

GRAPHISOFT PARK

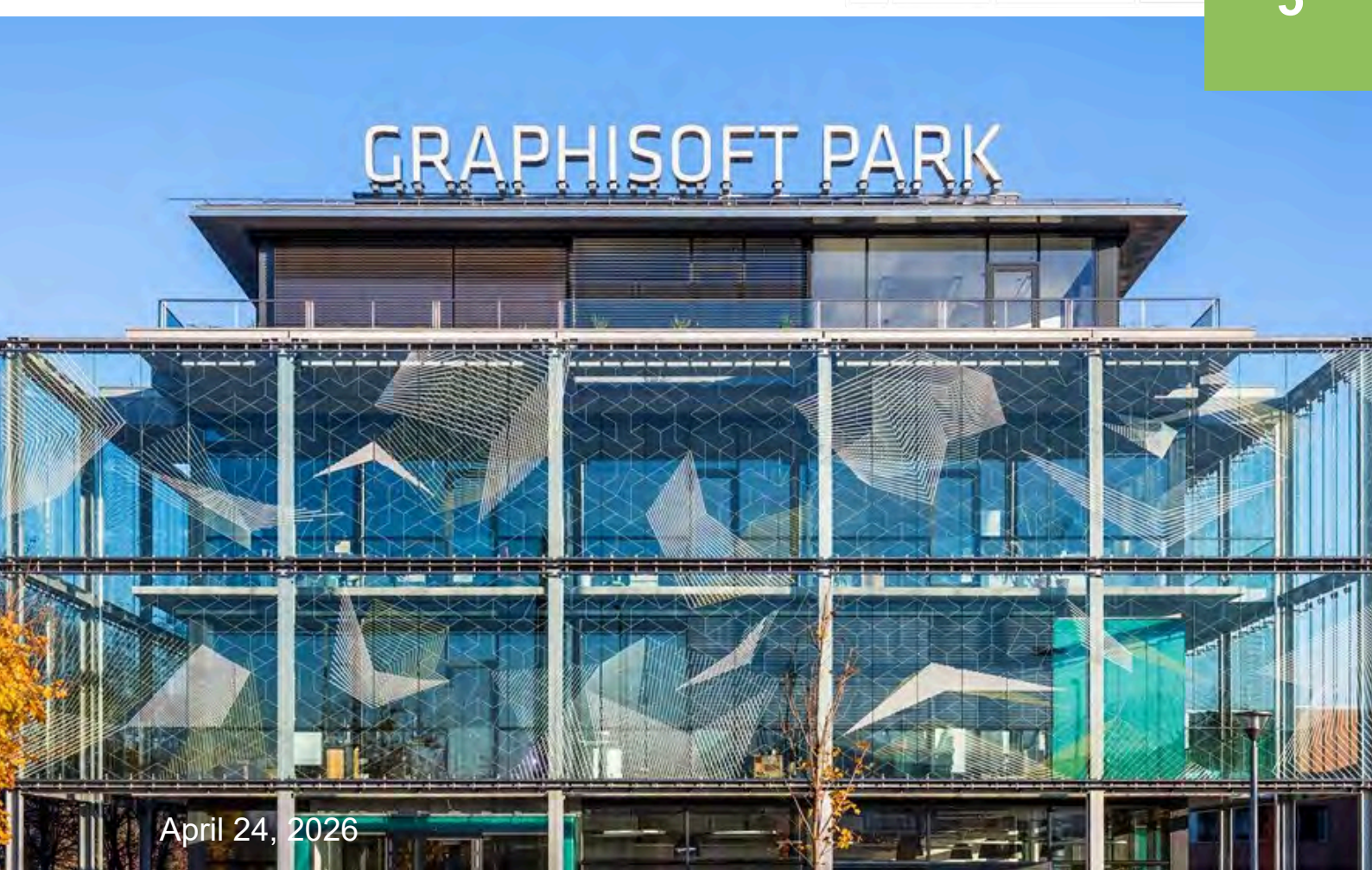


to
attract
top talent

SUSTAINABILITY REPORT

Graphisoft Park SE

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April 24, 2026

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03 WELCOME BY THE CEO

In recent years, the world has undergone rapid and often unpredictable changes. Geopolitical tensions, economic uncertainties, and climate change are all challenges to which both companies and communities must respond. In this environment, it becomes particularly important to build on stable values that provide direction in the long term.

