



SUSTAINABILITY REPORT ESG 2023

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FOREWORD

Ladies and gentlemen,

We are proud to present our first Sustainability Report, which reflects our deep commitment to sustainability. As a family-owned company in the construction sector, an industry often characterized by a conservative approach to new trends and a relatively high impact on the environment and the lives of ordinary people, DYNAMIK HOLDING has taken the initiative to lead by example. We have chosen to produce and publish our Sustainability Report voluntarily, even before it becomes a legislative requirement. We hope our proactive approach will inspire many of our business partners.

This report not only demonstrates our commitment to sustainable business practices but also highlights our ongoing efforts to enhance our processes and long-term performance in environmental, social, and governance (ESG) areas. For us, sustainability is not just a buzzword; it is a fundamental pillar of our business philosophy. Our family business is founded on four core values: integrity, sustainability, transparency, and long-term responsibility. These values have been deeply ingrained in every aspect of our operations for years and serve as the compass that guides our daily activities.

Integrity is the foundation of our relationships with customers, partners, and communities. We believe that trust and long-term relationships can only be built through honest and ethical behavior.

For us, **sustainability** means striving to minimize the negative impact of our activities on the environment while actively contributing to the protection of our planet. As a construction company, we are acutely aware of our responsibility for the ecological footprint of our projects. Therefore, we work diligently to integrate eco-friendly solutions into all aspects of our operations.

Transparency is key to building trust. We are committed to providing clear, accurate, and comprehensive information about our activities, challenges, and achievements. We believe that an open approach is essential for long-term success and strong relationships with all stakeholders.

Long-term responsibility means considering the future in all our decisions. We aim for our business and projects to not only meet today's demands but also be prepared for future challenges. This aligns with the core principle of sustainability: meeting the needs of the present without compromising the ability of future generations to meet their own needs. By doing so, we strive to create businesses and projects that can successfully endure for generations.

The publication of this Sustainability Report is a significant step for us, reflecting our responsibility and commitment to continuous improvement. For a construction company like DYNAMIK HOLDING, it is crucial to demonstrate that we not only understand the challenges associated with our operations but are also actively working to address and prevent them. Our dedication to advancing our ESG strategy enables us to better meet the expectations of our customers, partners, and community.

We hope this report provides you with a comprehensive overview of our activities and progress in sustainability. We also hope it helps us move forward together on a journey toward a better future, built on confidence in our business.

Sincerely

Vladimír Vikor Sr. – Chairman of the Board

Vladimír Vikor Jr. – CEO and Member of the Board of Directors

Dušan Vikor – Director of Transport Division and Member of the Board of Directors

ABOUT THIS REPORT

DYNAMIK HOLDING is proud to publish its first Sustainability Report for the year 2023. Having made an internal commitment to produce this report voluntarily, guided primarily by relevant Slovak and international standards, we believe this milestone will serve as a strong indicator of our transparency in implementing our ESG strategy. We also hope it provides valuable insight into the current challenges we face and the practices we are adopting for the future.

Inspired by international frameworks such as ESG and the Global Reporting Initiative, and with plans to issue these reports annually, this document will serve as a resource for year-on-year comparisons of key parameters.

The structure of the report is designed to provide detailed information on the various topics underpinning our ESG strategy, tailored to our business model and sector. It includes both qualitative and quantitative indicators as they stood at the report's deadline in May 2023. We benefited from the expert support of Forvis Mazars, an independent consultancy, in preparing this report. No additional external audits or reviews have been conducted.

The report is available in Slovak and English and can be accessed in PDF format on our corporate website at www.dynamik.sk



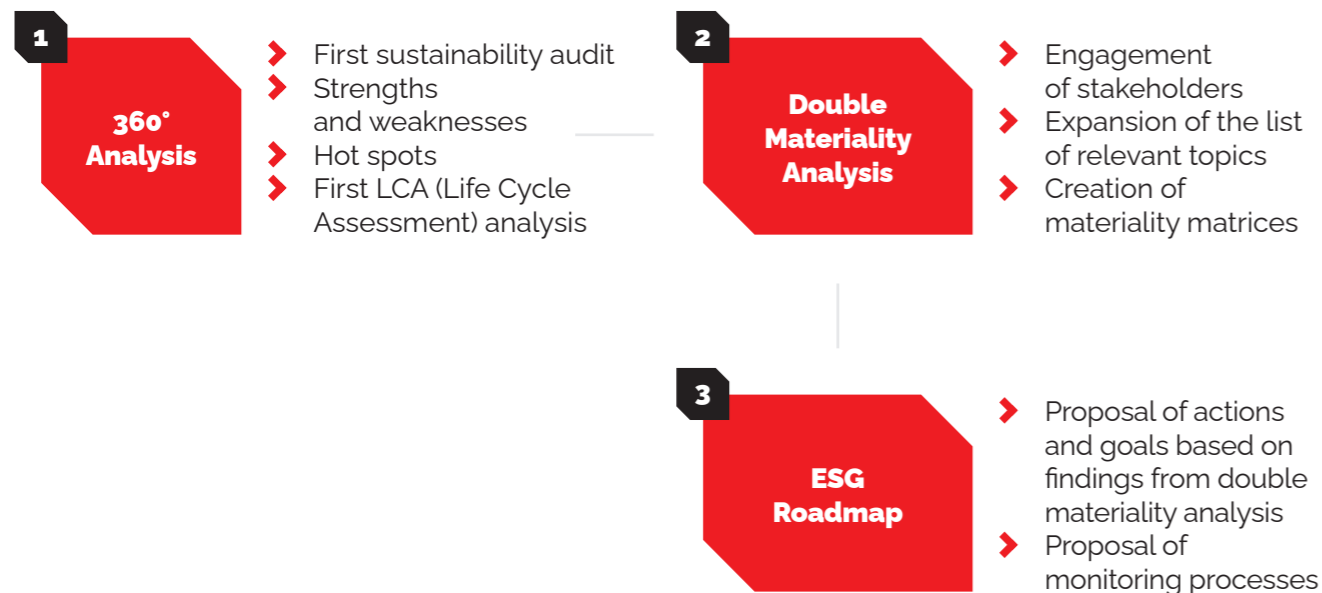
DYNAMIK SUSTAINABILITY STRATEGY MANAGEMENT

Our ESG strategy reflects our core values—integrity, sustainability, transparency, and long-term responsibility. Although DYNAMIK HOLDING will not be subject to non-financial reporting obligations under the CSRD until 2026, we began preparing for ESG and GRI reporting as early as 2022. This preparation started with a sustainability audit conducted by Forvis Mazars, an independent audit firm, resulting in a comprehensive **360° analysis** of our sustainability approach. This analysis included a review of key documents and in-depth structured interviews with eight of our organizational units.

Through this process, we were able to consolidate our sustainability activities and results, aligning with the most used international frameworks and best practices in sustainability reporting. These will be detailed further in the following chapters of this report. Additionally, Forvis Mazars assisted us in creating a **Dual Materiality Analysis**, which identifies topics relevant to DYNAMIK’s stakeholders, both internal and external, from an ESG perspective. Focusing on these topics enabled us to develop an **ESG roadmap**, defining both short- and long-term sustainability goals and establishing key indicators for the topics included in the relevance matrix.

This roadmap serves as a framework for implementing our ESG strategy, enhancing the transparency and consistency of the data provided and enabling comparisons over time. It is a tool that guides us and our stakeholders in tracking our progress.

PROJECT STEPS



DOUBLE MATERIALITY ANALYSIS

In 2023, DYNAMIK HOLDING conducted a double materiality analysis as part of our ongoing commitment to sustainable development. For this initial year, we focused on 16 key themes identified by both our stakeholders and us as crucial. Through GAP analysis, we expanded the original list of relevant topics within our three ESG pillars to include additional areas where DYNAMIK has a significant impact at the regional, national, and international levels. This expanded list also includes ESG themes that present, or could present, financial commitments or opportunities for further investment and development projects. We also incorporated themes specific to the sectors in which we have long operated. Notably, none of the themes were excluded from the matrix due to a low ranking on the materiality scale. The resulting matrix reflects the perspectives of both internal and external stakeholders:

- Internal Stakeholders: employees, management, and owners
- External Stakeholders: investors, suppliers, communities, and media



ACTION AREAS DEFINED BY THE DOUBLE MATERIALITY ANALYSIS:

Human Resources

- › Employee health and safety at work
- › Human Resources Development
- › Ensuring equal opportunities
- › Respect for human rights
- › Social engagement activities
- › Stakeholder involvement
- › Building client satisfaction
- › Responsibility towards customers and products

Environment

- › Actions and resources related to climate change policies
- › The concept of building sustainability
- › Energy efficiency
- › Measures and resources related to resource use and the circular economy

Corporate Governance

- › Business ethics and corporate culture, anti-corruption and anti-bribery policy
- › Business Compliance
- › Independence of the Management Board
- › Stakeholder democracy
- › Supplier relationship management (Governance)

In the following chapters, we discuss each topic in detail and present our activities in these areas. We also provide broader context where relevant, including our understanding of each topic's importance, our management responsibilities, and our future plans.

We have integrated the results of the double materiality analysis into our strategy document, the „ESG Roadmap,“ where we thoroughly analyzed stakeholder perspectives. Respecting these views, we have drafted proposals for future objectives, activities and processes in the strategy document, which are binding for the entire DYNAMIK HOLDING Group and will also serve to monitor developments in the company. Some of these suggestions have already been incorporated into DYNAMIK HOLDING's first Sustainability Report for 2023.





ACTION AREAS IN OUR ACTIVITIES

1. ENVIRONMENT

DYNAMIK HOLDING recognizes that the construction industry significantly impacts environmental quality. While this impact can be negative, such as the greenhouse gas emissions associated with concrete production, it can also be positive, like implementing modern projects in brownfield areas. That's why we've long been focused on implementing solutions that contribute to environmental protection—not only in the projects we undertake as a general contractor but across all aspects of our business. This chapter details our measures and initiatives to mitigate climate change, increase energy efficiency, promote sustainable building practices, and enhance resource efficiency within the circular economy.

Our direct influence primarily lies in optimizing our building processes, such as recycling construction materials and increasing the use of environmentally friendly materials. Optimizing these processes minimizes our environmental impact while enhancing overall efficiency. For example, we now select building materials with a low carbon footprint, use eco-friendly insulation, and streamline various process steps. Recognizing the need for significant improvements aligned with our sustainability strategy, we began analyzing the environmental impacts of our business several years ago. The first step was to establish a system and identify priority areas in environmental topics.

At DYNAMIK HOLDING, we have implemented an effective **environmental management system (EMAS)** for several years. EMAS is a voluntary European Union tool designed for organizations committed to assessing, managing, and improving their environmental performance. An integral part of EMAS is the ISO 14001 standard. Under this environmental management system, **we undergo an annual external audit, and an EMAS declaration** is issued and verified by an independent, accredited environmental verifier. The EMAS declaration establishes a continuous analysis of environmental risks, with a methodology to evaluate their frequency, environmental impact, and economic implications for DYNAMIK. This analysis is integrated with the risk analysis required by the concept of double materiality. In the future, EMAS will support the risk analysis and assessment as recommended by ESRB standards. The resulting dual materiality matrix, incorporating stakeholder perspectives on the relevance of each topic, has identified the company's priorities in implementing our ESG strategy.

