

DYNAMIK®
Master of construction since 1990





SUSTAINABILITY REPORT 2024





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FOREWORD

Dear Sirs and Madams,

We are proud to present our second Sustainability Report, which follows on from the commitment we made when we published our first report last year. As a family-owned company operating in the construction sector, DYNAMIK HOLDING continues to fulfil its vision of setting an example for other companies in an industry that is traditionally perceived as conservative and having a significant environmental and social impact. Our goal remains to show that even in this segment, it is possible to do business responsibly, transparently and with an eye to the future.

This report represents not only the continuous strengthening of our commitment to sustainable business, but also our efforts to further improve our processes, results and approaches within the framework of our environmental, social and governance (ESG) strategy. We see sustainability as a natural part of our business philosophy – not as an obligation, but as a value that shapes every decision we make.

Today, our family business is built on **four key values**: honesty, sustainability, transparency and long-term commitment. These values are our compass and form the basis of the DYNAMIK HOLDING culture, which guides us in our daily activities and the strategic direction of the company.

Honesty remains the foundation of all our relationships – with customers, partners and the communities in which we operate. We believe that only through honest and ethical behaviour can trust and long-term partnerships be built.

For us, **sustainability** means actively striving to minimise the negative impact of our activities on the environment while seeking solutions that contribute to protecting the planet. In the construction industry, we see this responsibility as an integral part of our work and systematically reflect it in our projects and internal processes.

We consider **transparency** to be an essential condition for trust. Our ambition is to communicate openly and provide clear and truthful information about our activities, successes and challenges.

Long-term comittment represents a commitment to make decisions with the future in mind and to build stable, trust-based relationships throughout the value chain. We strive to ensure that our business and projects not only meet current requirements, but are also prepared for the challenges of the future. This approach strengthens the company's resilience and supports its sustainable growth.

The publication of this second Sustainability Report confirms that our commitment is not a one-off gesture, but a long-term path of responsible growth. We want to continue to demonstrate that we understand the challenges associated with our activities and actively address them in order to contribute to a better and more sustainable world.

In 2025, we plan to focus even more intensively on the strategic direction of our company. We will focus on deepening sustainable principles in company management, strengthening our environmental and social responsibility, and developing processes that support long-term stability and growth. Our ambition is to create a solid foundation for the company's further progress towards greater transparency, efficiency and the values on which our business story is based.

We believe that this report will provide you with a comprehensive overview of our activities, the progress we have made and our vision for the coming years. We are convinced that through joint efforts, we can further strengthen trust and shape a future marked by responsibility, innovation and lasting values.

Yours sincerely
Vladimír Vikor Sr. – Chairman of the Board of Directors
Vladimír Vikor Jr. – Chief Executive Officer and Member of the Board of Directors
Dušan Vikor – Member of the Board of Directors and Director of the Transport Division



ABOUT THIS REPORT

DYNAMIK HOLDING is publishing its second Sustainability Report, covering the year 2024. We are thus continuing our commitment to provide transparent information on the progress of our ESG strategy and our responsible approach to environmental issues, social topics and corporate governance. We see the voluntary publication of this report as an important milestone that allows all stakeholders to monitor our progress and understand the challenges we face.

This second report was prepared internally, based on the methodology and structure of our first Sustainability Report for 2023, while continuing to draw inspiration from the ESRS and Global Reporting Initiative (GRI) frameworks. The annual publication of the report allows us to compare key indicators year-on-year, identify trends and continuously assess our progress in the area of sustainability. Once again, the document reflects the specifics of our company and the construction sector and contains both qualitative and quantitative indicators. The report is available in Slovak and English in PDF format on our website www.dynamik.sk.

Sustainable and responsible business is one of the key pillars of the DYNAMIK Group's long-term strategic direction. In a dynamically changing market environment that increasingly takes into account environmental, social and governance aspects of business, we recognise the need to systematically develop our internal processes, communicate our activities transparently and prepare for future legislative and business partner requirements.

Although legislative changes mean that DYNAMIK will not be required to report formally under the ESRS framework in the coming years, we have decided to continue with this topic on a voluntary basis. We do not see ESG as an administrative obligation, but as an opportunity to modernise, increase efficiency and strengthen our credibility in the market. It helps us to better understand our impact, identify risks and opportunities, and prepare for future expectations in the industry.

This voluntary approach also reflects the values on which our business is based – transparency, responsibility and long-term thinking. For us, sustainability is not a one-off project, but a continuous process that we integrate into our daily operations across the entire group.

The aim of this report is to provide an overview of our direction, current initiatives and further steps we plan to take in the area of ESG and sustainability. We believe that open, consistent and fact-based communication is the foundation for building trust, strengthening partnerships and ensuring the long-term growth of DYNAMIK.

DYNAMIK'S SUSTAINABILITY STRATEGY MANAGEMENT

OUR PATH TO THE SUSTAINABILITY REPORT

Our ESG strategy is based on values that have long shaped DYNAMIK's culture – honesty, sustainability, transparency and a focus on long-term commitment. Although the DYNAMIK Group is not subject to non-financial reporting requirements under the CSRD directive, we began preparing for future requirements and international standards as early as 2022. At that time, we conducted a sustainability audit in cooperation with the independent auditing company Forvis Mazars.

The result of this process was a comprehensive 360° analysis of our approach to sustainability to date. It included a detailed analysis of key internal documents and a series of in-depth structured interviews with all organisational units of the company. This step enabled us to map existing activities, summarise results in the area of sustainable development and compare them with the most commonly used international frameworks and best practices in sustainability reporting.

An important part of the audit was also the creation of a Double Materiality Analysis, where we identified the ESG topics most relevant to our internal and external stakeholders. This process gave us a clear overview of which topics have the greatest impact on our business and, conversely, what impact DYNAMIK's activities have on society and the environment.

Based on these findings, we created our first ESG roadmap – a framework defining short- and long-term sustainability goals, along with key indicators for each relevant topic. Creating the roadmap was a crucial step towards future transparency, consistency, and comparability of ESG data over time.

This roadmap became the basis for our first Sustainability Report for 2023 and also created a solid methodological and data foundation on which we are building in this second report.

DOUBLE MATERIALITY ANALYSIS

The double materiality analysis, which we first conducted at DYNAMIK HOLDING in 2023, is an important basis for the direction of our ESG strategy. We are continuing with it this year and still consider it a key tool for identifying issues that are of fundamental importance to our business and our stakeholders

In the previous assessment, we focused on 16 topics that emerged from a combination of internal and external stakeholder input and a GAP analysis of our ESG pillars. This process allowed us to expand the original framework to include other areas in which DYNAMIK has a significant environmental,

social and economic impact at the regional, national and international levels. At the same time, we identified issues that may pose potential risks or opportunities for future development and investment.

The output was a double materiality matrix that combined the views of our internal and external stakeholders – employees, management, owners, investors, suppliers, communities and the media. All the topics assessed retained their relevance, none were excluded due to low significance, confirming their importance for our long-term direction.

In 2024, we continue to use these findings as a basis for strategic decision-making and the development of ESG goals. The double materiality analysis serves as a stable reference framework that defines sustainability priorities and helps us focus on areas with the greatest impact for DYNAMIK and our stakeholders.

- Internal stakeholders: Employees, management and owners
- External stakeholders: Investors, suppliers, communities and the media.



AREAS OF ACTION IN OUR ACTIVITIES DEFINED BY DOUBLE MATERIALITY ANALYSIS:

Environment

- Measures and resources related to climate change policies
- Building sustainability concept
- Energy efficiency
- Measures and resources related to resource use and the circular economy

Human resources

- Health and safety of employees
- Human resources development
- Ensuring equal opportunities
- Respect for human rights
- Social engagement activities
- Stakeholder engagement
- Building customer satisfaction

Corporate governance

- Business ethics and corporate culture, anti-corruption and anti-bribery policy
- Business compliance
- Independence of the board of directors
- Stakeholder democracy
- Supplier relationship management (Governance)

In the following chapters, we take a detailed look at individual ESG topics and outline our activities and results for 2024. In several places, we also provide a broader context – from our perception of the importance of a given topic, through managerial responsibility, to planned steps that will shape our further progress in the area of sustainability.

The results of the double materiality analysis continue to form a solid foundation for our ESG strategy and are integrated into the strategic document "ESG Roadmap". This framework also includes detailed consideration of the views of our internal and external stakeholders. Based on this, we have defined proposals for future goals, activities and processes necessary for systematic monitoring of progress.

We have already implemented some of these measures in our first Sustainability Report for 2023 and will continue to build on them in 2024. The roadmap thus serves as an important tool for long-term sustainability management and for ensuring consistent and transparent reporting of our ESG results.



ACTION AREAS IN OUR ACTIVITIES

1. Environment

THE CONTEXT OF CONSTRUCTION AND ENVIRONMENTAL RESPONSIBILITY

DYNAMIK is fully aware that construction is one of the industries with a significant impact on the environment. This impact takes two forms:

- negative – for example, in the production of concrete, which is associated with greenhouse gas emissions, higher energy consumption and the use of primary raw materials,
- positive – in the implementation of modern, sustainable projects, brownfield revitalisation, the creation of green spaces and infrastructure that improves quality of life and supports adaptation to climate change.

Our goal is to systematically reduce these negative impacts while maximising the positive contribution of our projects to the communities in which we operate. We therefore integrate sustainability into all aspects of our business – from the preparation of contracts and the selection of materials, through the construction itself, to the operational phase of the completed works.

This chapter describes in more detail:

- our environmental management systems,
- our climate and energy measures,
- our approach to sustainable buildings and value engineering,
- circular economy and waste management,
- green infrastructure and biodiversity,
- life cycle analysis (LCA) of concrete.

ENVIRONMENTAL MANAGEMENT AND THE EMAS SYSTEM

Several years ago, DYNAMIK HOLDING introduced an effective environmental management system called EMAS (Eco-Management and Audit Scheme), which is a voluntary European Union tool for organisations that have committed to:

- systematically assess their environmental impact,
- manage environmental risks,
- improve their environmental performance over time.

EMAS also includes full integration of the STN EN ISO 14001:2016 standard (environmental management system). In practice, this means that:

- we undergo regular external audits,
- we issue an EMAS statement, which is verified by an independent accredited environmental verifier,
- we have implemented continuous environmental risk analysis,
- we use a risk assessment methodology that includes frequency of occurrence, environmental impact and economic impact on DYNAMIK.

The environmental risk analysis prepared within EMAS is linked to the concept of double materiality. The resulting double materiality matrix, which integrates the views of both internal and external stakeholders, determines the company's priorities in the implementation of our ESG strategy.

The system and certification of DYNAMIK CONSTRUCTION, s.r.o. are also an integral part of the integrated management system of DYNAMIK HOLDING, a.s. Specific certification activities are listed in the annex to the certificate. A recertification audit according to the above standards was conducted at the company in 2023.

POLICIES, GUIDELINES AND TRANSPARENCY

The following documents are fundamental to environmental management at the company:

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

These documents:

- are prepared in accordance with the requirements of ISO 14001 and EMAS,
- define the principles, objectives and responsibilities in the field of environmental protection,
- serve as a starting point for meeting the requirements of ESRS standards in the area of mandatory disclosure of environmental information.

The Integrated Management System Policy and the Company's Code of Ethics are publicly available on the company's website **www.dynamik.sk**, thereby supporting the principles of transparency towards customers, suppliers and the general public.



