

GRAPHISOFT PARK

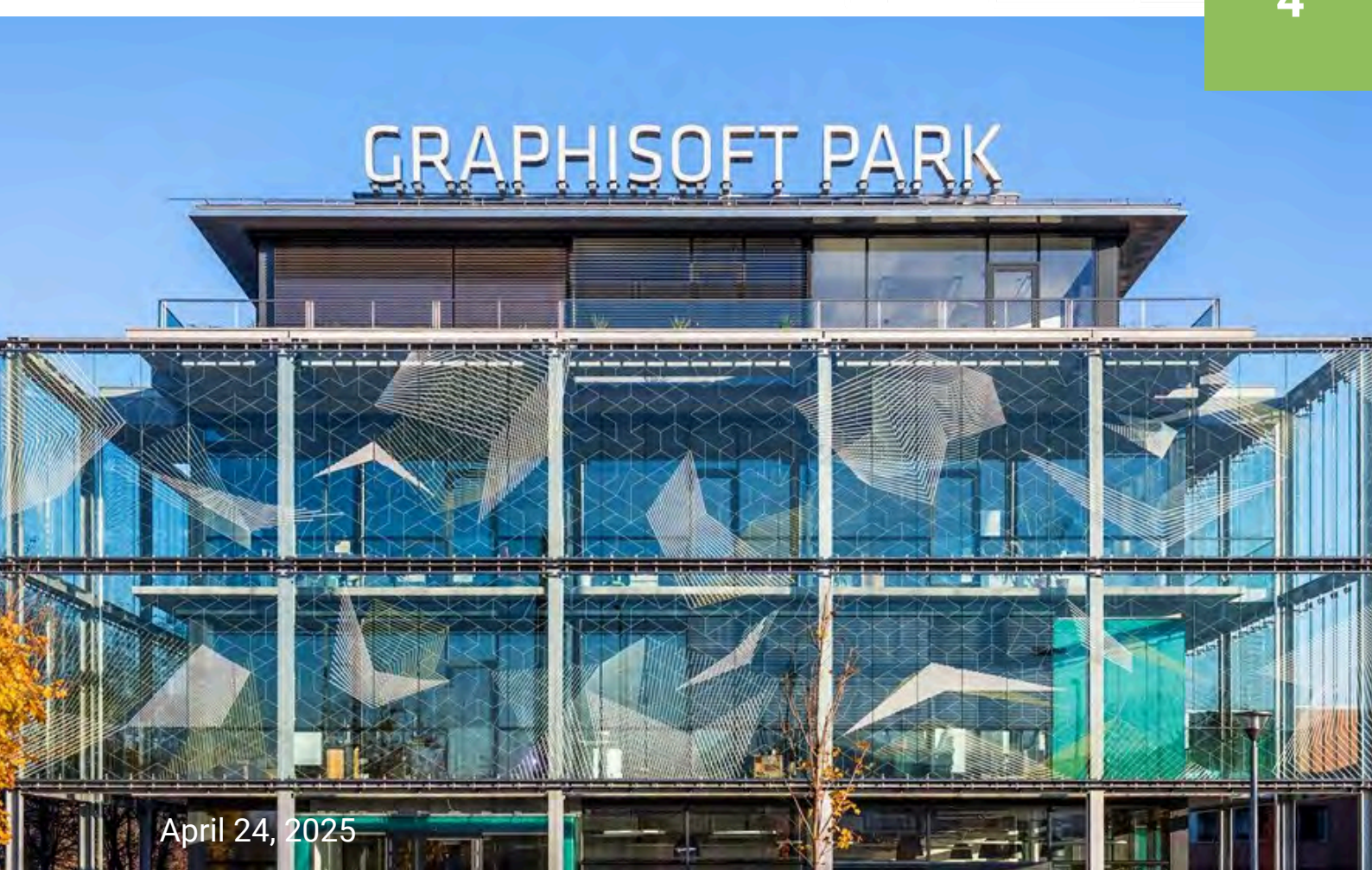


to
attract
top talent

SUSTAINABILITY REPORT

Graphisoft Park SE

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April 24, 2025



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03 WELCOME BY THE CEO

In recent years, the world has faced numerous challenges. We increasingly experience how a war-torn world makes not only our future but also our present and everyday lives unpredictable. In such a vulnerable and fragile environment, the strength of communities and commitment to human values are more important than ever. At Graphisoft Park, we have always believed that we are not just building a workplace but a community shaped by shared goals, collaboration, and a responsibility for a sustainable future.

However, sustainability is not just a matter of technological advancements – it is also a question of values. We often find ourselves in situations where we must choose: do we opt for the more cost-effective but less sustainable solution in the short term, or do we invest in an alternative that is more sustainable in the long run but requires greater investment? Such decisions are not merely technical or financial – they reflect our values: do we prioritize short-term savings or long-term sustainability?

At the same time, we see that today's sustainability reporting places a significant administrative burden on businesses. ESG regulations continue to expand, and while they serve important goals, they demand a level of detail that requires additional resources. Recognizing this challenge, the European Union has initiated a review of these regulations. We trust that this process will steer sustainability reporting towards a framework that genuinely supports responsible operations.



A sustainable world is built not only on technologies and regulations but also on shared responsibility and long-term thinking. **In a constantly changing world, Park's values are stable, and our commitment is unwavering.** I extend my gratitude to all those who have contributed through their work and commitment to Graphisoft Park's sustainability efforts. Let us continue this journey together and create a future that is not only economically successful but also preserves the strength of our communities.

Kocsány János – CEO
Graphisoft Park SE



100+

tenants • R&D companies •
start-ups • educational
institutions

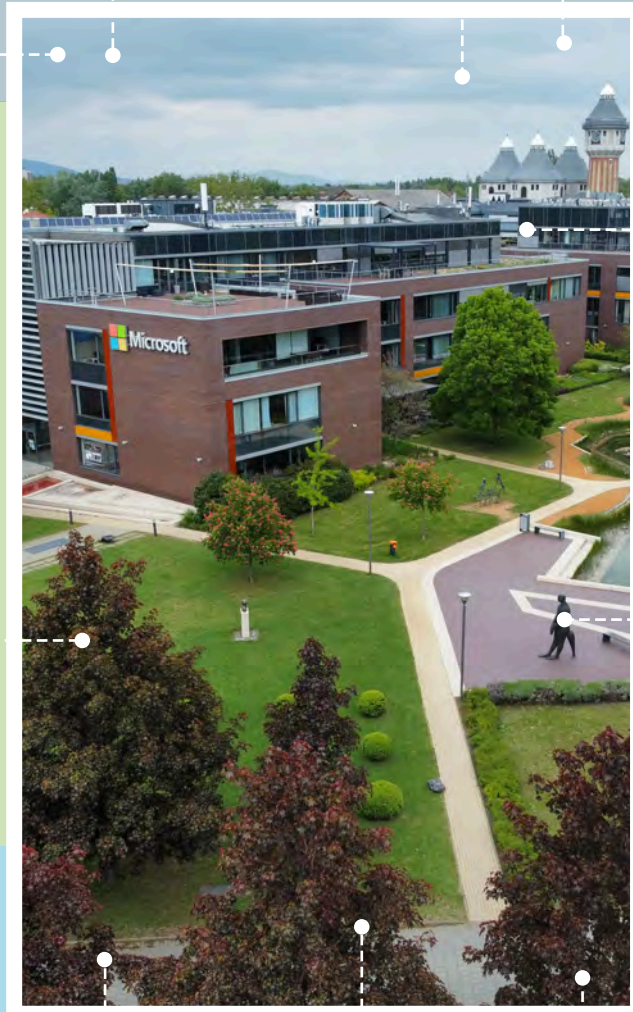


17.3
million €
revenue



82,000 m²
GLA

Office • laboratory •
educational area



2,000 pcs
underground
parking places



100%
green electricity



BREEAM

1 new Excellent
Rating



18 ha
land
60%+
green space



**ACTIVE
SCORE**

certification – gold level



15.7 years
tenant loyalty index

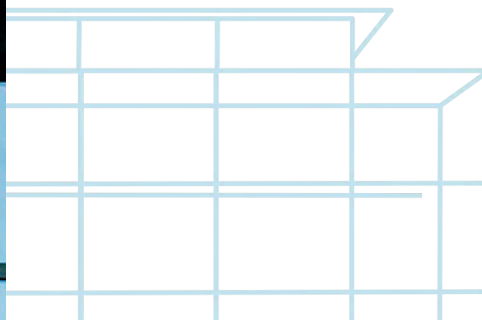


7.9 years
employee loyalty index



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ABOUT THIS REPORT



The report was prepared based on the latest standards of the GRI (Global Reporting Initiatives). During the preparation of the report, GRI's previous sectoral standard for the construction industry and real estate sector (GRI G4 Construction and Real Estate Sector Disclosures) was used, in order to publish along the most sector-specific indicators.

Graphisoft Park SE reported the information cited in the GRI index for the period from January 1, 2024, to December 31, 2024, with reference to the GRI standards. The report is based on the results of the materiality survey conducted in 2023.

As a leading real estate company in Hungary, we consider it an important mission to report on our sustainability activities every year. With this ESG report, we would like to help you learn about our company's sustainability goals, strategy and achievements.

We will continue to publish our sustainability report annually.

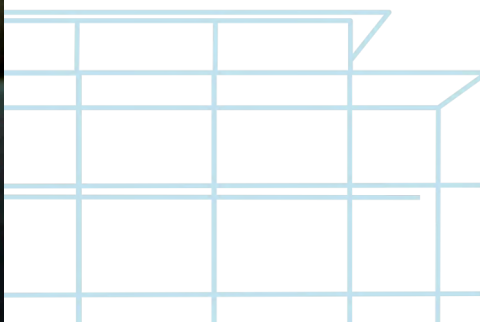


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INTRODUCTION TO GRAPHISOFT PARK SE



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Overview of Our Company Group

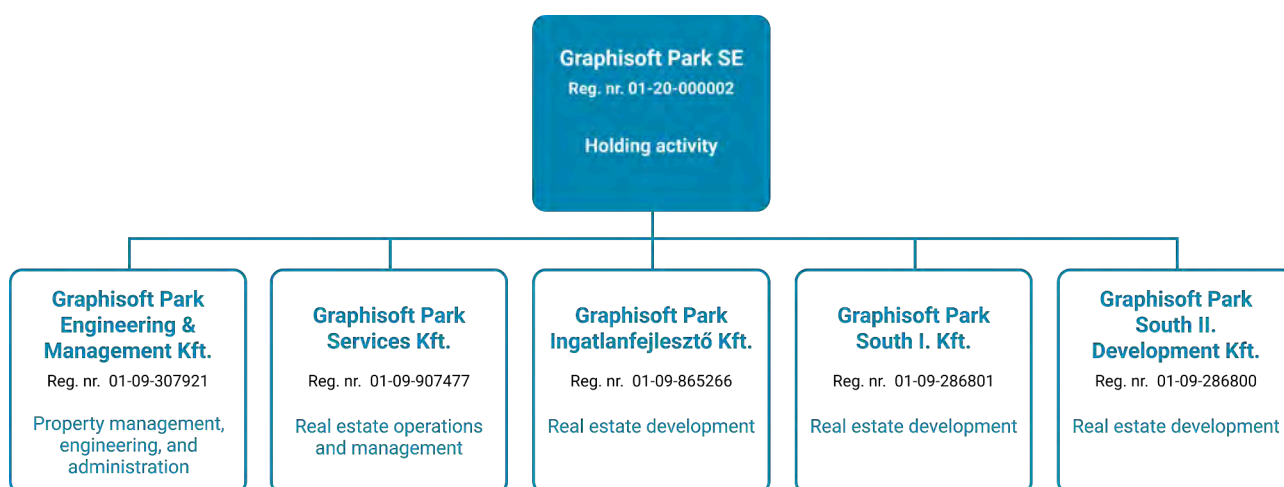
Graphisoft Park SE is a listed company exclusively focused on real estate development and management. The Company was established on August 21, 2006, through a de-merger from Graphisoft SE European Joint Stock Company, a globally recognized software developer. The company's shares have been listed on the Budapest Stock Exchange (BÉT) since August 28, 2006. Since January 1, 2018, Graphisoft Park SE has been operating as a Regulated Real Estate Investment Company (SzIT).

The total land area owned by the company today is approximately 18 hectares, located in Budapest's 3rd district, directly on the Danube riverbank, on the former site of the Óbuda Gasworks (town gas manufacturing plant). Over the past 25 years, a total of 82,000 square meters of leasable space (office, laboratory, educational, and other related service function buildings) was developed and put into operation on this site. Approximately 2,000

underground related parking spaces are available to tenants. In addition, there is the potential for further development of approximately 66,000 square meters of leasable space in other parts of the area, along with associated underground garages and service units.

Regarding the corporate group, real estate development activities are carried out by the project companies of Graphisoft Park SE (its subsidiaries), namely Graphisoft Park Ingatlanfejlesztő Kft., Graphisoft Park South I. Kft., and Graphisoft Park South II. Development Kft., while Graphisoft Park Services Kft. is responsible for the operation of the Park. Graphisoft Park Engineering & Management Kft. handles engineering and administrative activities related to the Group's real estate development and operations.

This sustainability report applies to Graphisoft Park SE and its subsidiaries, i.e., the entire Company Group.



Integrated real estate development, property, and facility management

Graphisoft Park is an integrated real estate development, property management and operating company, which is able to meet the needs of its customers and tenants in a complex manner by keeping these functions in one hand. We perform all of this in line with maintaining and further developing the Park's ecosystem and well-being services. We manage our buildings throughout their entire life cycle, including construction, utilization, operation, and renovation periods. During all of

this, we keep in mind the criteria that require the minimization of emissions and the environmental burden of a sustainable built environment. Pursuant to the Company's general, conservative development policy, development of a new building begins only if there is significant demand from tenants.



All in one hand

Graphisoft Park today – real estate portfolio, tenant base, utilization

The Park is home of internationally recognized technology, research and development companies and educational institutions, creating the domestic "micro-Silicon Valley" dreamed of at the start of the development. The 20 buildings of Graphisoft Park provide space for more than 100 companies, from start-ups to multinational companies, where a total of more than 5,000 highly qualified employees work and about 1,000 students study. In addition to the Park's unique natural features, the technological and IT focus created the milieu in which such globally listed companies are present in the Park as tenants for a long time, such as SAP (since 2005), Microsoft (since 1998), Servier (2007 since), and of course Graphisoft SE, the software company that founded the Park but now

operates as an independent tenant, since 1998.

The Aquincum Institute of Technology (AIT-Budapest) was located here in order to integrate the research and development work with the educational function, which became known at the best American universities through the teaching of one of Budapest University of Technology's specialties. The International Business School (IBS), founded in 1991, which provided training in English from the beginning, and the Real School educational institution, which focuses on environmentally conscious education from kindergarten to graduation, also moved to the Park.