The system and certification of DYNAMIK CONSTRUCTION, s.r.o. are integral to the overall integrated management system of DYNAMIK HOLDING, a.s. The specific activities related to the certification of DYNAMIK CONSTRUCTION, s.r.o. are detailed in the annex to the certificate of DYNAMIK HOLDING, a.s. In 2023, the company successfully completed a recertification audit in accordance with the standards mentioned above.

THE FOLLOWING DOCUMENTS ARE FUNDAMENTAL TO ENVIRONMENTAL MANAGEMENT WITHIN THE COMPANY:

- Integrated Management System Policy
- Integrated Management System Handbook
- Directive on „Management and Monitoring of Processes from an Ecological Perspective“
- Code of Ethics of DYNAMIK HOLDING, a.s.

These documents are aligned with the requirements of ISO 14001 and EMAS. The „Integrated Management System Policy“ is a publicly accessible document available to customers, suppliers, and stakeholders on our website at www.dynamik.sk

CERTIFIED MANAGEMENT SYSTEM IN PLACE:

- STN EN ISO 14001: 2016 (Environmental Management System)

The policies and management systems mentioned above are foundational documents for meeting mandatory disclosure criteria in accordance with ESRB standards. DYNAMIK HOLDING is committed to transparency and has already disclosed this information in the current Sustainability Report.

ACTIONS AND RESOURCES IN THE CONTEXT OF CLIMATE CHANGE POLICIES

At DYNAMIK HOLDING, we are committed to taking tangible steps to mitigate climate change by reducing our carbon footprint. One of our long-term priorities is implementing processes to track and reduce greenhouse gas emissions at all stages of our construction operations. We have already invested in advanced technologies and practices that effectively lower the emissions associated with our activities.

GREEN MOBILITY

DYNAMIK is a pioneer in the construction sector, making significant investments in green mobility. A key initiative has been the modernization of our fleet, particularly through the acquisition of mild-hybrid vehicles. Since 2019, 90% of our vehicles are equipped with GPS and telematics devices to monitor routes and driver behavior. This system, coupled with the hybrid drive technology, has resulted in fuel savings and a consequent reduction in environmental impact. According to our data, mild-hybrid vehicles consume, on average, 3 liters less fuel per 100 km. In 2023, we added 11 new mild-hybrid vehicles to our fleet as part of our ongoing modernization efforts.



Currently, DYNAMIK prioritizes hybrid vehicles over plug-in hybrids or electric vehicles (EVs) due to the Slovak energy mix (**0.322 kg CO₂e/kWh**), which generates significantly higher emissions than energy sourced from purely green energy. This calculation considers both direct (0.282 kg CO₂e/kWh) and indirect (0.040 kg CO₂e/kWh) emissions (Source: IEA 2020, Ecoinvent 3.7.1).

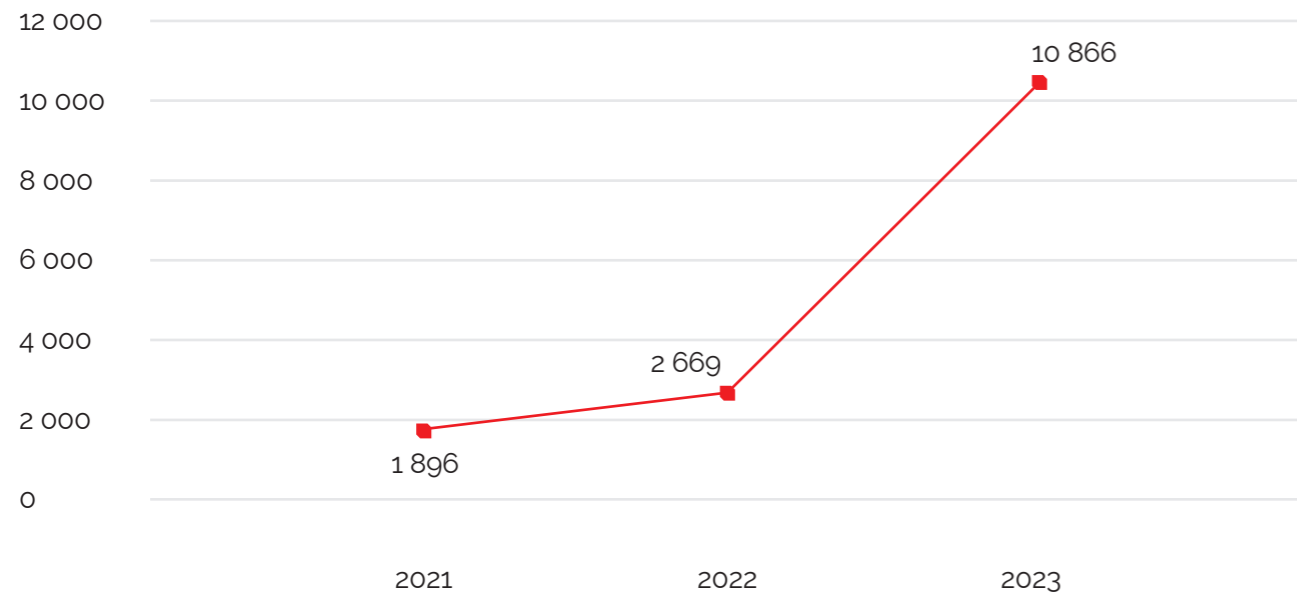
USE OF GREEN ENERGY

DYNAMIK plans to expand its use of electricity from photovoltaic cells and solar collectors. We consider the energy generated from these sources significantly greener than the current Slovak or Czech energy mix. Where possible, DYNAMIK will opt for energy mixes from low-emission sources (so-called green energy) offered by suppliers.

BUILDING GREEN SPACES

The construction industry plays a crucial role in mitigating climate change and addressing its negative effects, such as urban „heat islands.“ One of the most effective ways we contribute is through the creation of green spaces. Green roofs, green facades, and extensive landscaping are integral to nearly all DYNAMIK projects. The year-on-year fluctuation in this metric primarily depends on the type and scale of projects completed. For instance, our large-scale revitalization of the Na Sihoti city park in Nitra in 2023 led to an 8,197.37 m² year-on-year increase in green areas.

Amount of green areas completed in a given year per number of completed constructions per year



THE CONCEPT OF SUSTAINABLE BUILDINGS AND ENERGY EFFICIENCY

As a major construction company, DYNAMIK understands its responsibility not only to implement sustainable solutions for the current generation but also to influence the quality of life for future generations through the trans-generational lifespan of our projects. This awareness guides our implementation of energy-efficient solutions in buildings, including solar panels, heat pumps, green roofs, and intelligent building management systems. However, the extent of these solutions depends on the preferences and decisions of the project investors.

To maximize the sustainability of our projects, DYNAMIK has established a team of specialists who propose specific energy-efficient solutions during the construction planning phase. These specialists offer alternative solutions to investors, considering energy efficiency, investment returns, and social and environmental benefits. This approach, known as **value engineering**, involves analyzing materials, methods, specifications, and design choices to identify opportunities for improvement. Each proposed change undergoes a cost-benefit analysis to assess its impact on the overall project value.

Prioritize changes that result in significant cost savings and positive environmental impacts without compromising quality. This approach also considers the entire lifecycle of a project, from construction and operation to maintenance and eventual disposal, emphasizing long-term savings and environmental benefits over short-term gains.

Operational solutions with lower costs and additional environmental benefits that DYNAMIK has successfully implemented for its clients include **geothermal borehole** heat production and **heat pump installation**.



An analysis of the emissions impact of these solutions compared to fossil fuel alternatives is as follows:

Heat pump (electricity generated in Slovakia, emission factors source: IEA 2020, Ecoinvent 3.7.1):	>	0.322 kg CO₂e/kWh						
<hr/>								
Heat production from atmospheric gas boiler (emission factors source: SPI Index):	>	0.4637 kgCO₂e/kWh						
<hr/>								
Geothermal heat production (global average calculated by the World Bank in 2017):	>	0.122 kgCO₂e/kWh						
<hr/>								
Other emission factors calculated by the World Bank in 2017:	>	<table border="0"> <tr> <td>Oil</td> <td>></td> <td>0.6 kg CO₂e/kWh</td> </tr> <tr> <td>Coal</td> <td>></td> <td>0.7 kg CO₂e/kWh</td> </tr> </table>	Oil	>	0.6 kg CO₂e/kWh	Coal	>	0.7 kg CO₂e/kWh
Oil	>	0.6 kg CO₂e/kWh						
Coal	>	0.7 kg CO₂e/kWh						

One successful example is the geothermal heating system we implemented at the Mühlbauer Research and Development Centre. As the general contractor, DYNAMIK proposed an alternative heating and cooling solution using geothermal energy. This involved installing a borehole field with 42 geothermal boreholes, replacing conventional gas boiler heating. This solution not only reduced energy consumption and emissions but also operating costs. The project earned two awards in the 2020-2021 Building of the Year competition: **the Public Award and the Award for the Application of Science and Research in Building Design and Construction**.





In addition to heat pumps, other low-emission solutions implemented by DYNAMIK include green roofs and facades (which provide natural cooling and better insulation), geothermal boreholes, and other intelligent and energy-efficient systems. These solutions help reduce clients' vulnerability to various acute or chronic climate risks. Such adaptive measures include rainwater capture systems, green roofs, and various barriers and solutions designed to protect property from climate events that are either new to our region or have occurred with greater frequency in recent years.

Overview of Yearly Monitored Indicators	Original solution	Proposed solution	Actual After Year 1 (Oct 2020 - Oct 2021)	Savings
CO ₂	103 083 kg/rok	33 040 kg/rok	64 909 kg/rok	+ 38 174 kg/rok
Total Energy Production	1 925 227 kWh	1 336 953 kWh	820 383 kWh	+ 1 104 844 kWh
Total Consumption (kWh)	1 497 392 kWh	994 833 kWh	388 679 kWh	+ 1 108 713 kWh
Total Cost (EUR)	153 963 €/rok	111 720 €/rok	43 649 €/rok	+ 110 314 €/rok

MEASURES AND RESOURCES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY

DYNAMIK has long recognized the construction industry's impact on waste production and the environment. In line with our values, we have sought solutions not only to reduce waste production but also to recycle waste effectively. Complying with the European Union's Waste Framework Directive, which mandates a minimum of 70% recycling of construction and demolition waste by 2020, we have set an internal target to exceed this standard.

As part of our 2020 Environmental Policy, we set various goals for 2026, including a target to recover at least 75% of construction and demolition waste. We have consistently met this target, achieving a 98.01% recovery rate in 2023, an improvement of 7.56% from the previous year.

