoting the responsible use of AI technologies to contribute positively to environmental, social, and economic well-being.

STAKEHOLDER ENGAGEMENT & TRANSPARENCY

Inclusive Development

We involve a wide range of stakeholders in our AI development process, including employees, customers, and community representatives, to ensure that diverse perspectives and needs are addressed.

Transparent Reporting

Transparency is key to our ESG strategy. We openly communicate our AI practices, challenges, and impacts in our ESG reports, offering stakeholders a clear view of our AI journey.

EMPOWERMENT AND SKILLS DEVELOPMENT

AI Literacy and Training

We invest in AI literacy and skills development for our employees and freelancers, empowering them to engage with AI responsibly and effectively. This includes training programs, workshops, and continuous learning opportunities. In 2024 all relevant employees participated in the EU AI Act training prepared by the internal CD AI team.

FUTURE OUTLOOK

Continuous Improvement

As AI technology evolves, so does our approach to responsible AI. We commit to continuously monitoring, learning, and improving our AI practices, ensuring they remain aligned with our ESG goals.

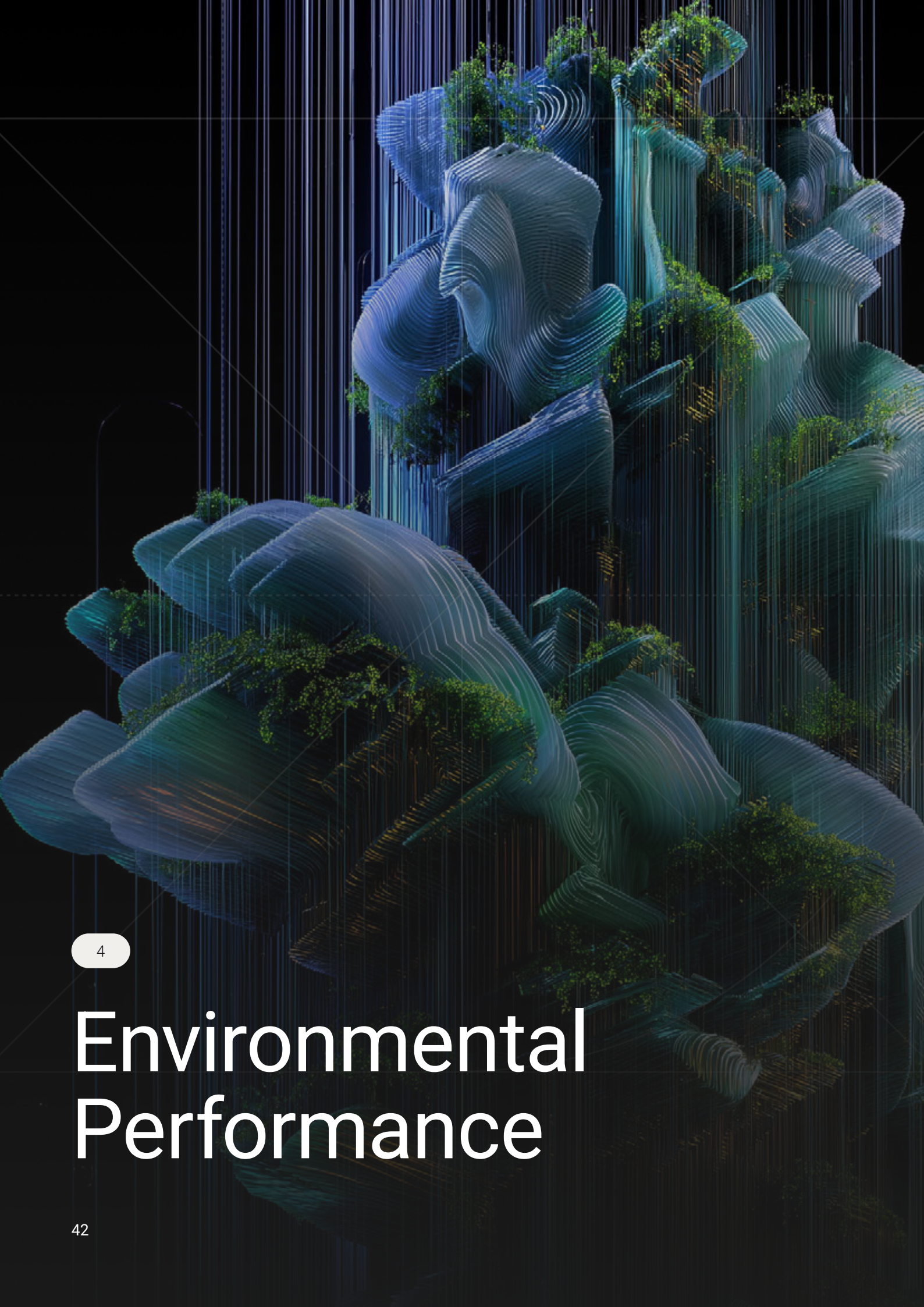
Collaboration and Partnerships

We actively seek collaborations with academia, industry, and regulatory bodies to stay at the forefront of responsible AI practices and contribute to the broader AI ethics discourse.

CONCLUSION

At Creative Dock, AI is more than a tool for innovation; it's a commitment to responsible, sustainable, and ethical business practices.

Our approach to AI in the context of ESG reflects our dedication to positively impacting society and the environment while fostering trust and transparency with all our stakeholders.



4

Environmental Performance

4.1

Environmental Goal

In 2023, we established a comprehensive baseline for our carbon footprint, providing a critical benchmark to measure our environmental impact and set clear future targets. As part of our sustainability strategy, we committed to reducing our carbon footprint by 30% in 2024, focusing on increased use of online collaboration tools and expanding offsetting programs alongside other environmental initiatives.

We are proud to share that we achieved this target despite a demanding year that included exploring new markets in other

MENA countries and Southeast Asia, an intense collaboration with JTI, and preparations for transferring the Creative Dock HQ to Switzerland in 2025. These milestones required significant operational effort, making the environmental reduction even more meaningful.

Looking ahead, our goal for 2025 is to maintain this reduced baseline or decrease our emissions by 10 %, ensuring that sustainability stays embedded in our growth and operational planning.

Indicator	2023	2024	Abs. %
CO ₂ E (t)	953	673	29 %

4.2

Environmental Projects

As we aim to be a catalyst for positive change in Europe and beyond, we support various corporations in developing green strategies and market insights to enhance their sustainability efforts, enabling them to drive impactful transformations. Collaborating with industry leaders amplifies our impact, and our diverse expertise allows us to assist clients across a wide range of sectors.



Cooperation With Our Clients

Over the past year, Creative Dock has collaborated with clients in various industries, including technology, construction, and insurance.

Practically, we assist clients in achieving their ambitious objectives by:



Including and prioritising future scenarios that take sustainability into account.



Helping clients shift product roadmaps towards more sustainable ones.



Designing and testing products and services.



Aligning strategies and sustainability requirements.