The effectiveness of the strategy is also confirmed by the fact that the Company operates its buildings at a permanently high, nearly 100% occupancy rate, despite the recent uncertain economic environment and changes to office use which have caused an observable decrease in demand on the office

market. The integration of the home office option and the flexible design of existing office spaces came to the fore among tenants. Among our tenants, we see that research and development work with a high degree of creativity and intensive collaboration cannot be without personal presence at least partially,

but the flexible use of communal spaces, meeting rooms and hybrid working overall reduces the size of the required rental properties. The effect of the trend is also reflected in the utilization of Graphisoft Park:

The occupancy rate in 2024 was 94%, a slight decrease of 1% compared to last year. Similar to previous years, the occupancy rate of our offices is still exceptionally high compared to

the Budapest average. This is also helped by the fact that the tenants of Graphisoft Park commit to a longer period compared to the domestic average, due to the Park's unique natural features, the environment provided by the technological and IT focus, and the possibility of flexible office design. Since the opening of the Park in 1998, our tenants have spent an average of more than 15 years with us.

Developed area



- office area: 58,000 sqm
- educational area: 8,000 sqm
- laboratory: 7,000 sqm
- storage: 6,000 sqm
- service area: 3,000 sqm

Development principles

In addition to the traditional real estate development aspects, the development of the office buildings and office park was carried out with a focus on human policy aspects. Our motto is to create an environment that attracts the best talent. An important feature of the Graphisoft Park concept is the synergy between technology and IT focused global com-

panies with start-ups and high ranked higher education institutions, for which the Park provides a unique, green, livable environment.

Our philosophy is not to distinguish in treatment our small tenants from larger ones, giving each and all equal access to efficient and quality work environments. The strong exist-

ing collaborative partnership between technology companies, start-ups and educational institutions represents three important pillars of Graphisoft Park, that mutually support and strengthen each other. We remain open to hosting high quality educational institutions that fit the Park’s concept.



A community of global companies, startups and educational institutions

We organize numerous formal and leisure events to strengthen the relationship between our tenants, such as the annual Tenant Forum, the Park Family Day, or the Earth Day, which was held for the first time in 2024. We write more about these in Section “Professional Organizations and Events”.

Energy efficient building design has been central to the Park’s life from the very beginning. Since Graphisoft Park, unlike the majority of real estate development companies, operates the buildings on a long-term basis, it is therefore interested in developing ra-

tionally sustainable, economically viable buildings. Our other aims are to increase the comfort and thus the performance levels of people working and creating in the Park, to develop the means of community building, to organize events and programs, to further improve the conditions for creative work and to make life easier for the people working here. We also support leisure, sport and recreation activities. By taking these steps we contribute to high employee satisfaction that in turn guarantees the competitiveness of our tenants in the respective markets. The management is committed to ensuring that our tenants’ employees see the Park not just as a place to work, but as a comfortable and pleasant second home.

That is why we are proud to have obtained the first BREEAM In-Use Excellent rating for our Building “N” in 2024, which previously received a BREEAM In-Construction rating in 2017 during its construction, proving our commitment to sustainability and environmentally conscious operations.



Building concept

In developing Graphisoft Park we planned for a low building density of 25%, with a height limit of 11 meters for new buildings. Colleagues working in offices built in this way feel comfortable in their workplace. The 550-meter-long, car-free Danube promenade adjacent to the park also contributes to the well-being of tenants and visitors.

As a result of conscious design, all our building's opening windows are at least 10 meters from roads, parking lots and other sources of pollution. All air intake vents are located at least 10 meters away from doors and windows, ensuring high quality fresh air to flow into our buildings.

In addition to the new office buildings, the Aquincum Campus was created in 2013 with the renovation of the more than 100-year-old former Gasworks complex. Once renovated, the design and internal layout of the buildings made them suitable for educational purposes. Renovating old existing structures instead of erecting new ones is also environmentally beneficial, as it significantly decreases the amounts of materials and energy needed.

One of the main considerations in the planning was the low density of buildings, which has resulted in a high proportion of green spaces (over 60%). Only 45,000 m² of the total 180,000 m² of buildable area is occupied by structures and buildings in the Graphisoft Park. This means that the current land usage by buildings is a low 25%. The undeveloped areas are parks with a high proportion of green space and areas for recreational activities.

The typical building height is 3 floors, thus the height of more mature trees is dominating over the buildings.

All buildings have high exposure to natural sunlight, which in the hot season is compensated for by natural shading provided by tall trees. The predominance of green surfaces is enhanced by the fact that most of the parking is provided underground. The Park is accessible to pedestrians, from the Angel Sanz Briz road and adjacent public spaces, as well as from the Danube bank. The 7-hectare green park is also open to visitors to the public.



The preponderant greenery - more than 60% green areas



Financial stability

In recent years, we have had to face more unexpected events than usual, just think of the outbreak of the Ukrainian-Russian war, the drastic increase in energy prices, or the high inflation environment. However, our company's revenues have not declined during this time, and operating cash flow has only been affected to a lesser extent. This is largely due to the fact that the office park's tenants are typically stable companies working in research and



development and innovative solutions, which have not been affected so sensitively by the crisis. The rise of home office and the spread of hybrid office use have had a smaller impact on occupancy compared to the Budapest average.

Based on the results of the last few years, we can say that stable operation providing a secure cash flow strengthens investor confidence and creates value for shareholders.

Data in TEUR	2022	2023	2024
Revenue	15,538	16,845	17,261
Operating cashflow	14,745	15,588	14,361
Property fair value	215,105	211,762	215,919

Occupancy	2022	2023	2024
Graphisoft Park	97%	95%	94%
Budapest average*	89%	86%	96%

* Based on the reports of Budapest Research Forum (BRF)

Materiality analysis

Materiality analysis sets the foundation for our sustainability strategy, ensuring that we focus our resources and attention on our most important impacts. For the 2024 report, we used the materiality analysis carried out in the first half of 2023, as there were no changes in the business that would justify a change in the materiality analysis – this was reviewed and confirmed by the company's management. In addition, in the second half of 2024, we prepared a new double

materiality analysis in accordance with the CSRD requirements, based on the ESRS standard, which we plan to use in the future. We will continuously monitor material topics in the future and, if there are significant changes in our value chain or in the market, we will review the analysis with experts. We will also actively follow the development of the double materiality methodology and changes in new reporting requirements.

1. Impact Analysis:

During the impact analysis, we identified and prioritized the environmental, social, and governance topics that Graphisoft Park and our value chain have a direct or indirect impact on, or potentially could have. The analysis considered industry trends, obligations, expectations, as well as the goals, values, and management approach of Graphisoft Park.

2. Stakeholder analysis:

Numerous stakeholders participate in our value chain and business operations, and their opinions and expectations are also crucial elements of our sustainability strategy. Using the results of the impact analysis, we developed a survey to assess stakeholders' opinions, which was voluntary and anonymous. As the first step of the stakeholder analysis, we identified and categorized our stakeholders.

Since most of our buildings function as rental spaces, our key stakeholders are our tenants, as well as their employees and partners. Suppliers involved in the construction, maintenance, and operation of the buildings, as well as our employees who collaborate in these processes, are also crucial stakeholders in the value chain. As a public company, shareholders, investors, creditors, authorities, and other stock market stakeholders are also important interested parties.

We strive to reach all stakeholders through various channels, including direct contact, (at least) annual tenant forums for our tenants, and continuous active communication with our shareholders and investors through announcements, publications, and general meetings. We regularly seek collaboration opportunities with local communities, our neighbors, and local governments.

Our main stakeholder groups include:



3. Determining materiality:

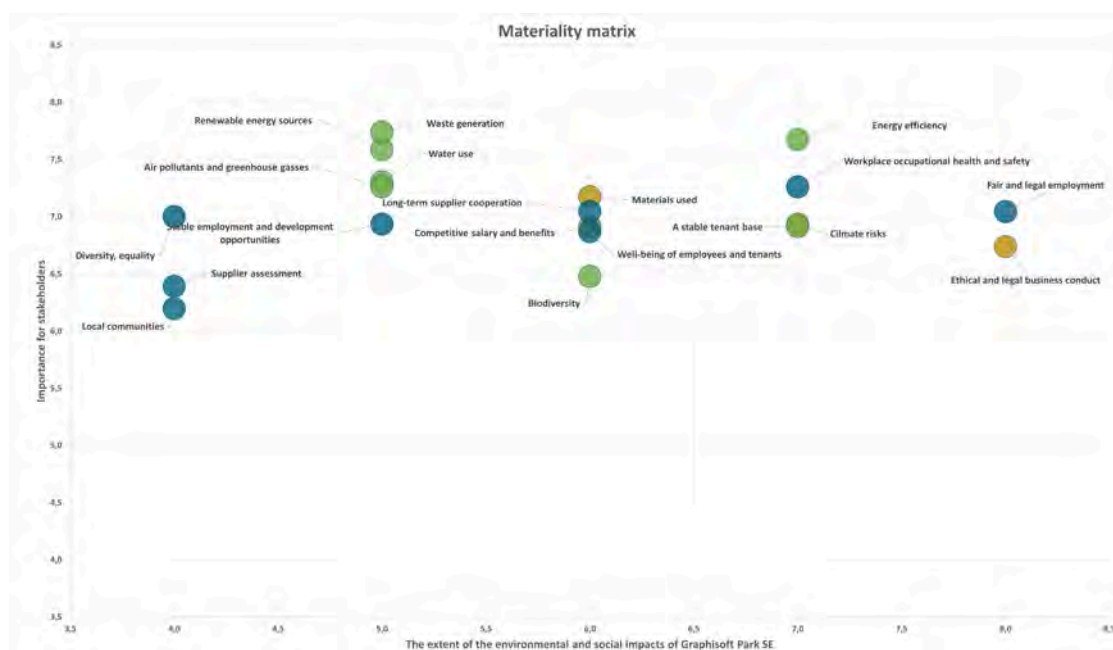
Based on the evaluation of the stakeholder survey, the opinions of stakeholders, and the extent of Graphisoft Park SE's environmental and social impacts, we organized these into a matrix. Then, a group of internal and external experts determined the generally material topics, as well as areas of particular significance for individual key stakeholder groups.

As a result of the analysis process, the material topics identified were:

1. Energy efficiency
2. Material use
3. Workplace occupational health and safety
4. Well-being of employees and tenants
5. Climate risks
6. A stable tenant base
7. Long-term supplier cooperation
8. Fair and legal employment
9. Competitive salary and benefits
10. Ethical and legal business conduct

Themes 11 to 19 were not initially included in the analysis of material topics but being of importance to us, they ended up being included. We also report on these topics in detail in our Sustainability Report:

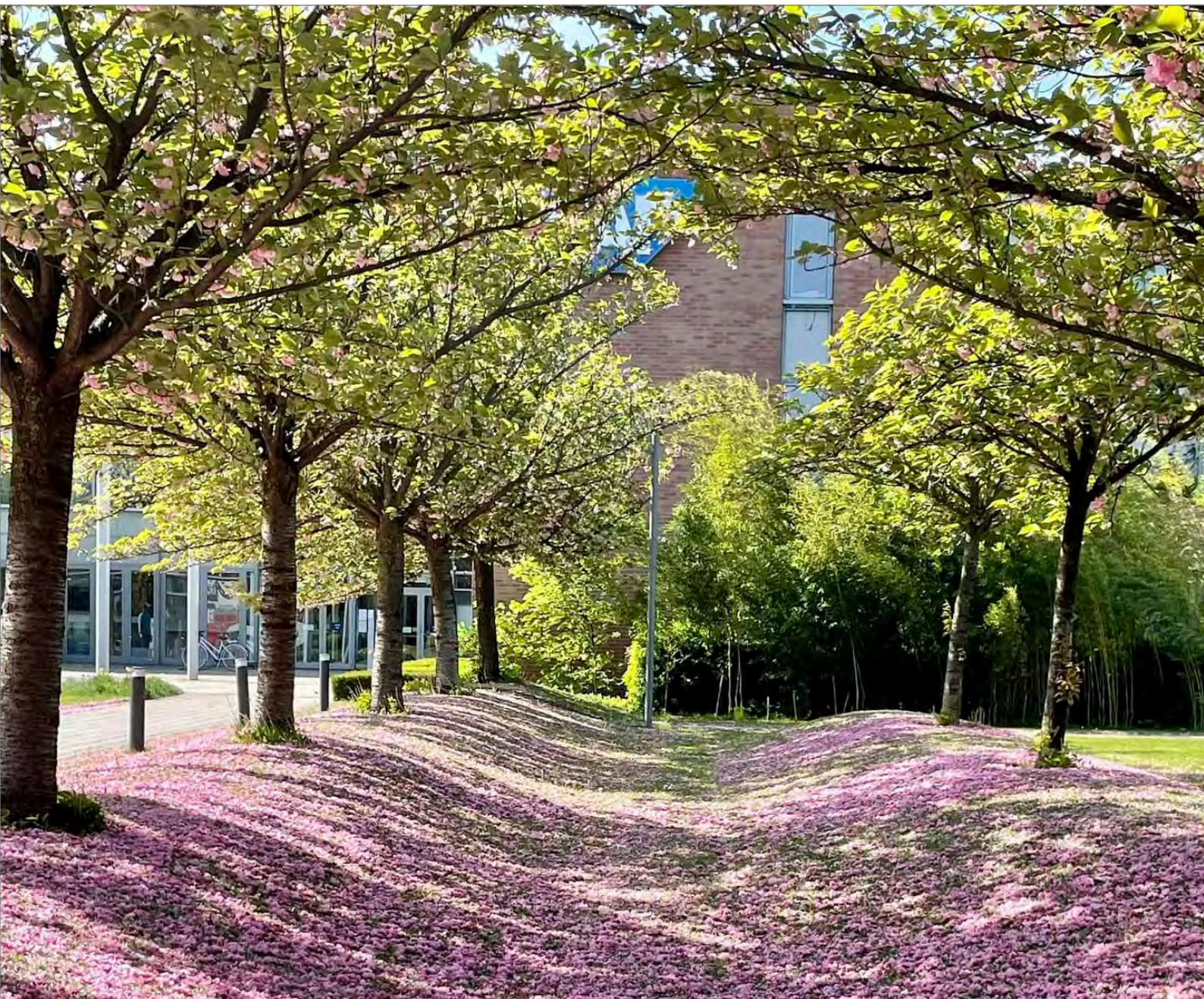
11. Biodiversity
12. Water use
13. Air pollutants and greenhouse gasses
14. Waste generation
15. Renewable energy sources
16. Stable employment and development opportunities
17. Supplier assessment
18. Diversity, equality
19. Local communities



Sustainable development goals

In shaping Graphisoft Park SE's sustainability strategy, we have also taken into consideration the Sustainable Development Goals (SDGs). As a real estate developer and operator, we significantly impact both natural and social processes.

The SDGs set by the United Nations provide clear guidance on the world's most pressing challenges. While every company impacts all 17 SDGs, there are areas where this impact is prominent (primary SDGs), significant (secondary goals), and others where the impact is indirect.





We are proud to say that through the creation and operation of the Park, our organization significantly contributes to the 'Sustainable Cities and Communities' and 'Industry, Innovation, and Infrastructure' SDGs by providing numerous green spaces and quality buildings that enhance the

natural and social environment, offering a home and community for innovative technological and research companies, and educational institutions. Graphisoft Park actively participates in the sustainability of the built environment. These are the primary goals in our business operations.



