



**WE INVEST IN SMART
INDUSTRIAL PARKS FOR
A SUSTAINABLE FUTURE**



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ABOUT US

We are an investment company providing world-class infrastructure for business in Europe. Since 2011, we have built one of the greenest portfolios of modern industrial parks for global brands in e-commerce, logistics and light manufacturing.

We invest not only in the construction of new projects, but also in the revitalisation of neglected brownfield sites, the number of which is constantly growing in our portfolio. We strive to set an example in business as well as in corporate social responsibility. As part of our corporate culture, we are committed to being a trusted and responsible partner and a good neighbour.

In 2014, we established the Accolade Industrial Fund, an industrial real estate fund for qualified investors, building a solid position among the largest real estate funds in Europe.



ACCOLADE IN NUMBERS

- ▶ LAND DEVELOPER
- ▶ INVESTOR
- ▶ FUND ADMINISTRATOR
- ▶ CORPORATE RESPONSIBILITY
- ▶ FIRST-CLASS INFRASTRUCTURE
- ▶ 8 COUNTRIES

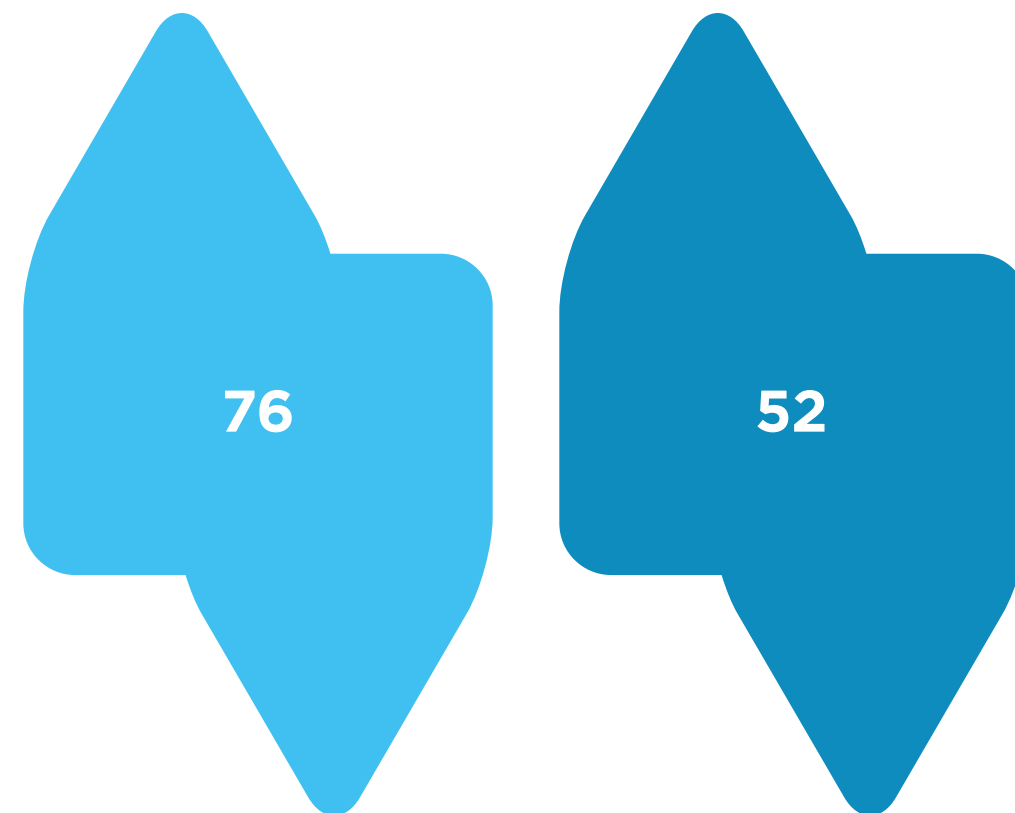
"INVESTING IN BUSINESS INFRASTRUCTURE IN EUROPE"

● ACCOLADE ● ACCOLADE INDUSTRIAL FUND

MANAGED PORTFOLIO
3,4 mil. sq m



126 INDUSTRIAL BUILDINGS



203 TENANTS



€ **3 bil. EUR**
in asset value

⚙️ **19 REVITALIZED INDUSTRIAL AREAS**
1,100,797 sq m of revitalized brownfields - 32% of our portfolio