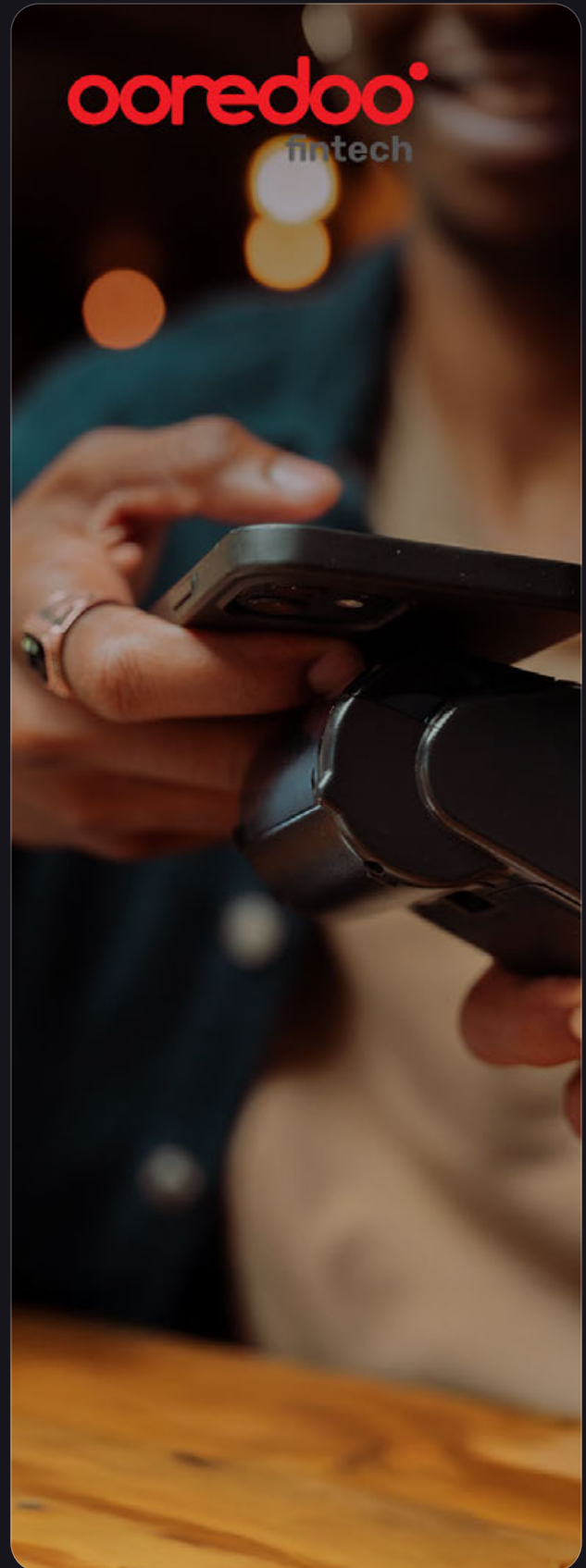
Successfully bringing these products and services to market and scaling them.

OORED00

Expanding Access to Digital Finance

Creative Dock partnered with Ooredoo to design and launch **Walletti**, a mobile wallet platform improving access to digital financial services in the MENA region. First launched in Oman, the service enables mobile payments, international remittances, and merchant tools, with planned expansion into Tunisia, Algeria, Kuwait, and Iraq.

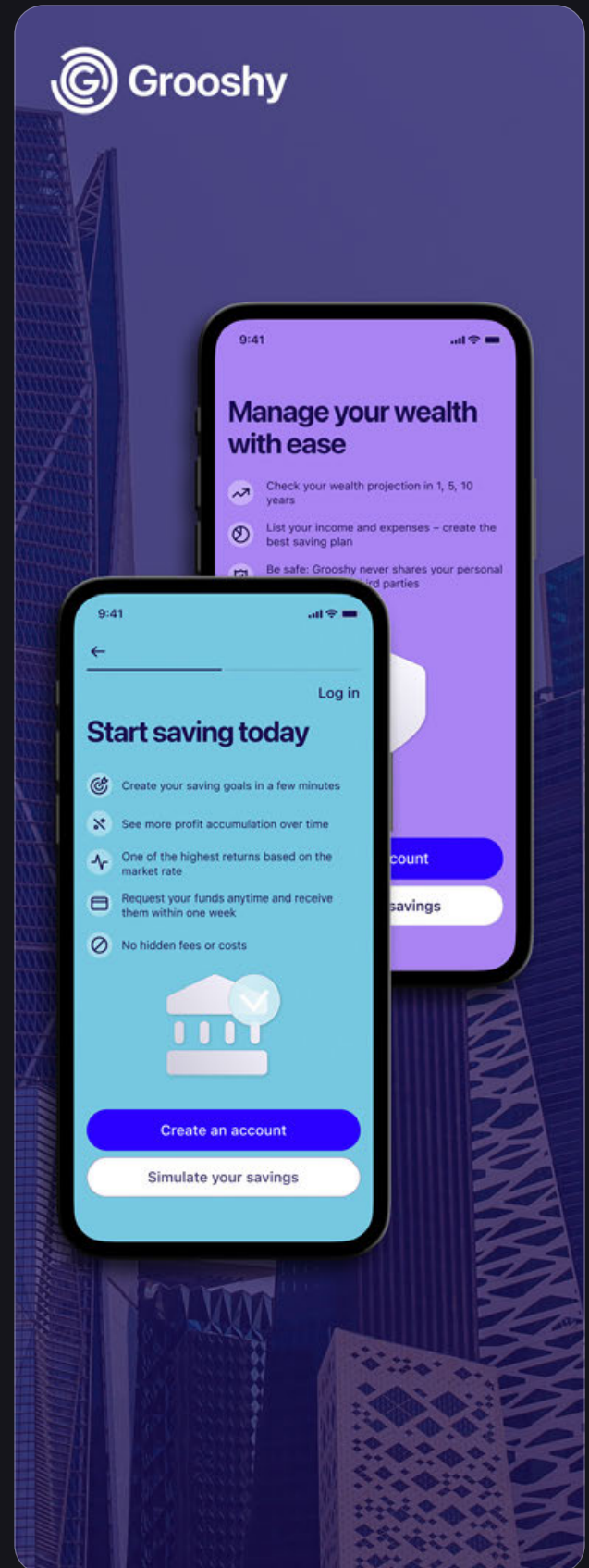
The venture was developed with financial inclusion at its core, supporting under-banked populations and expanding access to secure, affordable digital transactions. By reducing reliance on cash systems, the platform also contributes to lower environmental impact and aligns with regional goals for digital transformation.



Promoting Financial Literacy and Savings

With a leading Saudi bank, Creative Dock developed **Grooshy**, a mobile-first wealth planning and savings app tailored for the Saudi Arabian market and aligned with Vision 2030. The app empowers users—especially younger generations and women—to build savings habits, manage personal finances, and plan for long-term security.

Grooshy expands financial inclusion for underserved groups such as students, gig workers, and early-career professionals. It also promotes a broader savings culture and economic independence among young Saudis through gamified features and culturally relevant financial education. A key element is women's economic empowerment, ensuring the app supports both professional women and family decision-makers. By encouraging digital adoption, Grooshy directly supports national priorities for diversification and digital transformation.



LIIV

Digital Marketplace for Local Events

In 2025, Creative Dock launched Liiiv, a platform connecting city residents with authentic local experiences such as live music, community gatherings, gastro pop-ups, and cultural events.

The Prague pilot introduced a fully integrated event management solution that allowed organizers to reach audiences directly and manage events more efficiently. Based on its strong impact, the platform is now expanding to other European cities.

Liiiv also brings measurable ESG benefits. By encouraging in-person socialization, particularly among Gen Z, the platform helps improve mental health and wellbeing while strengthening community ties. At the same time, it advocates for more sustainable event practices and planning, contributing to a more responsible and eco-conscious cultural landscape.



VEOLIA

Photovoltaic Solutions for Residential Buildings

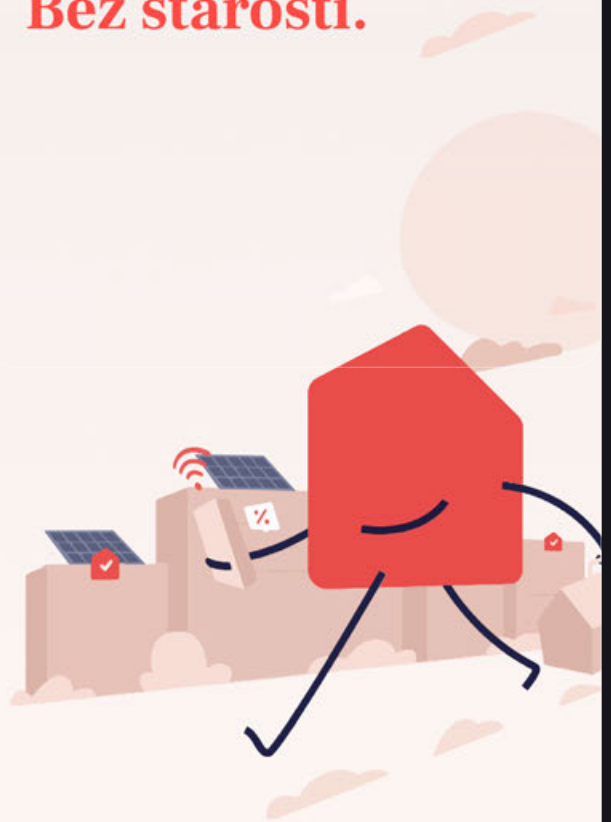
Together with Veolia, Creative Dock created end-to-end photovoltaic solutions for residential buildings, combining rooftop solar systems with metering software and energy management tools. This allows tenants to access transparent electricity distribution, personalized billing, and significant savings on renewable energy, while also giving them control over their consumption.