The story of Graphisoft Park has always been about being more than just an office or business park. We are building a community where innovation, collaboration, and a human-scale environment coexist. As CEO, my top priority is to preserve this unique atmosphere while ensuring that the Park remains at the forefront of international sustainability.

I am convinced that sustainability is no longer merely a responsibility, but also a competitive advantage. Our goal is to align our operations and developments with the highest international standards and to obtain and maintain certifications that authentically reflect our commitment to environmental and social responsibility. At the same time, for us, sustainability is not solely about metrics and reports: the quality of our daily decisions, the harmony of the built environment, and the well-being of our community are just as important.

In the future, we will therefore strive for developments and operational solutions that simultaneously strengthen our environmental performance, support our tenants' success, and further enrich community life of the Park. We believe that a sustainable business environment is truly valuable only if it is not only efficient but also inspiring and people oriented.



While ESG regulations and expectations are constantly changing worldwide, the most important guiding principle for Graphisoft Park remains the responsible mindset that has defined our operations since the Park's founding.

I would like to thank all our colleagues, partners, and tenants for their dedication to ensuring that Graphisoft Park is not only a successful business environment but also a sustainable and livable community. I am convinced that together we can further strengthen this unique place and set an example of how economic success and responsible operations can be mutually reinforcing values.

Bognár Tünde – CEO
Graphisoft Park SE



100+

tenants

R&D companies • start-ups •
educational institutions



5.000+

employees

1.000+

students



82.000 m²

GLA

office • laboratory • educational area



2.000 pcs

underground parking places



BREEAM

Excellent

qualification



100%

green electricity

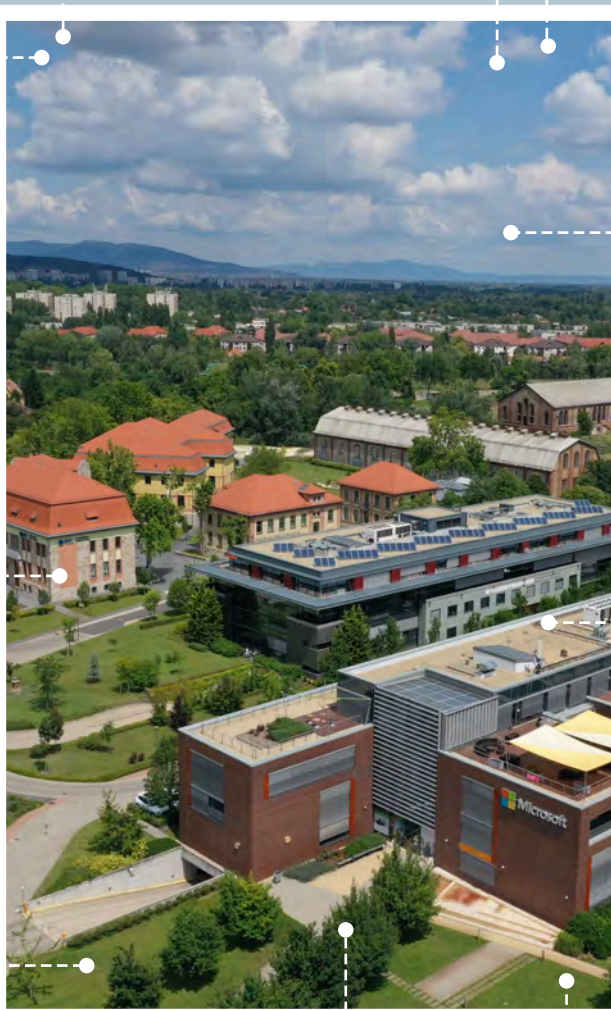


16 ha

land

60%+

green space



**ACTIVE
SCORE**

qualification - golden degree



more than **16** years

tenant loyalty index



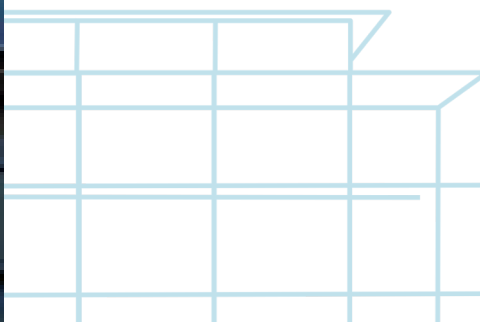
7,2 years

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, 2025, to December 31, 2025, 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 Sustainability 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.

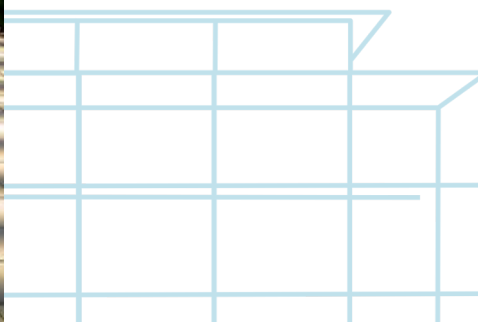


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INTRODUCTION TO GRAPHISOFT PARK SE



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Overview of Our Company Group

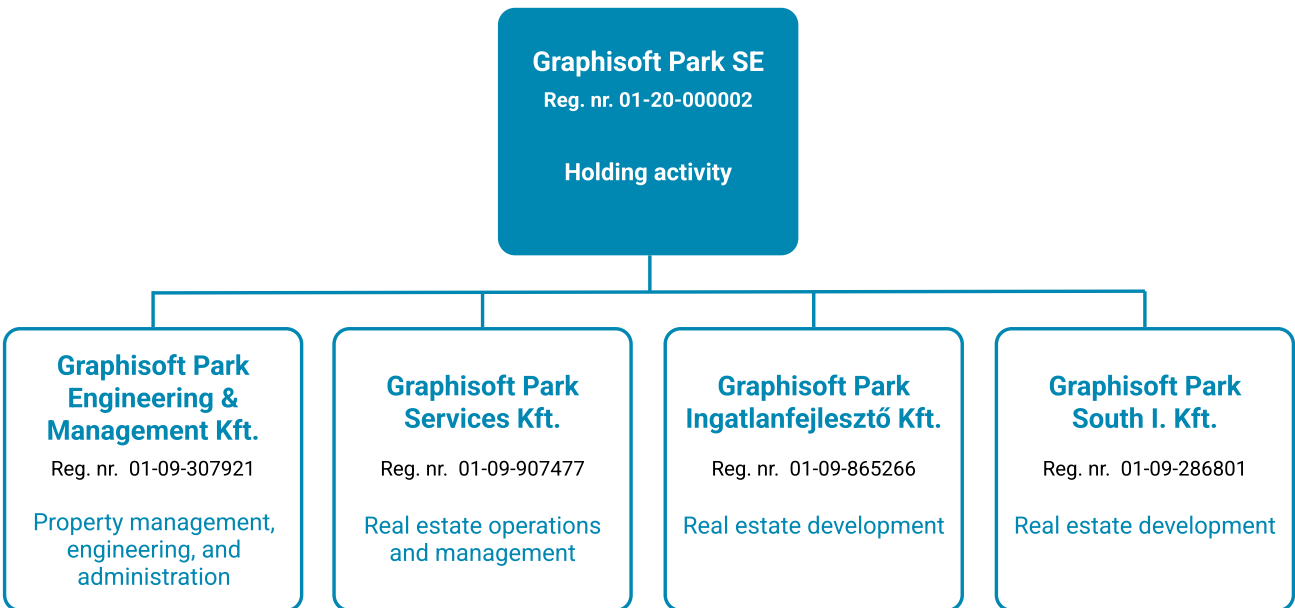
Graphisoft Park SE is a listed company exclusively focused on real estate development and management. The Company was established on August 21, 2006, through a de-merger from Graphisoft SE European Joint Stock Company, a globally recognized software developer. The company's shares have been listed on 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, after the sale of the Southern development area in July, 2025, is approximately 16 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 46,000 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. and Graphisoft Park South I. Kft., after the sale of Graphisoft Park South II. Development Kft. during 2025. Graphisoft Park Services Kft. is responsible for the operation of the Park, while 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.