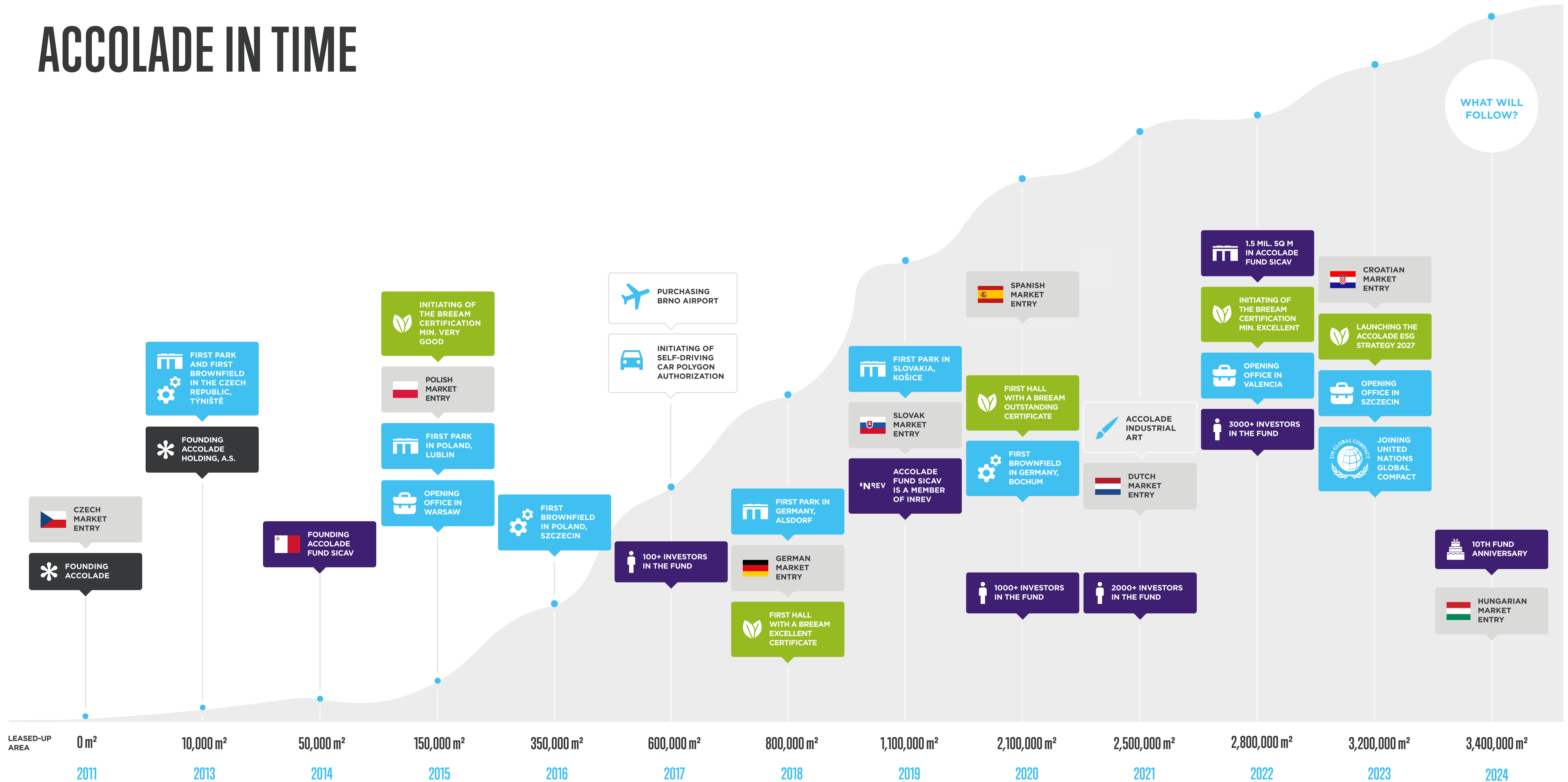
🏛️ **62 PARKS**

🌱 **BREEAM** and friendly approach to the environment. From 2020 onwards at least at the "Excellent" level.

✈️ **WE OWN THE INTERNATIONAL AIRPORT BRNO-TUŘANY**

The values include building and tenant overlaps between Accolade Industrial Fund and Accolade Holding, a.s. and should be interpreted with this in mind.

ACCOLADE IN TIME



WHAT WILL FOLLOW?



OUR VISION



Our goal is to expand our diversified portfolio of industrial properties to new strategic locations in Europe.

We focus on building modern industrial parks with a high share of revitalized brownfield sites that comply with the highest environmental standards. Through our expertise, we actively contribute to the development and economic growth of regions. Sustainable and responsible development of modern infrastructure in Europe, with a view to future generations, remains our top priority.

At the same time, we are a transparent financial institution that drives asset value for our investors.

