



**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

 **19 REVITALIZED INDUSTRIAL AREAS**  
1.1 mil. sq m of revitalized brownfields - 32% of our portfolio

 **62 PARKS**

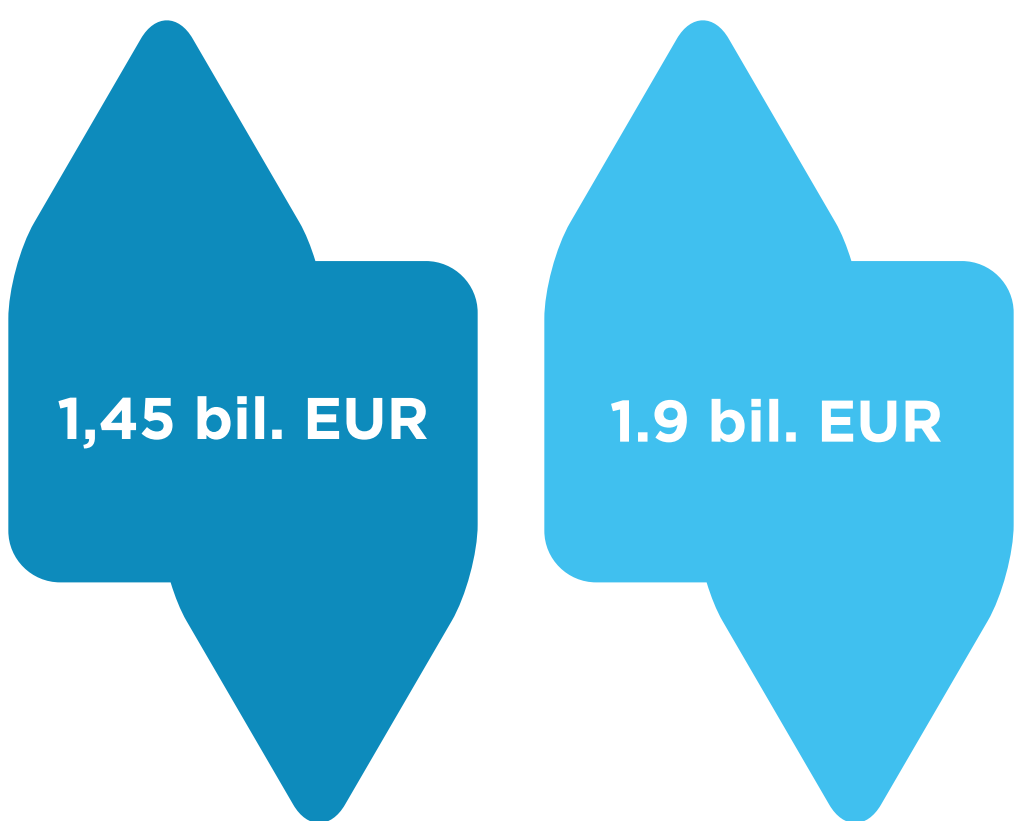
 **BREEAM** and friendly approach to the environment. From 2020 onwards at least at the "Excellent" level.