Waste recycling for DYNAMIK CONSTRUCTION, s.r.o. / data reported in EMAS/ excluding waste group No. 15 and waste No. 170504 expressed in %)	2022	2023
	90.45	98.01

We have implemented measures to use resources efficiently and promote a circular economy. Our approach **minimizes waste and maximizes the recycling and reuse of materials**. DYNAMIK has maintained a waste recycling rate of over 90% for several years. Through careful warehouse management, we ensure that 100% of purchased goods are recoverable, resulting in no waste production. We also separate and recycle waste components such as plastics, paper, and wood. Construction waste from demolition work is recycled on-site and used in subsequent processes. Other waste is either recycled or landfilled.

To further enhance our sustainability efforts, DYNAMIK commissioned a **Life Cycle Assessment (LCA) of the concrete** we produce. This analysis provides detailed insights into the environmental impacts of concrete throughout its life cycle, helping us identify areas for improvement. The Sustainable Process Index (SPI) method, developed by the Technical University of Graz, was used for this analysis. The SPI measures environmental impacts on water, air, and soil. The analysis also evaluates the impact of concrete production on renewable and non-renewable resource consumption, fossil fuels, and land occupation.*

One key output of this analysis is the quantification of CO₂ emissions, which were calculated at 117 kg CO₂ per 1 m³ of concrete or 0.0493 kg CO₂ per 1 kg of concrete. This data allows DYNAMIK to optimize processes and minimize the carbon footprint of our concrete production.

The LCA not only helps improve the environmental performance of our products but also increases transparency and demonstrates our commitment to sustainability to customers and stakeholders.

* The indicator is based on the principle that the Earth's surface is used to transform solar energy into other forms. Therefore, using the Earth's surface for other purposes (e.g., constructing a production hall) incurs a 'sacrificed opportunity cost.'

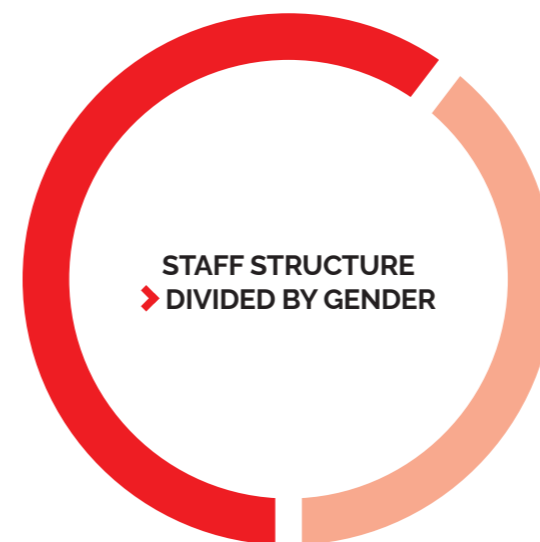




ACTION AREAS IN OUR ACTIVITIES

2. HUMAN RESOURCES

At DYNAMIK HOLDING, we live by the principle that while talent wins matches, it's teamwork that wins championships. Though it may sound like a cliché, the truth is that success comes down to having the right people, properly motivated, in the right roles. That's why developing our human resources and nurturing their potential is critical to our company. Our core values, integrity, sustainability, transparency, and long-term responsibility, are reflected in our approach to employees and the entire human resource management system. We place great emphasis on safeguarding employee health, fostering talent, and ensuring overall job satisfaction.



32,73% Women
67,27% Men



16%	Age 23 - 29	Number of 27
35%	Age 30 - 39	Number of 58
24%	Age 40 - 49	Number of 40
15%	Age 50 - 59	Number of 25
9%	Age 60 - 80	Number of 15

Average age of employees:

41 rokov

Average length of service:

6,3 roka

Total number of staff in 2023:

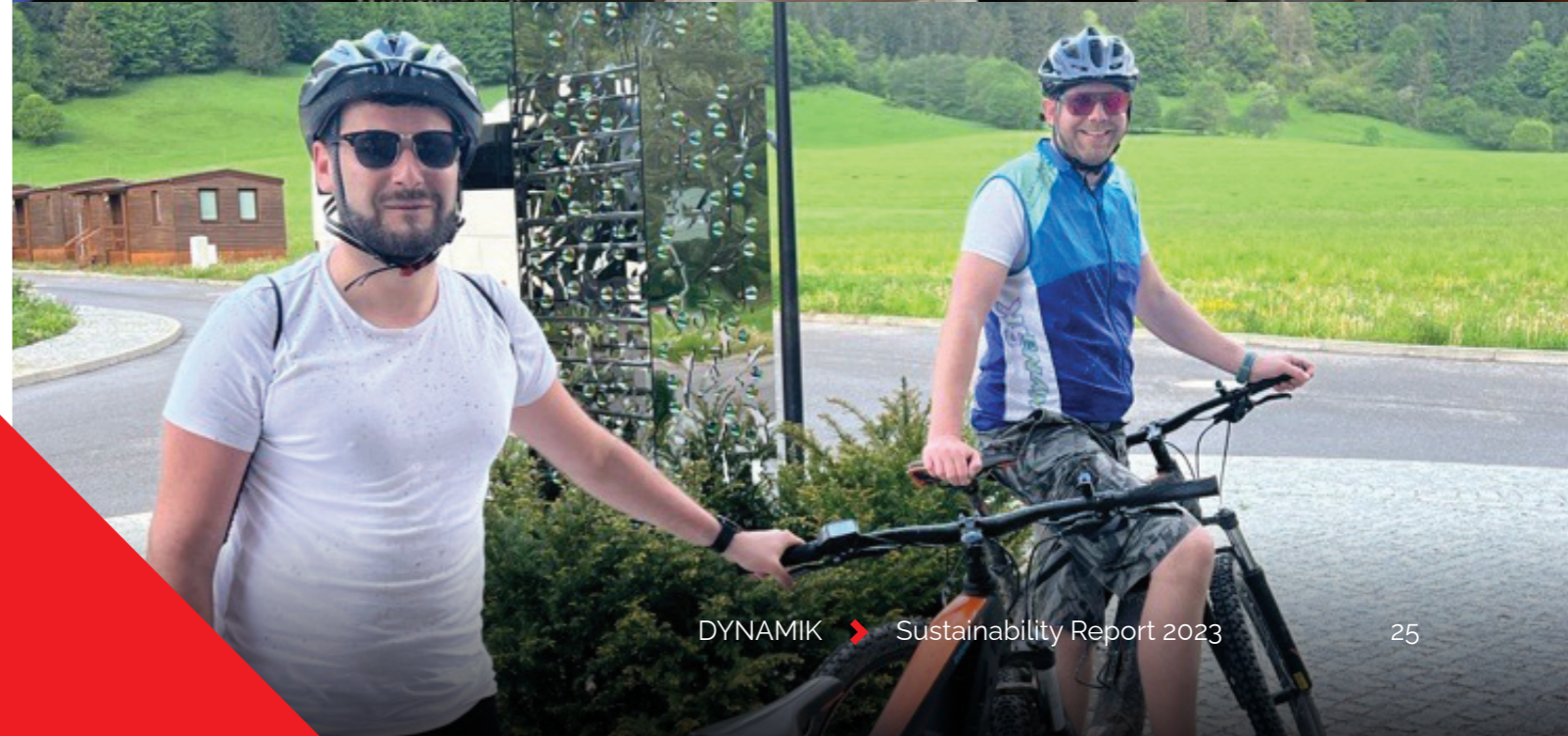
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The company's deep-rooted family culture is evident in its simpler, relatively flat organizational structure, with the owners actively involved in both management and day-to-day operations. This structure allows for a high degree of flexibility and enables many employees to participate in decision-making. Employees are encouraged to share suggestions for improvement directly with top management. This approach is grounded in fairness, transparency, and a value system built on strong relationships.

Our prevailing management style is „transformational management," which focuses on fostering an environment that stimulates innovation and creativity. This style not only drives the company forward but also empowers each team member to push their boundaries. At the same time, it helps us quickly adapt to a rapidly changing and highly competitive market.

DYNAMIK HOLDING has been recognized as one of Slovakia's Best Managed Companies in both 2022 and 2023 and consistently ranks in the top 10 of the „Best Employer" poll in the construction category, conducted by the largest Slovak career portal, profesia.sk. These awards affirm our commitment to creating a positive and supportive working environment.



HEALTH AND SAFETY OF EMPLOYEES

At DYNAMIK HOLDING, we take a holistic approach to employee health and safety, catering to the individual needs of each team member. We recognize that every job and every employee is unique, and we strive to contribute to a healthy lifestyle while protecting both physical and mental health. To promote employee wellbeing, we have implemented several key measures, including the following benefits:

► Flexible Working Hours and Remote Work

This benefit applies to positions where the job description allows it, particularly for employees in administrative and managerial roles. Employees can adjust their start and end times according to personal preferences, and we especially consider the needs of parents. Our remote work policy not only helps prevent the spread of viral illnesses but also supports a healthy work-life balance.

Hours worked in 2023  267 634

Remote hours  3400

► Vitamin Packages:

Twice a year, in spring and autumn, all employees receive vitamin packages designed to help boost immunity and manage stress during seasonal transitions.



► Fresh Fruit in the Workplace:

We provide daily fresh fruit to employees in our administrative departments, offering a variety of options with unlimited access.



Average fruit consumption:
123 kg per month



► Company-Sponsored Sports Activities:

We organize a variety of sports activities to cater to both athletic and non-athletic employees. These include paid ice-skating sessions at the HK Nitra ice rink, participation in the Charity Spartan Race, an internal football team, and nationwide initiatives like „Bike to Work.“ As part of our team-building events, we also offer additional activities such as cycling tours, swimming, tennis, football, and volleyball. Additionally, employees can enjoy discounted Multisport cards for year-round use.



➤ Other Employee Benefits:

To foster teamwork and highlight the importance of each individual, we regularly organize both team and company-wide activities.

Key benefits include significant employee discounts on purchases at construction stores, a regularly paid 13th salary, and various non-monetary benefits throughout the year, valued up to €200 per person.

DYNAMIK OSH SYSTEM

At DYNAMIK HOLDING, occupational health and safety (OHS) is a top priority. We follow general principles of prevention, comply with all statutory requirements, and continuously improve our processes to minimize occupational accidents and illnesses. We are certified under ISO standard STN ISO 45001:2019 (Occupational Health and Safety Management System).

Prevention is Key

Our success lies in prevention, which is why we have established a comprehensive system of training, equipment inspections, and monitoring compliance with safety measures. We have internal OHS guidelines and manuals for both our employees and subcontractors working on our projects. All workers on construction sites are provided with protective workwear and equipment. We regularly conduct training sessions, equipment inspections, and ensure compliance with prevention measures. Managers are responsible for overseeing the proper execution of all processes, in line with our internal directives, which are binding for both DYNAMIK employees and subcontractors.

OHS Coordination

Our OHS department coordinates all safety activities, including organizing and monitoring training. Every new employee undergoes mandatory OHS training, and additional specialized training is provided for drivers, forklift operators, and other logistics roles.