CLIMATE CHANGE, ENERGY AND GREEN MOBILITY

REDUCING OUR CARBON FOOTPRINT

In the area of climate change mitigation, we are committed to the gradual introduction of processes to monitor and reduce greenhouse gas emissions at all stages of our construction processes.
This includes:

- optimising technological processes,
- using materials with a lower carbon footprint,
- increasing the energy efficiency of buildings and operations,
- modernising our vehicle fleet and logistics.

GREEN MOBILITY

DYNAMIK is one of the first construction companies in Slovakia to invest purposefully in green mobility.

Key measures:

- modernisation of the vehicle fleet – priority purchase of mild-hybrid vehicles,
- since 2019, approximately 90% of vehicles have been equipped with GPS and telematics devices that monitor routes and driver behaviour and enable fuel consumption to be optimised,
- thanks to hybrid drive, we have recorded an average reduction in fuel consumption of approximately 3 l/100 km
- in the use of 11 mild-hybrid vehicles, the plan for 2025 is to expand the fleet by purchasing additional mild-hybrid vehicles.

These measures contribute to reducing CO_2 emissions from transport and to more efficient fuel use, with the greening of transport being a long-term issue for us.

DYNAMIK is currently more focused on hybrid solutions than purely electric (EV) ones, as the Slovak energy mix has an emission intensity of approximately 0.322 kg CO_2e/kWh (of which direct emissions are 0.282 kg CO_2e/kWh and indirect emissions are 0.040 kg CO_2e/kWh). This is several times more than energy from exclusively green sources. Until the Slovak energy mix shifts more significantly towards renewable sources, hybrid solutions represent the optimal compromise between operation and emissions from DYNAMIK's perspective.



USE OF GREEN ENERGY

DYNAMIK plans to gradually expand the use of:

- electricity from photovoltaic panels,
- solar collectors for water heating and heating support.

The energy produced in this way has a lower carbon footprint for us than the average Slovak or Czech energy mix. In cases where the electricity supplier allows it, we take advantage of the option to choose an energy mix with a higher proportion of low-emission or „green“ sources.



GREEN SPACES, BIODIVERSITY AND THE URBAN CLIMATE

One of the significant contributions of construction to climate change adaptation is the creation of green spaces and green infrastructure. Greenery supports:

- reducing the effect of urban heat islands
- improving the microclimate,
- rainwater retention,
- supporting biodiversity in the urban environment,
- a higher quality of life for residents.

The DYNAMIKU projects mainly include the following solutions:

- green roofs,
- green facades,
- planting trees, shrubs and grassy areas,
- retention measures for rainwater.

The extent of green areas implemented always depends on the type and nature of projects completed in a given year.

Examples include:

- Revitalisation of the Na Sihoti city park in Nitra (2023) – thanks to this project, we achieved a year-on-year increase in green areas of 8,197.37 m^2; the project won the Building of the Year 2024 award for its exceptional architectural concept.
- The extension of the Aupark Bratislava shopping centre (2024) – one of the largest green facades in Central Europe was created, and a significant part of the building components from the demolished part of the building was recycled and reused.





SUSTAINABLE BUILDINGS AND VALUE ENGINEERING

As a major construction company with a transgenerational impact on the landscape, we realise that our projects will shape the quality of life for future generations. That is why we apply the principles of energy efficiency, sustainability and value engineering in the preparation and implementation of our construction projects.

VALUE ENGINEERING IN PRACTICE

DYNAMIKA has a team of specialists who come up with specific proposals and alternative solutions as early as the construction preparation phase. These solutions:

- take energy efficiency into account,
- assess investment costs and return on investment,
- analyse the environmental impact of the project,
- evaluate the benefits for users and affected communities.

As part of value engineering:

- we identify elements that can be modified, replaced or removed without compromising the project's objectives,
- we analyse materials, structures, specifications and technologies,
- we perform cost-benefit analyses,
- we prioritise solutions that have a positive environmental impact and long-term cost savings, even if they require a higher initial investment.

Among the solutions that DYNAMIK has successfully implemented are, for example:

- heat production from geothermal wells,
- installation of heat pumps,
- green roofs and facades,
- intelligent building management systems.



COMPARISON OF EMISSION FACTORS FOR SELECTED ENERGY SOURCES

We use emission factors to assess energy solutions (sources: IEA 2020, Ecoinvent 3.7.1, World Bank, SPI Index):

Heat pump (electricity according to the Slovak mix)		**approx. 0.322 kg CO2e/kWh**
Atmospheric gas boiler		**approx. 0.4637 kgCO2e/kWh**
Geothermal heat source (global average, World Bank 2017)		**approx. 0.122 kgCO2e/kWh**
Other emission factors calculated by the World Bank in 2017	**Ropa** **Uhlie**	**0.6 kg CO2e/kWh** **0.7 kg CO2e/kWh**

These figures show that geothermal sources and heat pumps are a significantly more favourable solution than traditional fossil fuels in terms of emissions.

An example of this is:

- The implementation of the Mühlbauer Research and Development Centre, where DYNAMIK, as the general contractor, designed an alternative heating and cooling solution using geothermal energy, utilising a field of 42 geothermal wells as the primary energy source instead of gas boilers. The result after the first year of operation (October 2020 – October 2021): a significant reduction in CO_2 emissions, lower overall energy consumption and significant savings in operating costs.

The project won two awards in the double edition of the Building of the Year 2020–2021 competition: the Public Award and the Award for the Application of Science and Research in the Design and Construction of Buildings.



RESOURCE USE AND CIRCULAR ECONOMY

The construction industry is a major producer of waste, especially construction and demolition waste. Years ago, DYNAMIK recognised the need not only to reduce the volume of waste, but also to maximise its recycling and reuse.

Following the EU Waste Framework Directive, which stipulates that at least 70% of construction and demolition waste must be recycled from 2020, we have set ourselves a more ambitious internal target:

- at least 75% recovery of construction and demolition waste.

As part of our Environmental Protection Policy (since 2020), we have defined targets until 2026. We monitor them on a long-term basis and evaluate them on an ongoing basis.

Results for DYNAMIK CONSTRUCTION, s.r.o. (EMAS data, excluding selected waste groups):	2022	2023	2024
	90,45	98,01	84,8

Our measures include:

- minimising waste at the design and planning stage,
- consistent waste separation on construction sites (plastics, wood, paper, metals),
- recycling construction waste from demolition and dismantling work directly on site,
- efficient warehouse management, thanks to which goods purchased by DYNAMIK have practically 100% usability and do not become a source of waste,
- waste recovery whenever technically and economically feasible, with landfill only as a last resort.

LIFE CYCLE ANALYSIS (LCA) OF CONCRETE

As a company with its own concrete plant, we also treat concrete as a material with a significant carbon impact. In order to obtain accurate and data-based information on the environmental impact of the concrete we produce, we commissioned a life cycle assessment (LCA).

LCA:

- assesses the entire life cycle of concrete – from raw material extraction, production, transport and use to disposal
- it includes the consumption of renewable and non-renewable resources, fossil fuels, land use,
- uses the Sustainable Process Index (SPI) method developed by Graz University of Technology. SPI is a comprehensive indicator that assesses the impact on various „compartments" – water, air, soil – and is based on the principle that energy transformation requires a certain amount of land area (opportunity cost).

Key LCA result: the carbon footprint of the concrete we assessed was determined to be approximately 117 kg CO_2 per 1 m^3 of concrete, or 0.0493 kg CO_2 per 1 kg of concrete.

These data allow us to:

- more accurately identify the life cycle stages with the highest impact,
- optimise production and logistics in a targeted manner,
- look for ways to reduce the carbon footprint of concrete (e.g. by changing the composition of mixtures, changing energy sources, recycling materials).

LCA also helps us increase transparency towards customers and stakeholders and demonstrate our commitment to sustainability based on measurable data, not declarations.

SUMMARY OF DYNAMIK'S APPROACH TO THE ENVIRONMENT

DYNAMIK approaches environmental protection systematically, data-driven and with a long-term perspective. Our actions are based on:

- internationally recognised systems (EMAS, ISO 14001),
- impact measurement and analysis (EMAS, LCA, emission factors),
- value engineering and technological innovations,
- above-standard goals in the area of recycling and the circular economy,
- investments in green mobility and ecological infrastructure.

This approach allows us not only to meet legislative requirements, but also to go beyond them and reduce the environmental footprint of our activities throughout the entire life cycle of buildings in the long term.



ACTION AREAS IN OUR ACTIVITIES

2. Human resources

PEOPLE AS THE FOUNDATION OF LONG-TERM SUCCESS

At DYNAMIK, we associate the success of the company with properly motivated people in the right places – and with an environment in which they can grow, collaborate and take responsibility.

Our core values – honesty, sustainability, transparency and long-term commitment – are also reflected in how we treat our employees, suppliers and partners. We pay special attention to human resources: from health and safety, through talent development, to promoting wellbeing and fair conditions for everyone involved in our projects.

For DYNAMIK, it is not only our internal employees who are important, but also the employees of our suppliers and partners who work on our construction sites every day. We ensure that they have comparable health and safety conditions at work, proper training, access to protective equipment and clearly defined rules and expectations. In this way, we are building a common culture of safety, respect and professionalism across the entire value chain.

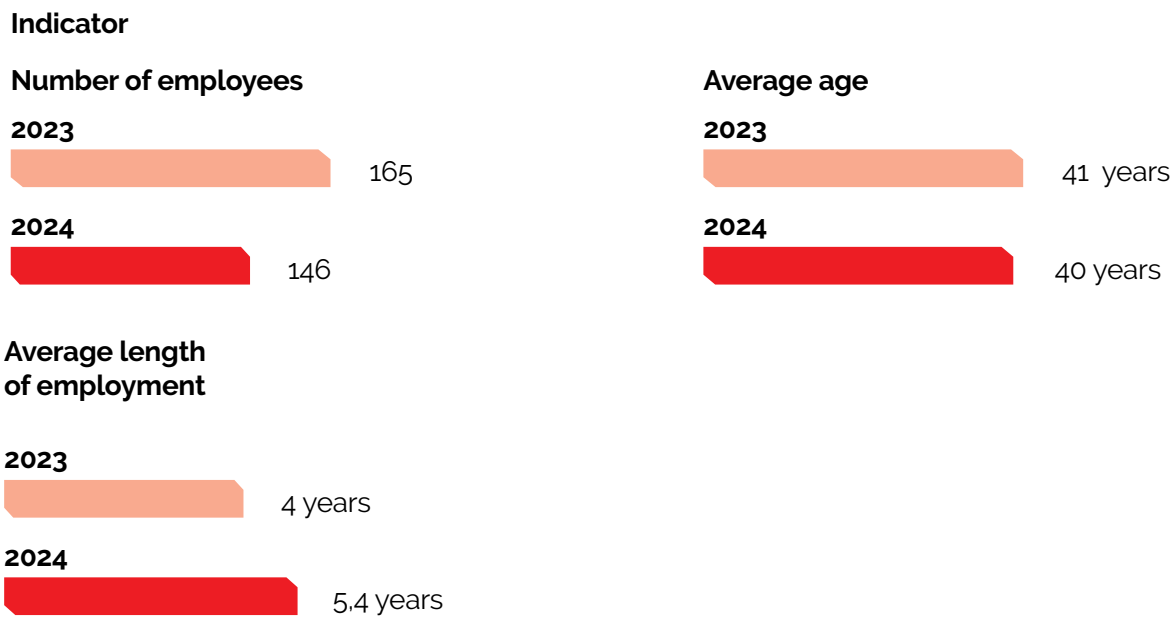
In 2024, DYNAMIK continued its responsible and systematic development in the social area. The social pillar of ESG remains closely linked to human resources, which we see as a key factor in sustainable growth. The satisfaction, safety and continuous development of our employees remain the foundation of our stable corporate culture and our commitment for the future.