Following the first successful pilot in 2023, the initiative has expanded quickly. Within a year, the number of completed installations has doubled, broadening the impact on energy efficiency and sustainable energy use across residential communities. Remote readings and integrated safety sensors further strengthen the value of the solution, creating a comprehensive model for greener, safer living.



**S naší fotovoltaikou
váš bytový dům ušetří.**

Bez starostí.



www.domysobe.cz

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Circular Fuel Innovation from Household Waste

Creative Dock partnered with Europe’s largest fuel producers to explore scalable ways of turning household waste into renewable fuel, focusing on the collection of used cooking oil—a resource largely underutilized in the EU despite its suitability for biofuel production.

The project, piloted in Romania, tested several collection methods, including in-home pickup, drop-off points, and distribution of custom containers. Through experiments such as interviews, flyer campaigns, and digital testing, the team assessed feasibility, cost, and user engagement.

The result was a validated drop-off model paired with a reward system to encourage participation. This approach balances behavioral incentives with operational efficiency.

The project advances circular economy principles by transforming household waste into biofuels, supporting EU targets for renewable energy use in transport and reducing environmental harm caused by improper oil disposal.

UleiReciclat.

How you handle your used cooking oil makes a difference for Romania's waters

1 litre
of collected oil

saves

1 000 000 litres
of water from pollution.

4.3

Environmental Analysis

As part of our commitment to environmental responsibility and transparency, this section outlines the key sources of Creative Dock's CO₂e emissions and highlights the sustainable practices integrated into our office operations. Although we do not own any of our office buildings, we own three company vehicles, which qualifies us for Scope 1 emissions reporting under the Greenhouse Gas Protocol. Additionally, refrigerant gases used in the cooling system of our Prague office also fall under Scope 1.

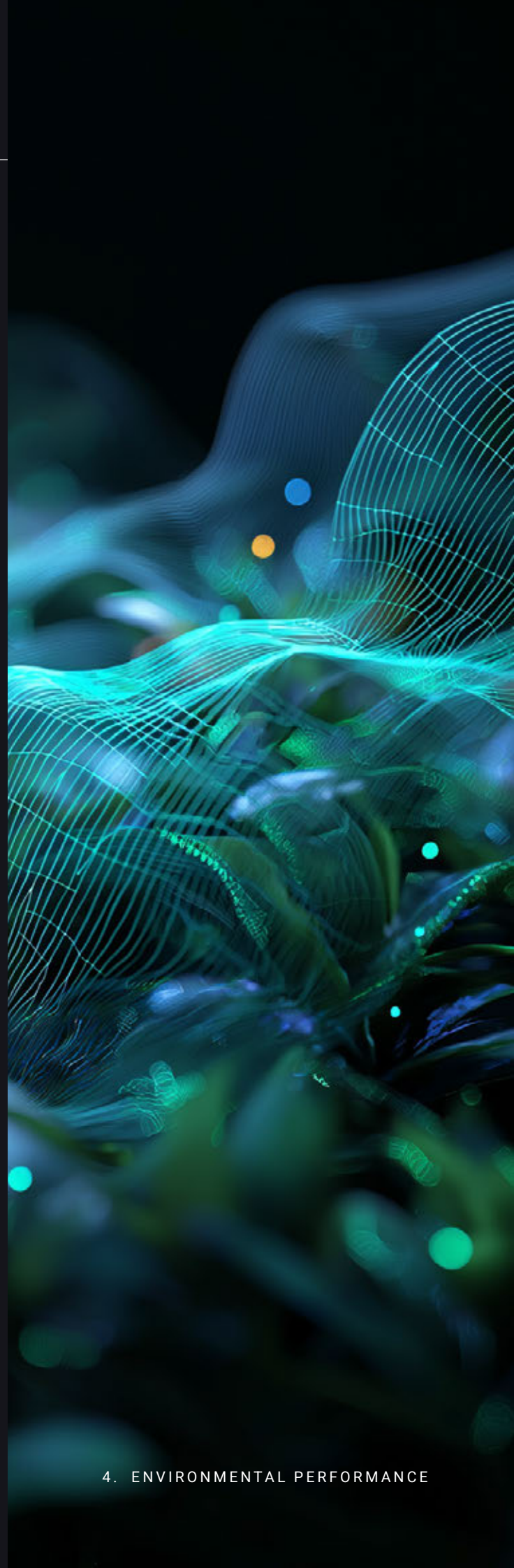
Following the integration of various entities into Creative Dock Holding, our office footprint now spans **2,189.4 m²** across three locations:

Prague: 1,384.4 m²

Berlin: 430 m²

Zurich: 375 m²

While detailed information about the sustainability of the buildings' original construction is limited, we remain in active



dialogue with property managers to understand and leverage any available environmental features.

Sustainable Practices in Our Offices

We actively promote environmentally conscious operations and have implemented the following measures across our locations:

Waste Sorting

All offices follow strict waste separation protocols to reduce landfill waste and support efficient recycling.

Paper Reduction (FGP)

Offices in Berlin and Prague are equipped with paper press systems, reducing paper volume and improving recycling efficiency.

Water Efficiency

Toilets in all offices use water-saving flush systems, and tap sensors in Berlin further support conservation.



Heating Regulation

Heating systems in rented offices are capped at a maximum temperature, reducing unnecessary energy use.

Filtered Water Systems

New filtered water dispensers installed in Berlin and Prague have helped eliminate 8,745 plastic bottles to date.

Combined Heat & Power (Berlin)

The Berlin office benefits from a Blockheizkraftwerk (BHKW) unit, which provides energy more efficiently than standard systems.

LED Lighting Upgrades

We are progressively replacing traditional lighting with energy-saving LED fixtures.

Cycling Infrastructure

To encourage low-impact commuting, the Berlin office includes a dedicated bike cellar, while Prague is equipped with bike racks for employees.

Furniture Reuse & Circularity

Unused furniture is regularly recycled or redistributed via internal and external "garage sales," extending its life and reducing waste.

Healthy, Low-Impact Snacks

All offices receive fresh fruits and vegetables twice a week, supporting both well-being and sustainability.

E-Waste Sorting

We actively separate and responsibly dispose of electronic waste in all office locations.

4.3.1

Methodology for GHG Emissions Calculation

We calculate our greenhouse gas emissions in line with the ISO 14064-1 standard, ensuring a structured and consistent approach. For Scope 1 and 2, we base our calculations on measurable activity data, such as energy consumption per office and kilometres travelled by company-owned vehicles, where applicable.

For energy usage, estimates are derived from floor area-based calculations, supported by available consumption data and local emission factors. Emission factors are adjusted for Global Warming Potential (GWP) and standardised with a value of 1 for CO₂.

The emissions are calculated using the following formula:

$$\text{GHG Emissions (CO}_2\text{e)} = \text{Activity Data} \times \text{Emission Factor}$$

This methodology provides a reliable and comparable basis for year-over-year analysis and disclosure.

Vehicle Emissions

Creative Dock owns three company vehicles, which are accounted for under Scope 1 of the GHG Protocol. In 2024, the total distance travelled by these vehicles amounted to 114,714 km. CO₂e emissions were calculated using official emission factors provided by vehicle documentation (e.g. WLTP data and registration certificates), aligned with DEFRA methodology. Total Scope 1 emissions from company vehicles in 2024 were 28.40 tonnes CO₂e. These figures are calculated using the standard formula:

$$\text{GHG Emissions (CO}_2\text{e)} = \frac{\text{Distance Travelled} \times \text{Emission Factor}}{1,000,000}$$

This methodology follows ISO 14064-1 and uses emission factors expressed in grams per kilometre (g CO₂e/km), with conversion to tonnes.