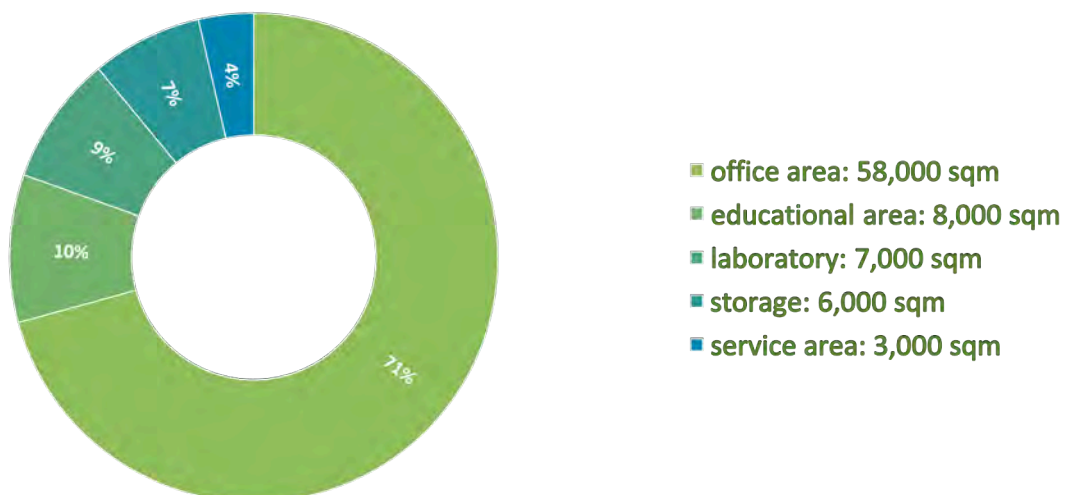
The integration of the home office option and the flexible design of existing office spaces came to the fore among tenants. Among our tenants, we see that research and development work with a high degree of creativity and intensive collaboration cannot be without personal presence at least partially,

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 2025 was 96%, an increase of 2% 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 16 years with us.

Developed area



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 companies 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 existing 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

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 rationally 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.

We are proud that in 2024, Building "N" at Graphisoft Park achieved a BREEAM In-Use Excellent rating. The building had previously earned the BREEAM In-Construction certification during its construction phase, which clearly demonstrates that sustainability considerations played a key role even during the design and construction phases.

To further strengthen the Park's sustainability performance, the process of obtaining BREEAM In-Use Excellent certification for Building "M" is currently underway, so the portfolio of properties with Excellent certification is expected to expand with another building in the near future.

We consider this certification a particularly significant achievement given that the Park's buildings have typically been in use for several years — in some cases, as long as a decade. The certifications achieved clearly confirm that, through consistent, high-quality operation, continuous improvements, and a conscious approach to sustainability, the buildings at Graphisoft Park can meet strict, internationally recognized sustainability requirements in the long term.



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 160,000 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 28%. 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 5 years, we can say that stable operation providing a secure cash flow strengthens investor confidence and creates value for shareholders.



Data in TEUR	2023	2024	2025
Revenue	16,845	17,261	17,511
Operating cashflow	15,588	14,361	15,933
Property fair value	211,762	215,919	203,206

Occupancy	2023	2024	2025
Graphisoft Park	95%	94%	96%
Budapest average*	86%	86%	87%

*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. Going forward, we will con-

tinue to monitor material topics, and if significant changes occur in the value chain or the market, we will review the analysis with the involvement of experts. In addition, we will actively follow developments in 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.