We also have a significant impact in contributing to the so-called secondary SDGs. Both by using sustainable or recycled raw materials (building materials) and by reducing and managing the impacts during the operation of our properties, we can significantly contribute to the SDGs for 'Climate Action', 'Good Health and Well-being', 'Clean Water and Sanitation', and 'Life on Land'.

The Park supports 'Quality Education' as an SDG by providing a home on the so-called Campus area for several high-standard educational institutions recognized internationally, which also welcome Hungarian and foreign students, enabling collaboration between schools and research-development, technological companies.



Our influence on the realization of the other goals (tertiary SDGs) is minor or only indirect. However, Graphisoft Park is committed to contributing to

social and environmental well-being in collaboration with its partners, tenants, suppliers, and cooperating civil organizations.

Description of our sustainability strategy

Our strategy is to lead Graphisoft Park SE as a sustainable, eco-friendly, and human-centered office park through integrated real estate development, utilization, and operation, where knowledge-intensive tenants can find a long-term home.

According to the results of the GRI based materiality analysis of 2023 and taking into account the UN's Sustainable Development Goals, we have determined the topics that fundamentally set the direction of Graphisoft Park SE's sustainability strategy.

Main pillars of our sustainability strategy:















The next step in formulating the strategy was to assign quantitative and qualitative performance indicators to the focus areas,











which help maintain focus and allow for a transparent evaluation of our results.



Our commitments

Our strategy is to lead Graphisoft Park SE as a sustainable, eco-friendly, and human-centered office park through integrated real estate development, utilization, and operation, where knowledge-intensive tenants can find a long-term home.

Sustainability areas	Material impacts	Our commitments	Our results	Relating SDGs
Environment	Energy efficient buildings Water use	Green CAPEX ratio reporting from 2023.	37% in 2024, amounts to 505 TEUR (almost 28% more than in 2023).	  
		Obtaining BREEAM certification for two additional buildings by 2026.	In 2024, we achieved our first BREEAM In-Use Excellent rating for our Building "N". Buildings "M", "G" and "SouthPark" are currently in the process of (re)rating.	  
	Materials used	Accurate mapping of the 5 largest fit-out material groups, quantification of material use between 2023-2025.	We started the mapping based on our commitment, but after the initial investigations, we assessed that the precise measurement of natural resources would not improve the accuracy of the GHG inventory results as much as the cost of continuously monitoring these types of materials.	
	Waste management	Reducing landfill waste to a maximum of 10%, increasing the waste utilization rate to 90% by 2035.	35% in 2024.	
	Greenhouse gasses	Reduction of Scope 1,2 and 3 emissions by 25% by 2030 (compared to 2022).	In 2024, location-based emissions decreased by 6.3% and market-based emissions by 9.5% compared to 2022.	
		Providing 100% green electricity.	In 2024, we provided 100% green electricity in the entire office park for our own and for our tenants' consumption.	
		Own car fleet with 100% alternative propulsion, by 2030.	In 2024, the proportion of alternative cars increased to 87%.	
	Biodiversity	Based on TCFD, identification of operational risks and opportunities until 2026.	The identification of risks and opportunities was ultimately developed not based on the TCFD, but on the ESRS - Double Materiality Assessment, thus helping to comply with CSRD.	
			Protection of biodiversity, which we achieve by preserving and expanding green areas, green roofs, and the continuous maintenance of mixed vegetation.	In addition to the continuous care of the Park's wildlife, in the spring of 2024, 3 bee colonies began their work in the Park's green areas.

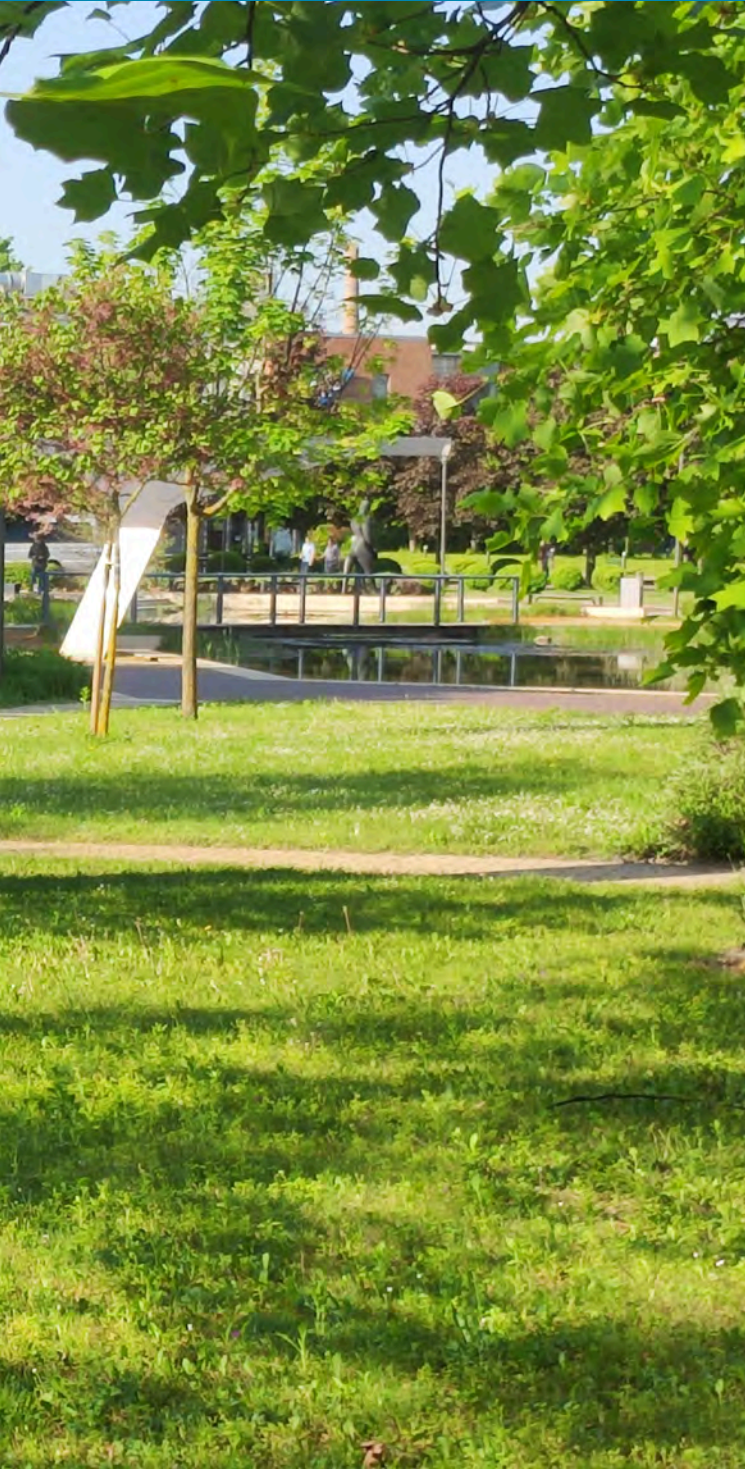
Sustainability areas	Material impacts	Our commitments	Our results	Relating SDGs	
Society	Tenant base	Hold tenant forums at least twice a year.	We have reviewed this commitment and believe that one tenant forum per year is still essential, but a second one is only necessary in the event of an extra unforeseen event. We held one tenant forum in 2024.		
		Keeping cumulative loyalty index over 15 years.	It increased to 15.7 years in 2024 (15.2 years at the end of 2023).		
		Tenant related programs/ workday monitoring.	In 2024, we organized 52 different events for our tenants.		
	Supplier partnership	Sustainability review for 50% of supplier value between 2024-2026.	During 2024, details of the domestic regulation (ESG Act) regarding supplier value chain due diligence gradually emerged. Based on this, we selected the partner to conduct the due diligence.		
	Workplace occupational health and safety Fair and legal employment	Introduction of health insurance for employees.	Last year, we introduced health insurance for all our employees. We also maintain occupational health examinations for all colleagues.		
		Firefighting and resuscitation training courses for tenants and employees.	We organized the training courses in 2024.		
		0 accidents at work.	The number of registered workplace injuries was 0.		
	Governance	Ethical and legal business conduct Diversity, equality	Forming of Sustainability Committee.	In 2023, we formed the Sustainability Committee covering the entire organization.	
			Introduction of whistleblowing system by 2026.	We plan to launch it in 2025.	
Climate management, climate risks		Continuous provision and expansion of internal training related to sustainability.	Knowledge sharing within the company has started. One of the company's employees as chartered accountant obtained sustainability certification during the year.		



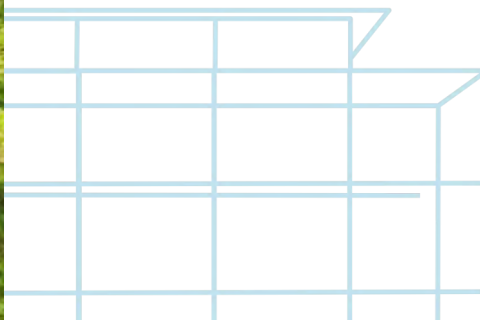


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ENVIRONMENT



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- 34 Circular economy
- 40 Biodiversity
- 42 Land remediation



One of the most, if not the most, important values of the office park we have created is the environment we provide for our tenants and visitors. The extensive green spaces, the natural Danube riverbank, limited construction, and

Adopting to climate change

The built environment is responsible for significant emissions related to both development and building operations. Due to our company's operations (mainly due to raw material and energy use), our own climate impact and emissions across the value chain are substantial. In the development of the Park, the buildings are always equipped with the most modern, energy-efficient devices available at the time, aiming for long-term aspects of building operation and maintenance. Our goal is to further strengthen and continuously improve this approach, thereby reducing our climate impacts. From 2017 to 2022, we carried out systematic, primarily mechanical modernizations and renovations of the oldest buildings (for example, replacing older refrigerators with more efficient devices), covering nearly 25,000 square meters. Starting from 2023, our renovation and modernization programs will focus on projects that increase energy efficiency and optimize energy consumption, which we implement in continuous consultation and collaboration with our tenants. In the year 2023, 16,000 square meters were upgraded, and in 2024, a further 5,800 square meters were upgraded, a process we plan to continue in the coming years.

Energy efficiency

Reducing and optimizing energy consumption and using more sustainable energy sources is one of today's key issues.

human-scale buildings all demonstrate our commitment to the environment. For many years, we have been working to make our daily operations as efficient as possible, with increasingly reduced environmental impacts.

The buildings are equipped with mechanical ventilation, cooling, heating, and humidification systems, all regulated by a Building Management System (BMS). This includes centralized control of boilers, refrigerators, fan coils, and shading devices. Tenants and users of our buildings can adjust the temperature within certain limits to suit their personal preferences. The BMS regulates the mechanical and shading systems based on external and internal temperatures, ensuring energy-efficient temperature control in the buildings through time- and season-adjusted programming.



Our priority is the renewal of our buildings



The mechanical setup of the buildings varies; some are equipped with traditional gas boilers and refrigeration units, while others use VRV systems. The mechanical ventilation includes heat recovery units. Lighting in many areas is controlled by motion sensors, and LED lighting has been installed in the garages. We have also continued to implement LED lighting in common areas.

COMMITMENT

Green CAPEX

the proportion is 37% in 2024



Our operations and investment team primarily examines the possibility of installing more energy-efficient systems (e.g., boiler replacements, refrigerator replacements)

with the goal of decarbonization, as well as potential solutions for alternative, renewable energy sources (e.g., installing solar panels, green electricity procurement agreements). We are working to optimize solutions, thoughtfully balancing tenant comfort with actual energy savings and emission reductions.

In 2024, 5,800 m² of office space have undergone major energy efficiency improvements, such as the installation of heat pumps and the replacement of glass in some parts of the building. In addition, we insulated the roofs of listed buildings using recycled glass fiberglass and continued to install LED lights in additional buildings and underground car parks as part of a project started in the previous year.

In the year 2024, we spent 505 thousand euros on the above detailed improvements (37% of the total CAPEX). The green capex rate was determined by taking into account only those modernization and renovation works that could

clearly reduce the energy consumption of the property in question, out of all the works carried out during the year.

Sustainability of Our Buildings: Green Building Certification

Guided by BREEAM¹ standards and striving for carbon neutrality, we manage and renovate existing buildings and plan potential future new investments.

In 2017, Building 'N' was developed according to BREEAM New Construction standards. From the preliminary design stage, a BREEAM AP qualified professional was involved, supporting and guiding the entire building development process. Adhering strictly to BREEAM's rigorous criteria, the character of Building 'N' was formed with the involvement of external stakeholders, placing great emphasis on complying with the norms of sustainable built environments, catering to tenant needs and well-being.

Building 'N' in the Park, based on its certification, features numerous amenities and wellness functions that cater to tenant needs. This includes the development of proper combinations of lighting systems and natural light with shading; ensuring good air and water quality; maintaining optimal noise levels within the office area and providing adequate sound insulation; ensuring alternative ways to access the building; placing electric car chargers in the parking area; and actively contributing to the fit-out of tenant spaces.

¹ Building Research Establishment Environmental Assessment Method (BREEAM): a leading environmental assessment method and rating system for projects, infrastructure, and building operations and use. <https://bregroup.com/products/breeam>

Building 'N' in the Park was the first to be certified with a BREEAM New Construction rating. Since 2017, new developments and building renovations have been carried out in accordance with BREEAM New Construction criteria. Accordingly, during renovations, we strive to perform demolitions in a non-destructive manner and store the materials for reuse. Based on the principles of the circular economy, we often reuse demolished building elements (e.g., glass walls). In planning renovations and refurbishments, we consider the adaptability to tenant needs and long-term, sustainable use.

The Park uses the Breeam in Use rating system for certifying delivered buildings. Since 2015, several of our buildings (M, N, S) have had BREEAM In-Use very good ratings and are currently being renewed. We aim to increase the number of our certified properties in the coming years, with the addition of G and SouthPark buildings. These buildings are in the process of being pre-certified or submitting data for pre-certification. However, we are very pleased that Building N has moved from „Very

Good” to „Excellent” on the rating scale for the year 2024.

In addition to the rating of buildings, we are giving priority to the expansion of cycling infrastructure (provision of storage, changing rooms, service points) to support active mobility.

As a result, in 2024 we achieved the Active Score - Gold rating. The rating means that the Park will support commuters by bike, scooter and other active means of transport, provide sufficient cycle parking for users and visitors, ensure a high level of safety, provide modern changing rooms and showers, and provide access to services to promote active commuting.