Protective Equipment and Clothing

We regularly test the suitability of protective equipment in collaboration with our employees and partner stores to ensure that everyone is equipped with the most effective protection. Additionally, we conduct regular health risk assessments to identify and mitigate potential hazards in the workplace, ensuring that our employees work in a safe and healthy environment. As a result of these measures, DYNAMIK has proudly maintained a zero-accident rate on construction sites.



„Don't Pass By“ System

Our „Don't Pass By“ system encourages all employees, including subcontractors, to actively address any safety violations they observe on our construction sites. This proactive approach helps us maintain a safe and healthy work environment.

HUMAN RESOURCES DEVELOPMENT

Our strategy and management approach focuses on fostering employee self-development, not only through training opportunities but also by involving them in decision-making processes and providing room for their own initiatives. We encourage personal and professional growth through a **variety of training and development programs**. Continuous education in both hard and soft skills is essential not only for the growth of the company and its qualified workforce, but also serves as a valuable motivational tool for ambitious employees.



Annual training hours:



Average number of employees trained:



Average training time per employee:



Training is coordinated at a company-wide level by the **HR department**, with active input from management. Our leadership regularly assesses the professional and personal development needs of employees within their departments and coordinates these needs accordingly. This systematic, consultative approach helps identify individual strengths and weaknesses, making our development activities more targeted and effective.

We promote a **proactive and individualized approach** to training and development. Employees are encouraged to consult with their supervisors on any training they believe would benefit their skill development. If a training program aligns with the company's objectives, employees are often given the opportunity to participate, with the company covering the costs and allowing time during working hours.

We've implemented an **annual appraisal system**, where employees have formal reviews with their direct supervisors. These meetings provide crucial two-way feedback, fostering both personal and professional growth while improving overall team performance. The appraisals, carefully designed in collaboration with the HR department, cover all aspects of work performance, professional development, and personal goals. The discussions go beyond just results—they also address individual needs and aspirations. This feedback process helps supervisors better understand the challenges their teams face, while giving employees a platform to voice their opinions and ideas about their career paths.

Our philosophy of open communication ensures that feedback is not limited to annual reviews. We actively promote and value open, transparent dialogue throughout the year, at every level of management. Employees are encouraged to share their thoughts, insights, and suggestions with their supervisors or even senior management at any time. This culture of communication creates a dynamic environment that fosters continuous improvement and innovation.



DYNAMIK ACADEMY

DYNAMIK Academy was founded in 2016 with the goal of providing structured, high-quality education for employees of DYNAMIK HOLDING. Since its inception, 56 unique participants have completed the program, with 37 of them graduating from the Academy in 2023. Due to some participants attending two programs simultaneously, the total number of graduates has reached 41.

Participants in the Top Management Academy are selected by the CEO and the Board of Directors. Meanwhile, participants in the Management Academy and the Sales Academy are nominated by their department managers in collaboration with the CEO. The first seminar is held with all nominated participants, and after consultation with the instructor, the final group of participants is chosen for each specific Academy.

In 2023, DYNAMIK Academy offered a total of 136 instructional hours.

DYNAMIK ACADEMY'S EDUCATIONAL PROGRAMS:

Business Academy: Focuses on developing participants' communication, business knowledge, skills, and attitudes. The aim is to improve communication and cooperation with both internal and external customers, as well as suppliers.

Management Academy: Designed to enhance participants' management and leadership skills, knowledge, and attitudes. It focuses on more effectively achieving project and departmental goals by improving collaboration with subordinates, peers, and subcontractors. This academy also seeks to increase the number of successful managers within the company and prepare them for future career growth.

Top Management Academy: Aims to advance participants' management and leadership skills, knowledge, and attitudes. It emphasizes achieving project and departmental goals through better collaboration with subordinates, peers, and subcontractors. Additionally, the program fosters the alignment of management approaches and perspectives between individual managers and the company's top leadership, further enhancing company culture and supporting future career development.

ENSURING EQUAL OPPORTUNITIES

At DYNAMIK, we recognize that every individual is unique, and we are committed to treating everyone equally, regardless of gender, age, ethnicity, nationality, sexual orientation, religion, or disability. Our goal is to maintain a fair and professional approach to all employees, partners, and clients. The diversity within our workforce has allowed us to build a strong team that rises to challenges and consistently delivers exceptional results. We believe that fairness and professionalism are key to creating a harmonious and efficient working environment.



Diversity is one of DYNAMIK's greatest strengths, and **respecting this diversity** is the foundation of our company culture. We apply this principle not only in our external communications but also in our daily operations. Equal opportunities and mutual respect are core values at DYNAMIK, firmly embedded in our **Code of Ethics**, which was updated in 2023. The Code is accessible to employees, partners, suppliers, and the public on **our website**, dynamik.sk. Adherence to the Code of Conduct is mandatory for all managers, employees, and third-party collaborators, ensuring that the principles of diversity and equal opportunity are consistently upheld across all aspects of our business.

We actively promote an open exchange of knowledge within our team. Experienced employees serve as mentors to younger colleagues, ensuring the continuous transfer of skills and knowledge across generations. This approach not only enhances the expertise of our teams but also strengthens relationships and teamwork.

Ensuring equal treatment of all employees is a top priority for us and is continually monitored through our HR system and compliance management. When forming teams, we ensure that different generations are represented, and that mutual respect is maintained among all members.



A critical aspect of our equal opportunity policy is fair treatment, which includes **ensuring equitable wages**. Our employees are paid according to relevant benchmarks, ensuring fair compensation that reflects their work and contributions to society.



At DYNAMIK, **equal opportunity** means that every employee has the same chance for career growth and development. We believe that diverse teams foster innovative solutions and lead to better outcomes. We are committed to providing all employees with equal access to learning and professional development, regardless of their personal characteristics.

One of our primary goals is to create an inclusive work environment where everyone feels like part of the team and can reach their full potential. We foster a culture built on trust, respect, and collaboration. To further this goal, we regularly organize training and workshops focused on developing soft skills, as well as promoting diversity and inclusion in the workplace.

Our commitment to diversity and equal opportunities is also reflected in our recruitment process. When hiring new employees, we focus on their expertise and skills, not personal characteristics.

Our long-term diversity and equal opportunity goals include achieving a more **balanced representation of men and women**. In the construction industry where DYNAMIK operates, female representation in management is relatively uncommon. However, we believe that gender balance in leadership roles brings broader perspectives to problem-solving and encourages more inclusive decision-making. While women currently make up 10% of our senior management team, their presence in middle management is significantly higher. Women play key roles within the company, particularly in areas such as administration, finance, human resources, and marketing. We believe that having diverse leadership contributes to a more dynamic and effective management structure. We remain committed to promoting women at all levels of management and ensuring equal opportunities for everyone.

Each year, we conduct **appraisal and development reviews** between employees and their supervisors. These reviews are essential for monitoring employee satisfaction and identifying areas for growth. They help us pinpoint opportunities for improvement while supporting everyone's personal and professional development.



Percentage of staff who participated in regular performance reviews and career development in 2023



RESPECT FOR HUMAN RIGHTS

DYNAMIK's commitment to human rights is guided by internal policies, legislation, and internationally binding documents. These include DYNAMIK's Code of Ethics, the Labor Code, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, and the International Bill of Human Rights. These latter four documents are being gradually integrated into our internal regulations.

The Labor Code forms the core framework for employee rights within our company, and compliance with it is of utmost importance to us. Our managers receive regular training on equal treatment, anti-discrimination, and fair workplace practices.

Based on the European Convention for the Protection of Human Rights and Fundamental Freedoms, DYNAMIK upholds the rights to personal dignity, privacy, and individual integrity. We recognize our obligation to respect human rights, as outlined in our Code of Ethics. We do not tolerate discrimination based on nationality, ethnicity, gender, sexual orientation, religion, age, or disability. Any instance of degrading behaviour, including sexual harassment or bullying, is considered a severe violation of our policies and is thoroughly investigated. Additionally, we strictly enforce the prohibition of child labour. All suppliers and contractors are required to respect this ban and ensure that no children are employed at any stage of production or delivery. We are acutely aware of our responsibility not just to our employees, but also to the broader community and society.

Any employee or partner can report human rights violations in accordance with the rules set forth in our Code of Conduct. All complaints are rigorously investigated, with appropriate corrective and preventive measures taken. At least once a year, we remind employees of the importance of following the Code of Conduct, which outlines the expected ethical behaviour and fosters a culture of integrity and accountability.

Our comprehensive Code of Conduct clearly defines the behaviour expected from all employees, contractors, and suppliers. This contributes to the overall well-being of our workforce by ensuring a workplace free from discrimination and mistreatment. Human Resources staff regularly monitor compliance with the Code of Conduct in both field operations and administrative offices.

We track and investigate all employee complaints monthly. If any human rights violations or instances of unfair treatment are identified, corrective and preventive measures are promptly implemented. To ensure transparency, we publish information on complaints, incidents, and the actions taken to address them.

For the year 2023, we recorded the following with regard to human rights violations:



0 cases of discrimination, including (sexual) harassment, reported during the period

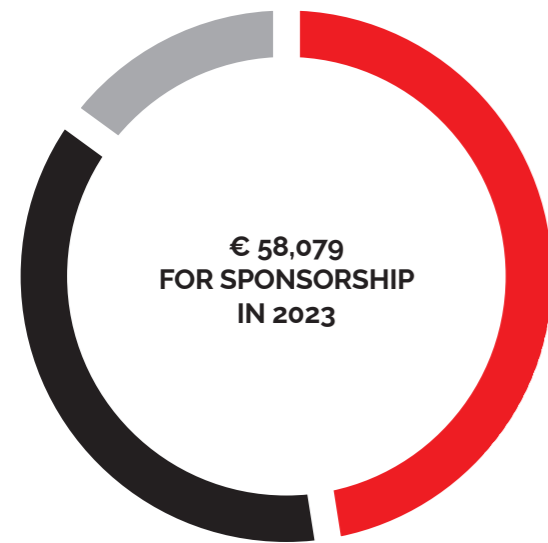


0 serious human rights violations or incidents related to the company's workforce during the period

An essential component of DYNAMIK's commitment to human rights is the **protection of personal data** for employees, business partners, and third parties. We safeguard their privacy and work proactively to prevent any loss of trust or financial penalties that could result from violations of data protection laws. We employ robust technical and organizational measures to protect both corporate and personal data. Personal data handling is governed by **the European GDPR directive**, with a designated officer responsible for ensuring compliance with these stringent requirements. Data protection rights are also enshrined in DYNAMIK's Code of Ethics.

SOCIAL ENGAGEMENT ACTIVITIES

Since its inception, DYNAMIK has been deeply committed to supporting social activities and projects that enhance the quality of life in the communities where we operate. This commitment underscores DYNAMIK's strong dedication to sustainability and social responsibility. We believe our efforts and investments in these areas positively impact society and contribute to its long-term development.