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

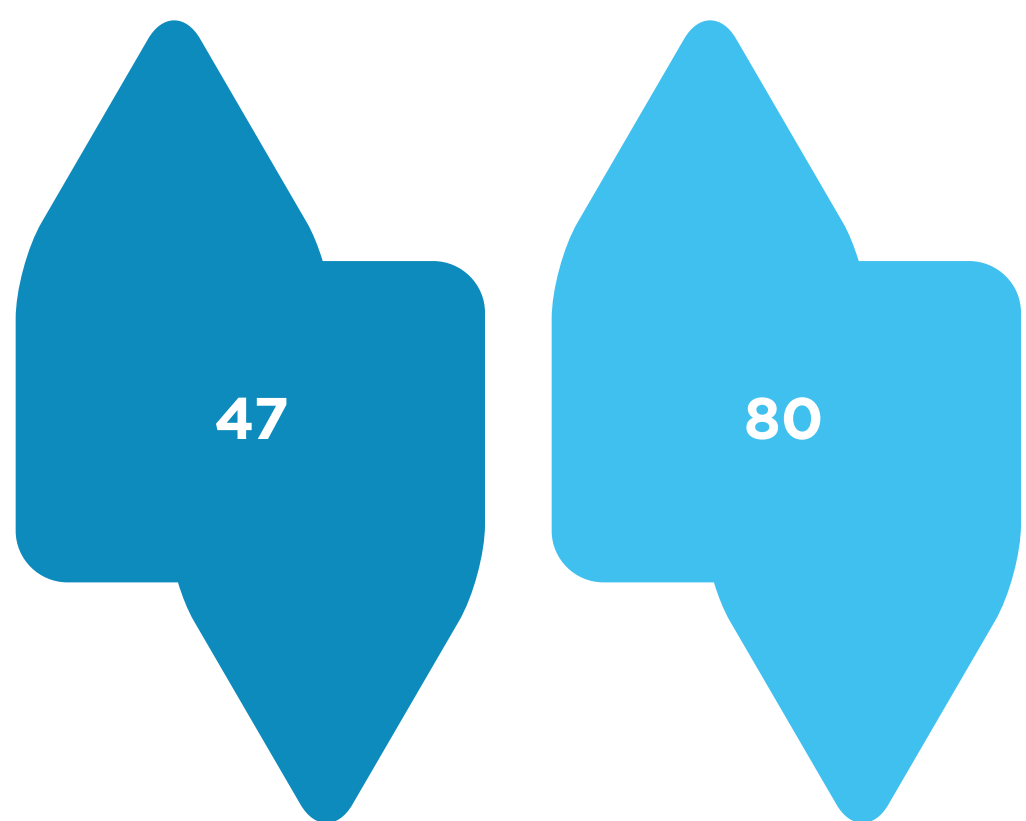
**MANAGED PORTFOLIO**  
3.57 mil. sq m



**3.35 bil. EUR OF ASSET VALUE**



**126 INDUSTRIAL BUILDINGS**

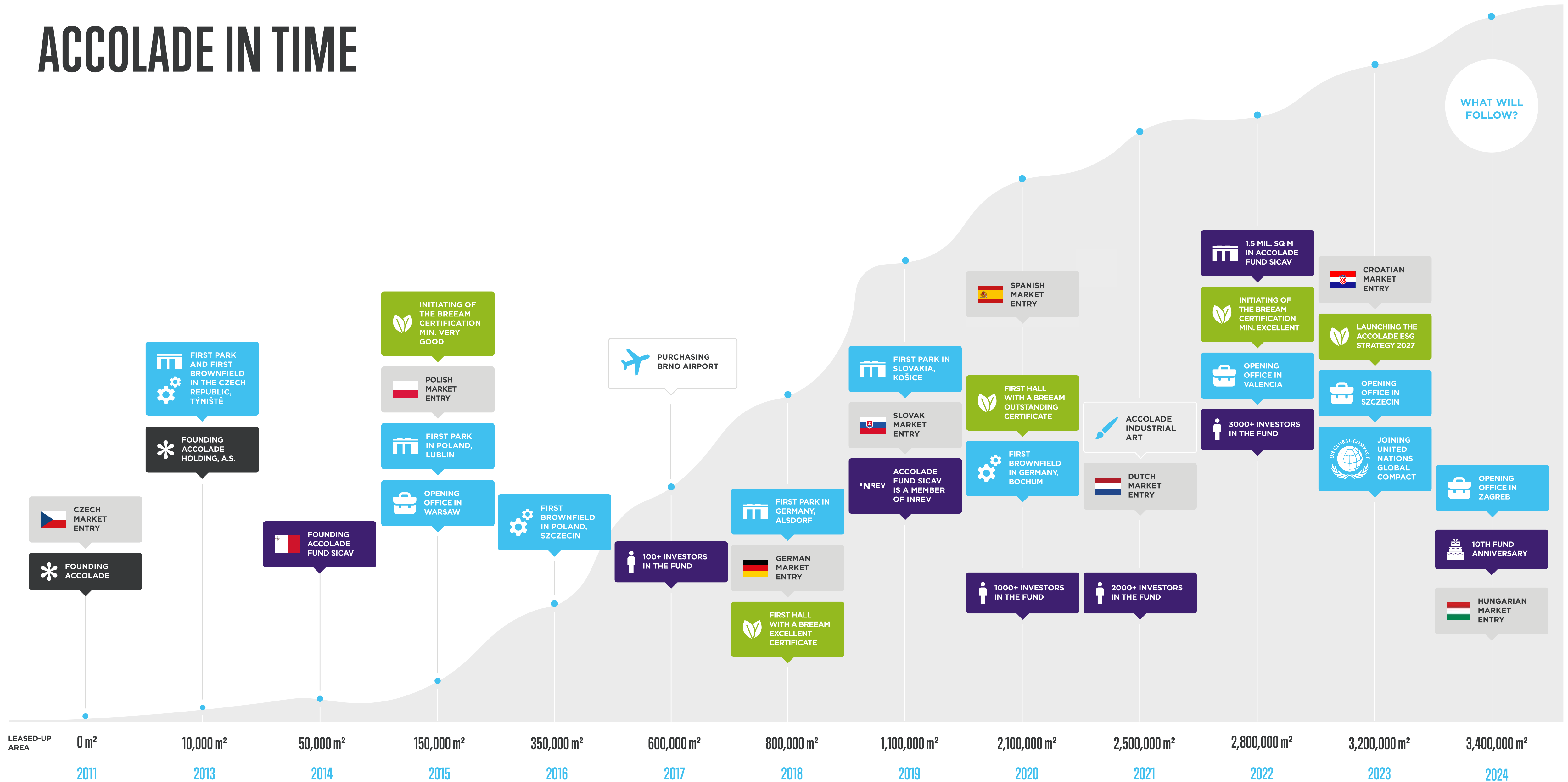


**213 TENANTS**





# ACCOLADE IN TIME





# 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**

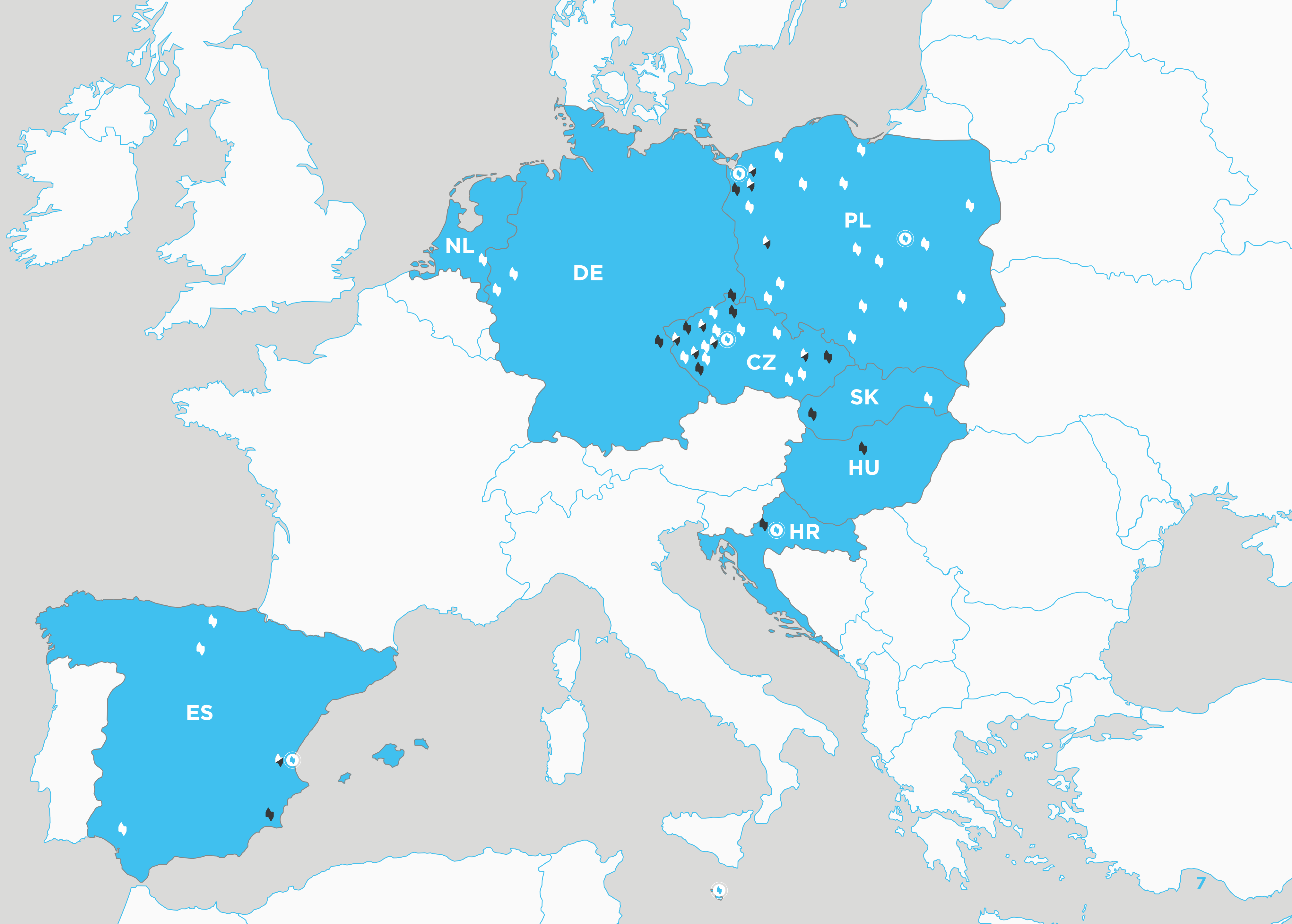