WORKFORCE STRUCTURE AND FAMILY NATURE OF THE COMPANY

BASIC WORKFORCE DATA

The year 2024 confirmed the stabilisation and optimisation of DYNAMIK's workforce. While the company employed 165 people in 2023, the number of employees in 2024 was 146. This decline reflects the natural optimisation of capacity depending on the project portfolio, as well as the ongoing professionalisation and specialisation of internal teams.

Comparison of key indicators:



The data show that despite a slight decline in the number of employees, there was an increase in the average length of employment in 2024, indicating greater stability, loyalty and long-term retention of employees in the company. The average age declined slightly, which is related to the natural renewal of the workforce and the recruitment of younger specialists.

The family nature of the company continues to shape a corporate culture based on trust, cooperation, open communication and responsibility. These factors contribute to low turnover and long-term retention of talent.

GENDER REPRESENTATION

In 2024, DYNAMIK continued the trend of gradually increasing the representation of women, including in specialist and project positions. This development is particularly positive in the context of the construction industry, which traditionally has a higher proportion of men.

Comparison of gender representation:



Percentage of women
32,73% Ženy: 54

Percentage of men
67,27% Muži: 111



Percentage of women
37,67% Ženy: 57

Percentage of men
62,33% Muži: 91

In 2024, the workforce consisted of 91 men and 57 women, confirming the trend of an increasing proportion of women in teams. Workforce diversification promotes innovation, better decision-making and the long-term competitiveness of the company.

At the same time, 2024 saw no cases of discrimination or unequal treatment, confirming DYNAMIK's commitment to fairness, an inclusive culture and respect for all employees.

The company has been working for a long time to:

- increase the representation of women in technical and managerial positions,
- create attractive working conditions for both genders,
- strengthen team diversity as a factor in sustainable growth.

AGE STRUCTURE OF THE WORKFORCE

The age distribution of DYNAMIKA employees in 2024 confirms a stable and balanced generational composition of the workforce. The company maintains a combination of young professionals, middle-aged employees with high performance potential, and experienced professionals who ensure the transfer of know-how and expert guidance.





16%	**Age**	23 - 29	**Number**	27	**18%**	**Age**	23 - 29	**Number**	26
35%	**Age**	30 - 39	**Number**	58	**39%**	**Age**	30 - 39	**Number**	57
24%	**Age**	40 - 49	**Number**	40	**20%**	**Age**	40 - 49	**Number**	29
15%	**Age**	50 - 59	**Number**	25	**16%**	**Age**	50 - 59	**Number**	24
9%	**Age**	60 - 80	**Number**	15	**7%**	**Age**	60 - 80	**Number**	10

KEY FINDINGS AND TRENDS

- The younger generation has increased its share (23–39 year olds will make up 57% of the workforce in 2024, compared to 51% in 2023).
- The middle generation (aged 40–49) has seen a decline, which may be the result of natural career shifts or changes in project composition.
- More experienced employees (aged 50+) remain a stable part of the company, with their share declining slightly, but they continue to play an important role in professional leadership and mentoring.

The age structure in 2024 shows a balanced and functional representation of generations, creating quality conditions for cooperation, knowledge transfer and sustainable human capital development. The combination of young talent and experienced professionals is one of the pillars of DYNAMIK's long-term stability and performance.

FAMILY CHARACTER AND MANAGEMENT STYLE

The family character of DYNAMIK significantly influences the way the company is managed, its corporate culture and the day-to-day functioning of the organisation. This model brings stability, trust and long-term direction based on values that are an integral part of the company's DNA.

KEY ELEMENTS OF FAMILY MANAGEMENT

The family principle is reflected in the company mainly through:

- a flat organisational structure that enables quick decision-making and close cooperation between teams,
- direct involvement of owners in management and the day-to-day life of the company,
- high flexibility, open communication and rapid response to the needs of employees and projects.

Employees are motivated to actively contribute to the development of the company. It is natural that:

- they submit suggestions for improvement directly to management,
- they participate in decision-making processes and share responsibility for results.

TRANSFORMATIONAL MANAGEMENT STYLE AND PEOPLE DEVELOPMENT

In the area of human resources management, DYNAMIK applies the principles of transformational management, which support:

- innovation, creativity and the search for new solutions,
- constantly pushing the boundaries of what is possible for the company and individuals,
- adaptation to a dynamically changing market, technological trends and competitive environment

This approach creates an environment in which employees have room to grow, realise their ideas and participate in the strategic direction of the company.

EXTERNAL RECOGNITION OF CORPORATE CULTURE

The quality of management and strong internal culture are also confirmed by several awards:

- Best Managed Companies Slovakia (2022, 2023, 2024),
- Via Bona – responsible small/medium-sized company for 2024 for transforming a family business into a modern construction company with high added value, built on solid ethical principles, sustainability and exemplary care for employees,
- Regular placement in the TOP 10 Best Employers in the Construction category (Profesia.sk survey).

These awards reflect the high standard of management, stability, fairness and emphasis on people development at DYNAMIK.

















EMPLOYEE ENVIRONMENT AND BENEFITS

DYNAMIK has long been creating a modern, fair and supportive working environment in which high performance is naturally combined with an emphasis on health, balance and a human approach. Employees are seen as a key element of the company's stability and long-term growth, which is reflected in a range of benefits and initiatives that support their overall well-being.

Wellbeing and working conditions in 2024

In 2024, the company continued to strengthen its culture of open communication, trust and mutual respect. Particular attention was paid to mental wellbeing, stress prevention and work-life balance.

Significant developments in 2024 included:

- flexible working arrangements,
- the option to work from home (home office) for selected positions,
- programmes to support physical and mental health,
- modernised internal communication tools that facilitate collaboration and transparent information sharing.

These initiatives respond to modern trends in HR and the changing expectations of the workforce. At the same time, they strengthen employee engagement, satisfaction and long-term stability.





OCCUPATIONAL HEALTH AND SAFETY (OHS)

In the area of occupational safety, DYNAMIK continued to consistently adhere to and develop high standards. The aim is to minimise risks and create safe working conditions for all workers — both employees and contractors.

In 2024, the following was recorded:

- 0 serious accidents at work,
- regular retraining in the areas of OSH, use of PPE and risk prevention,
- consistent monitoring of construction sites and workplaces to eliminate potential hazards.

Dynamically managed OHS processes are an important pillar of corporate culture and contribute significantly to safety, well-being at work and workforce stability.

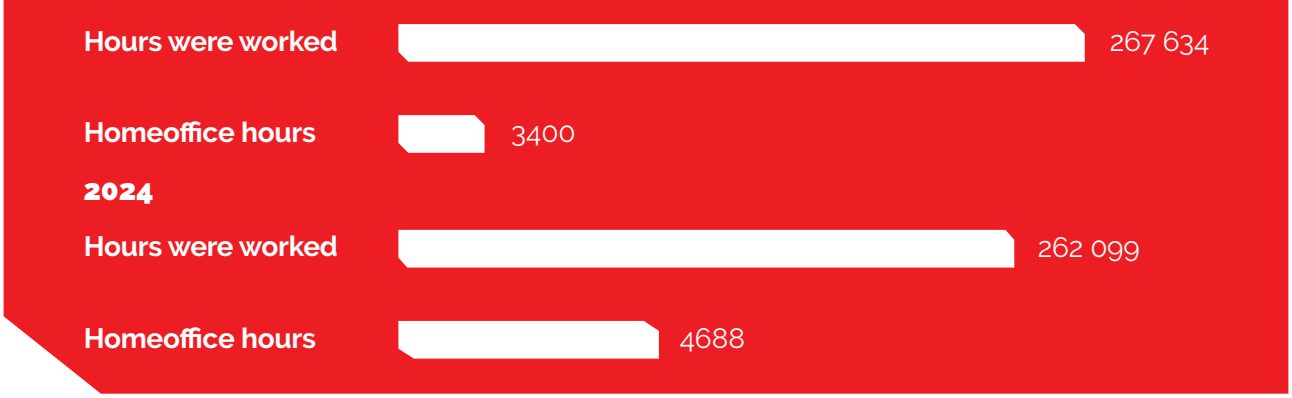
FLEXIBILITY AND WORK–LIFE BALANCE

DYNAMIK has long supported flexible working as a tool for increasing employee satisfaction, improving work-life balance and preventing stress and burnout. Flexible working arrangements are available mainly for administrative and managerial positions, where the nature of the work allows for flexible working hours.

Flexible working arrangements offered to employees:

- flexible working hours – adjusting the start and end of working hours to individual needs,
- home office – used where the nature of the work tasks allows it.

Comparison of 2023 and 2024 – hours worked and home office



This increase confirms that both employees and managers have become accustomed to flexibility and, in many cases, perceive it as an effective way of organising working time.

Benefits of flexibility

- better work-life balance, especially for parents
- prevention of burnout and reduction of stress,
- reduction in the spread of seasonal illnesses in administrative areas,
- increased productivity in tasks suitable for independent work.

HEALTH, WELLBEING AND NUTRITION

The year 2024 brought an expansion of wellbeing programmes and strengthened support for physical and mental health. The company continued its long-term benefits and introduced new initiatives in the area of employee care.

Wellbeing benefits for employees

- Vitamin packs – twice a year (spring, autumn), all employees receive packs designed to boost immunity and help them cope with increased mental and physical stress.
- Fresh fruit in the workplace – available daily in administrative areas; average consumption: approx. 131 kg of fruit per month, with no quantity limits for employees.
- Meal allowance above the legal minimum – guarantees high-quality and affordable meals.
- Christmas packages and small non-monetary benefits throughout the year, promoting good working relationships and corporate culture.



NEW WELLBEING INITIATIVES IN 2024

- programmes focused on mental wellbeing,
- the possibility of individual consultations,
- internal lectures and workshops on health,
- support for stress and mental exhaustion prevention,
- Strengthening HR digitalisation (online applications, e-learning, digital training).

SPORT AND ACTIVE LIFESTYLE

DYNAMIK promotes an active lifestyle as part of a healthy working environment. In 2024, employees took advantage of a wide range of sports opportunities:

- regular company ice skating at the HK Nitra winter stadium,
- team participation in the Charity Spartan Race (Charity Sprint category),
- company football team and other sports activities,
- involvement in nationwide initiatives, e.g. Cycle to Work,
- sports activities as part of team building: cycling trips (including e-bikes), swimming, tennis, football, volleyball.

Employees also have the opportunity to use the Multisport card throughout the year, which promotes regular exercise and a healthy lifestyle.

FINANCIAL AND NON-FINANCIAL BENEFITS

The most important benefits provided to employees include:

- significant employee discounts on purchases at building supply stores,
- a 13th month's salary as a reward for annual results,
- non-monetary benefits of up to approximately €200 per year,
- support in life situations according to internal rules (e.g. sick leave, long-term treatment, social situations).


NITRIANSKI
RYTIERI
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5

DEVELOPMENT, TRAINING AND TALENT MANAGEMENT

We see people development as an investment in the future of the company and individuals. It is one of the pillars of long-term stability, quality and the ability of DYNAMIK to respond to the changing needs of the market and clients. The year 2024 brought a significant strengthening of educational activities and systematic talent development.