 **TOP LOCATIONS**




 **FIRST-CLASS TENANTS**

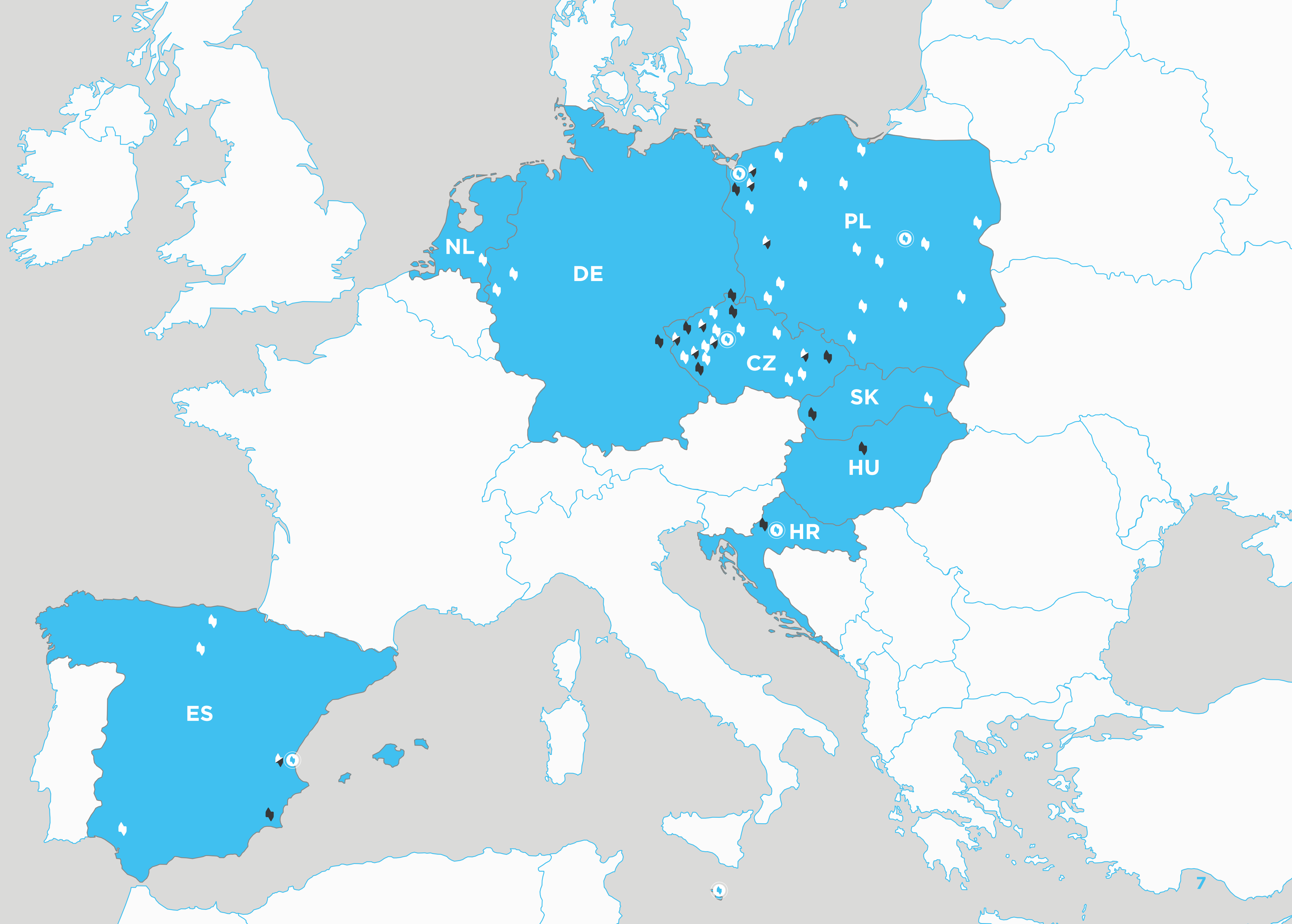
 **SUSTAINABLE BUILDINGS**

 **SATISFIED INVESTORS**

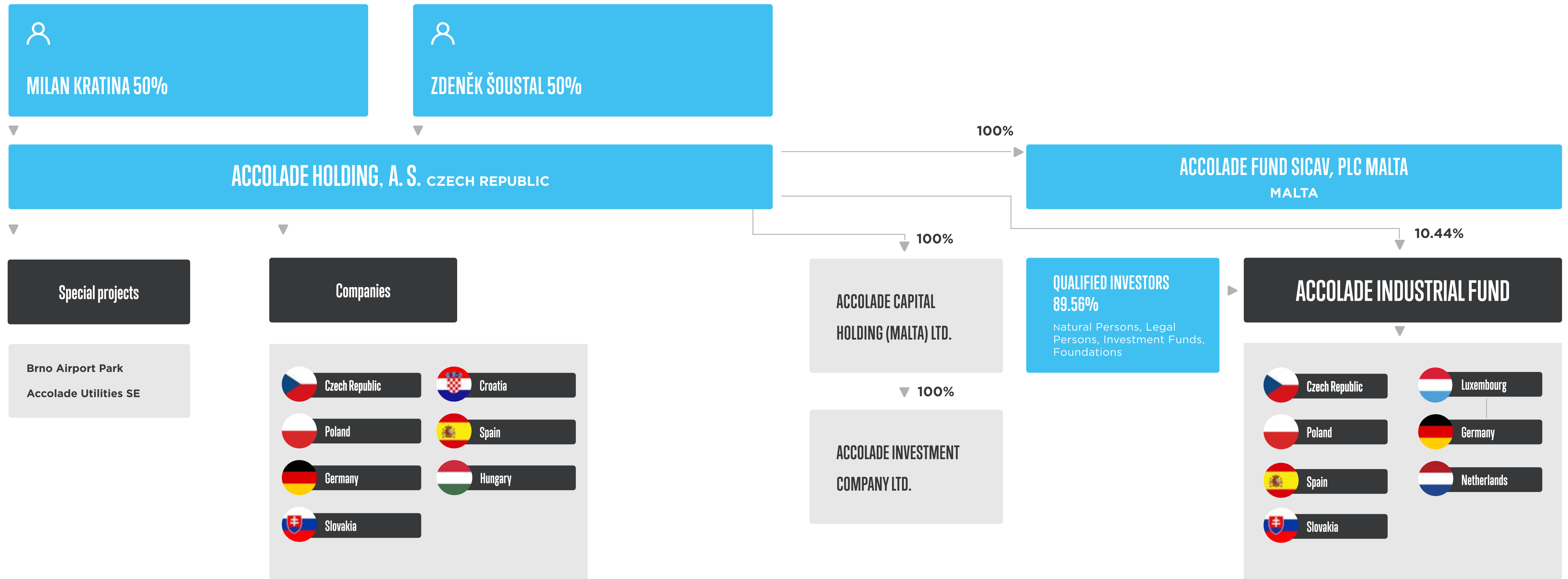


ACCOLADE IN EUROPE

-  OFFICE
-  OUR PARKS
-  PLANNED PARKS



ORGANIGRAM



ACCOLADE TEAM



KEY PEOPLE



MILAN KRATINA

CEO, Member of the Board

Thanks to a team of talented professionals, he has built a company that is a leader in the industrial property market.



TOMÁŠ PROCHÁZKA

Chief Financial Officer

Responsible for finance, accounting and project financing.



JIŘÍ STRÁNSKÝ

Head of Development

His team can develop unknown locations into centres that attract even the most famous worldwide brands.



JITKA BORTLÍČKOVÁ

Group Legal Counsel

Responsible for shaping and safeguarding Accolade's legal landscape, covering existing and prospective markets.



MICHAELA VLASÁKOVÁ

HR Director

Responsible for strategic planning and implementation of all aspects of Human Resources in the organization



ZDENĚK ŠOUSTAL

Member of the Board

Involved in strategic management and communication with key partners.



LUKÁŠ RÉPAL

Chief Operating Officer

Leads the business and strategic management with a focus on developing foreign markets including all key activities.