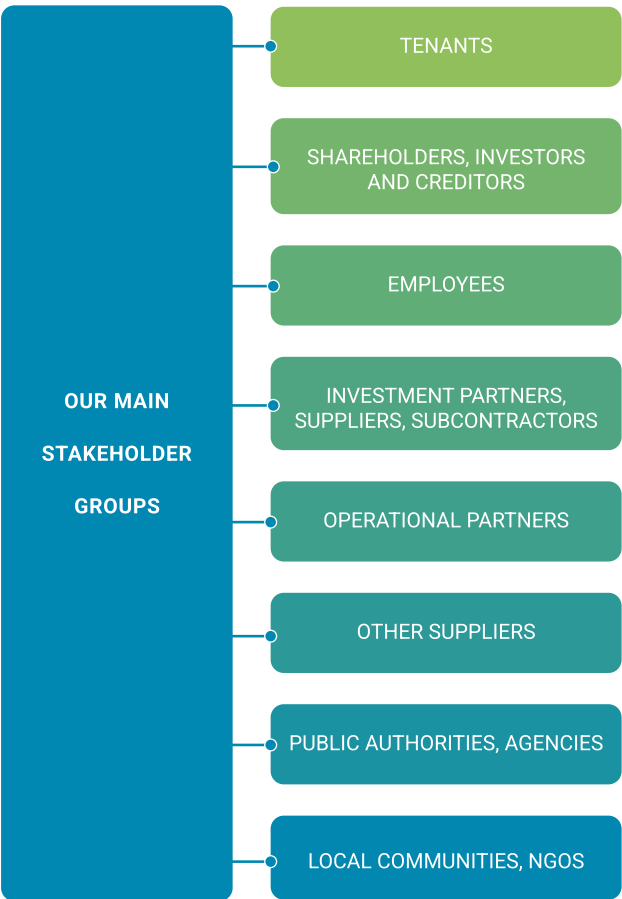
2. Stakeholder analysis:

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:



Our Sustainability Strategy was updated and revised in the second half of 2025, in line with the following key principles.

Graphisoft Park's ESG strategy is based on the understanding that sustainability today is no longer merely an operational or compliance task, but a key factor in long-term competitiveness, investment value, and value creation. Accordingly, the Park addresses environmental, social, and corporate governance aspects through a unified, integrated ESG approach. In developing this strategy, special attention is given to the Park's natural features, its role in the community, and the technological and innovation-oriented nature of its tenant base.

Graphisoft Park aims to implement a sustainable business and operational model that meets the expectations of tenants, investors, employees,

and regulators alike, while preserving the human-scale, green, and innovative environment that forms the foundation of the Park's identity.

Environmental decarbonization, efficiency, and preservation of natural values

The central elements of the environmental pillar are decarbonization and the gradual implementation of energy-efficient operations. The Park aims to optimize energy consumption by modernizing building operations, implementing smart building management systems, and expanding digital consumption monitoring. The strategy places a strong emphasis on integrating renewable energy sources and reducing long-term dependence on fossil fuels.

The principles of circular economy are reflected in both operations and renovations, particularly through the minimization and reuse of waste generated from building operations and tenant fit-out work. An important element of the Park's environmental strategy is maintaining a high proportion of green space, protecting biodiversity, and strengthening urban ecosystems, for example through the use of green roofs, nature-based planting, and water retention solutions.

International green certifications—such as LEED, BREEAM, WELL, and GRESB—serve not only as credentials but also hold strategic importance for continuous improvement, market positioning, and tenant decision-making.

Society: tenant experience, community, and well-being

Our social pillar focuses on people: the Park's tenants, employees, and the broader community. Graphisoft Park is committed to providing a healthy, inspiring, and safe work environment that supports physical and mental well-being. This includes the quality of the indoor environment, natural light, air quality, ergonomic workspaces, and noise reduction.

The strategy also takes into account the transformation of work: community spaces and services adapted to flexible, hybrid work contribute to tenant satisfaction and the attraction of talent. Community building plays a key role through regular tenant programs, events, and collaborative initiatives based on dialogue, which strengthen long-term ties to the Park.