 **FIRST-CLASS TENANTS**

 **SUSTAINABLE BUILDINGS**

 **SATISFIED INVESTORS**

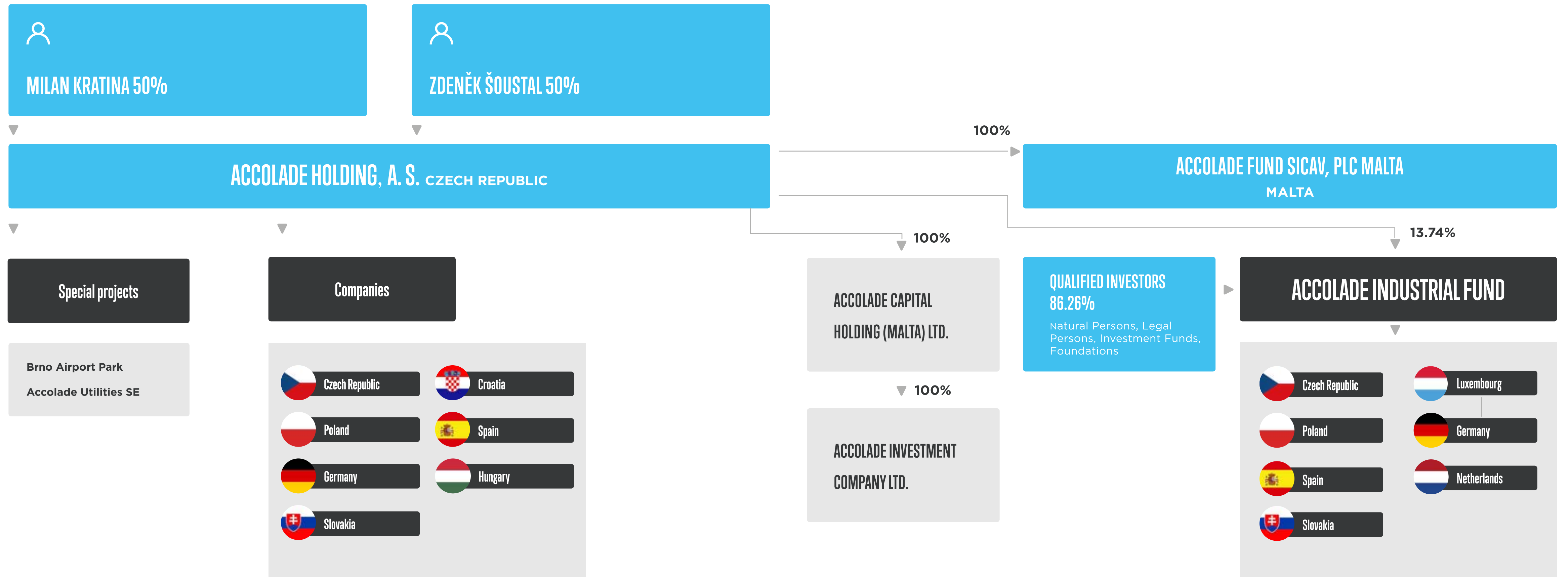








# ORGANIGRAM





# 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.



**ZDENĚK ŠOUSTAL**

Member of the Board

Involved in strategic management and communication with key partners.



**TOMÁŠ PROCHÁZKA**

Chief Financial Officer

Responsible for finance, accounting and project financing.



**LUKÁŠ RÉPAL**

Chief Operating Officer