Energy

In 2024, Creative Dock consumed a total of 293,396 kWh of electricity across its offices in Berlin, Prague, and Zurich. Using country-specific emission factors and verified consumption data, we calculated a combined Scope 2 footprint of 98.1 tonnes of CO₂e.

The Prague office accounted for the majority of these emissions, with an annual consumption of 177,721 kWh and an emission factor of 402 g CO₂e/kWh, resulting in 71.4 tonnes of CO₂e. The Berlin office consumed 68,800 kWh, with an emission factor of 321 g CO₂e/kWh, generating 22.1 tonnes of CO₂e. The Zurich office, despite its size, had the smallest impact—using 46,875 kWh and emitting only 4.6 tonnes of CO₂e, thanks to Switzerland’s cleaner electricity mix (98 g CO₂e/kWh).

Heating & cooling

In 2024, we monitored the environmental impact of heating and cooling activities across our offices in Prague, Berlin, and Zurich. Total energy consumption for this purpose reached **198,858 kWh**, based on floor area, heating assumptions, and electricity data.

The calculation used a uniform **natural emission factor of 0.244 kg CO₂e/kWh** across all sites, following standard estimation methodology in the absence of direct utility-based emissions factors for heating systems.

Prague

122,033 kWh
consumption

29.8 t CO₂e
carbon footprint

Berlin

49,450 kWh
consumption

12.1 t CO₂e
carbon footprint

Zurich

27,375 kWh
consumption

6.7 t CO₂e
carbon footprint


The combined Scope 2 emissions from heating and cooling for 2024 total 48.6 tonnes of CO₂e. This highlights the significant role heating and cooling play in our environmental impact, particularly in markets with higher seasonal energy demand.


Scope 3: Business Travels


Since July 2023, all travel bookings - including flights, train journeys, car rentals, and hotel stays - have been managed through TravelPerk, allowing for centralized tracking of travel-related emissions. CO₂e calculations are based on GHG Protocol Corporate Accounting standards developed by the World Resources Institute.

To estimate full-year emissions for 2024, we extrapolated the 2024 data, resulting in an estimated 673 tonnes of CO₂e attributed to business travel.

As part of our broader sustainability strategy, we committed to a 30% reduction in business travel emissions in 2024. This was achieved through:


- 


Increased reliance on online collaboration tools
- 


Greater scrutiny of the necessity of travel
- 

Initial planning of a carbon offsetting framework

We are proud to report that this reduction was met, despite significant operational demands in 2024, including:

- 

Expansion into new markets across the MENA region and Southeast Asia
- 

Ongoing strategic work with JTI
- 

Internal preparations for relocating Creative Dock HQ to Switzerland in 2025

Achieving the reduction under such conditions highlights the strength of our operational discipline and climate-conscious travel policy.

Remote Work

Creative Dock respects individual working preferences and promotes a flexible work model. Most employees follow a 3+2 hybrid scheme, with three in-office days and two days of remote work per week.

Using standard assumptions for home energy usage, remote work emissions in 2024 were estimated at ~14 tonnes of CO₂e.

Commuting

Creative Dock employees predominantly commute using low-emission modes of transport:

Over 80% use public transportation

Only 3% commute by car or motorbike

Roughly 17% commute by bike or on foot

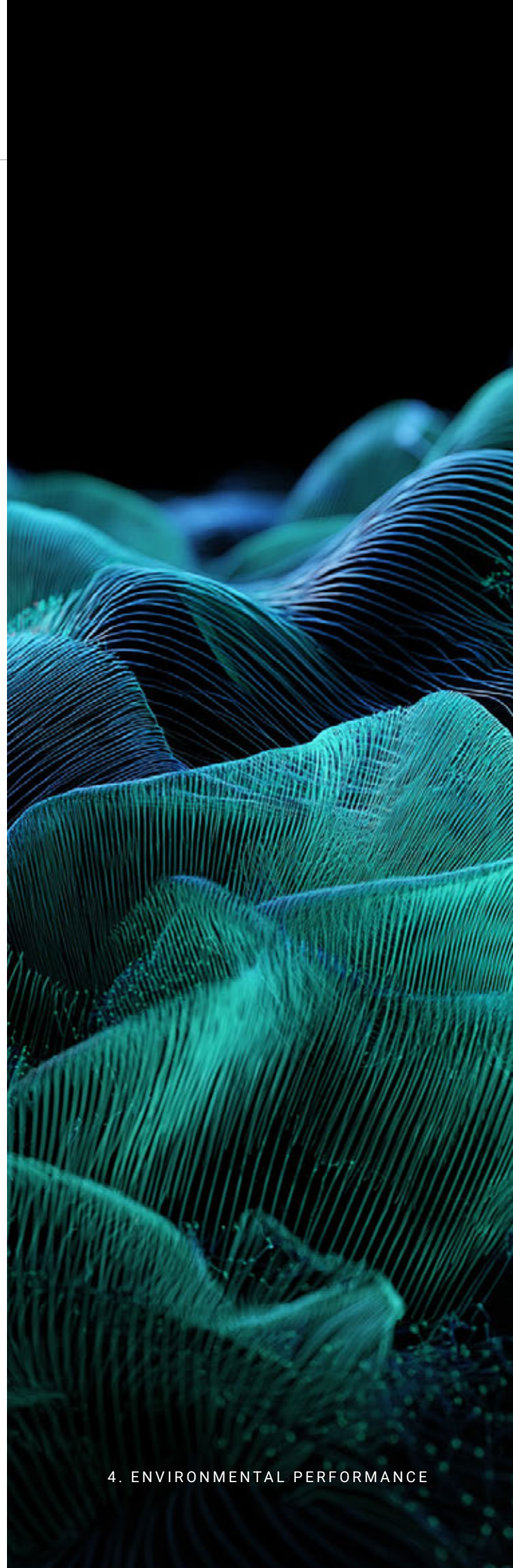
Using employee survey data and standard emission factors, we estimate that commuting-related CO₂e emissions for 2024 amounted to 84 tonnes.



Digital Infrastructure

As a digital venture builder, a portion of our Scope 3 emissions is linked to data storage, transfer, and digital operations. However, Creative Dock operates only a small private data center located in its Prague office, comprising a limited number of servers, IP switches, and storage units. The energy consumption of this infrastructure is already captured within our Scope 2 reporting.

We continue to explore ways to further reduce digital emissions by consolidating infrastructure, moving non-sensitive services to lower-emission public cloud providers, and encouraging low-impact work practices.



4.4

Creative Dock Environmental Initiative

Our environmental initiatives are a combination of centrally coordinated efforts at the group level and grassroots activities led by our employees. Together, they reflect our shared commitment to embedding sustainability into our everyday operations.

Paperless Office

As part of our core ESG strategy, we have embraced a paperless work environment. All printing has been centralised and restricted, used only in exceptional cases such as delivering hard copies of reports to clients upon request.

This approach not only reduces paper consumption but also reinforces our broader sustainability culture across all office locations.

To support this shift:

We use recycled paper where printing is unavoidable

Printing is monitored through printer chip access to ensure accountability

Employees are actively encouraged to use digital alternatives over physical printing

Responsible Supplier Choices

We continuously evaluate our suppliers to ensure alignment with our sustainability values.

Our goal is to **prioritise ethical and environmentally responsible vendors** across all operational areas moving forward. This reflects our long-term vision of building a supply chain that actively supports Creative Dock's ESG objectives.

In 2024, we made responsible changes in key categories including:

Coffee, tea, and water supply

Air conditioning services

Energy provider

Digitising Documentation with DocuSign

This tool has played a critical role in reducing our environmental impact while also improving **operational agility, compliance, and data security**.