TOMÁŠ HANÁČEK

Head of Business Development

Responsible for raising funds for the Accolade Industrial Fund and development of distribution network.



JOANNA SINKIEWICZ

Group Commercial Director

Oversees asset management and marketing, driving efficiency across Accolade's global operations.



EDUARD PIÑOS

Chief Marketing Officer

Responsible for developing and implementing the company's marketing strategy to increase brand awareness.

WHAT WE DO

UNIQUENESS OF OUR PARKS



STRATEGIC POSITION WITH QUALITY INFRASTRUCTURE



TENANTS OF WORLD BRANDS FROM E-COMMERCE, LOGISTICS AND PRODUCTION



THE REBUILDING OF TRADITION - REVITALIZATION OF THE BROWNFIELDS



SUPPORTING THE REGION'S ECONOMIC AND SOCIAL GROWTH



MODERN ENVIRONMENTALLY FRIENDLY BUILDINGS



THE HIGHEST TECHNICAL STANDARDS OF MODERN CONSTRUCTION



LOCATION IS KEY

The turbulent events of the last decade have had a major impact not only on socio-economic trends. When selecting new locations, we do not only focus on proximity to major European markets, quality infrastructure and good supply of sufficient skilled talent. We must also take into account the importance of nearshoring and friendshoring, energy security and self-sufficiency or reducing our carbon footprint.