- **€ 27,679**
 in support of youth and sports organizations and events
- **€ 21,750**
 in support of charity and fundraising events
- **€ 8,650**
 in support of schools and educational institutions





One of DYNAMIK's key contributions through its sponsorship activities is in supporting youth and sports organizations and events. For example, we have been a long-time partner of the premier league hockey club **HK Nitra**. In 2023, we also supported the Nitra hockey club **HBK Nitrianski Rytieri**, a five-time Slovak champion that competes in the highest domestic league and has several youth divisions.

Additionally, we have supported the **High Mountains Nitra Festival** for 17 years, a festival for nature lovers of all ages. As the festival's general partner, we are proud to help showcase the beauty of nature and promote outdoor activities through films, presentations, photo exhibitions, and organized educational hikes in the Zobor Hills. In 2023, we were also the main partner of the 10th annual **Peter Sagan's Children's Tour**, a nationwide cycling event series. Our involvement in the Spartan Race Slovakia saw a 34-member DYNAMIK team, consisting of employees and management representatives, participate in the **Charity Spartan race**. The event's proceeds were donated to the „**Light of Hope**“ charity.



Supporting **charitable initiatives in the Nitra region** is another pillar of DYNAMIK's social responsibility. We regularly support the cultural charity event **„Embrace of Tones,”** which is organized by the Milan Štefánik charity and aimed at children with mental and physical disabilities. We are also a traditional supporter of the **Nitra Medical Days**, a professional congress for doctors, nurses, students, medical professionals, and researchers. At the end of 2023, we provided financial support to **„Slniečko,”** an organization that assists abused and sexually abused children, as well as victims of domestic violence. We have been a longtime supporter of educational efforts in The Gambia through the humanitarian organization **Move2gether**, helping to build a new school and install solar panels for evening classes in areas without electricity.

For several years, we have also supported „Losík,” the operator of Zveropark in Revištské Podzámčie, which educates the public on nature conservation and animal care. In 2023, DYNAMIK HOLDING companies donated €37,184.25 through tax contributions to support this initiative.



Cooperation with educational institutions is the third pillar of DYNAMIK's corporate social responsibility. Our partnerships focus on **bridging theory with practice and improving conditions for students** at Slovak universities with construction faculties. We regularly organize site visits for students from the **Secondary Industrial School of Construction in Nitra** and various universities, including the **Slovak University of Technology in Bratislava**, the **Technical University in Košice**, and the **University of Žilina**. We have signed memorandums of cooperation with these universities, participate in career days, and give guest lectures to help students gain practical insight into the construction industry. In 2023, we built a new classroom at the Technical University in Košice and began preparing a project to modernize the student zone at the Slovak Technical University in Bratislava, creating a modern, comfortable environment for study and relaxation. Supporting education in the construction field is essential for DYNAMIK, especially given the trend of young people leaving Slovakia to study and work abroad. Our efforts aim to mitigate this brain drain by **encouraging young Slovak talent to stay**.

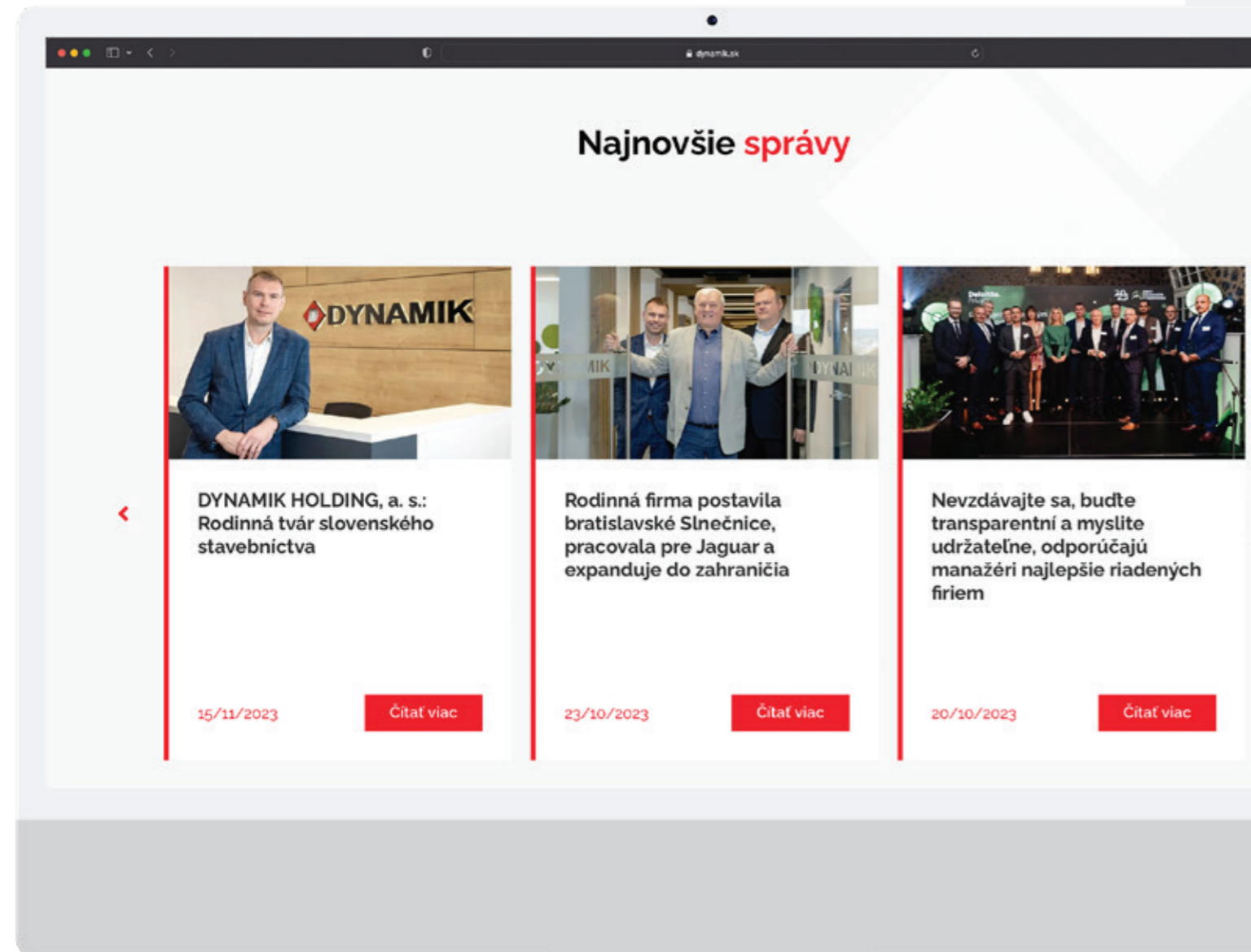
DYNAMIK is also actively **involved in promoting healthy and sustainable lifestyles**. In 2023, we participated in the nationwide „**Bike to Work**“ competition, promoting eco-friendly transportation. Additionally, we sponsored and helped organize the „**On the Fence**“ exhibition, showcasing student artwork from the Secondary School of Design in Nitra. For this event, we loaned fencing from one of our construction projects in Nitra's City Park.

As demonstrated by our activities, DYNAMIK's social commitment extends beyond financial support to active participation and collaboration in various events. By combining financial contributions with personal involvement, we aim to set a positive example and make a tangible impact that fosters societal change. Our efforts not only support the development of our communities but also demonstrate that it is possible to conduct business in Slovakia's construction sector in an honest, responsible, and sustainable way. DYNAMIK remains committed to this mission, and we look forward to continuing our work to improve society and enhance the quality of life in our community.

STAKEHOLDER INVOLVEMENT

DYNAMIK places significant emphasis **on comprehensive communication with both external and internal stakeholders**. To effectively reach a broad audience and accommodate diverse media consumption preferences, the company leverages a wide range of communication channels, both online and offline. **Our website** serves as a central platform for market engagement and career-related content. It provides up-to-date information about our projects, news, social media activity, press releases, media coverage, awards, certifications, client references, and job opportunities.

Social media is another vital tool for connecting with customers, partners, and the public. By maintaining multiple social media profiles, we can quickly and efficiently disseminate information, respond to questions and suggestions, and foster an interactive relationship with our followers. **Press releases** issued through agencies such as TASR and SITA allow us to keep the media and public informed about significant events, achievements, and initiatives. Our **collaboration with the media** ensures that our messages reach a wide audience, reinforcing our reputation as a leader in the Slovak construction market, a responsible business player, and an industry trendsetter.



Práce na rozšírení Auparku pokračujú. Čo nájdú návštevníci v novej časti nákupného centra?

25/09/2023 [Čítať viac](#)



Rozšírenie bratislavského AUPARKU postaví DYNAMIK

17/08/2023 [Čítať viac](#)



Industriálny CEHIP BESICO PARK sa ďalej rozrastá

10/07/2023 [Čítať viac](#)



V Almanachu stavebníctva 2023 odborného magazínu ASB sa DYNAMIK zúčastnil diskusie

2023 [Čítať viac](#)



Výstavba nového sídla spoločnosti STILL v Nitre sa naplno rozbehla

28/09/2023 [Čítať viac](#)



Priemysel v zajatí inflácie

Ak nenájdete cestu, vytvorte si vlastnú!

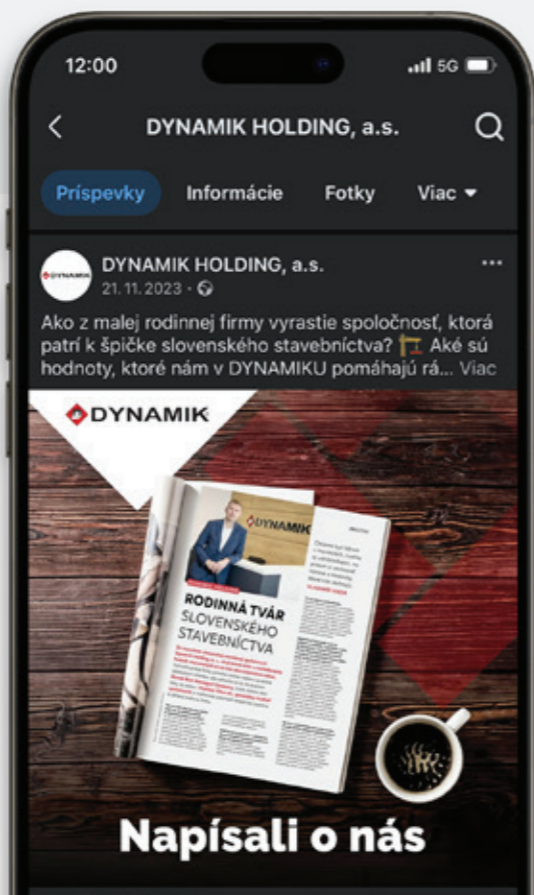
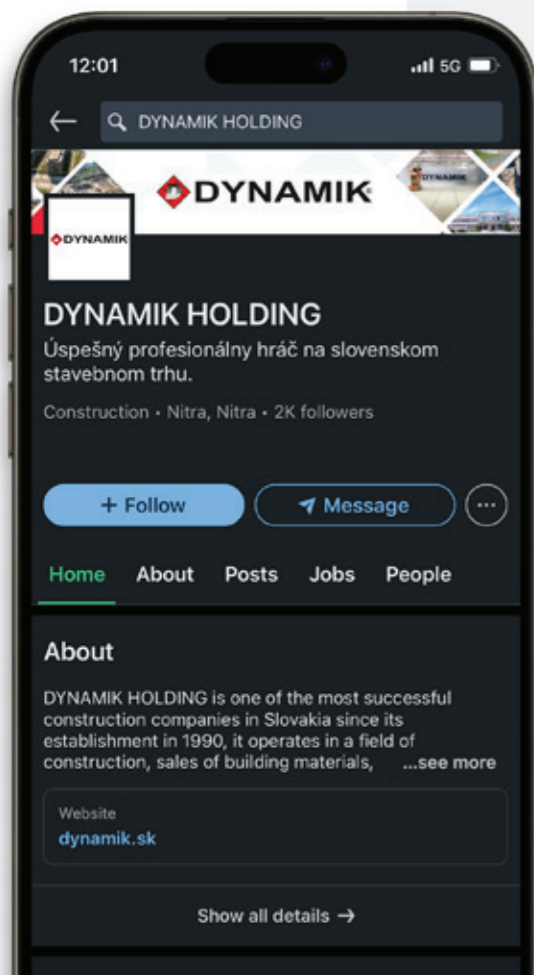
September 2023 [Čítať viac](#)



DYNAMIK's use of **diverse communication channels** guarantees broad and competitive reach within target groups. Our ability to adapt to various media formats and preferences enables us to effectively convey our values, achievements, and initiatives to a wide range of stakeholders. This approach not only strengthens our market position but also enhances our image as a top employer in the construction industry.