Our adoption of DocuSign has significantly streamlined internal operations by enabling:

Digital contract execution

Seamless policy distribution

Secure and efficient document access

Business Travels

Since June 2023, we have been actively monitoring CO₂ emissions from business travel as part of our broader effort to reduce Scope 3 emissions within our value chain. All local and international travel is booked through TravelPerk, enabling centralized tracking and data collection. In 2024, we continue to use this system to analyse travel-related emissions, identify high-impact travel patterns, and explore practical ways to

reduce or optimise them. While formal CO₂ reduction targets and offsetting plans have not yet been launched, these remain a strategic priority for the coming year as we assess the most effective and scalable approaches.



5

Social Performance

5.1

Organisation Overview

Our organisation demonstrates a strong commitment to diversity, as reflected in the composition of the **386 people** who contribute to our work across projects and functions. This includes a broad range of roles and contractual arrangements, forming an integrated and collaborative workforce.

Among those in managerial positions, **76 individuals** bring leadership to our operations, with a gender split of **57 men and 19 women**, and **19 of them representing different nationalities**.

At the delivery and support level, **310 individuals** contribute to our activities, with **208 men and 102 women**, **106 of them of different nationalities**.

In 2024, 168 collaborators left the company, resulting in a turnover rate of 40 %. At the same time, 159 new collaborators were hired. All new joiners received the necessary training, including workplace safety, anti-corruption policies, and position-specific manuals.

Position	Number of collaborators	Of whom are women	Of whom are of another nationality
Managers	76	19	19
Other Collaborators	310	102	106
Total of Collaborators	386	121	125

CD Policy: Diversity & Inclusion

Diversity and Inclusion

We are committed to building a workplace that values diversity, equity, and inclusion at all levels of the organisation. We believe that a diverse workforce - in terms of background, nationality, gender, and perspective - enhances collaboration, sparks innovation, and drives better outcomes. Our goal is to create an environment where everyone feels respected, valued, and able to contribute fully.

In January 2024, we formalised this commitment through the launch of our Anti-Discrimination Policy, which outlines expectations for inclusive behaviour and provides a framework for identifying and addressing potential bias or discrimination. This policy is regularly reviewed and remains in effect without any modifications to date.

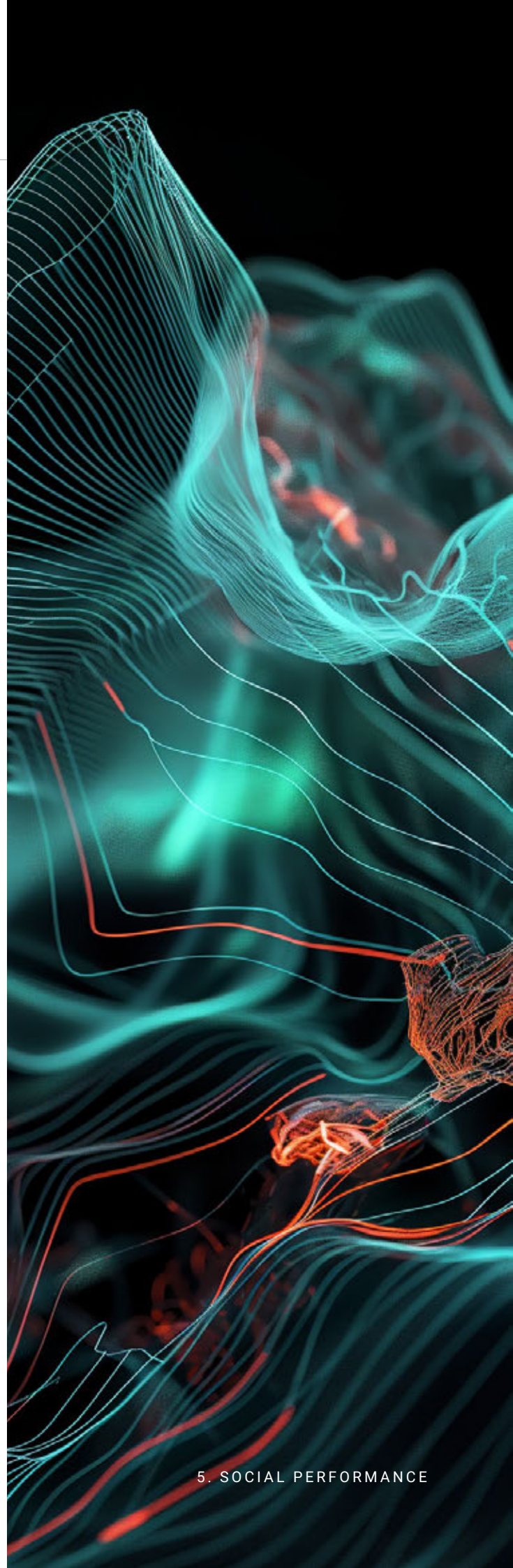
Purpose and Scope

As of 2024, 38% of our team identify as women, and 46% of our collaborators work outside their country of origin, a reflection of the diversity we're proud to foster across Creative Dock. The Anti-Discrimination Policy applies to all employees, contractors, and stakeholders across the organisation. It supports a culture of zero tolerance for discrimination and reinforces our proactive approach to diversity and inclusion. We are pleased to report that no incidents of discrimination have been reported internally.

Human Rights

Creative Dock is firmly committed to upholding internationally recognised human rights across its operations and value chain. We prohibit child labour, forced labour, and any form of exploitative practice, not only within our company but also across our supplier and partner relationships.

While we do not currently operate under a trade union or collective agreement, all employees are free to exercise their rights to organise, associate, and bargain collectively, in accordance with local laws and international standards.



5.3

CD Policy: Remuneration & Benefits

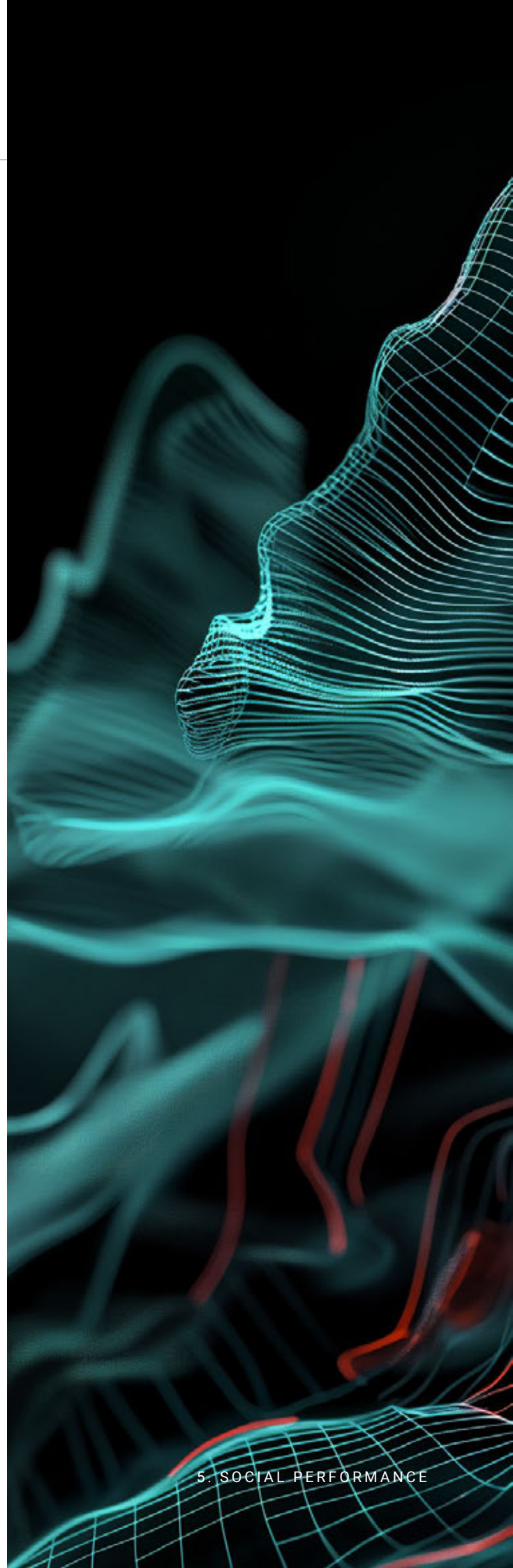
Remuneration

Compensation and associated perks are equitable for everyone, regardless of gender or nationality. The core principle guiding our compensation practices is to provide fair pay for the work performed. The highest salary awarded does not exhibit a significant gap compared to the company's median salary.