All these aspects influence the choice of the right location, which is the key to the success of our business.

Not only do we manage to keep up with the current trends, but to always be one step ahead. We choose the sites of the future.



OUR TENANTS

Our portfolio of tenants is evenly split between e-commerce, logistics and light production manufacturing. With this diversified portfolio, we reduce economic risks, driving stability and flexibility, as well as protecting our investors.

MANUFACTURING

01

RETAIL
& E-COMMERCE

02

03

LOGISTICS



TAILOR-MADE PARKS FOR GLOBAL BRANDS

We attract global brands from the light manufacturing, logistics and e-commerce sectors to our modern and sustainable parks. We build parks tailored to each tenant and are able to meet even the most specific requirements.



CAREFULLY SELECTED LOCATION

A good location has always been the key to our success. We carefully select locations that offer quality infrastructure and can boast a long industrial tradition. Our parks often replace old manufacturing sites that we have revitalized and given a new purpose.



BUILT IN HARMONY WITH NATURE

We build parks in a considerate way and minimize environmental impacts. We are reducing our carbon footprint, using sustainable technologies, incorporating smart solutions to ensure energy saving and water conservation. Our projects are certified according to DGNB and BREEAM standards, where we always aim to achieve a rating of at least "Excellent".



GOOD NEIGHBOUR

In the communities where we operate, we work with municipal governments to support civic amenities and local development. Our goal is to be a responsible partner, a good neighbor and overall to make the regions a better place to live.



ESG



ENVIRONMENTAL

WE INVEST AND DO BUSINESS IN A MANNER THAT IS CONSISTENT WITH THE PROTECTION OF THE ENVIRONMENT



SOCIAL

WE SUPPORT THOSE WHO NEED OUR HELP AND ENSURE SUITABLE CONDITIONS OF EMPLOYMENT



GOVERNANCE

OUR PRIORITY IS A TRANSPARENT AND FAIR APPROACH TO INVESTORS, TENANTS, AND BUSINESS PARTNERS

ENVIRONMENTALLY FRIENDLY CONSTRUCTION



EMPHASIS ON REVITALIZATION OF NEGLECTED BROWNFIELDS

Maintaining biodiversity and ecological balance is crucial, which is why we endorse the revitalization of abandoned brownfields that have a significant industrial heritage.

Brownfields account for 32% of the group portfolio.



BUILDINGS' LIFE CYCLE ANALYSES

A building's life cycle analysis (LCA) is a comprehensive assessment of the environmental impact of a building, from the raw materials and construction processes used to build it, to its operation, maintenance, and eventual demolition or disposal.



REDUCING OUR CARBON FOOTPRINT

Our industrial parks are designed with the intent of contributing to reducing our carbon footprint in mind. Solar and photovoltaic panels on the roofs of halls support the transition to clean energy sources and reduce greenhouse gas emissions. Charging stations for electric vehicles eliminate dependence on fossil fuels and support a more sustainable and efficient future. The white roof membrane reflects sunlight and reduces the amount of heat absorbed by the roof and building by 50%.

WE IMPROVE THE SURROUNDINGS OF OUR PARKS



STORMWATER INFILTRATION/DETENTION IMPROVING THE CONDITION OF GROUNDWATER

We support the sustainable water management practises with systems for stormwater infiltration and detention installed in our parks. They enhance the local environment by improving water quality, recharging groundwater, and reducing the risk of flooding.