COMMITMENT

BREEAM in use certification

for two additional buildings by 2026

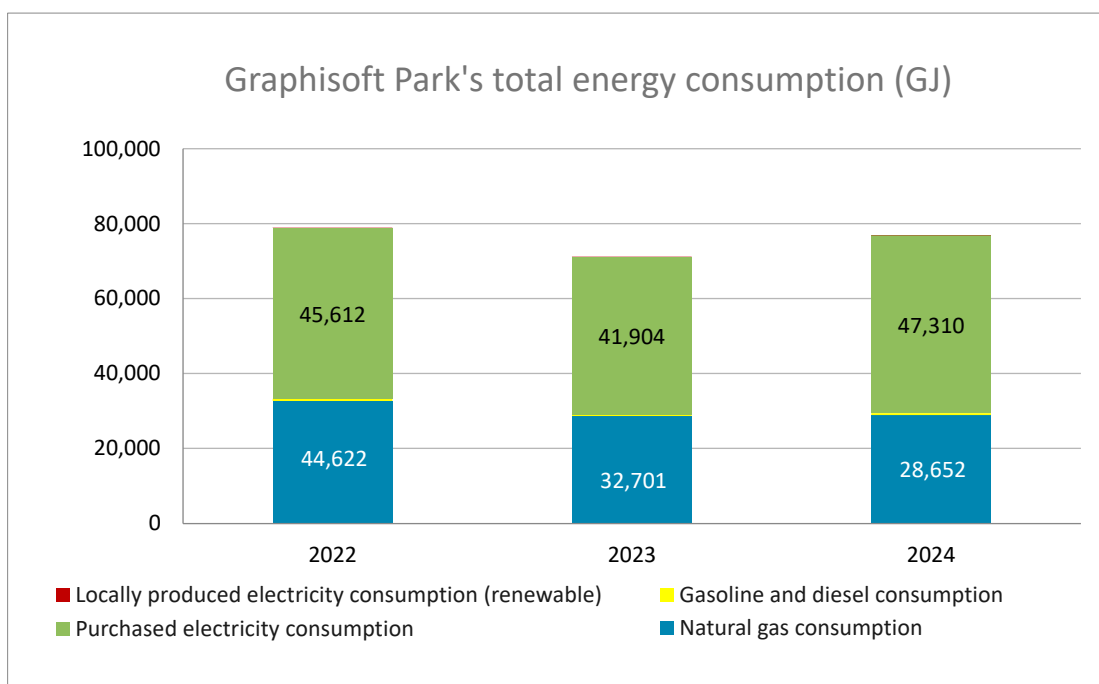


Energy consumption

Operating office parks involves significant energy use, making it crucial to increase energy efficiency, replace fossil energy sources, and integrate renewable energy sources into the energy mix.

The heating and cooling energy needs of the Park's buildings, as well as the Park's electricity requirements, are met using natural gas,

purchased electricity, and solar panels, while the fuel needs of our corporate vehicles and emergency generator are covered by gasoline and diesel. Electric cars are an increasing proportion of the fleet of leased and owned vehicles, for which charging facilities are provided (see Other emissions section). In 2024, the Park's total energy consumption was 76,824 GJ.



Compared to 2023, Graphisoft Park's total energy consumption increased by 7.9% in 2024, with a significant increase in purchased electricity consumption and, to a lesser extent, natural gas consumption. The main reason for this is the extreme weather conditions. While in 2023, the number of tropical nights (when the minimum temperature does not fall below 20°C) and hot days (when the daily maximum temperature reaches or exceeds 35°C) in North Budapest was 14 and 8 respectively, in 2024 the number of hot days was 31 and 20.

The main reason for the increase in electricity consumption in Graphisoft Park was the increased use of air conditioners resulting from the rise in temperatures. In addition, the increase in office presence and the increase in the number of electric cars also contributed to the additional consumption. The slight increase in natural gas consumption can be explained by an increase in the number of cold winter days².

² <https://www.metnet.hu/napi-adatok?sub=5&pid=15321&date=2023>

Total - electricity and natural gas intensity (GLA)	Unit	2022	2023	2024
Offices	kWh/m ²	247.29	217.88	249.55
Laboratories	kWh/m ²	948.32	882.59	846.36
Educational buildings	kWh/m ²	144.93	141.04	130.07

With ongoing mechanical maintenance and modernization of the buildings, our goal is to ensure uninterrupted use while also reducing the need for energy resources. We plan to implement further efficiency improvement projects in the future and are currently working on developing a multi-year development program related to these opportunities.

is already planned. In 2024, these solar panels produced 18,604 kWh of electricity, accounting for 0.14% of the Park's total electricity consumption. The main reason for the lower renewable energy production compared to previous years was the failure of a previously installed panel.

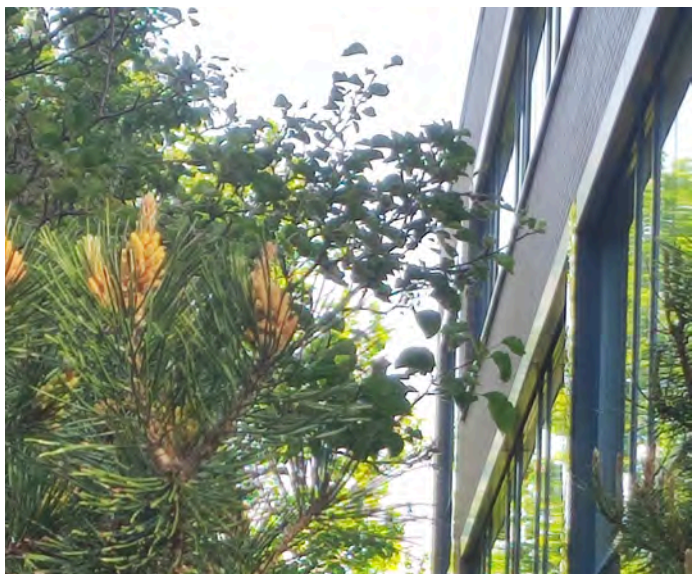
COMMITMENT

Green electricity 100%

Use of renewable energy sources

Like prior years, throughout 2024, we ensured the complete green electricity supply for Graphisoft Park by purchasing guarantees of origin³ and we plan to continue this practice. Meanwhile, we regularly explore the possibility of installing a solar park either within or outside the Park premises that could cover a larger portion of our electricity needs.

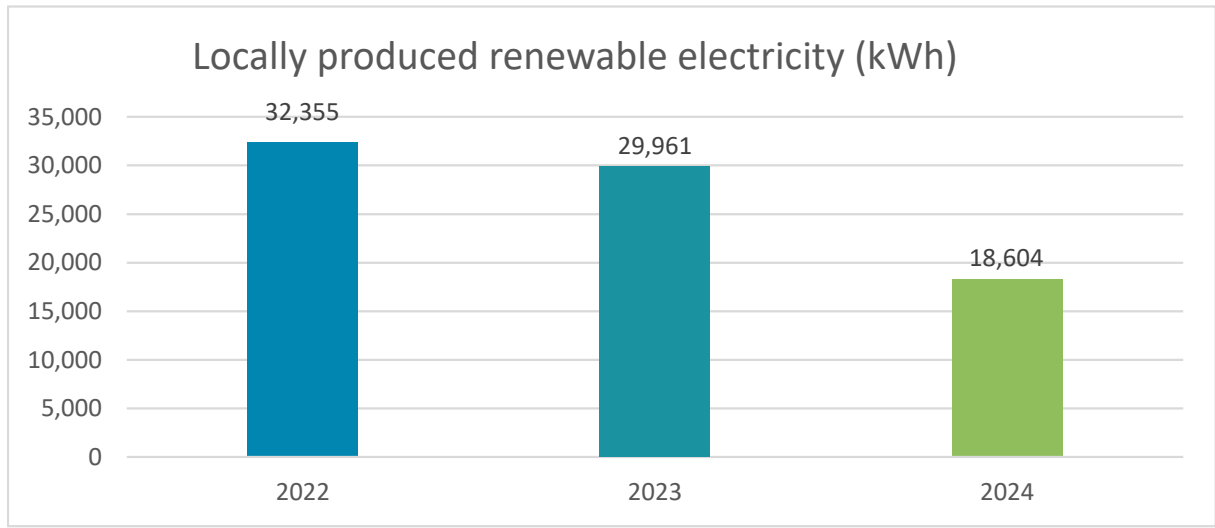
Two smaller solar parks are currently operational within the Park of which extension



³ Guarantee of origin: An electronic document, the sole purpose of which is to prove to the final consumer that a specific proportion or amount of energy has been produced from renewable energy sources. Source: Directive 2018/2001 of the European Parliament and of the Council (EU) (December 11, 2018) on the promotion of the use of energy produced from renewable energy sources (revision) (Text with EEA relevance.) <https://eur-lex.europa.eu/legal-content/HU/TXT/PDF/?uri=CELEX:32018L2001>

We continuously explore alternatives and opportunities for further renewable energy sources, for which we are preparing technical

and economic feasibility studies. We plan to install more solar panels in the coming year.



Air pollutants and greenhouse gasses

Due to our construction and property management industry related profile, the environmental pillar of our sustainability strategy, including reducing our climate impact, is the most important, and therefore we need to extend our emissions reduction efforts beyond direct emissions (Scope 1) to

indirect emissions (Scope 2 and Scope 3). For our Scope 3 emissions, it is important that we engage and commit our suppliers and tenants to drive sustainability, as for most types of Scope 3 emissions it is the actors in the value chain that have the greatest impact on emissions.

Scope 1, 2 and 3 emissions	Location- based emissions (t CO ₂ eq)	Proportion of emission (%)	Market-based emissions (t CO ₂ eq)	Proportion of emission (%)
Scope 1	112.78	2.16	112.78	3.56
Scope 2	58.28	1.12	0.00	0.00
Scope 3 Upstream	1,493.54	28.60	1,465.81	46.22
Scope 3 Downstream	3,558.18	68.13	1,592.65	50.22
Total	5,222.78	100.00	3,171.24	100.00

The results show that, as in previous years, emissions from our own operations (Scope 1, 2) account for just over 3% of our total emissions (Scope 1, 2 and 3).

COMMITMENT

SCOPE 1, 2, 3

Reduction of emissions Scope 1,2 and 3 by 25% by 2030

In 2024, decrease of 6.3% in market-based and 9.5% in location-based compared to the base year of 2022



As Scope 3 emissions account for a significant share (more than 97%) of our total carbon footprint, it is of paramount importance that we reduce their volume. Even though they are outside our direct scope, it is important to monitor and reduce these emissions. Scope 3

emissions are significantly influenced by the choices and habits of our tenants, and we aim to increase our focus on these (e.g. waste reduction, conscious use of materials, lower water and energy use, etc.) through ongoing, regular engagement with our tenants (e.g. tenant forums).

Our market-based emissions decreased by 6.3% and our place-based emissions by 9.5% compared to the base year 2022. However, no significant improvement was achieved compared to 2023. Although our total place-based emissions (Scope 1, 2 and 3) decreased by 4.6% compared to the base year (2023), our market-based emissions increased by 3.2%, due in part to higher energy use due to extreme weather and increased office use, as already discussed in the energy use section.

Our Scope 1 emissions increase is due to an increase in the use of company owned or operated vehicles, because although the number of alternative fuel vehicles increased in 2024, so did the total number of trips taken, so our emissions increased by 90%. This is still a negligible amount (2% of our total emissions) compared to our Scope 3 emissions, within which our emissions from upstream activities have increased significantly - one reason for this is the one-off green investments we will make in 2024, which are expected to reduce our emissions in the long term. In contrast, our downstream emissions have decreased significantly compared to 2023.

To reduce our indirect (Scope 3) emissions, we are reviewing our value chain and identifying material groups and energy flows where we need to work more closely with our suppliers.



Scope 1, 2 and 3 emissions	Location- based emissions (t CO ₂ eq)			Market- based emissions (t CO ₂ eq)		
	2022	2023	2024	2022	2023	2024
Scope 1	248.33	81.57	112.78	248.33	81.57	112.78
Scope 2	73.69	78.44	58.28	0.00	0.00	0.00
Scope 3 Upstream	1,400.98	1,336.80	1,493.54	1,393.77	1,308.61	1,465.81
Scope 3 Downstream	4,048.98	3,977.67	3,558.18	1,752.24	1,683.87	1,592.65
Total	5,771.97	5,474.48	5,222.78	3,384.30	3,074.05	3,171.24



Other emissions

In addition to greenhouse gas emissions, the daily operation of the Park is associated with a certain level of other air pollutant emissions, primarily originating from the use of vehicles by the tenants.

To minimize emissions from vehicle use, we support the use of electric cars. In previous years, electric chargers were installed based on individual requests, but in the

COMMITMENT

Own car fleet

with 100% alternative propulsion, by 2030

2024: 86.6%



second half of 2024 we have built identical chargers on uniformed terms, based on requests. In addition to metering and billing, this will also support energy management for each building, i.e. setting and monitoring optimal energy use. There are currently five fast chargers in the Park and a significant number of 68 electric car chargers in the garages, which is expected to increase significantly in the coming year.

Additionally, the Park is easily accessible by bicycle and public transportation. For cyclists, numerous bike racks, changing rooms, and bike repair stations are available. We provide a shuttle bus service for the Park's tenants, connecting them with the city's public transportation (suburban trains, buses, and metro stations). This service is popular, with high usage rates, as 20-25% of the office park workers regularly use it. In the future, our goal is to provide an e-shuttle bus service for those using public transport.

The modernization of our car fleet has begun, with hybrid vehicles being introduced. Compared to 65% last year, by 2024 the share of alternative vehicles (plug-in hybrid, electric) increased to 86.6%.

Reducing climate risks

Graphisoft Park is affected by climate change and its consequences, including high summer temperatures, increasing occurrences of showers and thunderstorms, as well as droughts and water scarcity.

For now, the Park's high-capacity cooling equipment provides an adequate solution for high summer temperatures, and there are no issues thus far. However, areas requiring development have been identified, such as the need to manage the quantity and quality of internal heat emitters in some older buildings.

Additionally, the Park's green areas contribute to creating a favorable microclimate. If the Park's surface were mostly paved with asphalt or paving stones, it would be much warmer on hot days, and the sensation of heat would be worse. The cooling effect of shade-providing trees and evaporating plants (this effect is also called „evapotranspiration“) is particularly noticeable on these days. On Budapest's heat map, areas with high vegetation coverage show significantly lower surface temperatures compared to densely built-up areas, a benefit further enhanced in the case of Graphisoft Park by the proximity of the Danube.

Although Graphisoft Park's stormwater drainage system was not sized for sudden heavy rainfall, the vast green areas provide sufficient absorption capacity. Considering the expected summer heat and drought, we have planted indigenous plants that tolerate local climatic conditions well on the Park's territory. Our goal is to maintain sustainable green vegetation throughout the summer months without excessive use of (drinking) water.