Benefits

We employ a combination of financial and non-financial rewards to acknowledge outstanding contributions to the company's achievements or positive feedback from customers. This can include items such as restaurant vouchers, tickets to sporting events, and special rewards.

Offering benefits fosters a deeper connection between the employee and the organisation, enhances their motivation, and boosts their commitment to the company.



01

High-tech office equipment

A modern office building in a great location with ample space for relaxation and recharge, availability of fruit.

05

Hackathons

With every employee eligible for 2 days off to attend.

02

Gym membership incentives

06

27 days of holiday (average)

To accommodate individuals' personal circumstances, some employees may receive additional days of holiday.

03

Unlimited LinkedIn Learning platform

07

Days off

Related to weddings, funerals, and child sickness, adhering to local legal requirements.

04

AI workshops

As well as special guest Get Togethers.



Annual evaluation

Creative Dock is committed to fostering a culture of continuous improvement and excellence. In January 2024, we introduced a comprehensive performance management system to align individual goals with our company's core pillars: Steady Growth, Streamlined Organization, AI Mindset, People First, Client Satisfaction. This report outlines the progress and achievements based on the twice-yearly reviews conducted via our HRIS Factorial system.

At the end of 2024, Creative Dock celebrated the achievements of aligning individual performance with our core pillars. Regular reviews through Factorial have proven valuable in tracking progress, fostering accountability, and ensuring that each team member's efforts contribute to the organisation's overall success.

As we assess the achievements made in alignment across all pillars, we also consider the impact of each team member's efforts on the company's overall success. The annual performance review is a pivotal factor in determining salary adjustments, with high performers being eligible for competitive salary increases approved by the Remuneration Committee.

Remuneration Committee

The Remuneration Committee is composed of experienced professionals from various departments within our organisation. Their primary role is to impartially assess and evaluate individual and collective performances based on the agreed-upon KPIs aligned with our company's core pillars. This committee ensures that the determination of annual salary increases is a comprehensive and fair process that takes into account both individual contributions and broader team success.

5.4

Training and Development

As a growing consultancy firm, we recognize the importance of continuous learning and skill development in staying ahead in a competitive market. Our training programs are tailored to empower our team with the knowledge and skills needed for professional excellence and responsible business practices.

5.4.1

Internal Training

Our commitment to training and learning is a key part of our strategy for growth and excellence. As we continue to evolve, we will keep enhancing our training programs to ensure they meet the dynamic needs of our team and our clients.

As of 2024, every employee within our organisation is granted an annual allowance of 2 days for training and development. This dedicated time reflects our commitment to investing in our greatest asset—our people. Employees can utilise this allowance for external training courses or tap



into our internal resources, promoting a diverse and accessible range of learning opportunities. By empowering our workforce with these opportunities, we aim to enhance their skills, knowledge, and capabilities, contributing to both individual career advancement and the overall resilience of our organisation.

Furthermore, we recognise the unique leadership styles within each department. Each department has a customised Learning and Development process aligned with its specific leadership approach to cater to these differences. This tailored approach ensures that our commitment to employee development is seamlessly integrated into the fabric of our organisational structure.

Research and Foresight Development Training

To enhance the quality and impact of our consulting services, we offer training in advanced research methodologies and sustainable practices. This includes skills in data analysis, ethical research practices, and innovative solution development.

New Employee Onboarding Training

We provide our own Creative Dock onboarding training during the first day of every new employee orientation. This is then complemented by LinkedIn Learning essential courses training such as:

CYBERSECURITY TRAINING

DIVERSITY & INCLUSION

GSUITE ESSENTIALS

ESG

EU AI ACT

AI AT CREATIVE DOCK

Consultancy Skills Enhancement

Our consultancy skills training focuses on strategic decision-making, effective client interaction, and ethical problem-solving. These sessions are designed to uphold high standards of professionalism and integrity in our consultancy services.

Presentation and Workshop Moderation

Clear and effective communication is crucial in our line of work. Our workshops aim to improve presentation skills, emphasising the importance of clarity and persuasive communication in client interactions and team collaborations.

Marketing Skills Development

These sessions are geared towards equipping our marketing team with strategies for ethical and effective promotion of our services. The focus is on communicating our value proposition to clients in an engaging and responsible way.

5.4.2

Collaborative Learning with Online Modules

We use LinkedIn Learning to provide our team with access to a diverse range of courses. These cover topics from project management to digital marketing, offering flexible learning opportunities that align with our business needs.

5.4.3

Embracing AI and Technology

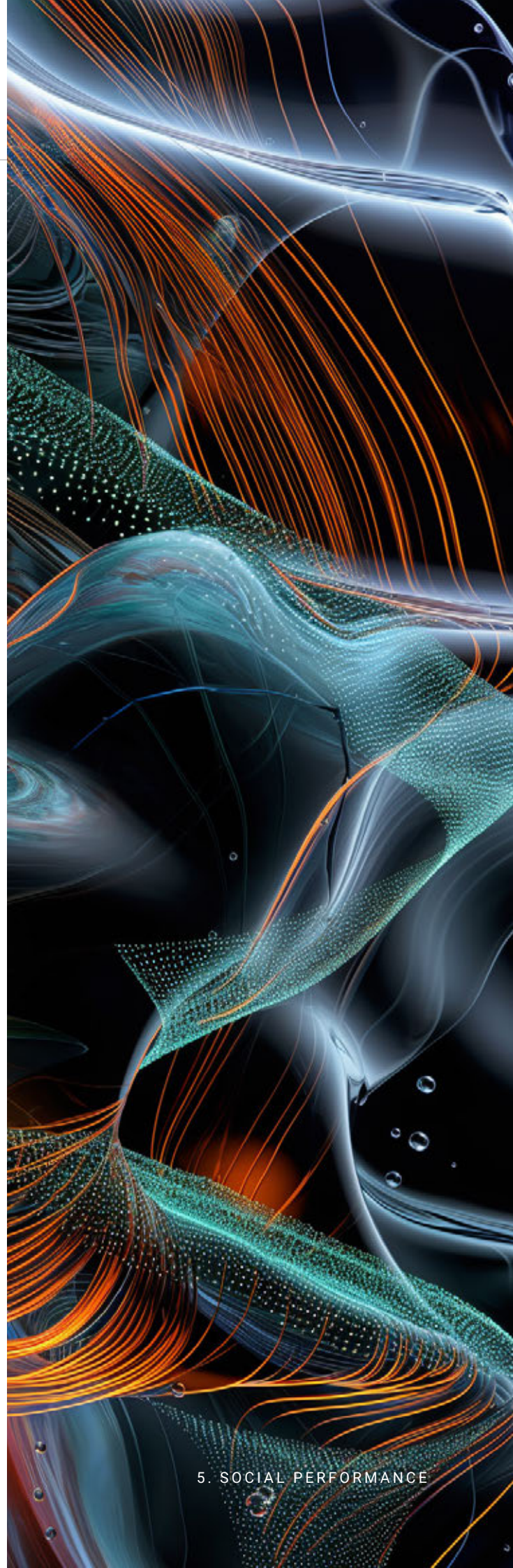
Understanding and leveraging technology, including AI, is essential for our consultancy services. Our training includes AI fundamentals, its application in business analytics, and how to use technology for efficient project management and data-driven decision-making.

5.5

Work Safety

Our company is dedicated to maintaining a safe and healthy working environment for all our employees and visitors. We adhere to fundamental safety standards to ensure our office spaces are secure and comfortable. This includes optimising natural light and providing ergonomic workstations to enhance the well-being and safety of our team members.