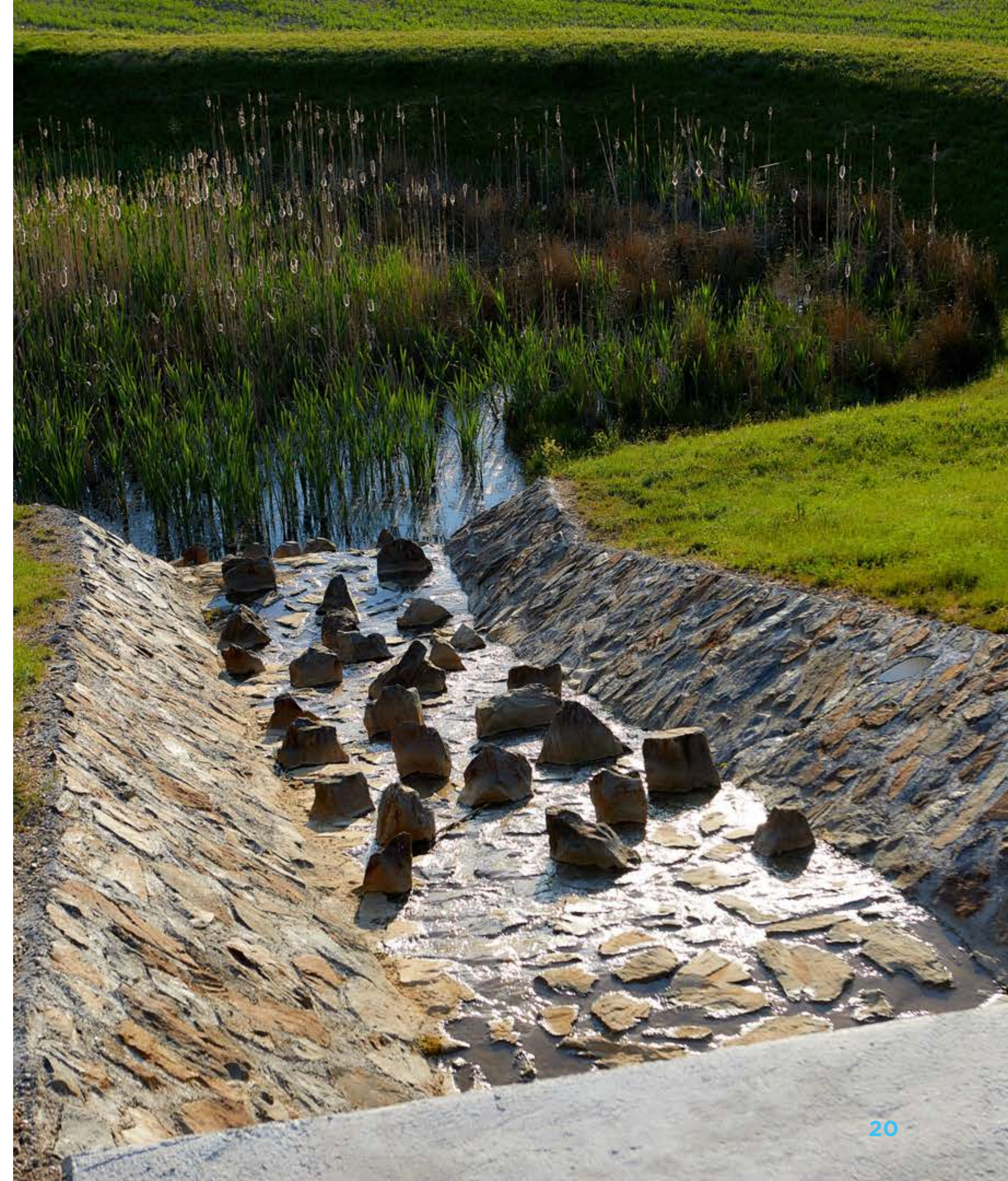
MEADOWS REPLACING LAWNS REQUIRING WATERING

We dedicate some green areas in our parks to meadows and wildflowers to reduce the use of resources and to provide. A greater variety of habitats for wildlife, support a greater diversity of species, improve soil health and reduce maintenance needs.



BEEHIVES, LIZARD HABITATS AND INSECT HOTELS




Beehives, lizard habitats, and insect hotels are not just aesthetic elements in our parks. They provide a refuge for a variety of species, thus promoting biodiversity.



INVESTING IN QUALITY AND MODERN TECHNOLOGY

At Accolade, we comply with the principle of responsible investments with respect for the world around us. We plan our projects in a manner that ensures their compliance with the highest standards of the internationally accepted BREEAM sustainable approach certification.

BREEAM CERTIFICATION GUARANTEES

-  High level of environmental friendliness
-  Suitable working conditions for employees
-  Energy self-sufficiency of buildings

Health, safety, and environmental risks are monitored prior to and throughout the development of our projects. As of 2020, all new Accolade projects have certification of “Excellent” or higher.

Since 2020, we have received the highest BREEAM rating of “Outstanding” a total of 7 times.

BREEAM	OUTSTANDING	EXCELLENT	VERY GOOD	GOOD	TOTAL
BREEAM PROJECTS	436,049 sq m	949,642 sq m	1,118,323 sq m	199,670 sq m	2,703,684 sq m

DGNB*	PLATINUM	GOLD	SILVER	BRONZE	TOTAL
DGNB PROJECTS		27,598 sq m			27,598 sq m

*In Germany, we are pursuing the DGNB certification there, which takes into account the entire project life cycle and overall project performance.