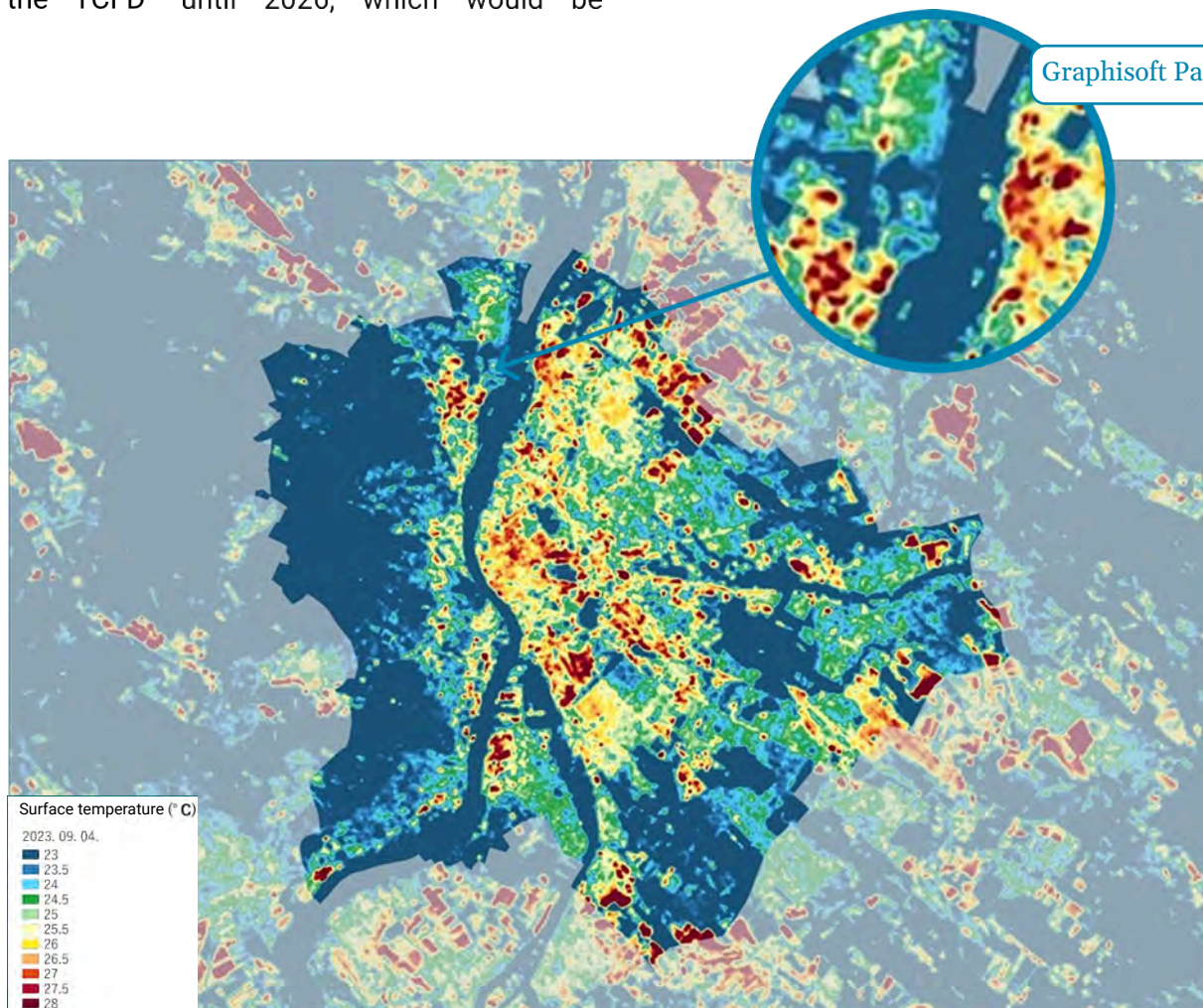
Our commitment in 2023 was to identify operational risks and opportunities based on the TCFD⁴ until 2026, which would be

presented in our forthcoming reports. However, in light of the new regulations and methodologies in 2024, we have decided to identify risks and opportunities based on the ESRS - Double Materiality Assessment, rather than the TCFD. This will allow us to map our potential and actual risks and opportunities with an even greater focus, while also facilitating compliance with the CSRD.

NEW COMMITMENT

Developing Double Materiality (ESRS)

by 2026



Heat map of Budapest on September 4, 2023, by Janka Kovács upon USGS earth Explorer, <https://earthexplorer.usgs.gov/>

⁴ Task Force on Climate-related Financial Disclosures: presenting the potential business or financial impacts of climate risks.

Circular economy

Due to our business model, material use has a significant impact. In designing and constructing buildings, we use materials and technologies that require low maintenance over their lifecycle.

Our tenants workplace needs change continually, necessitating periodic interior renovations. To minimize environmental impacts, we pay careful attention to the conscious selection and use of materials.

The principle in renovations is to consider existing conditions, perform the least amount of intervention possible, and minimize demolition waste and construction material needs, practically implementing the principle of circularity. Accordingly, a significant portion of the usable, good condition elements resulting from demolition activities (e.g., doors, glass walls, ceiling elements, lamps, floor boxes, switches, mechanical elements) are reused wherever possible. This approach reduces the quantity of new materials required, their environmental impact, and costs.

Among the materials and elements procured, those made from recyclable or recycled materials are preferred for environmental reasons, as they have a lesser environmental impact than their traditionally produced counterparts. Examples include gypsum boards made partly from power plant gypsum and partly from recycled gypsum and paper. Mineral fiber ceiling tiles, carpet, and PVC floor coverings are also partially made from

recycled materials and are recyclable.

Naturally, our efforts to promote circularity can only be realized in collaboration with our tenants. To this end, we personally inform our tenants about the possibilities and advantages during every renovation or fit-out configuration, seeking the best solution that serves the goals of all involved, including the environment.

According to our commitment, we have started the precise mapping of the 5 most used fit-out material groups, collecting quantitative data on material use, thereby refining the GHG inventory (results of the carbon footprint calculation). However, the results of the initial studies have shown that the accuracy of the GHG inventory results is not improved by the precise measurement of natural elements, due to their negligible size relative to energy use, as much as the resources required to continuously quantify and monitor these types of materials.

NOT ACHIEVED

Precise mapping of the 5 most used fit-out material groups by 2025

Water Consumption

The water demand of office buildings and service units is primarily supplied from the drinking water network, while irrigation primarily uses well water.

Due to the numerous built-in water-consuming appliances, devices, and sanitary fittings used daily by building users, our impact on water consumption is significant. Therefore, monitoring water usage is crucial, as is regularly providing feedback to tenants and informing them of measures to reduce water consumption.

When selecting household appliances that use water, the amount of water consumption was

a critical consideration, with 75% of dishwashers being low water usage models. Minimizing water demand was also a key criterion in selecting sanitary equipment; additionally, some buildings have flow reducers in the water blocks, with plans to expand these soon.

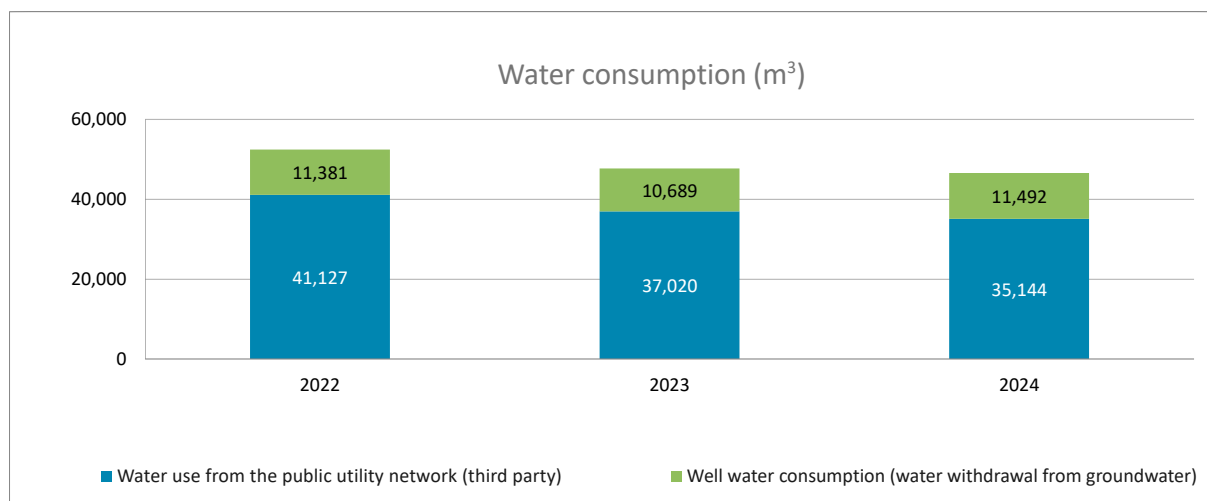
The extensive green areas on the Park's premises (including ground-level and extensive green roofs) contribute to creating a pleasant microclimate, evaporation, and storing rainwater. These areas also play a crucial role in draining large amounts of rainwater simultaneously.



Since rainwater is not sufficient for the plants, we irrigate the green areas as needed. Our irrigation system primarily uses well water, thereby reducing potable water usage. We regularly monitor and test the quality of the well water.

Since the inception, we have focused on selecting drought-resistant plants to reduce irrigation needs.

The water consumption levels are shown in the following diagram.



The intensity of water consumption per square meter (GLA) of building type is shown in the table below.

Water intensity	Unit	2022	2023	2024
Office	m ³ /m ²	0.50	0.44	0.49
Laboratory	m ³ /m ²	0.56	0.49	0.42
Education unit	m ³ /m ²	0.47	0.50	0.40

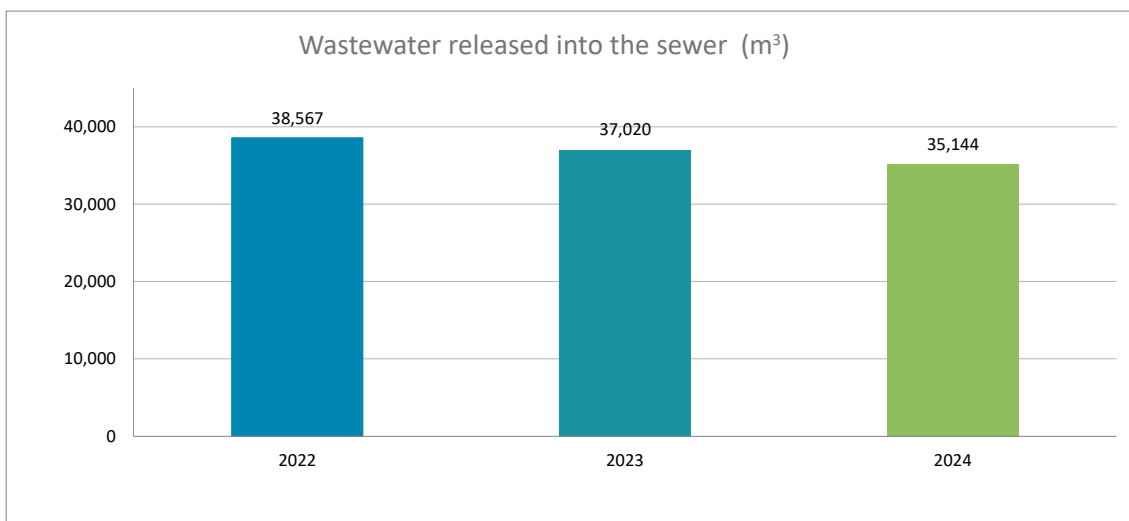
We constantly consider the possibilities for further reduction of water consumption and their feasibility and implement them if possible. In the case of the wired water network, the installation of a leak detection

system has begun, which will allow us to act quickly and efficiently in the event of a possible leak or pipe problem, thereby preventing water wastage.

Wastewater generation

In 2024, the volume of wastewater discharged from the Park was 35,144 m³.

The following graph shows the changes in the amount of wastewater generated over the last three years.



The majority of the generated wastewater is of a communal nature, thus it does not require pretreatment before being discharged to the sewage treatment plant. There are several kitchens and catering units within the Park, which have local pretreatment systems, grease and oil separators, and grease and oil traps that pretreat the wastewater before it

enters the sewer system. Additionally, the vehicular areas have light liquid separators and outlets. The pollutants captured by these systems are transported off-site as waste from the Park. The wastewater is conveyed from the Park to the treatment plant through a built sewer network.

Waste management and waste reduction

Minimizing waste generation and recycling the waste generated benefits everyone, as it not only ensures a clean, livable environment but also reduces primary raw material usage and costs.

Reducing and minimizing the amount of waste generated has always been a priority, having placed a lot of emphasis on this from the beginning.

We achieve the greatest impact through the conscientious implementation of renovations and conscious material usage. During procurement, we prefer high-quality, long-lasting materials and products to minimize premature waste generation.

We encourage our tenants to choose recycled or used materials and elements during fit-out installations, contributing cost-effectively to the principle of circularity.

Due to the operation of restaurants, cafes, and eateries linked to daily office activities in the Park, reducing food waste is particularly important. Several self-service and weight-based restaurants in the Park help reduce food waste by serving personalized portions, ensuring people only take as much as they will consume. Our menu-based restaurants optimize portion sizes. At the end of the process, to utilize the inevitably remaining food, some restaurants in the Park collaborate with Budapest Bike Maffia. Through their

"Emergency Food Rescue" project, they save consumable warm meals and food items, distributing them to those in need, thereby contributing to the fight against climate change by reducing food waste.

Outdoor bottle filling stations have been introduced in the Park to minimize plastic waste generation. These allow Park visitors and workers to easily refill their water bottles with refreshing water.

If a material, product, or food becomes waste, the next steps are proper collection, reuse, recycling, or disposal.

Types and amounts of waste generated

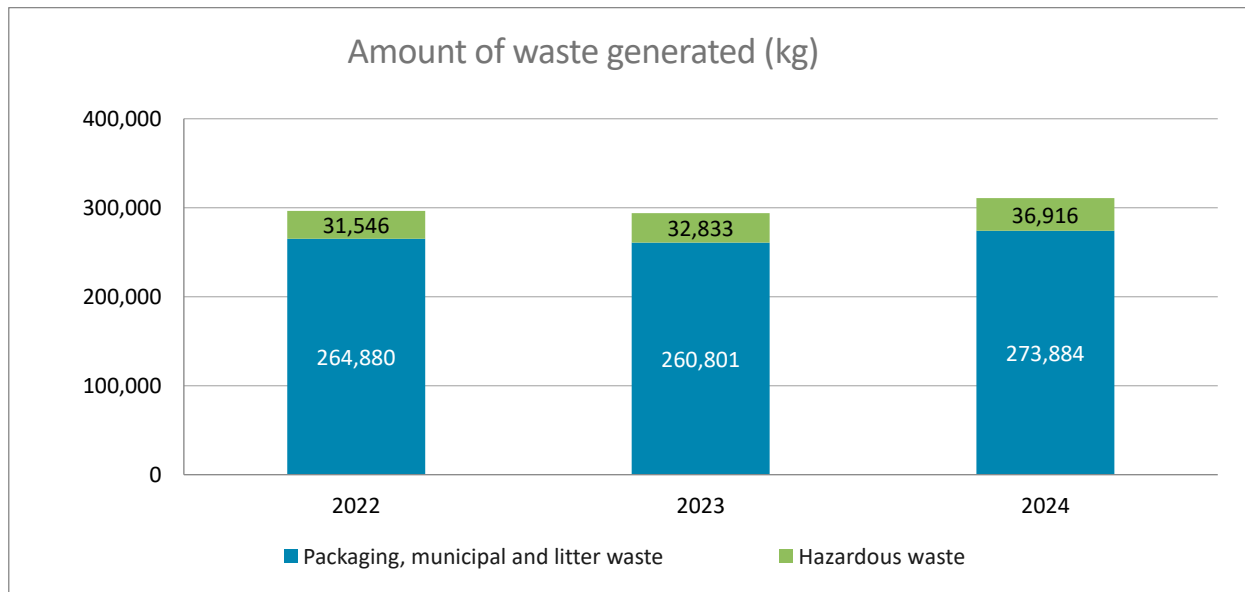
Waste is generated primarily from tenant activities and our own operations, particularly from maintenance activities. We have control primarily over our own waste generation, but we also have some influence over waste generated from our tenants' daily activities in the Park and from the infrastructure and services that support it.