Diversity, inclusion, and accessibility are reflected in both the physical environment and the design of services. The Park aims to maintain an inclus-

ive environment that ensures equal access and a safe environment for all users

Corporate governance: transparency, compliance, and responsible decision-making

The corporate governance pillar forms the stable foundation of the ESG strategy. Graphisoft Park treats transparency and structured reporting as strategic tools, with particular emphasis on reporting in accordance with standards, as well as the expectations of investors and financiers. Digital sustainability data collection and monitoring create opportunities for enhanced information provision to tenants and investors.

Strategic situation assessment and ambition

The strategy is based on an internal and external situation assessment that identifies Graphisoft Park's strengths, areas for improvement, and environmental and market risks. Due to the constant evolution of ESG expectations, the Park aims to define its level of ambition by taking into account the entire operational and market environment.

Building on existing best practices, Graphisoft Park **intends to gradually advance to higher levels of sustainability**, thereby strengthening its ESG performance.

The ESG strategy is thus an integral part of the Park's business operations and developments, contributing to long-term value preservation and the maintenance of competitiveness.

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 area	Material impacts	Our commitments	Our results	Relating SDG
Environment	Energy efficient buildings Water use	Green CAPEX ratio reporting from 2023.	36% in 2025, amounts to 361 TEUR (37% in 2024).	  
		Obtaining BREEAM certification for two additional buildings by 2026.	Since 2025, the process of obtaining the second BREEAM In-Use Excellent certification for Building M has been underway.	  
	Waste management	Reducing landfill waste to a maximum of 10%, increasing the waste utilization rate to 90% by 2035.	35% in 2025.	
	Greenhouse gases	Reduction of Scope 1,2 and 3 emissions by 25% by 2030 (compared to 2022).	In 2025, compared to the 2022 base year, our location-based emissions decreased by 14.7% and our market-based emissions by 12.4%.	
		Providing 100% green electricity.	In 2025, 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 2025, the proportion of alternative cars were 87%.	
		Identification of operational risks and opportunities until 2026.	Operational risks and opportunities were identified as part of the Double Materiality Assessment (DMA) in accordance with the ESRS.	
	Biodiversity	Protection of biodiversity; which we achieve by preserving and expanding green areas, green roofs, and the continuous maintenance of mixed vegetation.	We continuously care for the Park's wildlife. Since 2024, three bee colonies have been active in the Park's green spaces. In 2025, we introduced the sponge city model, which ensures more sustainable stormwater management in an urban environment.	 

Sustainability area	Material impacts	Our commitments	Our results	Relating SDG
Society	Tenant base	Holding tenant forums once a year.	We held the tenant forum again in 2025.	
		Keeping cumulative loyalty index over 15 years.	It increased to 16.2 years in 2025 (15.7 years at the end of 2024).	
		Tenant related programs/ workday monitoring.	In 2025, we organized 40 different events for our tenants.	
	Supplier partnership	Sustainability review for 50% of supplier value between 2024-2026.	No sustainability-based review of suppliers was conducted during the reporting period, as the Company is no longer subject to the ESG Act. However, the Company is exploring options and plans to introduce some form of sustainability-based supplier assessment in the future.	
	Workplace occupational health and safety Fair and legal employment	Introduction of health insurance for employees.	In 2023, 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 also in 2025.	
		0 accidents at work.	The number of registered workplace injuries was 0.	

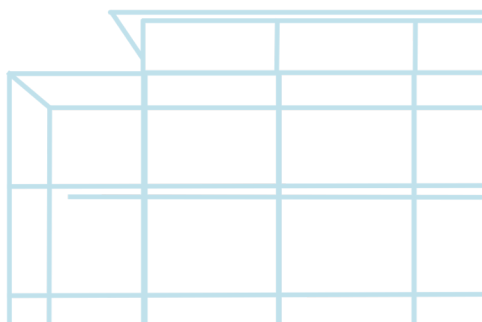
Governance	Ethical and legal business conduct Diversity, equality	Forming of Sustainability Committee.	The Company established a company-wide Sustainability Committee in 2023, which continued its operations during the reporting period.	
		Introduction of whistleblowing system by 2026.	The whistleblowing system was implemented in 2025.	
	Climate management, climate risks	Continuous provision and expansion of internal training related to sustainability.	We consider knowledge sharing within the company to be important. One of our employees obtained an ESG expert certification during the year and also participated in a professional training program focused on energy-efficient operations.	 