In 2023, in partnership with Forvis Mazars, we conducted a comprehensive survey among external stakeholders to gather their perspectives on DYNAMIK's performance across various topics included in our double materiality matrix. The assessment of the relevance and importance of these topics by external stakeholders was instrumental in shaping our ESG roadmap and setting specific objectives for implementing our ESG strategy.

Maintaining open and transparent relationships with stakeholders is a core priority for DYNAMIK. We regularly organize meetings, participate in panel discussions, conferences, seminars, and workshops. These activities serve as valuable feedback mechanisms, ensuring our strategies and decisions align with the needs and expectations of our partners, employees, and the community. Through these communication tools, **we create active and transparent opportunities for stakeholder engagement.**



RESPONSIBILITY TOWARDS CUSTOMERS AND PRODUCTS

DYNAMIK's solutions are designed to benefit not only our employees but also the users of our buildings and the surrounding communities. Our community contributions include initiatives like installing defibrillators on buildings and revitalizing and renovating city parks. Additionally, DYNAMIK helps create jobs in regions where we have constructed industrial buildings for foreign investors. These projects generate economic value that extends beyond the original investment, fostering networks of subcontractors, establishing functional business relationships, and stimulating local demand.

For building users, we incorporate design solutions that promote sustainability, such as providing bicycle racks to encourage green mobility. By focusing on such responsible and thoughtful design, DYNAMIK continues to enhance the well-being of both our direct stakeholders and the broader community.



ACTION AREAS IN OUR ACTIVITIES

3. CORPORATE GOVERNANCE

DYNAMIK is a family-owned Slovak company, and this family aspect shapes certain specifics of how we operate and manage our business. We maintain a relatively flat organizational structure, focusing on building and fostering long-term relationships both internally and externally while promoting teamwork within the company. Our management style is largely transformational, aimed at creating a stimulating environment that encourages innovation and creativity. We are open to diverse approaches, experiments, and new ideas from any of our employees, fostering an atmosphere of openness where team members feel co-responsible for the company's growth, cultivating loyalty to the brand they represent.

This approach is only possible with responsible, ethical management that prioritizes empathy. Since our founding, we have been guided by a core set of values:

INTEGRITY

is the foundation of our relationships with customers, partners, and communities. We believe that trust and long-term relationships can only be built through honest and ethical behavior.

SUSTAINABILITY

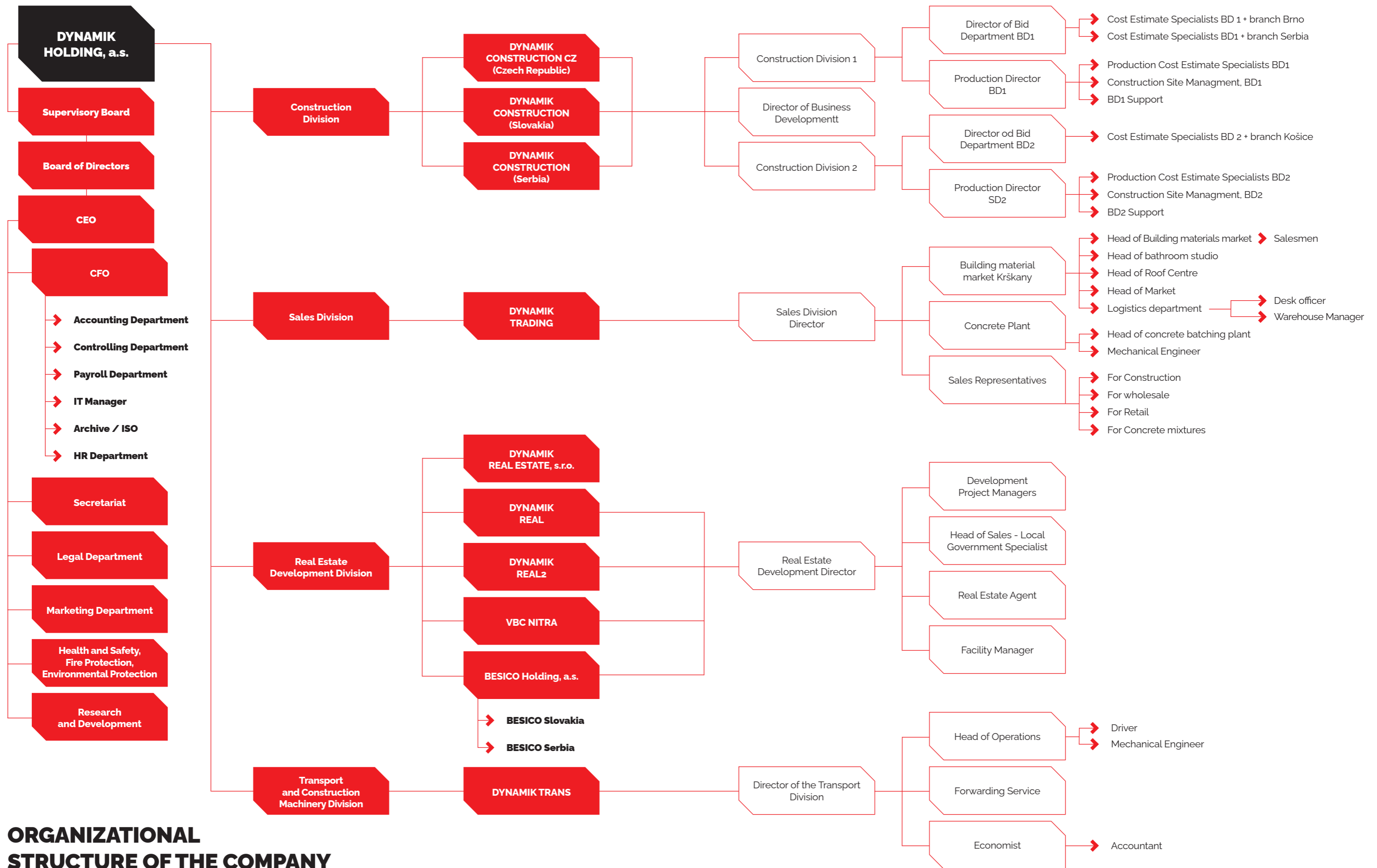
for us means striving to minimize the negative impact of our activities on the environment while actively contributing to the protection of our planet. As a construction company, we are acutely aware of our responsibility for the ecological footprint of our projects. Therefore, we work diligently to integrate eco-friendly solutions into all aspects of our operations.

TRANSPARENCY

is key to building trust. We are committed to providing clear, accurate, and comprehensive information about our activities, challenges, and achievements. We believe that an open approach is essential for long-term success and strong relationships with all stakeholders.

LONG-TERM RESPONSIBILITY

means considering the future in all our decisions. We aim for our business and projects to not only meet today's demands but also be prepared for future challenges.



ORGANIZATIONAL STRUCTURE OF THE COMPANY



BUSINESS ETHICS, CORPORATE CULTURE, ANTI-CORRUPTION AND ANTI-BRIBERY POLICY

At DYNAMIK, we recognize that business ethics are critical to our long-term success and sustainability. Therefore, we place strong emphasis on upholding ethical principles across all aspects of our business. Integrity is the bedrock of our relationships with customers, partners, and communities.

Central to our corporate culture is our **Code of Ethics**, which outlines principles of integrity, sustainability, transparency and long-term responsibility that guide our business practices. This code ensures our decisions are fair, transparent, and in line with the highest ethical standards. It sets clear expectations for the conduct of employees, partners, and associates.

Our commitment to ethical business practices is also reflected in our dedication to sustainability. We regularly disclose information about our financial performance, sustainability efforts, and ethical practices, going above and beyond our legal obligations. We believe that transparency is vital for long-term success and maintaining good relationships with all stakeholders.

As part of our fight against corruption and bribery, we have a strict **Anti-Corruption Policy** rooted in our Code of Ethics. This policy includes rules and procedures to prevent corrupt practices in any form. We also advocate for compliance with data protection laws and fair competition. We stand firmly against practices that undermine competition, involve corruption, or violate privacy.

Our internal policies include various anti-corruption measures, such as regular employee training to raise awareness about the risks of corruption and how to prevent it. We have mechanisms in place to monitor and report suspicious activities, allowing employees to anonymously report any concerns. Reports are thoroughly investigated by our Ethics and Compliance team in Human Resources and senior management. Additionally, external audits and controls help us identify and address any potential issues, ensuring that we meet the latest legal and ethical standards.

BUSINESS COMPLIANCE

DYNAMIK places significant emphasis on compliance with labor and social standards, recognizing this as a cornerstone of our business. Our commitment extends beyond internal processes to our relationships with subcontractors and business partners, ensuring they uphold the same high standards. This approach supports our business policy and ensures that our supply chain adheres to ethical and legal norms. Our goal is to create a fair and ethical work environment that sets a standard for others in the industry.

Ensuring compliance with regulations is a direct responsibility of DYNAMIK's senior management, with department and project managers playing a critical role in identifying risks and developing appropriate measures to mitigate them. This coordinated approach helps us address compliance issues effectively and align our practices with the highest standards.

DYNAMIK has implemented an integrated ISO management system that upholds quality, environmental, and health and safety standards. This system allows us to systematically monitor and improve our processes, ensuring compliance with all relevant regulations. Our ISO certification underscores our commitment to continuous improvement and the highest standards.