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



**JIŘÍ STRÁNSKÝ**

Head of Development

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



**TOMÁŠ HANÁČEK**

Head of Business Development

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



**MICHAELA VLASÁKOVÁ**

HR Director

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



**JOANNA SINKIEWICZ**

Group Commercial Director

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



**JITKA BORTLÍČKOVÁ**

Group Legal Counsel

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



**EDUARD PIÑOS**

Chief Marketing Officer

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



**IVANA BARAC**

Commercial Director

Responsible for Accolade operations in the Croatian market.

# 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.



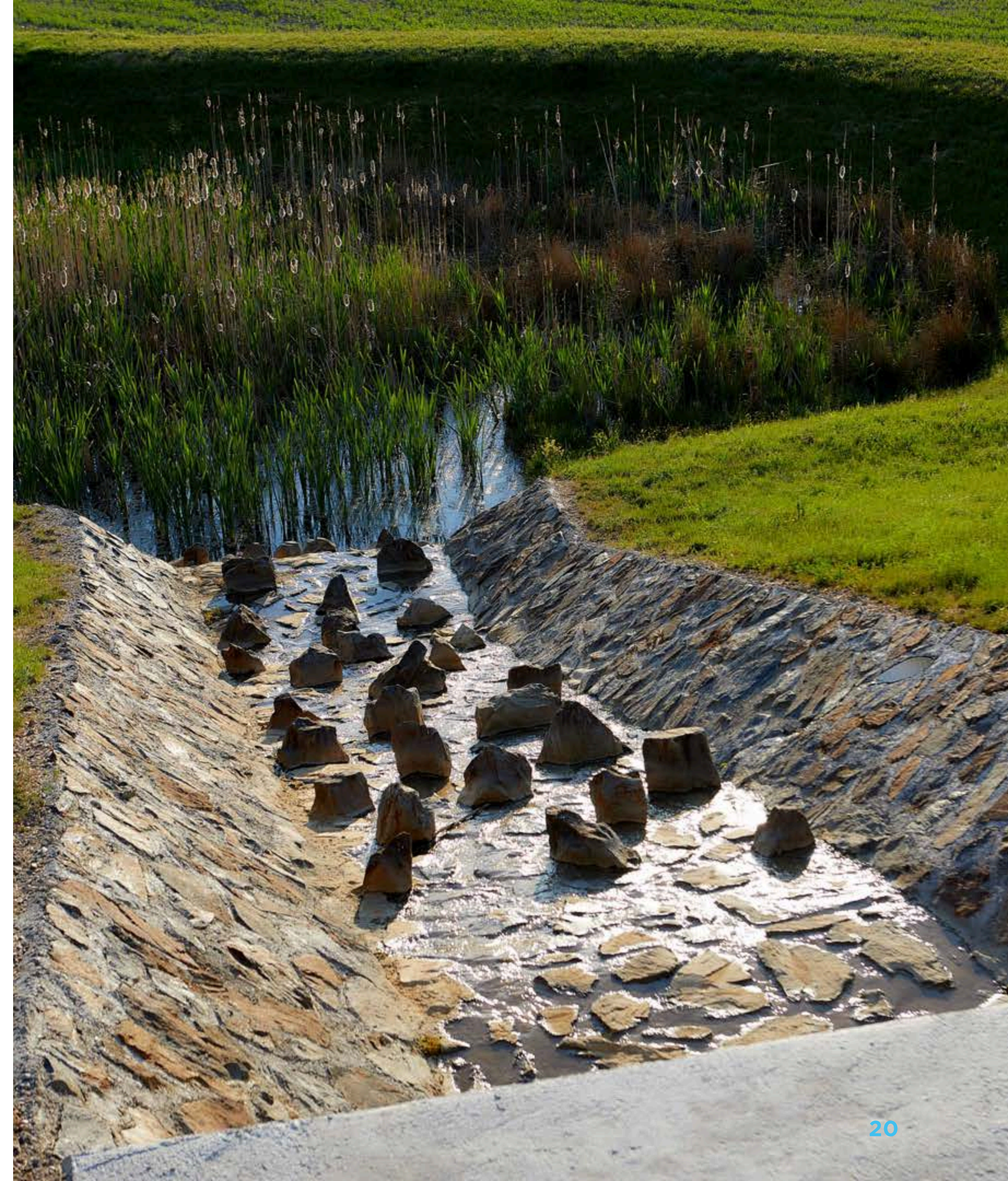
## MEADOWS REPLACING LAWNS REQUIRING WATERING