ONE OF THE GREENEST PORTFOLIOS IN EUROPE



Historically, Accolade has been the first entity in the Czech Republic and Poland to receive the prestigious BREEAM sustainable construction certificate with an Outstanding rating for a new industrial building. Although, statistically, only three percent of all buildings in the market that undergo the BREEAM certification receive the highest rating, there are as many as seven such properties in Accolade's portfolio. In 2020, this rating was awarded to a building in the revitalized complex of the former machinery factory in Cheb, which was dubbed the most environmentally-friendly industrial building in the world at the time it was completed. Since then, we were able to complete six additional projects with the same certification, specifically in Stríbro, Kojetín, Szczecin, Konin and Cheb. One of the buildings in Cheb received the highest score and is currently the most environmentally friendly industrial building in the world.

The buildings must comply with the highest standards of water management as well as carbon footprint and energy consumption reduction.



PARK KOJETÍN



PARK STRÍBRO



PARK SZCZECIN III



THE HIGHEST SCORE IN BREEAM INTERNATIONAL NEW CONSTRUCTION

94.2%

A modern industrial facility at Park Cheb South has become the most environmentally friendly industrial building in the world. The building has received an Outstanding rating and a record score of 94.2 percent according to the prestigious BREEAM International New Construction sustainability certification. The facility has a total area of 40,000 square metres. Most of the building's space is leased by AUTODOC, a German online seller of automotive components, which currently operates in 27 European countries and employs approximately 5,000 people in ten countries.

SUSTAINABLE FEATURES:

- ▶ Over 85% construction waste saved from landfills.
- ▶ Energy-efficient: 59.2% reduction in primary energy consumption.
- ▶ Water-saving measures reducing potable water use by 85%.
- ▶ Roof ready for photovoltaic power plant installation.



WE ARE A SOCIALLY RESPONSIBLE PARTNER



GOOD NEIGHBOUR

We care about the surroundings of where we operate. We work with local governments, supporting amenities, bringing new jobs and contributing to overall local development. We invest in local communities through undertakings such as educational, sporting and charitable organizations, build infrastructure and participate in the restoration of green areas by planting trees in public spaces.



LONG-TERM SUPPORT FOR CHARITY PROJECTS

We see it as an important mission to help those who have been less fortunate in life. That's why since the very start we have been working with several non-profit organizations that offer help to people who suffer from mental health disorders or complex disabilities, as well as psychiatric illnesses. We also partner with several foundations that focus on helping children in need.



SUPPORT FOR SCIENCE, CULTURE AND SPORT

We invest in science, education, culture and sport. We believe that scientific knowledge is the driving force behind every successful company and an important foundation for modern business. That's why we support science directly and contribute to the best scientists for their valuable research. At the same time, we do not neglect sports organisations. We have a long-standing commitment to the development of sport in our localities and beyond.

A COMPANY CULTURE OF RESPONSIBILITY



EQUAL OPPORTUNITIES, TRANSPARENCY AND PROFESSIONALISM

We follow a clear strategy and we are transparent. Responsibility in dealings with business partners, investors and employees will always be our first priority. We behave in a professional, open manner and always play by the rules.



UNITED NATIONS GLOBAL COMPACT

Another step towards a fairer and more responsible future is our participation in the United Nations Global Compact. We have adopted ten binding principles describing an ideal model of action in the areas of human rights, working conditions, the environment and anti-corruption.



CRIMINAL COMPLIANCE PROGRAM

At the same time, we have a Criminal Compliance Program, which consists of a Criminal Compliance Code and a Code of Ethics. The documents contain measures to prevent the commission of criminal or unethical conduct for all persons operating within Accolade.

ACCOLADE
INDUSTRIAL
FUND

ORGANIGRAM

 MILAN KRATINA 50%

▼ 50% shares and 50% voting rights

 ZDENĚK ŠOUSTAL 50%

▼ 50% shares and 50% voting rights

ACCOLADE HOLDING A. S. UNREGULATED ENTITY

▼ 100% founder shares and 100% voting rights

ACCOLADE FUND SICAV P.L.C. (AIF)

ENTITY REGULATED BY MALTA FINANCIAL SERVICES AUTHORITY

BOARD MEMBERS

Milan Kratina
Chris Casapinta
Malcolm St. John
Zdeněk Šoustal

LEGAL AND JUDICIAL REPRESENTATION

Two directors acting jointly

Sub-fund

Assets, liabilities and equity of Accolade Industrial Fund are separate from those of Accolade Fund SICAV p.l.c.

Investor shares - held by investors in Accolade Industrial Fund

Founder shares - held by Accolade Holding, a.s. in Accolade Fund SICAV p.l.c.