EDUCATION AND TRAINING

Results for 2023

- 1,841 hours devoted to training
- 105 employees trained
- Average training time per employee: 17.5 hours

Significant shift in 2024

In 2024, there was a significant expansion of training activities, reflecting the company's growing emphasis on the professional and personal skills of its employees.

Key results:

- 3,500 hours of training (year-on-year increase of +90%)
- 146 employees trained (100% workforce participation)
- Average training time per person: 24 hours
- 34 internal training courses and workshops, including online seminars
- 80% of employees involved in development programmes
- Strengthening of managerial, technical and soft-skill training
- Availability of training for 100% of employees

The expanded programmes had a direct impact on improving internal processes, managerial competencies and the professionalisation of project teams.

FOCUS OF TRAINING IN 2024

Training activities included:

- hard skills training, certifications and technical courses,
- soft skills training: communication, leadership, teamwork,
- language training and external professional seminars,
- consulting and mentoring.

Training is coordinated by the HR department in cooperation with managers who identify the specific needs of teams. Development needs are updated throughout the year to ensure that programmes are targeted, relevant and effective.

The company also supports individual initiative – employees can suggest relevant training courses, which the company often pays for and allows them to attend during working hours once approved.

APPRAISAL AND DEVELOPMENT INTERVIEWS

Annual appraisal and development interviews are conducted with the aim of:

- provide mutual feedback.
- evaluate performance, potential and career opportunities,
- identify training needs,
- planning development and career growth.

In 2023 and 2024, 100% of employees participated in the appraisal interviews.
In addition to formal evaluations, open communication takes place throughout the year — employees can come up with suggestions, proposals or feedback at any time.

DYNAMIK ACADEMY

DYNAMIK Academy has been operating since 2016 as an internal long-term system of development programmes.

- By 2023: 56 unique participants,
- In 2023: 37 unique participants,
- 41 participations (in multiple modules),
- 136 hours of teaching.

Year 2024
- significant expansion of the offer,
- involvement of a wide range of employees,
- digitisation and online formats,
- new topics: personal branding, wellbeing, financial literacy.

The number of participants remained at the 2023 level, indicating stable interest. The number of teaching hours remained unchanged (136 hours), while the variety and relevance of topics was increased.

DYNAMIK ACADEMY PROGRAMMES

Business Academy:	development of communication and business skills, streamlining work with clients and suppliers.
Management Academy:	development of managerial and leadership skills, preparation of future managers.
TOP Management Academy:	strategic leadership, common direction of top management, culture of responsibility.

SELECTION OF PARTICIPANTS IS UNDERWAY:

- for the TOP Management Academy – CEO and board of directors,
- for other programmes – department managers in cooperation with the CEO.

In recent years, the Academy has been expanded to include voluntary workshops (including online) focused on personal development, wellbeing and personal branding.

Given the positive contribution of the programmes and their impact on practice, the company is introducing a new KPI for 2025: the opening of a new Academy, which will expand existing programmes and strengthen the talent pipeline.

EQUAL OPPORTUNITIES, DIVERSITY AND HUMAN RIGHTS

DYNAMIK has long supported equal opportunities and an inclusive working environment based on the principles of fairness, respect and transparency. Team diversity, cultural diversity and ethical treatment are an integral part of our corporate culture and strategic direction.



EQUALITY AND INCLUSION IN PRACTICE

At DYNAMIK, we treat everyone equally, regardless of:

- gender, age, nationality or ethnicity,
- sexual orientation or gender identity,
- religious beliefs,
- health disability.

Equal opportunities are:

- enshrined in the Code of Ethics,
- reflected in recruitment processes, day-to-day management and development programmes,
- part of training on ethics, preventing discrimination and fair treatment.

In 2024, the company further strengthened its integration processes and introduced a mentoring programme for the first time, which supports new employees in their adaptation and develops internal talent.





GENDER EQUALITY

Women make up approximately one-third of the workforce at DYNAMIK, with a more significant representation in middle management, administration, financial management, HR and marketing. In the construction sector, where women are traditionally underrepresented, the company is actively working to build a more balanced representation.

Results for 2024

- Women in management positions: 18%
- Two development programmes implemented to support women's career growth
- Mentoring programme introduced to support onboarding and integration
- Equality satisfaction survey planned for 2025

MULTICULTURAL WORK ENVIRONMENT

People from nine different countries work on the company's projects, creating a diverse mix of international experience, perspectives and working approaches. Multicultural teams enhance creativity, flexibility and problem solving in a challenging construction environment.

IMPORTANT AREAS OF EQUAL OPPORTUNITIES

Equal opportunities at DYNAMIK also include:

- fair and transparent remuneration,
- equal access to training, development programmes and career opportunities,
- support for mixed-generation teams that combine young talent with the experience of senior professionals,
- clear processes for resolving complaints and preventing discrimination.

MENTORING PROGRAMME (NEW IN 2024)

The newly created mentoring programme supports:

- effective onboarding of new employees,
- faster adaptation to company processes and culture,
- the development of internal talent through the transfer of know-how,
- strengthening of corporate identity and cross-team collaboration.

RESPECT FOR HUMAN RIGHTS

Respect for human rights is a fundamental element of DYNAMIK's corporate culture. Our policy is based on internationally recognised standards and legal frameworks that determine how we do business, manage human resources and cooperate with suppliers.

Our commitments are based on:

- The DYNAMIK Code of Ethics,
- The Labour Code,
- UN Guiding Principles on Business and Human Rights,
- OECD Guidelines for Multinational Enterprises,
- ILO Declaration on Fundamental Principles and Rights at Work,
- The International Bill of Human Rights,
- European Convention for the Protection of Human Rights and Fundamental Freedoms.

Key principles of human rights compliance

- zero tolerance for discrimination, harassment, sexual harassment or any unethical behaviour,
- prohibition of child labour and forced labour, which also applies to the entire supply chain,
- mandatory training for managers in the area of equal treatment and prevention of discrimination,
- an established whistleblowing system for anonymous reporting of violations,
- every report is thoroughly investigated and addressed with corrective and preventive measures.

Human rights results – 2024



0 - cases of discrimination (including sexual harassment),



0 - serious human rights violations related to the workforce,



training on human rights and equal treatment is planned for 2025 to strengthen prevention and awareness throughout the organisation.

In 2024, there were no reported cases of human rights violations or discrimination. These results confirm the effectiveness of prevention processes, ethical culture and open communication at DYNAMIK. The company will continue to strengthen awareness of human rights, in particular through systematic training and employee protection tools.

PERSONAL DATA PROTECTION

We see personal data protection as part of protecting human rights and trust:

- data is handled in accordance with the GDPR,
- we use appropriate technical and organisational measures,
- we have a designated contact person for personal data protection,
- the rules are also enshrined in the Code of Ethics.

SUPPORT FOR EDUCATION, COMMUNITIES AND SOCIALLY BENEFICIAL ACTIVITIES

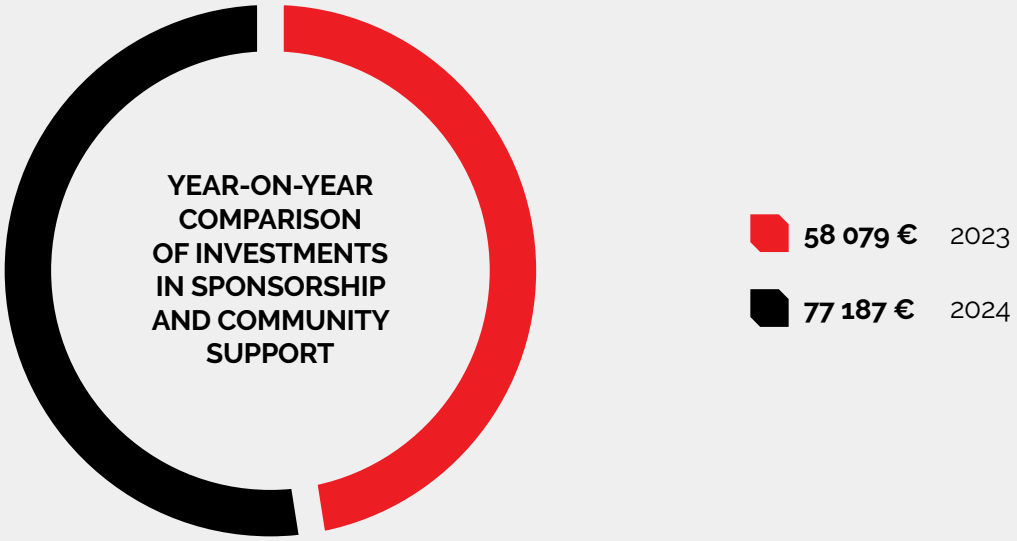
DYNAMIK has a long-standing commitment to supporting education, developing young talent, cultural and sporting life, as well as charitable and social initiatives. In 2024, we built on our previous work, expanded partnerships and introduced new activities with a strong community impact.

SOCIAL ENGAGEMENT AND COMMUNITY

Since its inception, DYNAMIK has been actively involved in the development of communities in the regions where it operates. Our activities can be divided into three main areas:

- support for youth and sports organisations,
- support for charitable and philanthropic projects,
- support for schools and educational institutions.

YEAR-ON-YEAR COMPARISON OF INVESTMENTS IN SPONSORSHIP AND COMMUNITY SUPPORT



The year-on-year increase in financial support is approximately 33%, reflecting the company's strengthened commitment to contributing to the development of the regions in which it operates, as well as to supporting educational, cultural and sporting activities.


VYSOKÉ
HORY
NITRA

COMMUNITY ACTIVITIES IN 2024

In 2024, DYNAMIK significantly strengthened its relationships with communities, schools and regional partners. Activities focused primarily on education, youth support, public spaces and the health of residents and employees. The company thus continued to build long-term partnerships that have a tangible social impact.

Main community activities in 2024

- 7 projects with primary schools, secondary schools and universities
- 4 career days focusing on construction and technical fields
- Support for 2 balls in the regions where we operate
- Žilina project – relaxation zone for the public
- 4 temporary workers and 1 student on a work placement
- 2 excursions for approximately 40 students from technical fields

New initiatives in 2024

- DYNAMIK blood drive – first year: Employees actively participated in blood donation, thereby supporting life-saving medical capacities.
- Health days for employees: Free preventive measurements, counselling and education in the areas of health, nutrition and mental hygiene.

These events strengthened not only community ties, but also internal culture and wellbeing.





SUPPORT FOR EDUCATION AND YOUNG TALENT

DYNAMIK continues its long-term cooperation with the academic sector with the aim of linking theory with practice, making construction studies more attractive and contributing to reducing the brain drain abroad.

Selected activities:

- Long-term cooperation with the Faculties of Civil Engineering at STU Bratislava, TU Košice and the University of Žilina
- organisation of excursions to construction sites and concrete plants,
- participation in career days and specialist lectures for students,
- cooperation with the Secondary Industrial School of Construction in Nitra,
- construction of a classroom at the Faculty of Civil Engineering of TUKE,
- modernisation of the student zone at the Faculty of Civil Engineering of STU Bratislava – a project worth over €100,000 in cooperation with 12 partners,
- in 2024, support for the University of Žilina (UNIZA) in the form of supplying moss decorative pictures to the faculty's relaxation zone,
- providing opportunities for short-term internships for secondary school students and long-term part-time jobs for university students, thereby supporting talent development and the transfer of experience.