Furthermore, waste is generated in the daily work of other value chain participants, mostly during the production of our raw materials and other used materials, as well as during the execution of the services we use. We can most effectively influence this through conscious and measured procurement.

Great emphasis is placed on proper waste collection in the Park. Selective waste bins are placed in most office areas, allowing tenants to divide waste in three categories. Additionally, selective waste containers will be placed in common outdoor areas in the near future.

On-site management and composting of green waste are handled within the Park.

The following diagram shows the types of waste generated and their quantities over the past three years.



The main types of waste generated by Graphisoft Park operations:

Municipal (communal solid) waste: Municipal waste generated by the day-to-day use of the buildings.

Packaging waste: paper, plastic, metal and glass waste of packaging type, both as a result of everyday building and park use and as a result of packaging materials for maintenance and refurbishment work.

Litter: materials that are not suitable for re-use and are generated during fit-out, conversion and maintenance works.

Hazardous waste: a mixture of waste from sand traps and oil-water separators, oil and grease from catering operations, and used light sources.

COMMITMENT

Waste going to landfill

10% maximum by 2035

COMMITMENT**Waste**

utilization rate
of 90% by 2035



Non-hazardous wastes are pre-treated on-site, where they are sorted into 9 categories. The categories produced by the sorting process are transported and managed by a skilled organization with a waste management license, and these fractions are either recycled, incinerated, or landfilled. The transport and handling of hazardous waste (sludge, oil) are also carried out by an external

organization with a waste management license.

The goal of the pre-sorting process is to minimize the waste sent to landfill, i.e., to increase the proportion of waste utilization. As a result of effective pre-treatment, about 35% of the waste transported from the Park was sent to landfills in 2023 and 2024.

Biodiversity

The creation and maintenance of biodiversity is one of today's major challenges, especially in urban environments. We are proud that biodiversity and closeness to nature have been of strategic importance since the conception of the Park.

The Park is a brownfield investment: we planned the current office park on the site of the former Óbuda Gas Factory. From the beginning, the design of the buildings and the landscape progressed in parallel.

The land reclamation and transformation plans were specifically made to ensure that the environment is pleasant and livable for both people and wildlife.

The 18 hectares of landscaped area along the Danube not only cater to the well-being of the Park's employees and visitors but also take into account the needs of the plant and animal life; their populations have been growing year by year.

We have created various habitats in Graphisoft Park. We have established an artificial lake with

fish and aquatic wildlife, wooded and bushy areas, and we have exempted certain areas from planned gardening activities to provide a home for birds and their natural food sources. In addition, there are bee pastures, bird feeders, and birdhouses within the Park.

Surveys commissioned by the Ornithological Association confirmed that 22 bird species have resettled on the former industrial, brownfield site, which previously lacked significant animal populations. The fish pond and its surroundings now host 5 fish species and marsh turtles.

Our commitments related to biodiversity include:

- **Protecting existing biodiversity;**
- **Preserving and expanding green areas and surfaces related to buildings (e.g., green roofs);**
- **Continuously maintaining mixed vegetation (trees, shrubs, grass, flowers).**

Like most activities, the Park's daily operations impact the living world, so we continuously work to minimize this impact. Since urban green spaces function as carbon sinks, the vegetation in the Park significantly contributes to emission sequestration. Several buildings in the Park feature green and extensive roofs, which are important for mitigating heat. The construction of underground garages has reduced vehicle traffic on the surface, thereby lessening the impact of noise and dust on wildlife.



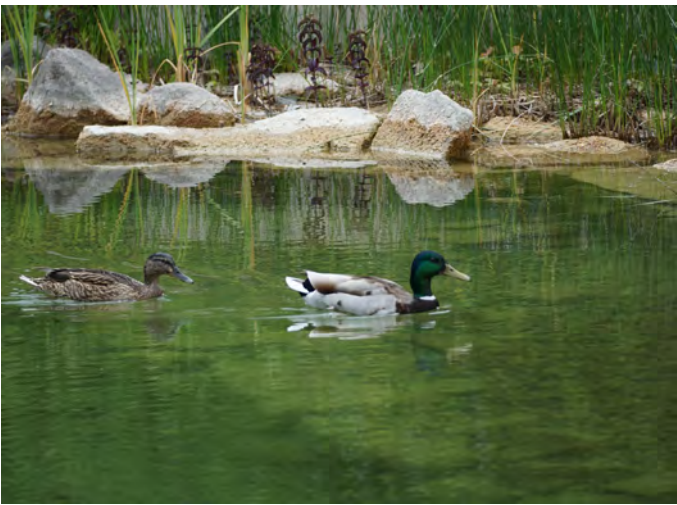
In 2024, as part of biodiversity conservation, we created raised plantbeds on the campus, further

increasing the green spaces, and in the spring 3 colonies of bees started working in the Park, and a few months later we were able to taste their honey.

COMMITMENT

Protecting biodiversity

Also in spring 2024, we organized a special event with our tenants to celebrate Earth Day. The aim was to raise awareness of the importance of protecting the environment while promoting a healthy lifestyle. Participants took part in fun and interactive activities, which allowed them to learn about sustainability and different aspects of health in a playful way.



Land remediation

Due to the prior gasification activity the northern development area is still contaminated. The rehabilitation of this area is the duty of the polluter Capital City Gas Works (currently MVM Next Energiakereskedelmi Zrt.).

The decision to impose a remediation obligation was finally made in 2015, after nearly 20 years of delay. In its decision dated June 29, 2015, file number PE/KTF/1096-39/2015, the Érdi District Office of the Pest County Government Office, as the environmental protection authority, obliged Fővárosi Gázművek Zrt. to remediate the damage in two phases; in the first phase essentially regarding the geological medium (soil exchange and removal) and in the second phase regarding the groundwater. The decision stipulated a deadline of November 30, 2017 for the implementation of the first phase, while the deadline for the second phase was April 30, 2019. The obligor did not start the actual remediation within the time specified for completion but carried out internal administrative preparatory activities. The obligor requested an extension of the deadline several times, which it received in turn.

A deadline extension granted in 2018 was challenged by Graphisoft Park in administrative court proceedings, which it won in court, however, after the decision made on December 12, 2019, the Pest County Government Office conducted new proceedings. In the resolution dated April 30, 2020, the Pest County Government Office stated new deadlines of May 31, 2021, and September 30, 2022.

Government Decree nr. 286/2021 (V. 27.) on the establishment of rules related to certain administrative authority procedures was published under the epidemiological and emergency regulations on May 27, 2021. Pursuant to Section 1 of the Government Decree in force between May 28, 2021, and June 24, 2021, the polluter became entitled to request an extension of the deadline for remediation from the environmental authority, which was obliged to grant the extension. MVM Next Energiakereskedelmi Zrt. submitted the relevant request, which was approved by the authority and the decree ruled out the possibility of an appeal, so the current deadline for carrying out remediation and submitting the final documentation was December 31, 2022.

We requested information from MVM Next Energiakereskedelmi Zrt. about its implementation plans related to the said deadline, to which we received the following information in response. MVM Next Energiakereskedelmi Zrt. still has the necessary permits to call for the construction tender and start construction, and has prepared the necessary documentation for the tender, however, despite its best intentions, it cannot make any responsible statement about the expected completion date of the remediation.

On December 23, 2022, Government Decree of 566/2022 (XII. 23) was published, which deals with the establishment of rules related to certain administrative authority procedures. On the basis of this decree, the legal entity obliged to remediate became entitled to request an extension of the

remediation deadline from the environmental protection authority. If the application was submitted, the authority was obliged again to grant the deadline extension. MVM Next Energiakereskedelmi Zrt., which is obliged to remediate the damage, submitted its request for this on December 27, 2022, which was granted by the authority on December 28, 2022. The decree ruled out the possibility of an appeal, so the currently valid new deadline for carrying out the remediation and submitting the final documentation would have been December 31, 2024, and the deadline for the remediation of certain sub-areas and for sub-surface water would have been April 30, 2026.

However, as of November 19, 2024, the legal environment regarding remediation has changed again, and the legal amendment that entered into force requires a so-called mandatory review for remediation that has not started within 5 years. During the mandatory review, a new, so-called "revised intervention plan" is prepared and thus the deadline for remediation is amended again. The review is ordered by the Deputy State Secretary responsible for Environmental Regulatory Affairs. Accordingly, based on the decision of the Deputy State Secretary responsible for Environmental Regulatory Affairs of the Ministry of Energy dated December 20, 2024, the deadline for submitting a new, revised intervention plan to be prepared by MVM Energiakereskedelmi Zrt. is December 31, 2026. During the review period, the implementation of the previous intervention plan cannot be started.

Currently, based on the above changes, the expected new deadline for completing the

remediation cannot be determined; the preparation of the new, revised intervention plan itself means a 2-year extension and the actual remediation can only begin after its approval.

It should be noted that the repeated modification of the deadlines for completing the remediation, detailed above, always occurred immediately before the deadlines expired, but no substantive remediation ever began before these deadlines.

On January 21, 2025, the Company initiated a judicial review procedure, known as an administrative lawsuit, against the decision of December 20, 2024, which abolished the deadline for remediation. The defendant in the procedure is the Deputy State Secretary responsible for Environmental Regulatory Affairs of the Ministry of Energy. According to the Company's position, the decision violates the Constitution, and the rule of law norms were not applied during the decision-making process.

Graphisoft Park still considers the actual start and completion date of the remediation to be uncertain, and the Company still does not see it possible to start any substantial developments in the northern development area within the foreseeable future.

Any developments on remediation will be reported in our quarterly flash reports.

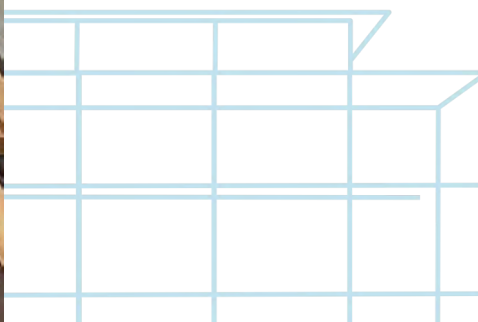


44

SOCIETY



- 45 Community
- 52 Tenant well-being
- 53 Our suppliers and business partners
- 54 Our employees



From a sustainability perspective, human connections and communities are essential. While technology and green solutions are important, they alone cannot solve the challenges we face. We must work together and cultivate relationships that promote sustainable practices and behaviors.

In the social chapter of our sustainability report, we introduce areas that are important to our operations and encapsulate the elements related to the social pillar of our sustainability strategy. We have defined the development of our social pillar of sustainability strategy in four main points:

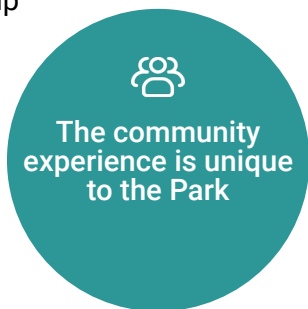
- Workplace health and safety
- Well-being of employees and tenants
- Fair and lawful employment
- Stability of tenant base and supplier partnerships

We measure these focus areas with quantitative and qualitative performance indicators to effectively achieve our strategic goals. The strategic key areas and their associated performance indicators are detailed later in this chapter.

Community

When we focus on sustainability, the focus is often on the latest technological developments, such as renewable energy sources, carbon reduction or recycling programmes. These are all key and revolutionary solutions that can help reduce the burden on the environment. But the key to truly long-term success lies not only in technology. It is people - their choices, their behaviour and their cooperation - that will ultimately determine whether we can create a sustainable future. Social

change, individual responsibility and community efforts are essential if our responses to environmental challenges are to make a real and lasting difference.



In a strong and resilient community, we can work together to identify and address the root causes of challenges, whether dealing with social inequalities, creating sustainable workplaces, or fostering lifestyles. We can share our knowledge, skills, and resources to support each other in our efforts toward a sustainable lifestyle.

Public Park – a Community-Shaping Living Space

As a result of the development of Graphisoft Park, a verdant oasis has emerged on the site of the former gas factory. The park, established on the former industrial site, has been reintegrated into the urban fabric and has become one of Óbuda's most beautiful parks, open to visitors.

During the park's reclamation, the focus was on creating a human-scale work environment, well-being of the workers, high architectural quality, and maintaining livable green spaces.

The current state of the Park has multiple positive, direct, and indirect complex (environmental-social-economic) impacts. The reclamation of the former industrial, brownfield site itself required a lot of resources. It returned the area to nature, providing the conditions necessary for ecosystem restoration. The establishment of the green area was a priority for biodiversity restoration, positively affecting the areas immediately surrounding the Park. The Park's recreational and green spaces, complemented by a contemporary sculpture park, contribute to cultural well-being. The high-quality office, research, and educational buildings provide an appropriate environment for the innovative work of highly trained employees. This has created an innovation "island," which has become a unique and economically sustainable player in Budapest's modern office market.



Industrial and historical memories reborn – past, recent past, present, future

The Park is located on the site of ancient Aquincum, and numerous ancient relics were discovered during archaeological excavations prior to construction, enriching the collection

of the Aquincum Museum, and some are now visible in the Park's community spaces. The Amphitheater in the Campus area, which serves as an outdoor classroom, and the newly reimagined Aquaduct fountain by the lake, reflect this era.