As part of our commitment to safety, we incorporate health and safety guidelines into our orientation program for new hires. This ensures that every team member knows our procedures from the outset. Additionally, when our employees visit different office locations, we ensure they are briefed on the specific health and safety measures at that location.



Our Partners

We have collaborated closely with different universities in Europe across our locations. These collaborations facilitate a rich exchange of ideas, drive continuous learning, and lead to groundbreaking industry innovations.



EDHEC and ETH

Our Swiss company actively collaborates with EDHEC Business School on researching corporate foresight methodologies that foster innovation and knowledge sharing. In contrast, our parent company engages in deep cooperation with ETH Zurich and its ETH AI Center on AI R&D and AI implementation. Mutual collaboration focuses on helping our corporate clients adopt and implement AI.

We have established formal collaborations with both universities, focusing on mutual goals and benefits.

Regular workshops by industry and academic experts address current challenges and explore emerging technologies. We host and participate in forums to discuss industry trends and potential collaborations, bringing together experts, academics, and students. Our participation is either on-site or by happily welcoming students to our offices, where we prepare interactive workshops and let students experience Creative Dock in real life.

INSTITUTE FOR STUDIES ABROAD

We hold regular workshops and presentations for students of this Institute at Creative Dock. We provide the ground for students twice a year for 2-6 weeks of practical experience in our Prague office.



UNIVERSITY OF PARIS I: PANTHÉON-SORBONNE

We regularly host events for this university's students, during which we offer groundwork and hold presentations on a wide range of topics.



CHARLES UNIVERSITY PRAGUE

Thanks to one of our engaged employees, a lecturer at this university, we often arrange workshops and lectures for the students at Creative Dock premises.



ECCE DU SUMMER & AUTUMN PROGRAMS

We had the honour of hosting three students from the University of California (UCLA) for the first time. These students participated in an 8-week internship at our company.

This internship program is set for over 8 weeks during the summer or autumn, with flexible schedules to accommodate the students' lecture commitments.

6

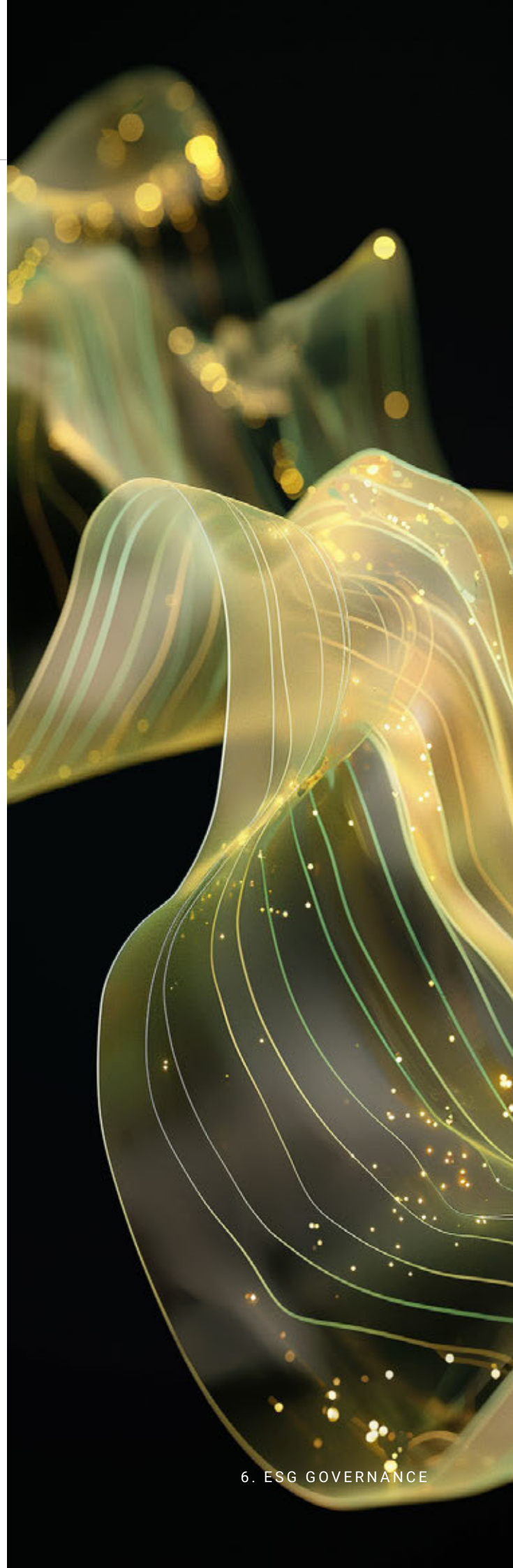
ESG Governance

6.1

ESG Oversight

The Acceleration Director at the parent company drives the strategic development of our ESG (Environmental, Social, and Governance) initiatives under the guidance of the Managing Director. This role focuses on crafting overarching ESG strategies aligned with our corporate vision. At the local level, these strategies are translated into operational actions within our subsidiary. The Acceleration Director ensures that while the subsidiary adopts ESG practices to fit its specific operational context, these actions remain in harmony with the strategic framework established by the parent company.

This approach creates a synergistic relationship where strategic ESG direction from the parent company is effectively implemented through practical, localised actions at the subsidiary. Every daughter company has an assigned ESG manager.



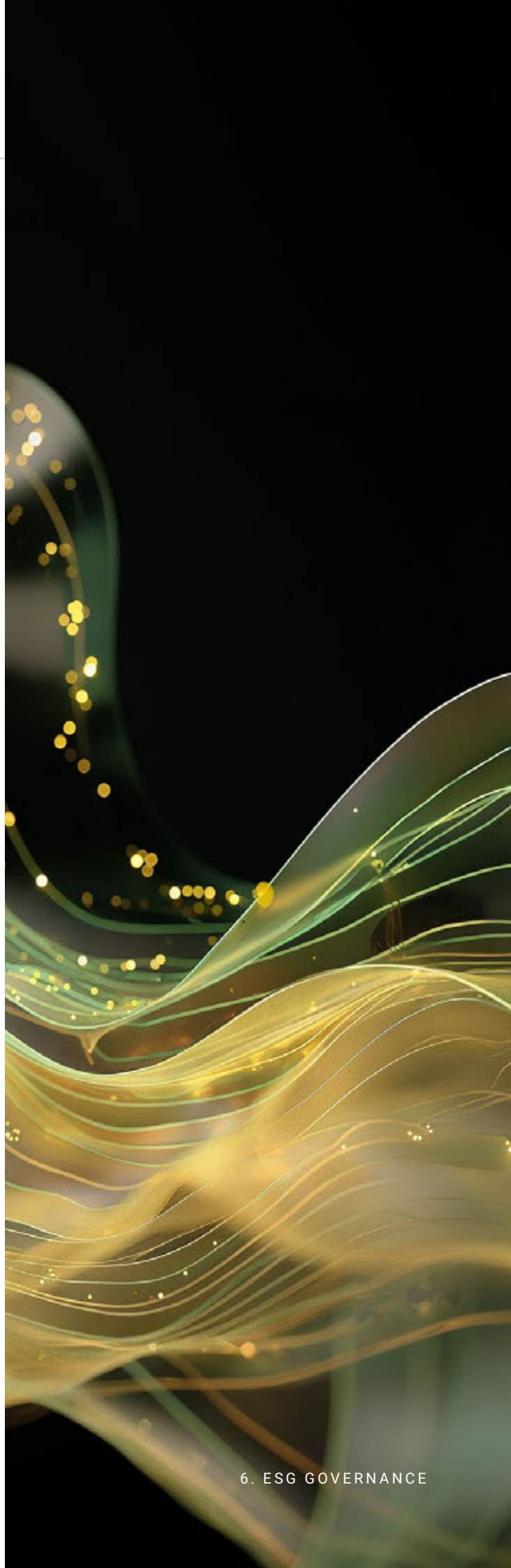
ESG Reporting

Executive Summary

As part of our commitment to transparency and continuous improvement, Creative Dock Holding is developing a structured greenhouse gas (GHG) emissions reporting system across all relevant categories: Scope 1, Scope 2, and Scope 3. We aim to gradually align with global sustainability frameworks while improving the quality and granularity of our environmental data year over year. Our 2023 reporting serves as a foundational baseline; in 2024, we move toward standardisation, verified methodologies, and actionable reduction targets.