These activities strengthen the connection between the academic environment and construction practice and support the development of a new generation of professionals.





SUPPORT FOR SPORTS AND CULTURAL EVENTS

DYNAMIK has long supported the development of sport, culture and healthy lifestyles. Key partnerships and activities:

- General partner of the Vysoké hory Nitra Festival for 18 years
- long-term partner of HK Nitra,
- support for the HBK Nitrianski Rytieri hockey club,
- partner of the Peter Sagan Children's Tour series.

These projects help bring the community together, support young athletes and contribute to the availability of cultural and sporting activities in the region.



CHARITY, INCLUSION AND SOCIAL PROJECTS

DYNAMIK is actively involved in projects that support vulnerable groups, healthcare professionals, education and nature conservation.

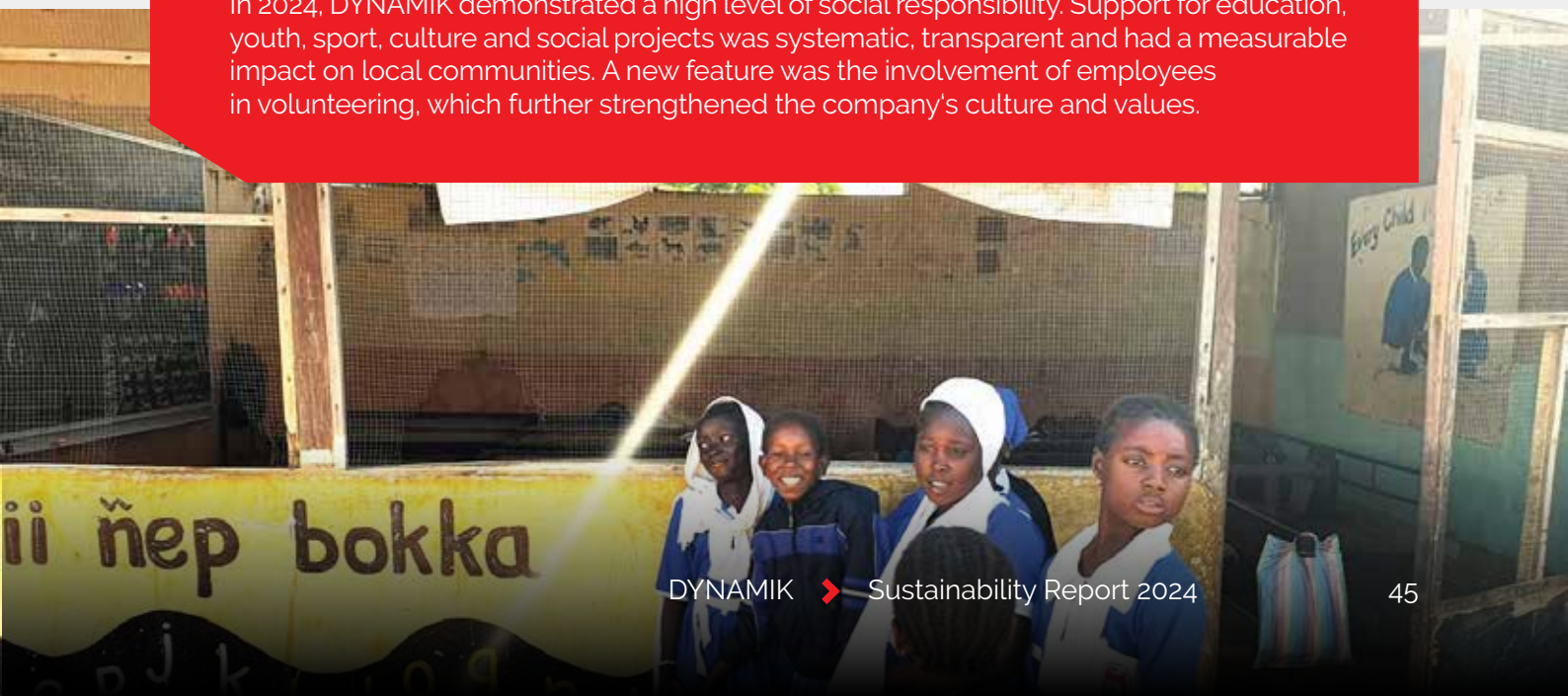
Selected initiatives:

- Embrace of Tones – an event for children with mental and physical disabilities
- Nitra Medical Days – a professional congress for healthcare professionals,
- Cooperation with Move2gether – helping schoolchildren in Gambia (school construction, solar panels)
- support for the Losík civic association and Zveropark in Revištské Podzámčí – environmental education and nature conservation.

Other community activities

- participation in the Cycle to Work campaign,
- long-term participation in regional cultural and community events,
- employee volunteer days (new in 2024) – first-time involvement of employees in volunteer activities with positive feedback.

In 2024, DYNAMIK demonstrated a high level of social responsibility. Support for education, youth, sport, culture and social projects was systematic, transparent and had a measurable impact on local communities. A new feature was the involvement of employees in volunteering, which further strengthened the company's culture and values.

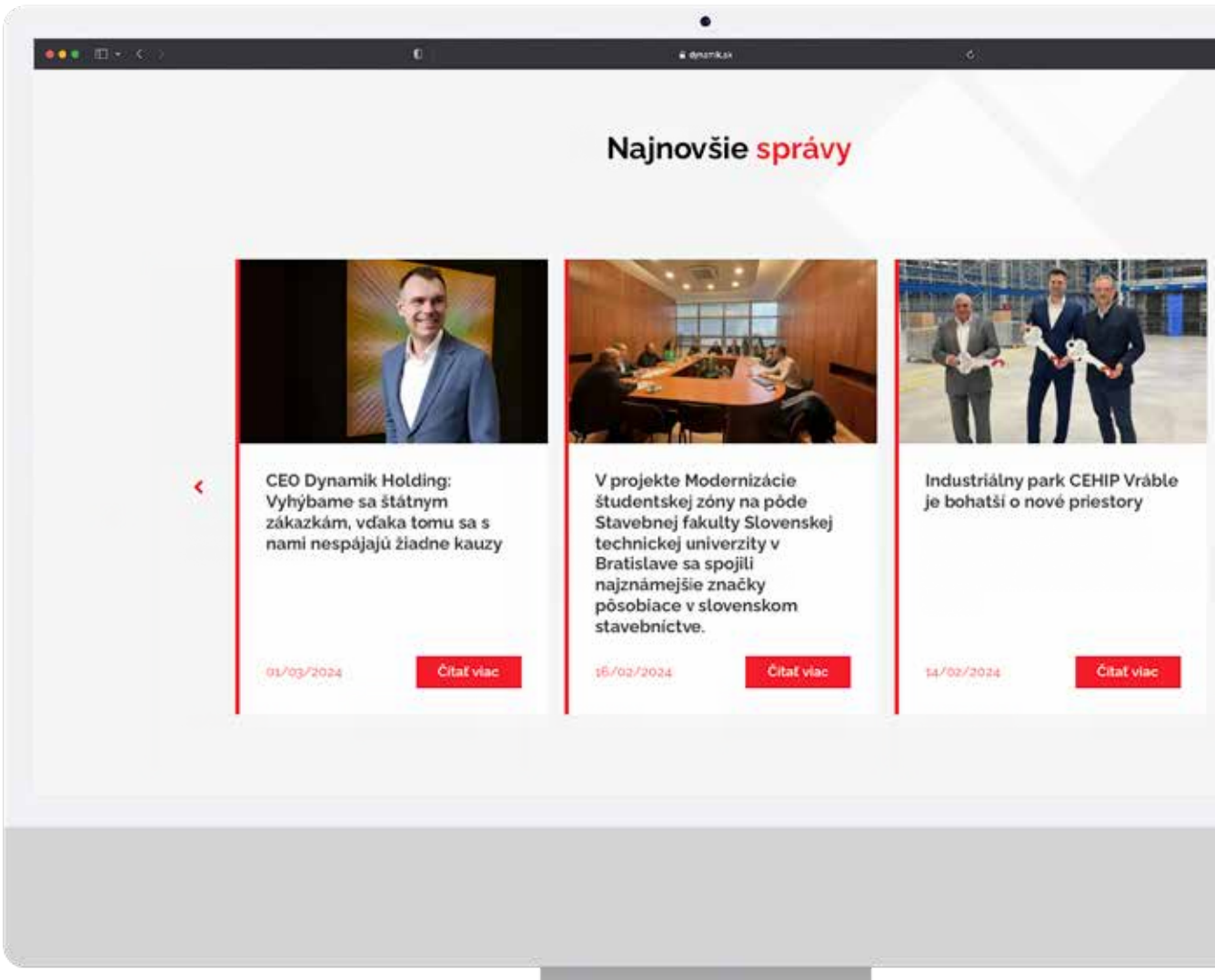


STAKEHOLDER ENGAGEMENT AND CUSTOMER RESPONSIBILITY

At DYNAMIK, we emphasise comprehensive communication with stakeholders – employees, customers, suppliers, communities and the professional public. We use:

- our website and career section,
- social networks,
- **the DYNAMIK Holding** YouTube channel,
- press releases through agencies (TASR, SITA),
- media, podcasts and panel discussions,
- satisfaction surveys and questionnaires (e.g. in cooperation with Forvis Mazars in assessing double materiality).

Open dialogue allows us to better understand our partners' expectations, tailor our ESG priorities to their needs, and build trust and long-term partnerships.



Our responsibility towards customers and users of our buildings is also reflected in:

- solutions that support user wellbeing (e.g. high-quality public spaces, green areas, green mobility elements),
- the installation of defibrillators in selected buildings,
- the revitalisation of city parks and improving the quality of public spaces,
- creating projects that generate new jobs and bring regional economic value.



DYNAMIK HOLDING: Towards sustainable construction

03/04/2024 Čítať viac



Modernizovaná študentská zóna na Stavebnej fakulte STU už slúži študentom

18/03/2024 Čítať viac



DYNAMIK HOLDING zmodernizoval študentskú zónu na Stavebnej fakulte STU, tá už slúži študentom

18/03/2024 Čítať viac



Vladimír Vikor nominovaný na Krištáľové krídlo

16/12/2024 Čítať viac



DYNAMIK završuje úspešný rok 2024

17/12/2024 Čítať viac



Rekordné slovenské bicykle či expanzívni stavbári. I to sú top rodinné firmy Nitrianskeho kraja

27/11/2024 Čítať viac







ACTION AREAS IN OUR ACTIVITIES

3. CORPORATE GOVERNANCE

FAMILY CHARACTER AND MANAGEMENT SYSTEM

DYNAMIK is a Slovak family business whose ownership and the values of the Vikorov family significantly influence the company's management style, culture and long-term direction. The family character brings stability, continuity and a high degree of personal responsibility towards employees, business partners and communities.

The organisational structure is deliberately relatively flat, which enables quick decision-making, teamwork and open communication. The company's management is based on the principles of transformational management, which creates an environment for innovation, creativity and active employee participation:

- employees are encouraged to come up with their own ideas and experiment,
- this approach strengthens the sense of shared responsibility, personal commitment and loyalty,
- the basis is ethical, empathetic and transparent leadership.

THE VALUES ON WHICH DYNAMIK IS BASED

Our business is based on four key values that form a solid ethical framework and serve as a compass for strategic and day-to-day decision-making:

HONESTY

The foundation of all relationships with customers, partners, employees and communities. Trust can only be built through fair, ethical and transparent behaviour.