 Bridge between the distant past and the future

The atmosphere of the gas factory, which operated from 1910 to 1987, can still be felt: the administration buildings, preserved in their original exterior and restored, now house schools and universities, and the brick walls of several new office buildings also evoke this era. The former generator of the gas factory is now an

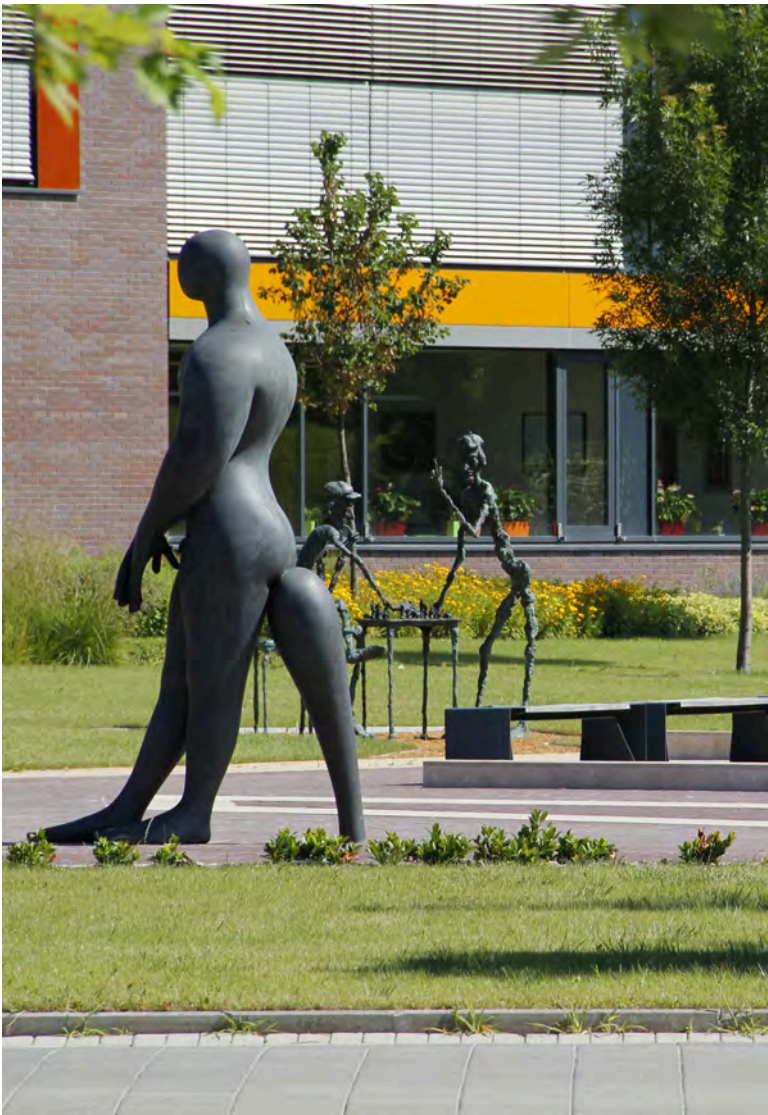
industrial monument housed in the Generator House. This building is a venue for contemporary art events, a unique feature in the city's cultural life.

The Park is a true bridge between the distant past and the future: we preserve memories of the past, give some a new content and function, and our new buildings are constructed with the latest technologies for the Park's current tenants.

Arts

In the green oasis surrounded by the towers of the gas factory, the officer's villas, and the workers' housing, we have created a real contemporary outdoor exhibition just steps away from the traffic noise and the bustling Danube.

The sculpture park helps broaden the cultural horizons of employees and visitors. The sculptures reflect the contemporary profile of the Park, its character as a center of innovation and knowledge. Throughout the year, we exhibit the paintings of contemporary painters in our central restaurant. During the summer months, live music contributes to the recreation of our tenants' employees in the Zen garden located in the heart of the Park.



Local communities

We support the realization of educational, sports, and cultural goals, either on a project basis or through regular support. Most of our programs are organized within the Park's premises.

- In 2023, in partnership with two organizations, we became a sightseeing destination, which we continued in 2024. The aim of the walk organizers is to bring together a small community of walkers to discover the hidden face, history and treasures of Budapest, in our case the sculpture park in a green park surrounded by listed buildings, which could be considered a contemporary open-air museum.
- July 2024: The event succeeded in collecting 28.8 liters of blood, which provided significant support to local hospitals. Donating blood is not only important for healthcare institutions, but also reflects the power of community solidarity, as every donor's contribution saves a life.
- September 14, 2024: A special day of unforgettable experiences was organized at Campus Liget for around 100 pre-school and school-age children from the Evangelical Foster Parent Network. The aim of the event was to give the children a chance to relax with fun activities and meaningful experiences that will stay with them forever. Throughout the day, a variety of creative and interactive activities and recreational activities were offered to help them spend time in a fun and supportive environment, while building community and enriching their experiences.
- September 2024: The response to the floods was tremendous and we reacted with great speed and unity. We filled a total of 9,000 sandbags with about 140 m³ of sand in just one and a half days. This efficient work was achieved with the help of the Graphisoft Park staff and the park's tenants. The fast and coordinated way of working together allowed us to prepare the site as well as possible for the emergency

and thus contribute to the safety of the community.



- Autumn 2024: We secured the venue for the opening of the Civic Business School and continue to actively support the program, working with the organizers to provide a useful and inspiring program for the local community. The School aims to strengthen links between the civil society and the business world and to help create sustainable, ethical businesses. We are also committed to supporting programs that positively shape society.
- December 2024: In preparation for the winter festive season, we organized an exhibition of children's drawings with Christmas and Santa Claus themes in Köröttekem. The exhibition provided an opportunity for the youngest artists to showcase their creativity, creating a colorful and inspiring exhibition that gives children the chance to express themselves through their artwork. The exhibition also gave visitors the chance to immerse themselves in the innocent and creative world of children, which exuded a special atmosphere.

Professional organizations and events

Our company is currently a member of several professional organizations with a dual purpose. On the one hand, we want to keep abreast of the latest and most modern trends and, on the other, to transfer knowledge in areas where we are at the forefront.

In 2024, we were active members of the following organizations:



1. HuGBC: Hungary Green Building Council
2. IFK: Ingatlanfejlesztői Kerekasztal (Forum of Real Estate Developers)
3. BCSDH: Business Council for Sustainable Development in Hungary

In addition, we participated in several other professional programs in the year 2024.

- On 9 September 2024, the opening event of the HuGBC - International Green Building Week took place at Graphisoft Park. The aim of the event is to raise awareness of the importance of sustainable architecture and to promote environmentally conscious building worldwide. This year's opening event took place at Graphisoft Park, an outstanding example of green building with its buildings and technologies focused on sustainability and innovation. The event's Green Walk provided an opportunity for visitors to see first-hand the Park's green solutions, such as energy-efficient building solutions, sustainable construction techniques and measures to reduce its ecological footprint. In this way, Graphisoft Park not only presented its own developments, but also environmentally conscious solutions that

can be applied to other construction projects, thus promoting and spreading sustainable architecture.

- Office Week was held from 14 to 22 October 2024 and we hosted several events. Office Week is an important professional event for office environments and their development, aiming to showcase the best office projects and to raise awareness of innovative, flexible and sustainable working environments. The Office of the Year competition rewards the most outstanding office designs and developments. Throughout the event, a series of professional programmes, presentations and workshops helped participants to gain a better understanding of trends in the evolution of office environments.



Our company was also a key player here, hosting a number of events, giving visitors the opportunity to learn about the latest trends in office and working environment design, as well as showcasing the interior and exterior spaces of the Park. The focus of the events was not only on design, but also on factors such as healthy workplaces, sustainable architecture, community spaces and energy efficiency. This further strengthened Graphisoft Park's position as a leading location for modern and sustainable office environments.

- November 2024: We reached an important milestone at the end of the year when we signed a cooperation agreement with the Municipality of Budapest and the Climate and Environment Department. The signed agreement aims to promote Budapest's climate neutrality goals and to foster sustainable urban development. Through the partnership, we will work together to help Budapest achieve climate neutrality as soon as possible, thereby contributing to the achievement of global environmental goals.

- In November 2024, a delegation from Gunma Province (Japan) visited Graphisoft Park. The purpose of the visit was not only to showcase the Park, but also to provide an opportunity for Japanese business and industry leaders to learn about Hungarian sustainable architecture and the Park's developments. In addition, some of the tenant companies were also introduced during the visit, allowing members of the Japanese delegation to have direct contact with the companies operating in the Park and their innovative solutions. This meeting provided an opportunity for international networking and promoted international cooperation in the field of sustainability and green technologies. The meeting with the Japanese delegation was particularly important as Japan is at the forefront of sustainable construction and the application of innovative technologies, and the exchange of experiences between the two parties could have a significant impact on their future projects and cooperation.



Tenant well-being

During the design of Graphisoft Park, it was of paramount importance to ensure that a creative and inspiring work environment was developed for the people working, researching, and studying here. Not only the characteristics of the buildings but also the green environment contribute to such a quality work environment. Throughout every phase of design and construction, our motto was maintained:



The protection of the health of those working in Graphisoft Park and human health as a general value is important to management. To this end, we organize health-conscious programs and screening examinations. We regularly organize blood donations, first aid and fire safety training and practice, and vision exams in the Park. At four strategic points within the Park, we have placed one defibrillator each, ensuring complete coverage of the Park. Seasonally, fruits and juices from certified farms are available for purchase, which, beyond promoting healthy eating, also cater to the convenience of our employees. Under the banner of health-conscious eating, we also provide space for a vegan restaurant.

We consider it our task to organize community-building programs for those working here, offering opportunities for informal relationships to form, thereby creating and strengthening the synergies that develop within the Park.



As of February 1, 2024, Graphisoft Park has become a dog-friendly office park, giving tenants and employees the opportunity to work with their pets, making the work environment even more friendly and comfortable. In the spring months, to

celebrate Earth Day, we organized a special event to promote environmental protection and health. The program included playful activities to encourage participants to think about sustainable living and physical well-being, organized with our tenants, and thus foster community cohesion. On September 12, we once again organized the traditional Park Day, which offered a range of entertainment activities for park employees and their families, providing a pleasant way to relax outside the work environment. On October 29, a first aid and firefighting course was held, providing tenants and employees with the knowledge and skills to properly handle emergencies, thus increasing the safety of the park. During October, Graphisoft Park was awarded a gold rating in the Active Score, recognizing the park's outstanding cycling accessibility and infrastructure, which promotes sustainable transport. The certification is valid until May 6, 2026, further reinforcing the park's commitment to green solutions.



Stable tenant base

In addition to key indicators of the office market, our company considers it important to demonstrate the loyalty of our tenants with the cumulative loyalty indicator, which shows how many years our current tenants have spent in the Park on average. This indicator was 15.7 years at the end of 2024. Our strategic goal is to keep this figure above 15 years in the medium term.



Tenant forum

Ensuring the well-being of our tenants and assessing their changing needs can be achieved through clear and transparent communication. The tenant forum is the platform where we learn about our tenants' needs and share our plans and service developments. All tenants are invited to this forum, and those present actively contribute to shaping the life of the Park at all times. We make decisions related to the operation of the Park in cooperation with our tenants because we are partners, and it is in our common interest to formulate and establish best practices. In 2024, we held one tenant forum and also kept our tenants informed continuously via email and in person about developments including changes in energy prices and related measures.

Our commitments related to the stability of the tenant base and supplier partnership have been

modified due to the following reasons:

Tenants' forums at least twice a year - we have reviewed our commitment and see that one tenants' forum a year is still essential, with a second one only required if an extra unforeseen event occurs. This has been the case in the recent past with epidemic situations or spiraling energy prices. In these cases, a tenants' forum should be organized as a matter of urgency, regardless of how many are scheduled during the year. In the light of this experience, we have decided that one permanent forum per year is sufficient, and that in extreme cases it is justified to organize additional forums.

COMMITMENT
 Tenant related programs/workday monitoring



Our suppliers and business partners

Our commitment to sustainability requires not only internal efforts but also the active involvement of our supplier network.

Collaboration creates opportunities for companies to jointly develop and implement ESG strategies that can be beneficial for both parties. This includes increasing resource efficiency, reducing waste, and ensuring ethical working conditions. Through such collaborations, companies can respond more effectively to market and regulatory changes.

Over the past 25 years, we have established stable partnerships with our suppliers and

business clients at Graphisoft Park, based on mutual trust and sustained even during challenging times.

A shared mindset is crucial for developing new and effective ESG solutions. When companies and their suppliers share their knowledge and experiences, new perspectives can open up, facilitating the development of innovative approaches to sustainability challenges. This type of synergy contributes to sustainable development by enabling more efficient use of resources and reducing carbon footprints.

COMMITMENT
 Sustainability review for 100% of supplier value between 2024-2026




Collaboration with our value chain for sustainable solutions

Our employees

Of the 25 employees at Graphisoft Park Group, 11 are women and 14 are men. Our company employs mostly full-time positions with indefinite contracts. In 2024, only one of our pre-retirement

colleagues worked part-time. Our organization's structure is fundamentally horizontal, and there has been minimal fluctuation over the past three years.

Fluktuation	2022	2023	2024
New entering employees	0	2	3
Exiting employees	1	0	3

Our organization's unity, besides a quality work environment, is ensured by effective communication among our employees, open dialogue, and progressive management processes. Our employees' loyalty is evident as the average tenure at our company is 7.9 years.

Benefits and competitive salary

We determine our employees' salaries through regular benchmark studies, paying special attention to changes in inflation. In 2024, the general entry wage was outstanding compared to the minimum wage in both genders, approximately 3.4 times for women and 2.6 times for men. In addition to attractive pay, we provide

the following fringe benefits to our employees:

- Cafeteria plan
- Travel cost reimbursement
- Bonus system
- Complimentary fruits and hot beverages
- Liability insurance for our leaders
- Health insurance for all employees

Training and development

The continuous professional training of our employees ensures the reliable operation of the Company.

Average number of training hours per person per type of training	2022	2023	2024
Training #1: mandatory professional training	2.8	4.2	5.0
Training #2: optional professional training	7.2	16.1	15.2
Training #3: language course	22.8	67.2	50.4
Training #4: mandatory occupational safety training	2.0	2.0	2.0
Training #5: higher education	11.3	8.8	8.6

Fair and Lawful Employment

Since its establishment, Graphisoft Park SE has operated within the framework of fair and lawful employment, and our goal is to maintain this stability. We draft all employment contracts according to the Labor Code and provide equal conditions for the professional development of all colleagues.

Workplace health and safety, employee well-being

The health, safety, and well-being of our employees are among the Company's core values. Alongside mandatory occupational health examinations, we provide necessary vaccinations and protective clothing and equipment for our physical staff. Although the scope of the legal obligation to undergo a medical fitness test has been reduced from September 1, 2024, our company is still providing occupational health screening for its employees and plans to introduce additional screening.

We are aware of and manage the risks associated with our work processes through technical solutions, procedures, and training.

COMMITMENT
0 accidents at work



From 2023 to 2024, the number of registered workplace injuries, serious workplace accidents, work-related illnesses, and deaths occurring during work were all zero, and we will continue to provide every condition to maintain this.

We support the physical and mental well-being of our employees in various ways. They can consume fresh fruit daily, and ergonomic chairs and height-adjustable office desks are available. We provide flexible working hours and the possibility of working from home. We follow an inclusive management model that facilitates a holistic approach to challenges and contributes to employee engagement.

COMMITMENT
Health insurance for employees by 2025



In 2023, we introduced and in 2024 maintained health insurance for all employees, a significant benefit in our compensation package. For daily recreation, colleagues can participate in group yoga classes in the yoga studio located in the Park, and the use of a ping-pong room and walking pads is also provided. This year, tenants and employees participated together again in fire-fighting and resuscitation training sessions.