Our Reporting Approach

We use an operational control approach to define our GHG reporting boundary, following the GHG Protocol Corporate Standard. From 2024 onwards, all material emissions across Scope 1 (direct emissions), Scope 2 (purchased energy), and Scope 3 (value chain emissions) are tracked and reported. In line with best practices, we aim to verify our GHG inventory in accordance with ISO 14064-3 beginning in 2025.



Scope 1 and Scope 2 Emissions

We collect energy data through office energy invoices or, where unavailable, estimate consumption based on floor area and occupancy. Our emissions are calculated using recognised emission factors (DEFRA, Nowtricity) and include electricity, heating/cooling, and owned vehicle use.

2025 Goal

Maintain high coverage of Scope 1 and 2 emissions data and reduce Scope 2 emissions intensity (kg CO₂e/m²) by 5% across offices, mainly through efficiency upgrades and lower-carbon electricity sourcing.



Scope 3 – Business Travel Emissions

Business travel represents our most significant Scope 3 emissions source. Since mid-2023, all employee travel has been centralised via TravelPerk to enable reliable carbon footprint tracking. Tracked modes include flights, rail, hotels, rental cars, and taxis.


2025 Goal

Reduce average emissions per employee trip by 10% by encouraging rail over air travel in short-haul cases and increasing use of virtual meetings.



Scope 3 – Supply Chain Emissions

Starting in 2025, we aim to expand our Scope 3 tracking to include emissions from purchased goods and services. Using available procurement spend data, we will apply standard emissions factors (tCO₂e per euro spent) to estimate our indirect footprint in key categories such as IT, software, office equipment, and professional services.



2026 Goal

Pilot a supplier audit and Scope 3 estimation for the top 10 suppliers in Switzerland and Germany, representing 60% of total procurement spend.

The background features a complex, abstract design of flowing, translucent golden and blue lines that create a sense of movement and depth. Scattered throughout are numerous small, glowing particles in shades of gold and blue, adding a sparkling, ethereal quality to the overall composition.

7

Appendices

7.1

Key Performance Indicators

Governance

Year 2024

Percentage of employees & collaborators trained for code of conduct behavior	%	24%
Percentage of employees & collaborators trained for business ethics	%	23%
Percentage of employees & collaborators that trained for information security practice	%	23%
Number of whistleblowing activities	[1]	0
Percentage of employees & collaborators trained for EU AI Act	%	90%

Environmental Indicators

Year 2024

Number of clients with sustainable / social projects	[1]	9
GHG emissions (Scope 1) annualized	tCO2e	32,4
GHG emissions (Scope 2) annualized	tCO2e	244,8
GHG emissions (Scope 3 / travels) annualized	tCO2e	952,6
Purchased electricity	MWh	293,7
Purchased heat	MWh	198,9
Waste total	T	126
Waste organic	T	32
Water total	m3	4543,81

Key Performance Indicators (KPIs)

Social Indicators

Year 2024

Number of employees & collaborators	[1]	386
% of women	[1]	31%
Number of managers	[1]	76
% of women	%	25%
Employees & collaborators turnover 2024	%	40%
Percentage of employees & collaborators that participated in regular performance and career development reviews	%	100%
Average number of training hours per person for employees & collaborators	hrs	16

7.2

GRI Index

Statement of use	Creative Dock GmbH Gewerbstrasse 5, 6330 Cham, Switzerland
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	1.1. About Creative Dock
	2-2 Entities included in the organisation's sustainability reporting	Creative Dock BER GmbH, Creative Dock GmbH, Creative Dock Opco s.r.o, Creative Dock Czech s.r.o., CreativeDock ZRH AG
	2-3 Reporting period, frequency and contact point	1.2. About This Report
	2-4 Restatements of information	1.2. About This Report
	2-5 External assurance	None
	2-6 Activities, value chain and other business relationships	1.1. About Creative Dock 2. Our Clients and Projects

Continue →

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-7 Employees	4.1. Workforce
	2-8 Workers who are not employees	4.1. Workforce
	2-9 Governance structure and composition	1.3. Governance & Ethics
	2-10 Nomination and selection of the highest governance body	1.3. Governance & Ethics
	2-11 Chair of the highest governance body	1.3. Governance & Ethics
	2-12 Role of the highest governance body in overseeing the management of impacts	1.3. Governance & Ethics
	2-13 Delegation of responsibility for managing impacts	1.3. Governance & Ethics
	2-14 Role of the highest governance body in sustainability reporting	1.3. Governance & Ethics
	2-15 Conflicts of interest	1.3. Governance & Ethics
	2-16 Communication of critical concerns	1.3. Governance & Ethics
	2-17 Collective knowledge of the highest governance body	1.3. Governance & Ethics
	2-18 Evaluation of the performance of the highest governance body	1.3. Governance & Ethics

Continue →

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Not disclosed in current version
	2-20 Process to determine remuneration	Not disclosed in current version
	2-21 Annual total compensation ratio	Not disclosed in current version
	2-22 Statement on sustainable development strategy	CEO Letter 1.2. About This Report
	2-23 Policy commitments	1.3. Governance & Ethics 4.3.1. Policies
	2-24 Embedding policy commitments	4.3.1. Policies
	2-25 Processes to remediate negative impacts	1.3. Governance & Ethics
	2-26 Mechanisms for seeking advice and raising concerns	1.3. Governance & Ethics
	2-27 Compliance with laws and regulations	1.3. Governance & Ethics
	2-28 Membership associations	1.1. About Creative Dock
2-29 Approach to stakeholder engagement	3. Stakeholder Engagement	
2-30 Collective bargaining agreements	4.1. Workforce	

Continue →

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3.1. Materiality Assessment
	3-2 List of material topics	3.1. Materiality Assessment
	3-3 Management of material topics	3.1. Materiality Assessment
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	4.1. Workforce
	201-2 Financial implications and other risks and opportunities due to climate change	None
	201-3 Defined benefit plan, obligations, and other retirement plans	CD Policy: Remuneration & Benefits (page 51)
	201-4 Financial assistance received from government	None
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	None
	202-2 Proportion of senior management hired from the local community	None

Continue →

GRI STANDARD	DISCLOSURE	LOCATION
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	1.3. Governance & Ethics
	205-2 Communication and training about anti-corruption policies and procedures	1.3. Governance & Ethics
	205-3 Confirmed incidents of corruption and actions taken	1.3. Governance & Ethics
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.1. GHG Emissions – Energy & Offices
	305-2 Energy indirect (Scope 2) GHG emissions	5.1. GHG Emissions – Energy & Offices
	305-3 Other indirect (Scope 3) GHG emissions	5.1. GHG Emissions – Energy & Offices
	305-4 GHG emissions intensity	5.1. GHG Emissions – Energy & Offices
	305-5 Reduction of GHG emissions	5.1. GHG Emissions – Energy & Offices
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	5.3. Waste & Circularity

Continue →

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4.1. Workforce
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration and Benefits (Page 51), Key performance indicators (Page 43)
	401-3 Parental leave	Parental (Page 49)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	4.2. Employee Wellbeing & Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and development (Page 54), Key performance indicators (Page 43)
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	4.1. Workforce / KPIs
	405-2 Ratio of basic salary and remuneration of women to men	4.1. Workforce / KPIs
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Partners Ecosystem and Associations (Page 58)

Definitions of Key ESG Terms and Acronyms

CD - Creative Dock

GHG - Greenhouse Generation

Wltp - Worldwide Harmonised Light Vehicle Test Procedure. Under conditions defined by EU law, the Worldwide Harmonised Light Vehicle Test Procedure (WLTP) laboratory test is used to measure fuel consumption and CO2 emissions from passenger cars, as well as their pollutant emissions.

The STEEPV framework is an analytical tool used in strategic planning and environmental analysis. It examines six key areas: Social, Technological, Economic, Environmental, Political, and Values.