SUSTAINABILITY

We accept responsibility for the impact of our activities today, with regard to the needs of future generations. We strive to minimise our environmental impact and support the principles of sustainable development.

TRANSPARENCY

Open communication, providing accurate information and responsible decision-making are long-term principles on which we build trust and quality cooperation.

LONG-TERM COMMITMENT

We make future-oriented decisions and build stable, trust-based relationships throughout the value chain. We prepare our projects and processes to meet future challenges and support the company's continuous and sustainable growth.

BUSINESS ETHICS, CORPORATE CULTURE AND THE FIGHT AGAINST CORRUPTION

Ethical business practices are a key element of sustainability and long-term success for DYNAMIK. The central document of our culture is the Code of Ethics, which sets out the principles of honesty, sustainability, transparency and long-term commitment for all employees, partners and suppliers.

Key elements of our ethical approach:

- rules of fair conduct and responsible decision-making,
- a system for preventing corruption and bribery,
- strict procedures for identifying and reporting unethical behaviour,
- an anonymous whistleblowing channel for employees and partners,
- regular training on ethics, human rights and fair trading.

We have implemented mechanisms to monitor compliance and investigate all reports, including sanctions and corrective measures. In the fight against corruption, we also work with external auditors and regulatory authorities to ensure that our processes comply with the highest standards.

BUSINESS COMPLIANCE

Compliance with legal, labour and social standards is an integral part of our business philosophy. Responsibility for compliance lies with senior management and executives, who:

- identify risks,
- propose and implement measures,
- monitor compliance in all processes and projects,
- ensure fair working conditions for the entire workforce.





THE ESTABLISHED INTEGRATED ISO MANAGEMENT SYSTEM INCLUDES:

STN EN ISO 9001: 2016

quality management system (+ ISO 10006:2017 for quality management in projects),

STN EN ISO 14001: 2016

environmental management system,

STN ISO 45001: 2019

occupational health and safety management system.

We ensure fair remuneration, working conditions, protection of employees against risks of loss of income (illness, accident, maternity leave, retirement) and respect for human rights. All complaints are recorded, investigated and resolved through a transparent process.


ASB GALA 2024
ASB VEĽKÁ STAVEBNÁ FIRMA ROKA
DYNAMIC CONSTRUCTION
30 ASB

AWARDS AND EXTERNAL RECOGNITION

DYNAMIK regularly receives prestigious awards that confirm the quality of its management, ethical business practices and social contribution:

- Slovakia Best Managed Companies – award received in 2022, 2023, 2024,
- Via Bona – Responsible Small/Medium-Sized Company award for 2024,
- TREND TOP Family Business of the Year 2023,
- CEO Ing. Vladimír Vikor Jr. – finalist for EY Entrepreneur of the Year 2024, nominated for the Crystal Wing 2024 and TREND Top Manager of the Year 2024.

STAKEHOLDER GOVERNANCE

DYNAMIK builds on openness, trust and active stakeholder engagement. Every voice counts, and regular dialogue with stakeholders is an integral part of our management.







HOW WE ENGAGE STAKEHOLDERS:

Regular meetings:

- general meetings and shareholder meetings,
- regular discussions between management and employees.

Transparent communication:

- regular publication of financial results, sustainability reports, certifications and awards,
- active communication through the media (TASR, SITA) and social networks.

Ethics and equal opportunities:

- Code of Ethics for all employees and partners.
- training on equal treatment, prevention of discrimination and protection of human rights.

Feedback:

- annual appraisal interviews,
- complaints and violation reporting mechanism.

International standards:

- full integration of ISO standards into management processes.

SUPPLIER RELATIONSHIP MANAGEMENT

A proactive, transparent and highly ethical approach to suppliers is one of the pillars of our governance strategy. Health and safety, environmental standards, fair business practices and human rights are enshrined in the DYNAMIK HOLDING, a.s. Supplier Code of Ethics.

The Code sets minimum requirements for all suppliers and regulates the due diligence process to ensure compliance with our high sustainability standards. Cooperation with suppliers thus goes beyond the traditional framework and serves as a tool for:

- prevent accidents on construction sites,
- protecting the environment,
- strengthening ethical rules throughout the value chain,
- supporting long-term and stable partnerships.







DYNAMIK's OHS system in the context of ESG

Occupational health and safety (OHS) is one of DYNAMIK's key priorities in terms of company management, employee care and sustainability. When it comes to health protection, we apply general prevention principles, strictly comply with all legal requirements and continuously improve our internal processes in order to minimise the risks of occupational accidents and diseases. The company has implemented a certified management system in accordance with the STN ISO 45001:2019 standard, which ensures a systematic approach to occupational health and safety.

PREVENTION AND TRAINING SYSTEM

Prevention is a fundamental pillar of our approach to safety. We have a comprehensive system of regular training, technical equipment inspections and checks on compliance with preventive measures. We have developed internal OHS guidelines and user manuals for all construction site workers, including our own employees and subcontractors.

Every new employee undergoes mandatory initial OHS training and, depending on the nature of the job, specialised training (e.g. motor vehicle drivers, forklift drivers, logistics). Our OHS department coordinates all activities, keeps records of training and monitors compliance.

PROTECTIVE WORK EQUIPMENT AND RISK PREVENTION

We provide all employees with mandatory protective work clothing and personal protective equipment (PPE). We regularly check their suitability in cooperation with selected suppliers and internal users to ensure the highest possible standard of protection.

OUR ABOVE-STANDARD MEASURES INCLUDE:

- regular health risk assessments in the workplace,
- checking the use of PPE,
- testing employees and subcontractors for alcohol and the presence of narcotic and psychotropic substances,
- participation in external environmental training courses (e.g. EKO IN) with the aim of implementing the latest knowledge in waste management, environmental legislation and sustainability.

Thanks to its systematic approach and implementation of preventive measures beyond its legal obligations, the company achieved zero accidents on construction sites in 2024.

PROACTIVE „DON'T WALK BY" SYSTEM

We encourage the active participation of employees and subcontractors in safety procedures through the „Don't Walk By" system. This approach motivates everyone on construction sites to immediately report risks or violations of safety rules. Employee proactivity is an important element in building a culture of safety.

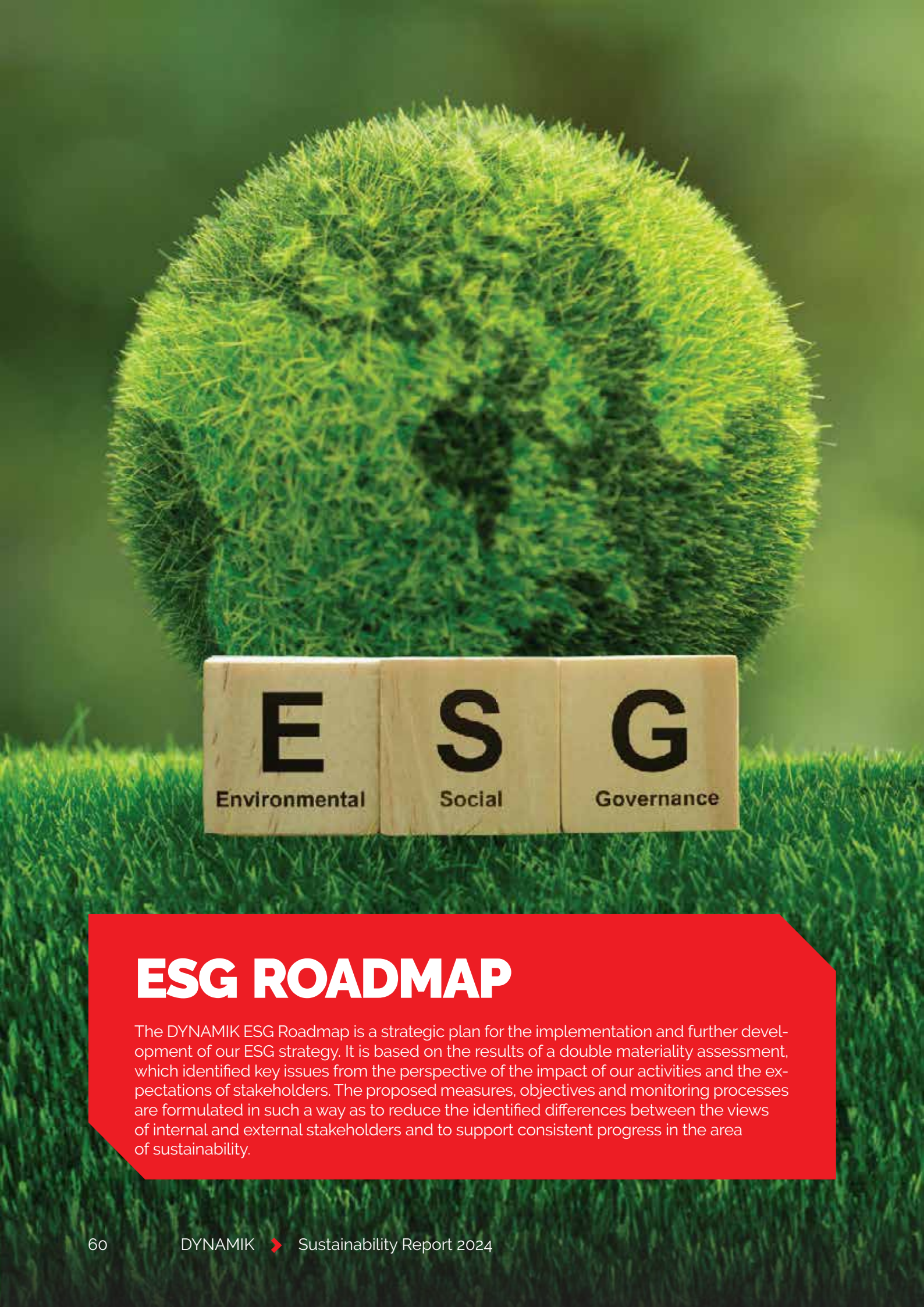
COOPERATION WITH SUBCONTRACTORS – SAFETY AS A SHARED RESPONSIBILITY

Health and safety is an integral part of our value chain and cooperation with subcontractors. Our communication is systematic and formal in nature, based on the work of an internal health and safety technician, and includes:

- a transparent training system for employees and contractors' workers,
- regular equipment inspections and checks on compliance with safety rules,
- internal guidelines and user manuals binding on all persons on construction sites,
- provision of protective work clothing and equipment,
- implementation of the „Don't Walk By" system to encourage active reporting of risks.

The aim is to minimise safety incidents, promote a transparent safety culture and ensure responsible risk management across the entire supply chain in accordance with ESG principles.