We ensure that all employees are paid fairly, meeting relevant benchmarks. This practice not only helps us comply with legal requirements but also promotes fair and equitable treatment for all workers. Additionally, our employees are covered by public programs or company benefits that provide protection against income loss due to illness, unemployment, work-related injuries, maternity leave, or retirement.

Our compliance policy is supported by a robust compliance management system that records, investigates, and addresses employee complaints and suggestions. In cases where human rights violations or unfair workplace practices occur, we take immediate corrective and preventive measures to ensure they do not happen again.

DYNAMIK holds a certified management system that includes:

STN EN ISO 9001: 2016

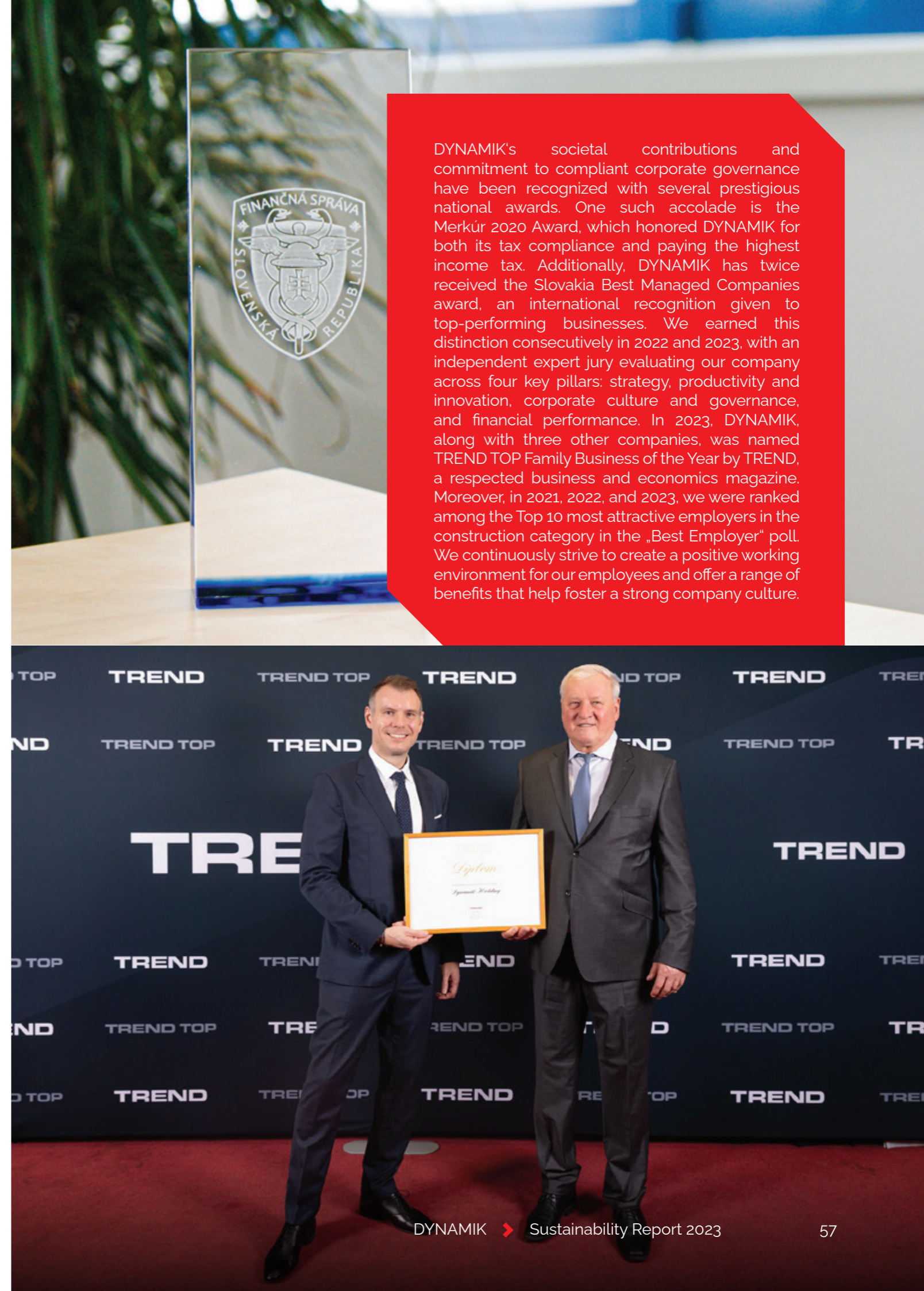
(Quality Management System), including ISO 10006:2017 (Guidance on Quality Management in Projects)

STN EN ISO 14001: 2016

(Environmental Management System)

STN ISO 45001: 2019

(Occupational Health and Safety Management System)



DYNAMIK's societal contributions and commitment to compliant corporate governance have been recognized with several prestigious national awards. One such accolade is the Merkur 2020 Award, which honored DYNAMIK for both its tax compliance and paying the highest income tax. Additionally, DYNAMIK has twice received the Slovakia Best Managed Companies award, an international recognition given to top-performing businesses. We earned this distinction consecutively in 2022 and 2023, with an independent expert jury evaluating our company across four key pillars: strategy, productivity and innovation, corporate culture and governance, and financial performance. In 2023, DYNAMIK, along with three other companies, was named TREND TOP Family Business of the Year by TREND, a respected business and economics magazine. Moreover, in 2021, 2022, and 2023, we were ranked among the Top 10 most attractive employers in the construction category in the „Best Employer“ poll. We continuously strive to create a positive working environment for our employees and offer a range of benefits that help foster a strong company culture.

STAKEHOLDER DEMOCRACY

At DYNAMIK, a company that takes pride in its family-oriented business model, the principles of openness, transparency, and trustworthiness are fundamental to every aspect of our operations. Our philosophy centers on conducting business with integrity and fostering long-term relationships with all stakeholders. We believe that true stakeholder democracy is grounded in active and open communication, where every voice matters. That's why we work hard to create an environment where the opinions and needs of our employees, partners, and customers are not only heard but also respected and incorporated into our decisions. At DYNAMIK, stakeholder democracy is actively promoted and integrated into our daily operations and strategic decisions through various measures, initiatives, and activities. This approach not only upholds our ethical standards but also strengthens trust and cooperation with all stakeholders.



Regular Meetings and Dialogues:

- **General and Shareholders' Meetings:** We regularly hold general meetings where shareholders are updated on company performance, strategic plans, and invited to submit their proposals and questions.
- **Employee Dialogues:** Regular meetings between management and employees address current issues, challenges, and suggestions for improving working conditions and processes.

Transparent Communication:

- **Publication of Reports:** We regularly publish financial results, information on operations, sustainability reports, and our code of ethics, certifications, and awards on the company website and social media profiles, ensuring all stakeholders have access to key information.
- **Press Releases and Media:** We work with news agencies like TASR and SITA to inform the public about important projects, initiatives, and achievements.

Code of Ethics:

- **Code of Ethics:** Our code of ethics sets expectations for the behavior of all employees, contractors, and suppliers, promoting a culture of integrity and accountability.

Diversity and Equal Opportunity Initiatives:

- **Training Programs:** We organize training and workshops for employees and managers on equal treatment and discrimination prevention.

Feedback and Evaluation:

- **Appraisal Interviews:** Annual appraisal and development interviews between employees and supervisors monitor job satisfaction and gather feedback on various aspects of the workplace.
- **Complaints System:** We offer a mechanism for employees and stakeholders to report violations of human rights or the Code of Conduct. Each case is thoroughly investigated, and appropriate actions are taken.

Integration of Standards and Certifications:

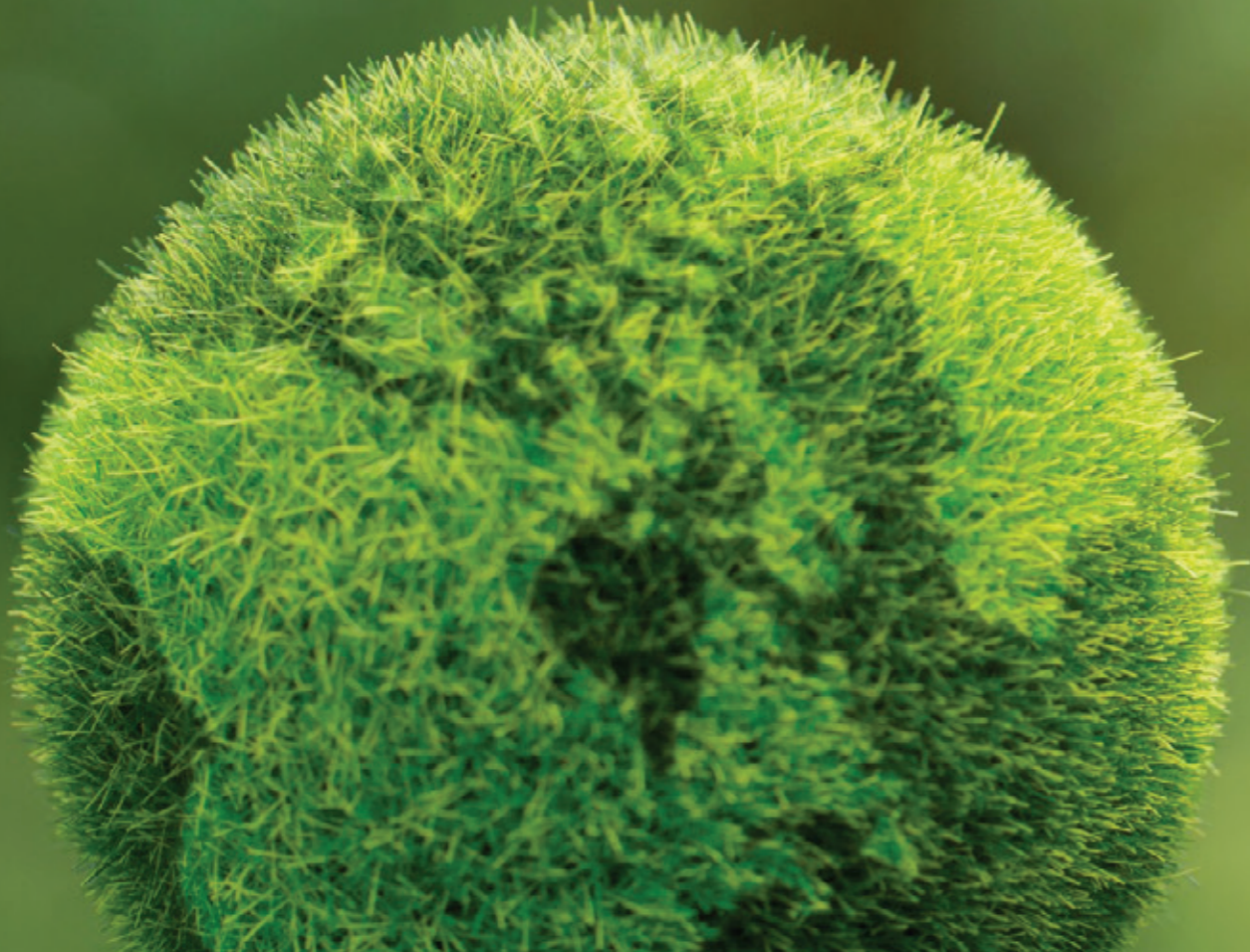
- **ISO Certification:** We have implemented an integrated ISO management system to ensure compliance with international standards in quality, environmental management, and occupational safety.