COMMITMENT
Firefighting and resuscitation training courses



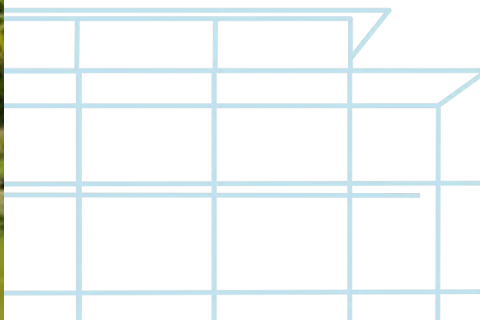


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GOVERNANCE



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Ensuring sustainable development in the long term is largely an economic matter. In the last 10 years, the Group has continuously grown in terms of economic indicators. Within the main pillars of sustainability, corporate governance is an important dimension, as the steps of the

sustainability strategy can be incorporated into corporate operations through governance.

COMMITMENT

Sustainability Committee



Sustainable governance structure

The framework of sustainability includes many interrelated areas. In order to comprehensively report on the sub-areas of the company's sustainability-related activities, in accordance with our commitment from the previous year, we formed the Sustainability Committee in 2023. The members of the Committee are selected so that their expertise covers the main environmental, social and economic pillars of sustainability.

The most important objective of the Committee is to implement our sustainability strategy, evaluate our results and indicators, and provide resources. The members of the Committee are individually responsible for the environmental, social and corporate governance pillars. Furthermore, it was an important aspect that representatives of all organizational units should be involved, and that

the Board of Directors should also be represented, in order to take into account as many aspects as possible when creating the sustainability strategy and thus ensure a holistic approach. The Committee has set itself the goal of integrating continuing education related to sustainability (whether environmental, social, or corporate management) into the Company's training plan in the following years.

COMMITMENT

Sustainability trainings

involving more colleagues from different divisions over the next 3 years




Corporate governance

Public companies are increasingly expected to state clearly their corporate governance principles and to what extent those principles are implemented. As a company listed on the Budapest Stock Exchange (BSE), we are highly committed to meeting these expectations and legal and stock exchange requirements (publicly available at BSE website: bse.hu).

The Statutes of Graphisoft Park SE provide as governing bodies the general meeting of

shareholders and the Board of Directors (single-tier system). Under the single-tier system, the SE is managed by the Board of Directors. The members of the Board of Directors have the power to represent the company in dealings with third parties. Under the single-tier system the Board of Directors may delegate the power of management to one or more of its members. The independent members of the Board of Directors form the Audit Committee.

General Meeting

The General Meeting is the principal body of the Company, which comprises all the shareholders. The following activities shall fall within the exclusive authority of the General Meeting (inter alia, see details in the Articles of Association):

- Decision on the establishment of, and amendment to these Articles, unless otherwise provided by the Companies Act;
- Electing and dismissing the members and chairman of the Board of Directors, the auditor, and determining their remuneration, including their service as members of the committees of the Board of Directors.

Board of Directors

The Board of Directors is responsible for the Company's management and decides on matters other than those that must be determined by shareholders. The Board of Directors is required to report annually to the shareholders at the annual general meeting of the shareholders.

Pursuant to the Company's Articles of Association, the Board of Directors consists of a minimum of 5 and a maximum of 11 members elected at the annual general meeting of the shareholders for a term not to exceed 5 years. Presently Graphisoft Park SE operates with 7 board members. From 2023, Farkas Ildikó, CFO joined the Board of Directors.

Meetings of the Board of Directors are held at least four times a year. Meetings of the Board of Directors require the presence of a majority for a

quorum. Each member has one vote. The Board of Directors passes resolutions by simple majority vote.

Members of the Board of Directors:

Name	Position	From	Until
Bojár Gábor	Chairman	August 21, 2006	May 31, 2026
Dr. Kálmán János	Member	August 21, 2006	May 31, 2026
Kocsány János	Member	April 28, 2011	May 31, 2026
Dr. Martin-Hajdu György	Member	July 21, 2014	May 31, 2026
Szigeti András	Member	July 21, 2014	May 31, 2026
Hornung Péter	Member	April 20, 2017	May 31, 2026
Farkas Ildikó	Member	April 28, 2023	May 31, 2026

Audit Committee

The Audit Committee assists in the appointment of independent auditors to be elected by the annual general meeting and reviews the scope of external audit services. It must pre-approve all audit and non-audit services to be performed by the external auditor.

The Audit Committee also reviews the annual financial statements of Graphisoft Park, taking

into account the results of the audits and reviews performed by the independent auditors. The Audit Committee also reviews financial reports submitted to the stock exchanges, banks and regulatory bodies.

Audit Committee members are appointed from the independent members of the Board of Directors by the general meeting of the company.

Members of the Audit Committee:

Name	Position	From	Until
Dr. Kálmán János	Chairman	August 21, 2006	May 31, 2026
Dr. Martin-Hajdu György	Member	July 21, 2014	May 31, 2026
Hornung Péter	Member	April 20, 2017	May 31, 2026

Interests of the Board of Directors and Audit Committee members in Graphisoft Park SE

Shareholder	December 31, 2023			December 31, 2024		
	Shares (pc)	Share (%)	Voting right (%)	Shares (pc)	Share (%)	Voting right (%)
ORDINARY SHARES	1,789,082	16.83	16.12	1,789,082	16.83	15.99
Bojár Gábor - Chairman of the BoD	1,685,125	15.85	15.19	1,685,125	15.85	15.06
Dr. Kálmán János - Member of the BoD	13,500	0.13	0.12	13,500	0.13	0.12
Kocsány János - Member of the BoD, CEO	90,457	0.85	0.82	90,457	0.85	0.81
EMPLOYEE SHARES	1,013,213	n/a	9.13	1,013,213	n/a	9.86
Kocsány János - Member of the BoD, CEO	923,213	n/a	8.32	923,213	n/a	8.25
Farkas Ildikó - Member of the BoD, CFO	90,000	n/a	0.81	180,000	n/a	1.61
SHARES TOTAL	2,802,295	16.83	25.25	2,892,295	16.83	25.85

Ethical and legal business conduct

The Group only cooperates with permanent, previously inspected and reliable partners. In case of new partners, before the conclusion of the contract, the Group screens its future partners in terms of solvency, as well as making sure that it is not standing criminal or other proceedings (e.g. bankruptcy proceedings, under liquidation). Our Company is committed to anti-corruption and bribery, as well as fair and ethical business conduct. We conduct our business activities in all areas in compliance with applicable legal regulations and ethical standards. Ensuring our ethical and legal business conduct is the starting point of our operation, maintaining legal compliance is our basic goal in the long term. Based on the so-called "whistleblowing" directive, we will introduce and operate an effective misuse reporting system in the next period, which will

help to report illegal, public interest violating, potentially harmful, or simply morally objectionable behaviors experienced during work.

The implementation of the whistleblowing system is scheduled for 2025.

No legal proceedings were initiated against the Company due to anti-competitive behavior, anti-trust and anti-monopoly practices. During our operation, there were no confirmed cases of corruption or anti-corruption legal proceedings involving Graphisoft Park.

The Company adheres to and is committed to the 10 principles of the UN Global Compact.

COMMITMENT

Whistleblowing system

introduction by 2026



Data security

The Park pays special attention to cyber security and continuously develops its IT systems. The company regularly reviews its relevant IT policies and security requirements to keep pace with rapidly changing challenges and ensure a high level of data protection. In order to ensure the company's daily operational tasks and to maintain

data security and data protection continuously and effectively, the company's goal is to recognize and minimize cyber risks at an early stage. There were no data protection breaches at our company in 2023 or before.

Diversity and equal opportunity

Graphisoft Park SE prohibits discrimination against any person based on gender identity, age, disability, race or ethnicity, gender preferences and religion and will not tolerate any form of discrimination in the workplace. The Company is committed to provide a working environment free from discrimination and equal opportunities to all of its employees, with regards to its cultural and legal environment. The Company develops its management and the personnel composition of the bodies responsible for monitoring its

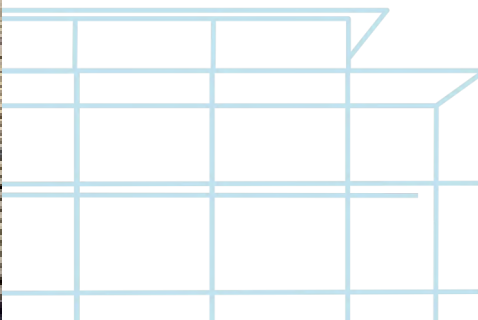
operation in accordance with its operational objectives. The gender distribution of the management is two women and six men, of which two belong to the 30-50 age group, while six belong to the over 50 age group.

The Company's human policy practice aims to ensure that the principle maxims of the diversity policy are fulfilled in all respects.



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GRI INDEX



Declaration on use	Graphisoft Park SE reported the information in this GRI index with reference to the GRI standards for the period from January 1, 2024, to December 31, 2024.
GRI 1 has been used	GRI 1: Foundation 2021

GRI standard	Disclosure	Page number(s)	Section
GRI 2: General disclosures 2021	2-1 Organizational details	07	Introduction to Graphisoft Park SE
	2-2 Entities included in the organization's sustainability reporting	07	Introduction to Graphisoft Park SE
	2-3 Reporting period, frequency and contact point	05, 68	About this report, Impressum
	2-6 Activities, value chain and other business relationships	07	Introduction to Graphisoft Park SE
	2-7 Employees	14, 54	Materiality analysis, Our employees
	2-9 Governance structure and composition	58	Corporate governance
	2-10 Nomination and selection of the highest governance body	58	Corporate governance
	2-11 Chair of the highest governance body	58	Corporate governance
	2-15 Conflicts of interest	60	Ethical and legal business conduct
	2-16 Communication of critical concerns	42	Land remediation
	2-19 Remuneration policies	19, 54	Description of our sustainability strategy, Benefits and competitive salary
	2-22 Statement on sustainable development strategy	03	VWelcome by the CEO
	2-23 Policy commitments	17	Sustainable Development Goals
2-25 Processes to remediate negative impacts	24, 42, 34, 38	Adopting to climate change, Land remediation, Circular economy, Waste management and waste reduction	

GRI standard	Disclosure	Page number(s)	Section
GRI 2: General disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	14, 19	Materiality analysis, Description of our sustainability strategy
	2-27 Compliance with laws and regulations	60	Ethical and legal business conduct
	2-28 Membership associations	50	Professional organizations and events
	2-29 Approach to stakeholder engagement	14	Materiality analysis
GRI 3: Material topics 2021	3-1 Process to determine material topics	14	Materiality analysis
	3-2 List of material topics	14	Materiality analysis
	3-3 Management of material topics	14	Materiality analysis
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	54	Benefits and competitive salary
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	45	Community
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	60	Ethical and legal business conduct
GRI 302: Energy 2016	302-1 Energy consumption within the organization	27	Energy consumption
	302-3 Energy intensity	27	Energy consumption
	302-4 Reduction of energy consumption	27	Energy consumption

GRI standard	Disclosure	Page number(s)	Section
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	35, 37	Water consumption, Wastewater generation
	303-3 Water withdrawal	35, 37	Water consumption, Wastewater generation
	303-4 Water discharge	35, 37	Water consumption, Wastewater generation
	303-5 Water consumption	35, 37	Water consumption, Wastewater generation
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	40	Biodiversity
	304-3 Habitats protected or restored	40	Biodiversity
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	29	Air pollutants and greenhouse gasses
	305-2 Energy indirect (Scope 2) GHG emissions	29	Air pollutants and greenhouse gasses
	305-3 Other indirect (Scope 3) GHG emissions	29	Air pollutants and greenhouse gasses
	305-4 GHG emissions intensity	29	Air pollutants and greenhouse gasses
	305-5 Reduction of GHG emissions	29	Air pollutants and greenhouse gasses
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	38	Waste management and waste reduction
	306-2 Management of significant waste-related impacts	38	Waste management and waste reduction
	306-3 Waste generated	38	Waste management and waste reduction

GRI standard	Disclosure	Page number(s)	Section
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	54	Our employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	54	Benefits and competitive salary
GRI 403: Occupational health and safety 2018	403-3 Occupational health services	55	Workplace health and safety, employee well-being
	403-4 Worker participation, consultation, and communication on occupational health and safety	55	Workplace health and safety, employee well-being
	403-5 Worker training on occupational health and safety	55	Workplace health and safety, employee well-being
	403-6 Promotion of worker health	55	Workplace health and safety, employee well-being
	403-8 Workers covered by an occupational health and safety management system	55	Workplace health and safety, employee well-being
	403-9 Work-related injuries	55	Workplace health and safety, employee well-being
	403-10 Work-related ill health	55	Workplace health and safety, employee well-being
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	54	Training and development
	404-2 Programs for upgrading employee skills and transition assistance programs	54	Training and development
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	61	Diversity and equal opportunity
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	61	Diversity and equal opportunity
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	45	Community
GRI 413: Helyi közösségek 2016	413-2 Operations with significant actual and potential negative impacts on local communities	45	Community

Carbon footprint 2024 data table⁵

Scope	Category	Location based emission (t CO ₂ eq) 2024	%	Market based emission (t CO ₂ eq) 2024	%
Sc1	Stationary combustion of heating sources	49.26	0.9%	49.26	1.6%
Sc1	Locally produced electricity from a renewable source	0.00	0.00%	0,00	0.00%
Sc1	Use of air conditioning fluids and refrigerants	0.00	0.00%	0.00	0.00%
Sc1	Direct emission (from sources other than the above)	0.00	0.00%	0.00	0.00%
Sc1	Vehicles owned or operated by the company	63.52	1.2%	63.52	2.0%
Sc1	On-site material handling	0.00	0.00%	0.00	0.00%
Sc2	Purchased electricity	58.28	1.1%	0.00	0.00%
Sc3 Upstr.	Purchased goods and services	791.16	15.1%	791.16	24.9%
Sc3 Upstr.	Capital goods	533.64	10.2%	533.64	16.8%
Sc3 Upstr.	Fuel- and energy-related activities (not part of Scope 1 or 2)	59.54	1.1%	31.81	1.0%
Sc3 Upstr.	Upstream transportation and distribution	0.00	0.00%	0.00	0.00%
Sc3 Upstr.	Waste transported from site	73.98	1.4%	73.98	2.3%
Sc3 Upstr.	Wastewater generated	31.27	0.6%	31.27	1.0%
Sc3 Upstr.	Business travel (not with vehicles owned or operated by the company)	0.00	0.00%	0.00	0.00%
Sc3 Upstr.	Employee commuting (not with vehicles owned or operated by the company)	3.95	0.1%	3.95	0.1%
Sc3 Upstr.	Upstream leased assets	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Downstream transportation and distribution	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Processing of sold products	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Use of sold products	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	End-of-life treatment of sold products	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Downstream leased assets	3,558.18	68.1%	1,592.65	50.2%
Sc3 Downstr.	Franchises	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Investments	0.00	0.00%	0.00	0.00%
Total		5,222.78	100.00%	3,171.24	100.00%

⁵ The market-based method reflects the electricity emissions (or lack thereof) chosen deliberately by companies, while the location-based method reflects the average emission intensity of the networks on which energy consumption occurs. Source: GHG Protocol Scope 2 Guidance https://ghgprotocol.org/sites/default/files/ghgp/standards/Scope%202%20Guidance_Final_0.pdf In our case, the essential difference between location and market-based emissions is that we secured the Park's entire green electricity supply by purchasing guarantees of origin.



IMPRESSUM

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