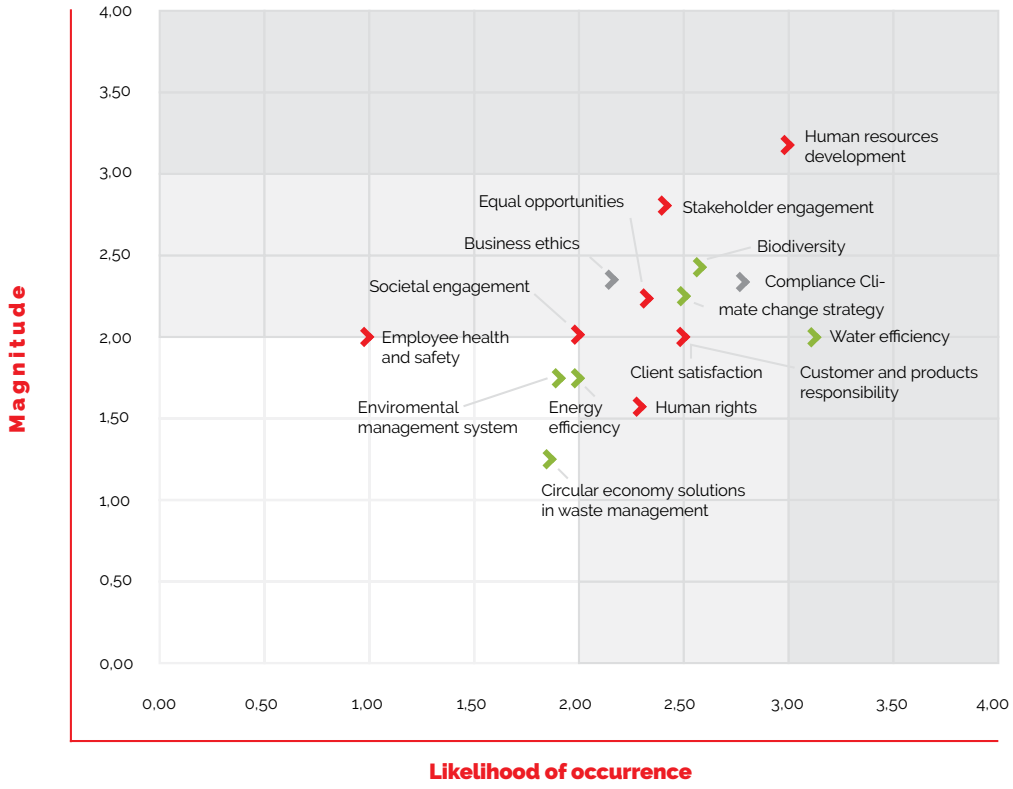


ESG ROADMAP

The DYNAMIK ESG Roadmap is a strategic plan for the implementation and further development of our ESG strategy. It is based on the results of a double materiality assessment, which identified key issues from the perspective of the impact of our activities and the expectations of stakeholders. The proposed measures, objectives and monitoring processes are formulated in such a way as to reduce the identified differences between the views of internal and external stakeholders and to support consistent progress in the area of sustainability.

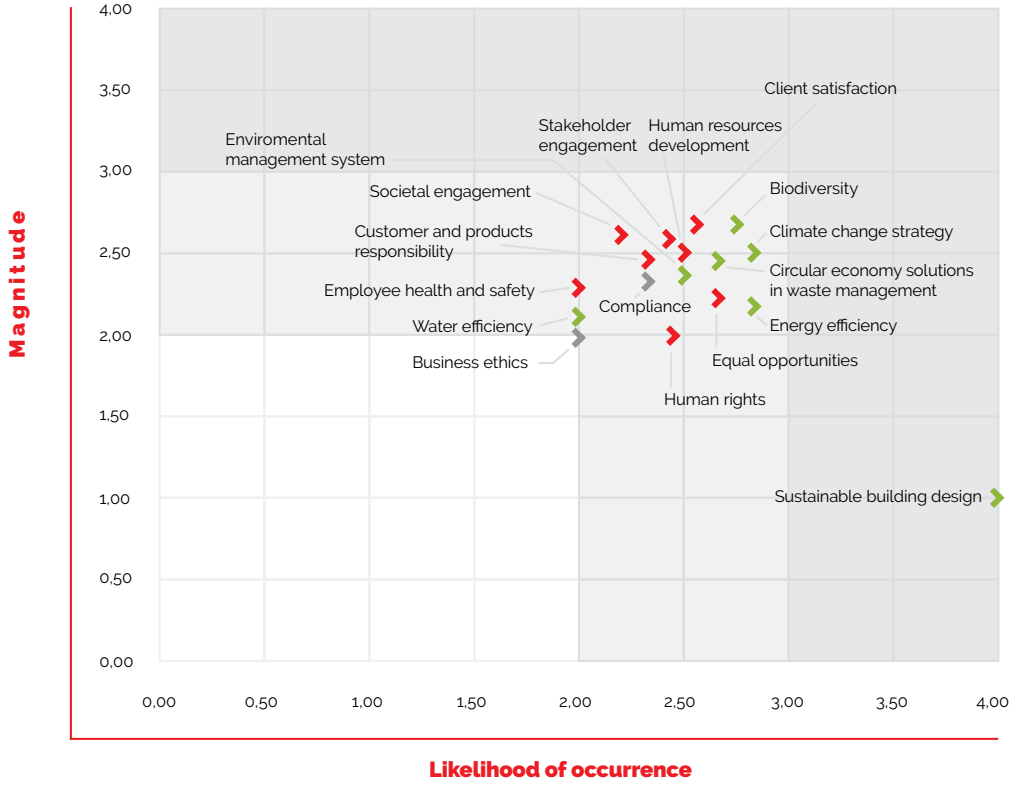
DYNAMIK - Potential financial benefits (Map of opportunities)

Social topic Enviromental topic Governance topic



DYNAMIK - Potential positive impact (Map of opportunities)

Social topic Enviromental topic Governance topic



THE KEY OBJECTIVES THAT DYNAMIK INTENDS TO FOCUS ON IN THE FUTURE INCLUDE:

- Actively promoting sustainability and energy-efficient solutions among customers and the general public.
- Collaborating with customers to develop new sustainable projects, products and services.
- Strengthening social responsibility, particularly in the areas of equal opportunities and inclusive policies.
- Supporting stakeholder democracy, which is a unique feature of DYNAMIK's corporate culture.

Based on an analysis of the Opportunity Map and feedback from internal and external stakeholders, we have developed a plan of short- and long-term goals for the ESG strategy. For each goal, we define specific activities, measures and key performance indicators (KPIs) that will enable us to systematically monitor and evaluate our progress over time.

SHORT-TERM GOALS (WITHIN 1 YEAR)

1. Increasing customer satisfaction:

- Conducting regular customer satisfaction surveys.
- Implementing improvement measures based on customer feedback.

KPI: Customer satisfaction score (CSAT) – achieve a customer satisfaction level of 60%.
KPI: Number of customer complaints received and resolved – at least 90% of complaints resolved

Results and evaluation

No customer satisfaction surveys were conducted in 2024. For this reason, it was not possible to evaluate the CSAT score or analyse customer feedback in a systematic manner. Similarly, no process was introduced for actively monitoring, recording and evaluating customer complaints. Measures in this area have been postponed until next year, when a formal procedure and measurement mechanisms are planned to be put in place.

KPI:

- CSAT score: not evaluated – the survey will be conducted next year.
- Resolved customer complaints: not monitored – the introduction of monitoring and reporting is planned for next year.

The target has been postponed to next year.
In 2025, we plan to launch the first regular satisfaction survey and implement tools for the systematic resolution of complaints, which will enable us to set baseline values and realistically monitor improvements in customer satisfaction.

2. Support for human resources development:

- Organising internal training courses and workshops aimed at improving the professional skills of employees – developing the DYNAMIK Academy programme for a wider range of employees.

KPI: Number of internal training sessions and workshops held
KPI: Percentage of employees involved in programmes
KPI: Average number of training hours per employee

Results and evaluation
In 2024, 34 internal training courses and workshops were held, which represents an increase compared to 2023 thanks to the expansion of the offer to include online seminars available to all employees. 80% of employees participated in training programmes, with the entire working population (100%) having the opportunity to attend training. The average number of training hours per employee reached 24 hours, an increase from 17.5 hours in 2023.

KPI:

- Number of training courses: 34
- Percentage of employees involved: 80%
- Average number of training hours per employee: 24 hours

The target was met
the company demonstrated significant progress in the development of education, the digitisation of training and accessibility for all employees.

3. Stakeholder engagement:

- Organising regular meetings with stakeholders to improve communication and cooperation.
- Implementation of a system for the effective resolution of suggestions and proposals from stakeholders.

KPI: Number of meetings with internal stakeholders
KPI: Number and percentage of resolved suggestions and proposals from internal stakeholders

Results and evaluation
In 2024, stakeholder engagement processes were not formally established.
Communication with internal stakeholders took place mainly through individual interviews, which allowed for the resolution of operational issues, but did not allow for systematic monitoring of suggestions or their formal evaluation.
The lack of a centralised system for recording and processing suggestions means that it is not possible to retrospectively evaluate the number of proposals received or their success rate.

KPI:

- Number of meetings held: informal, not monitored – planned introduction of a regular schedule from 2025.
- Number and percentage of resolved suggestions: not monitored – the introduction of a recording and evaluation process is planned for next year.

The objective is currently in the preparatory phase,
with the introduction of a formal system of communication with stakeholders and processes for the systematic processing of their suggestions planned for 2025. The implementation of these measures will promote better internal cooperation, engagement and transparency in decision-making processes.

4. Social engagement:

- Maintaining and expanding cooperation with organisations supporting youth and sport, and with organisers of charity and cultural events
- Developing cooperation with schools and educational institutions

KPI: Number of partnerships in the area of social engagement (partnerships with sports clubs, sponsorship activities, supported projects in the area of culture and charity, partnerships with schools, etc.)
KPI: Value of financial support for social engagement projects
KPI: Number of students who participated in internships, excursions or professional placements.

Results and evaluation
In 2024, seven projects were implemented, including four career days, support for two balls, and the "Žilina Relaxation Zone" project.
Four student interns collaborated on the projects, one student completed a professional internship (two weeks), and two excursions for approximately 40 students contributed to the promotion of the construction department and cooperation with universities

KPI:

- Number of projects with schools and universities: 7
- Number of student part-time workers: 4
- Number of students on work experience: 1
- Number of field trips: 2
- Number of sports and cultural partnerships: 7 (within events)

The objective was achieved
he company strengthened its position as an active partner of communities and the educational environment..

5. Compliance with ethical standards:

- Strengthening internal control mechanisms to ensure compliance with the code of ethics.
- Regular training of employees on ethical standards and regulations.

KPI: Number of training sessions on ethical standards and regulations
KPI: Percentage of employees trained on ethical standards
KPI: Number of ethical issues reported and resolved

Results and evaluation

The company has a process in place for training new employees on ethical standards and the code of ethics upon joining the company. This process ensures that every new employee is familiar with the principles of ethical conduct and the company's internal rules.
Employees are also informed of any changes or updates to the ethical regulations through a regular monthly newsletter distributed by email. This format ensures ongoing awareness and transparent communication about any changes.
However, in 2024, no additional regular training was provided for all employees beyond the onboarding process. Similarly, a centralised system for monitoring and evaluating reported ethical issues has not yet been formally implemented.

KPI:

- Number of training sessions on ethical standards: only implemented as part of the onboarding of new employees.
- Percentage of employees trained: 100% for new hires; company-wide training was not conducted in 2024.
- Number of reported and resolved ethical issues: not monitored – introduction of reporting and evaluation planned for the next period.

The goal is partially implemented
onboarding training is established, but there is no systematic year-round ethical training programme for all employees.
For 2025, there are plans to strengthen control mechanisms, expand training and introduce a formal system for recording and resolving ethical issues.

LONG-TERM GOALS (3-5 YEARS)

1. Sustainable construction solutions:

- Integration of sustainable construction principles into all projects.
- Increase the proportion of projects with green building certification.