SUPPLIER RELATIONSHIP MANAGEMENT (GOVERNANCE)

At DYNAMIK, a proactive approach to managing supplier relationships is one of our core business principles. This approach is reflected in our measures to prevent accidents on construction sites. Our communication with contractors on occupational health and safety (OHS) goes beyond legal requirements and is formalized through the demonstrable actions of our OHS engineer.

For DYNAMIK, supplier relationships represent a collaborative opportunity that extends beyond traditional „due diligence.“ Our minimum requirements for health, safety, environmental protection, fair business practices, human rights, and labor standards are outlined in a strategic document - **DYNAMIK HOLDING, a.s. Supplier Code of Conduct**. This Code also governs the due diligence process, ensuring all our suppliers meet our high standards and contribute to our sustainability goals.



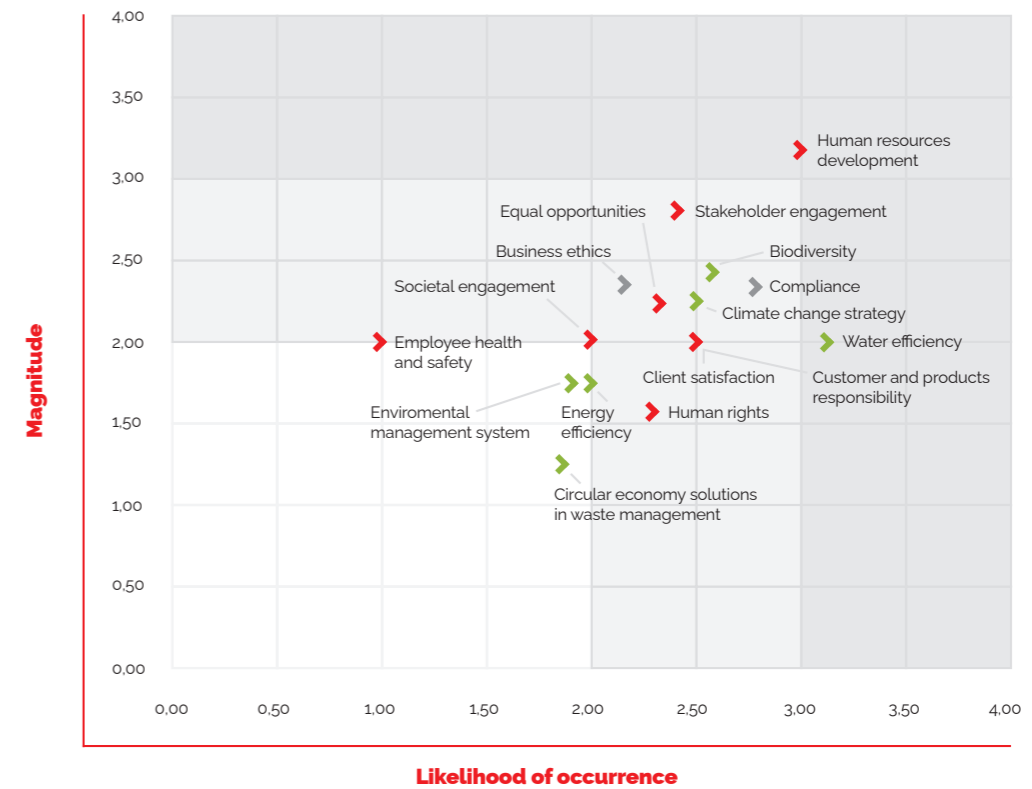


ESG ROADMAP DYNAMIK

The DYNAMIK ESG Roadmap outlines the strategic path for implementing and advancing our ESG strategy. It is based on the findings of a double materiality assessment, with the proposed actions, targets, and monitoring processes designed to bridge the significant gaps identified between the perspectives of internal and external stakeholders in our matrix evaluation.

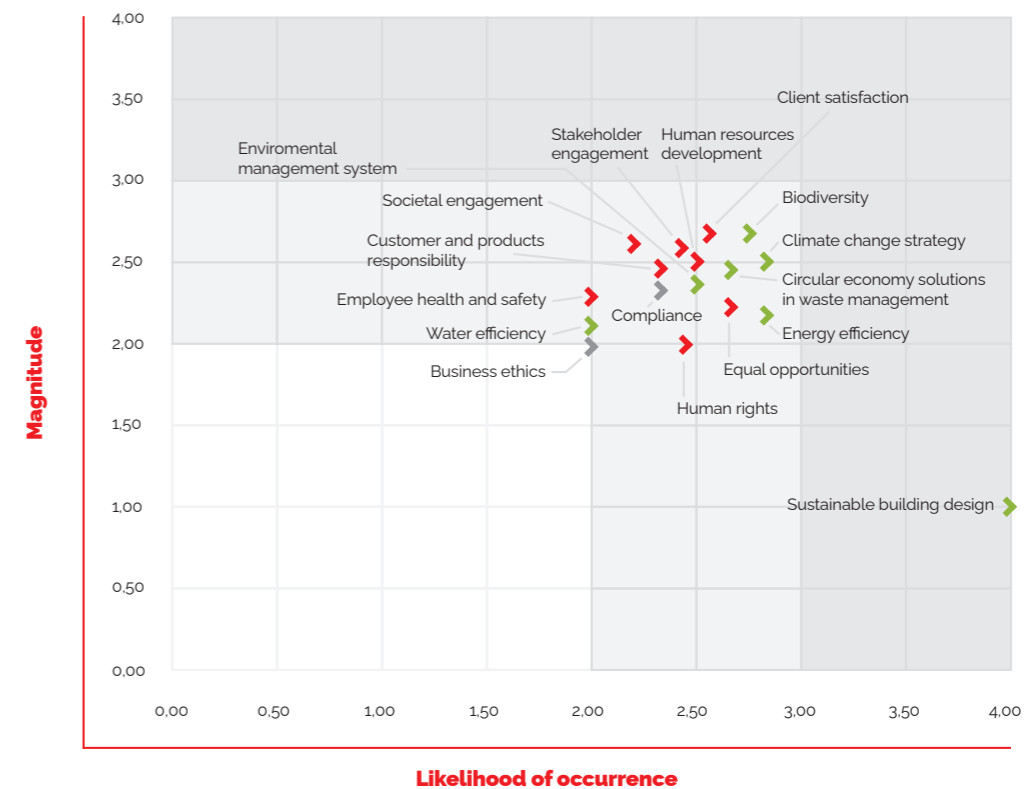
DYNAMIK - Potential financial benefits (Map of opportunities)

➤ Social topic ➤ Environmental topic ➤ Governance topic



DYNAMIK - Potential positive impact (Map of opportunities)

➤ Social topic ➤ Environmental topic ➤ Governance topic



The key future goals for DYNAMIK include:

- Actively promoting sustainability efforts and advocating for energy-efficient solutions among our customers and the general public.
- Collaborating with customers to develop additional sustainable projects, products, and services.
- Actively fostering social responsibility initiatives, with a focus on developing equal opportunity policies.
- Championing stakeholder democracy as a unique aspect of DYNAMIK.

Based on an analysis of DYNAMIK's Opportunity Maps and how they are perceived by internal and external stakeholders, we have developed a roadmap of short-term and long-term goals for implementing our ESG strategy. We have also proposed specific activities, measures, and KPIs to evaluate the achievement of these objectives over time.

SHORT-TERM OBJECTIVES (UP TO 1 YEAR)

1. Increased Customer Satisfaction:

- Conduct regular customer satisfaction surveys.
- Implement improvement measures based on customer feedback.

KPI: Increasing Customer Satisfaction Score (CSAT).
KPI: Number of customer complaints received and resolved.

2. Support for Human Resource Development:

- Organize internal training and workshops to enhance employee professional skills, including expanding the DYNAMIK Academy program to a wider range of employees.

KPI: Number of internal training sessions and workshops held.
KPI: Percentage of staff involved in programs.
KPI: Average number of training hours per employee.

3. Stakeholder Engagement:

- Hold regular meetings with stakeholders to improve communication and collaboration.
- Implement a system to effectively address stakeholder feedback and suggestions.

KPI: Number of internal stakeholder meetings.
KPI: Number and percentage of internal stakeholder suggestions resolved.

4. Social Engagement:

- Maintain and expand partnerships with youth, sports organizations, and organizers of charitable and cultural events.
- Develop collaborations with schools and educational institutions.

KPI: Number of partnerships with sports clubs per year.
KPI: Number of cultural and fundraising events supported per year.
KPI: Number of projects with schools and universities, number of students participating in internships, excursions and professional practices.

5. Adherence to Ethical Standards:

- Strengthen internal controls to ensure compliance with the Code of Ethics.
- Provide regular staff training on ethical standards and regulations.

KPI: Percentage of staff trained on ethical standards.
KPI: Number of ethical issues reported and resolved.

LONG-TERM GOALS (3-5 YEARS)

1. Sustainable Building Solutions:

- Integrate sustainable building principles into all projects.
- Increase the percentage of projects with green building certification.

KPI: Track the company's carbon footprint.

KPI: Percentage of sustainable materials used.

KPI: Report turnover, CapEx, and OpEx compliant with the EU Taxonomy.

2. Climate Strategy:

- Develop and implement a comprehensive climate strategy to reduce the company's carbon footprint.
- Invest in renewable energy and energy efficiency.

KPI: Percentage reduction in carbon emissions.

KPI: Share of energy from renewable sources.

KPI: Number of energy-saving measures implemented.

3. Circular Economy:

- Implement circular economy solutions in waste management.
- Increase the recycling and reuse of building materials.

KPI: Percentage of building materials recycled.

KPI: Number of circular economy solutions implemented.

KPI: Amount of waste reduced through recycling and reuse.

4. Biodiversity Conservation:

- Launch projects that protect and promote biodiversity in the areas where DYNAMIK operates.
- Collaborate with ecological organizations to protect natural habitats.

KPI: Number of collaborations with environmental organizations.

5. Improving Environmental Management:

- Conduct regular audits and monitor environmental performance using EMAS reporting.

KPI: Number of internal and external environmental audits conducted.

KPI: Percentage of environmental targets met.

6. Equality of Opportunity:

- Increase the proportion of women in management positions.
- Implement programs that promote diversity and equal opportunities in the workplace.

KPI: Percentage of women in management roles.

KPI: Number of diversity and equal opportunity programs.

KPI: Employee satisfaction score on equal opportunities.

7. Protection of Human Rights:

- Strengthen mechanisms for protecting human rights throughout the supply chain.
- Provide regular human rights training and education for staff.

KPI: Number of human rights trainings.

KPI: Number of reported and addressed human rights violations.



DYNAMIK[®]

Master of construction **since 1990**