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
<b>BREEAM PROJECTS</b>	441,405 sq m	991,816 sq m	1,118,337 sq m	199,670 sq m	2,751,228 sq m

DGNB*	PLATINUM	GOLD	SILVER	BRONZE	TOTAL
<b>DGNB PROJECTS</b>		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.



**ACCOLADE FUNDS 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%

 ZDENĚK ŠOUSTAL 50%

▼ 50% shares and 50% voting rights

▼ 50% shares and 50% voting rights

## ACCOLADE HOLDING A. S. UNREGULATED ENTITY

▼ 100% founder shares and 100% voting rights

▼ 100% 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

### 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

Agnieszka Niezgodzka  
Martin Šidák  
Chris Casapinta

#### 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

Investment management agreement

#### 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





# 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



ACCOLADE FUNDS PARK TEPLICE SOUTH



ACCOLADE FUNDS PARK PRAGUE AIRPORT II



PARK CHEB



# EXAMPLES OF OUR PARKS

## POLAND



PARK GORZÓW WIELKOPOLSKI I



PARK SZCZECIN I



PARK CZĘSTOCHOWA



PARK BIAŁYSTOK I



# EXAMPLES OF OUR PARKS

## GERMANY



PARK BOCHUM



PARK ALSDORF

## SLOVAKIA



PARK KOŠICE AIRPORT



# EXAMPLES OF OUR PARKS

SPAIN



PARK SEVILLA



PARK VALENCIA PICASSENT



# EXAMPLES OF OUR PARKS

## NETHERLANDS



PARK ROERMOND





# EXAMPLES OF OUR PREPARED PARKS

## CZECH REPUBLIC



PARK ČESKÁ LÍPA



PRAGUE BUSINESS PARK

## POLAND



PARK SZCZECIN IV

## SPAIN



PARK VALENCIA ALZIRA



**ACCOLADE HOLDING, A. S.**

[www.accolade.eu](http://www.accolade.eu)

**ACCOLADE FUND SICAV P.LC.**

[www.accolade.eu/en/fund](http://www.accolade.eu/en/fund)

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