KPI: Monitoring the company's carbon footprint
KPI: Percentage of sustainable materials used
KPI: Reporting % of turnover, CapEx and OpEx eligible and compliant with EU Taxonomy

Results and evaluation
In 2024, sustainable construction principles had not yet been integrated into all projects. However, these principles were offered to investors as part of value engineering during the preparation of bids. Implementation in practice is planned for the coming years. A key condition is the education of investors and the presentation of the advantages of ecological solutions, especially in terms of their return on investment, long-term sustainability and contribution to the quality of the environment. In 2024, no projects with green building certification were implemented. Nevertheless, several partial ecological measures were implemented, such as the implementation of a green façade on a shopping centre project and other smaller eco-solutions within ongoing projects.

KPI:

- Monitoring the company's carbon footprint: not yet implemented (planned for Scope 1 and Scope 2 in 2025)
- Percentage of sustainable materials used: planned gradual monitoring in the coming years
- Reporting of % of turnover, CapEx and OpEx eligible and compliant with the EU Taxonomy: planned gradual monitoring in the coming years

The objective is in the preparatory phase
key measures will be implemented after 2025, with an emphasis on raising awareness and educating investors about the benefits of sustainable solutions.

2. Climate strategy:

- Introduction and implementation of a comprehensive climate strategy to reduce the company's carbon footprint.
- Investment in renewable energy sources and energy efficiency.

KPI: Percentage reduction in carbon emissions
KPI: Share of energy from renewable sources
KPI: Number of energy-saving measures implemented

Results and evaluation
In 2024, the company has not yet implemented a comprehensive climate strategy. However, the creation of this strategy is in the preparatory phase and follows on from the planned measurement of the carbon footprint in 2025 (Scope 1 and Scope 2).
Investments in renewable energy sources and energy efficiency were not implemented at the level of individual projects in 2024. Energy-saving measures have so far only been partially applied as part of smaller project modifications, with the main objective being to prepare for their systematic implementation in the coming years.

KPI:

- Percentage reduction in carbon emissions: not yet monitored – measurement will be possible after the introduction of carbon footprint monitoring in 2025.
- Share of energy from renewable sources: not yet evaluated – planned monitoring after defining the company's energy baseline.
- Number of energy-saving measures implemented: minimum scope in 2024, further measures planned for 2025–2027.

The target is in the preparatory phase
Key activities (emission measurement, baseline definition, climate strategy development, investment needs identification) will be implemented after 2025, with an emphasis on systematic monitoring and continuous reduction of the carbon footprint.

3. Circular economy:

- Implementation of circular economy solutions in the field of waste management.
- Increasing the recycling and reuse of building materials.

KPI: Percentage of construction materials recycled
KPI: Number of circular economy solutions implemented
KPI: Amount of waste reduced through recycling and reuse

Results and evaluation

The waste management system was implemented with a focus on increasing waste management efficiency and improving environmental performance. Compared to 2023, there was a 13.61% decrease in recovered waste. The increase/decrease in recycled waste depends on the type of construction, the location of the processing company within the region and the capacity of the processor.

KPI:

- Percentage of recycled construction materials: The recycling rate for all construction waste in 2024 is 84.8%.
- Number of circular economy solutions implemented: not yet evaluated.
- Amount of waste reduced through recycling and reuse: Increasing the share of recovered construction waste and implementing waste sorting and recovery controls.
  The goal is to continue reducing the impact of activities on waste management and increasing the share of recovered waste to 80%.

The goal was partially achieved
the company continued to increase the efficiency of waste management, achieved a high level of recycling of construction materials and strengthened its commitment to reducing waste through recycling and reuse.

4. Biodiversity protection:

- Implementation of projects to protect and promote biodiversity in the areas where the company operates.
- Cooperation with environmental organisations on the protection of natural habitats.

KPI: Number of collaborations with environmental organisations

Results and evaluation

One of the key indicators in the area of environmentally responsible construction is the extent of green areas implemented in completed buildings. However, some measures require more time to show their full effects, and it is therefore necessary to continue systematic monitoring of trends. Compared to 2023, there was a decrease in the total area of green spaces by 6,647.34 m^2, which is related to the fact that out of four completed buildings in the evaluated period, landscaping was implemented in only two. This decrease thus reflects the specifics of the currently completed projects and their functional and spatial requirements. The total area of green spaces implemented in 2024 was 16,876.90 m^2.

KPI:

- Number of collaborations with environmental organisations – not yet implemented.

The target was partially met
the company implemented green areas in several projects and continued to support biodiversity in the locations where it operates, but the planned cooperation with environmental organisations has not yet been implemented.

5. Improvement of environmental management:

- Regular audits and monitoring of environmental indicators according to EMAS reporting

KPI: Number of internal and external environmental management audits
KPI: Percentage of environmental targets achieved

Results and evaluation

Regular audits and monitoring of environmental indicators in the EMAS system are carried out every year. Audits for ISO standards and EMAS were carried out as follows: in 2023 – recertification audit, in 2024 – surveillance audit No. 1, plan for 2025 – surveillance audit No. 2. The aim is to ensure the successful recertification of ISO management systems and maintain registration in the EMAS scheme.

KPI:

- Number of internal and external environmental management audits: A total of 5 planned internal audits were carried out. No external audit was carried out in the company during the period under review. In 2024, environmental verification was carried out in the company.
  Based on the results of the verification, the registration was extended for another 3 years.
- Percentage of environmental targets achieved: not yet evaluated.

The target was partially met
the annual audit plan for 2024 was fully implemented. No non-conformities or deficiencies were identified during the environmental verification process.

6. Equal opportunities:

- Increase the proportion of women in management positions.
- Implementation of programmes to promote diversity and equal opportunities in the workplace.

KPI: Percentage of women in management positions
KPI: Number of programmes to promote diversity and equal opportunities
KPI: Employee satisfaction score with equal opportunities

Results and evaluation
The proportion of women in management positions reached 18% in 2024, which represents stable development compared to previous years.
Two diversity programmes were implemented – LinkedIn training for women in business and a seminar on financial literacy.
Employees expressed high satisfaction with equal opportunities, with formal satisfaction measurement to be carried out in 2025.

KPI:

- Percentage of women in management positions: 18%
- Number of programmes to promote equality and diversity: 2
- Satisfaction score: to be evaluated in 2025

The target has been partially met
the measures implemented have yielded concrete results, with systematic monitoring continuing in 2025.

7. Human rights protection:

- Strengthening mechanisms for the protection of human rights throughout the supply chain.
- Regular training and education of employees in the field of human rights.

KPI: Number of human rights training sessions
KPI: Number of reported and resolved human rights violations

Results and evaluation
No human rights training has been conducted in 2024; its implementation is planned for 2025.
No human rights violations or complaints have been reported..

KPI:

- Number of human rights training courses: 0 (planned for 2025)
- Number of reported and resolved violations: 0

The objective is in the preparatory phase
measures will be implemented in 2025 with an emphasis on prevention and awareness.

SUMMARY

E – DYNAMIK's approach to the environment in 2024

DYNAMIK applies a systematic, data-driven and long-term approach to environmental protection. It is based on international standards (EMAS, ISO 14001), detailed impact measurement (EMAS, LCA, emission factors) and technical innovations that support the reduction of negative impacts throughout the entire life cycle of buildings. The emphasis on recycling, the circular economy, green infrastructure and green mobility enables the company not only to meet legislative requirements, but to go significantly beyond them. As a result, it minimises its environmental footprint in the long term and increases the sustainability of its projects.

S – DYNAMIK's social pillar in 2024

In 2024, DYNAMIK significantly strengthened its ESG social pillar, particularly in the areas of HR digitalisation, education, wellbeing and cooperation with communities and schools. The company increased employee engagement, expanded professional and development programmes, and promoted an inclusive work environment with an emphasis on equal opportunities. Short- and long-term goals in the area of human rights and social responsibility were evaluated, with the results confirming significant progress. DYNAMIK plans to introduce new tools to measure employee satisfaction and deepen human rights education in 2025 to further promote a safe, modern and supportive work environment.

G – Corporate governance in 2024

The management and administration of DYNAMIK is based on family values, transparency and ethical business practices. A flat organisational structure and transformational leadership promote rapid decision-making, open communication and a culture of innovation. Ethical principles are enshrined in the Code of Ethics, corruption prevention systems, whistleblowing and regular training. The integrated management system (ISO 9001, ISO 14001, ISO 45001) ensures compliance with legislation, quality management and occupational safety. The company emphasises active dialogue with stakeholders, transparent information and fair conditions throughout the value chain. Supplier relationship management is based on strict ethical, environmental and safety standards, thereby strengthening trust and responsibility across the entire sector. In 2025, we plan to focus more intensively on the strategic direction of the company and systematically develop key areas of our business.

Sustainability as part of our values and future direction

Based on a legislative amendment (the so-called Omnibus) that reduced the scope of mandatory ESG reporting, DYNAMIK will not be required to prepare an ESG report in the coming years. Nevertheless, we have decided to continue developing and reporting on sustainability and related activities, including voluntary VSME reporting, which we plan to prepare in a consolidated form for the entire DYNAMIK group for 2025. This approach will allow us to maintain continuity, prepare for future market requirements and strengthen credibility in relation to our business partners.

At the same time, our goal is to systematically develop internal processes and data readiness so that all necessary standards are met in the future with minimal additional costs. Voluntary reporting allows us to better identify risks and opportunities in the area of environmental and social issues, increase transparency towards internal and external stakeholders, and strengthen the reputation of DYNAMIK's reputation as a responsible business entity.

These issues are also important to us from a value perspective – the principles of sustainability, responsibility and transparency are in line with our corporate values and are a natural part of how we want to operate towards society, partners and employees. This approach helps us keep pace with trends in the construction sector, where more and more customers and partners are emphasising sustainability, while also preparing us for future growth and possible tightening of legislative requirements.

What is VSME

VSME is a new voluntary standard developed by the European Financial Reporting Advisory Group (EFRAG) on behalf of the European Commission. It is intended for unlisted micro, small and medium sized enterprises that are not required to report under the CSRD but are facing increasing demands for ESG data from banks, investors and larger business partners.

The VSME standard is conceptually similar to the European Sustainability Reporting Standards (ESRS), but uses simplified language and a modular approach, creating a coherent, practical and user-friendly framework. It was designed to reflect the needs of small and medium-sized enterprises, in particular to reduce the administrative burden and limit extensive narrative requirements.

A key difference from the ESRS is that the VSME does not use the principle of double materiality. Instead, it operates on an „if applicable" basis, meaning that a company only reports on topics that are relevant to its activities and required by its partners. The VSME thus represents a flexible way to communicate sustainability information transparently without unnecessary burden.

Next step: ESG certification

The plan for 2025 is also to proceed with ESG certification of companies in the group, which will support DYNAMIK's credibility in relation to its business partners, ensure compliance with the conditions for participation relating to technical and professional competence in public procurement, and will be one of our next steps in building and developing our responsible and sustainable business.

A final note

The year 2025 will be a period of systematic re-evaluation and development of strategic priorities for us. In this way, we want to ensure that our further growth is fully in line with the principles of sustainability, ethics and responsible business. We believe that these steps will strengthen not only our internal culture and service quality, but also the trust of our partners, clients and employees. ESG remains one of the pillars of our long-term direction.

For us, sustainability is not an obligation – it is an opportunity. An opportunity to improve, build trust and grow in a way that makes sense not only for us, but also for the environment in which we operate. We are convinced that the values we stand for are the best investment in the future.

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