ACCOLADE INDUSTRIAL FUND

ENTITY REGULATED BY MALTA FINANCIAL SERVICES AUTHORITY

Investment management agreement

▼ 100% shares and 100% voting rights

ACCOLADE CAPITAL HOLDING (MALTA) LIMITED

UNREGULATED ENTITY

BOARD MEMBERS

Milan Kratina
Zdeněk Šoustal

LEGAL AND JUDICIAL REPRESENTATION

Two directors acting jointly

▼ 100% shares and 100% voting rights

ACCOLADE INVESTMENT COMPANY LIMITED

ENTITY REGULATED BY MALTA FINANCIAL SERVICES AUTHORITY

BOARD MEMBERS

Milan Kratina
Zdeněk Šoustal
Alexia Farrugia
Joseph Falzon
Sandro Bartoli

COMPANY SECRETARY

Nicole Demicoli

LEGAL AND JUDICIAL REPRESENTATION

Two directors acting jointly

BOARD MEMBERS

Petr Posker
Milan Kratina
Steven Tedesco
Marica Tedesco

VALUATION COMMITTEE

Zdeněk Šoustal
Tomáš Novotný

MONEY LAUNDERING REPORTING OFFICIER

Alexia Farrugia

COMPLIANCE OFFICER

Domenic Azzopardi

REMUNERATION OFFICER & DIRECTOR CHARGED WITH SUPERVISION OF RISK MANAGEMENT FUNCTION

Sandro Bartoli

RISK MANAGER

Keith Huber



OUR INDUSTRIAL REAL ESTATE FUND

The main objective of our industrial fund is the long-term appreciation of our investors' assets. It succeeds mainly thanks to a well-established conservative strategy and a very effectively diversified portfolio. At the same time, however, these investments create space for further industrial revolution and the opportunity to participate in the development of a sustainable future in Europe.

01

INVESTMENTS IN THE FUND

Both individuals and legal entities can invest in the Fund. The minimum investment is EUR 75,000 (or a CZK equivalent) with an investment horizon of five years.

04

PAYMENT OF INVESTMENT WITH PROFIT

On expiry of the investment horizon, you can decide whether you want your investment paid out including any appreciation, or reinvest your funds or a part thereof.



03

RENTAL PAYMENTS

The Fund collects the rents, generating the revenue for the investors. The regular rent payment is always guaranteed by a bank guarantee, the parent company of the lessee, or a security deposit. The rent is indexed on an annual basis.

02

PURCHASE OF FULLY RENTED INDUSTRIAL BUILDINGS

The Fund only invests in fully rented buildings with solvent tenants. The tenant portfolio consists of stable international companies, primarily in the fields of manufacturing, logistics, and e-commerce.



WHY INVEST WITH ACCOLADE?

- ▶ Expected return on shares of the fund of more than 7% p.a.
- ▶ Average lease term is more than 7 years per sq m
- ▶ Conservative strategy based on lease payments (we do not speculate on real estate price)
- ▶ Valuation four times a year
- ▶ Upon acquisition by the Fund, the property is 100% leased
- ▶ Minimum first investment EUR 75,000 or CZK 2 million
- ▶ Lease payments guaranteed by security deposits, by bank or corporate company or its combination
- ▶ Transparent fee structure
- ▶ Sale of shares possible not earlier than after five years

DIVERSIFICATION IS KEY

01 GEOGRAPHICAL LOCATION OF PARKS



02 TENANTS OF WORLD BRANDS FROM DIFFERENT SECTORS

MANUFACTURING



LOGISTICS



RETAIL & E-COMMERCE



03 WIDE SPECTRUM OF FINANCING BANKS



OUR PARKS

EXAMPLES OF OUR PARKS

CZECH REPUBLIC



PARK BRNO AIRPORT



PARK TEPLICE SOUTH



PARK PRAGUE AIRPORT II



PARK CHĚB

EXAMPLES OF OUR PARKS

POLAND



PARK GORZÓW WIELKOPOLSKI I



PARK SZCZECIN I



PARK CZĘSTOCHOWA



PARK BIAŁYSTOK I

EXAMPLES OF OUR PARKS

GERMANY



BTS BOCHUM



BTS ALSDORF

SLOVAKIA



PARK KOŠICE AIRPORT

EXAMPLES OF OUR PARKS

SPAIN



BTS SEVILLA



PARK VALENCIA PICASSENT

EXAMPLES OF OUR PARKS

NETHERLANDS



PARK ROERMOND



EXAMPLES OF OUR PREPARED PARKS

CZECH REPUBLIC



PARK ČESKÁ LÍPA

POLAND



PARK SZCZECIN IV



PRAGUE BUSINESS PARK

SPAIN



PARK VALENCIA ALZIRA

ACCOLADE HOLDING, A. S.

www.accolade.eu

ACCOLADE FUND SICAV P.L.C.

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CROATIA

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