ENVIRONMENT

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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 human-scale

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 line with our objectives, between 2023 and 2025, solar panel systems, new windows and doors, and heat pumps were installed in certain buildings, tailored to the specific needs and decarbonization goals of the respective tenants. In 2025, as part of our long-term ESG strategy, we also began developing a comprehensive energy modernization roadmap, based on which we will launch energy efficiency improvements in 2026-2027 on several larger buildings



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.

that will significantly exceed the value and scale of projects from previous years

Energy efficiency

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

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.

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.

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.

From 2023, the focus of our renovation and modernization programs will be on projects that increase energy efficiency and optimize energy consumption, which we will implement in constant consultation and cooperation with our tenants. In 2023, in 2 larger buildings (affecting about 16,000 m² of leasable area), significant energy efficiency improvements were made (installation of heat pumps and smaller solar panels, replacement of office and improving the energetic properties of some building structural elements). In 2024, we started similar renovations on additional buildings (5,800 m²), improving the energy efficiency of our buildings and reducing the carbon footprint of the entire park's operation. In the second half of 2025, we installed solar panels on 2 larger buildings.

In recent years, partly due to the energy crisis, we have placed great emphasis on monitoring energy consumption, and in cooperation with tenants, we have achieved significant savings in 2022-2023 by consciously reducing consumption. In 2024, however, electricity consumption increased while gas consumption remained at a similar level to the previous year, largely due to the increase in energy consumption associated

with greater office presence following the decline in home office use, as well as the rise of electric cars. In 2025, we saw this trend continue: several tenants significantly increased the number of days spent in the office, resulting in an increase in total energy consumption.

In 2025, we began developing a general energy modernization strategy and schedule, based on which we will launch energy developments in several large buildings in 2026-2027 that will exceed the value and volume of previous years.

As part of the strategy, we are looking into installing additional heat pumps and new energy-saving devices, as well as replacing windows, doors, and lighting fixtures. The goal of our developments for the next two years is to offset the additional consumption resulting from the increased use of offices and electric cars by installing energy-saving equipment. In addition, in all building modernization projects, we consider not only energy efficiency but also the conscious use of materials (lifespan, quality, recyclability) and the minimization of waste generated during reconstruction.

In the year 2025, we spent 361 thousand euros on the above detailed improvements (36% 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.

COMMITMENT Green CAPEX

the proportion is
36% in 2025



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/breem>



Sustainability of Our Buildings: Green Building Certification

Guided by BREEAM 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.

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 certification system to certify the buildings it manages. Several of our buildings (M, N, S) have held a BREEAM In-Use Very Good rating since 2015, and we are currently working on renewing these certifications. In the coming years, our goal is to further increase the number of certified properties, including through the assessment of the G and South Park buildings; these are currently in the pre-certification phase and the data submission stage required for that. It is worth noting that in 2024, Building N advanced from its previous

“Very Good” rating to the “Excellent” category, and we expect Building M to achieve the “Excellent” rating in 2026 as well.

Beyond building certifications, we place a strong emphasis on expanding cycling infrastructure—such as providing bike racks, changing rooms, and service points—to support active mobility. As a result, the Park earned the gold level of the Active Score certification in 2024, which remained valid in 2025. The certification confirms that the Park supports those who commute to work by bicycle, scooter, and other active modes of transportation: it provides a sufficient number of bike racks for users and visitors, ensures a high level of security, has modern changing rooms and showers, and provides access to services that promote active commuting.

COMMITMENT

**BREEAM in use
certification**

for two additional
buildings by 2026

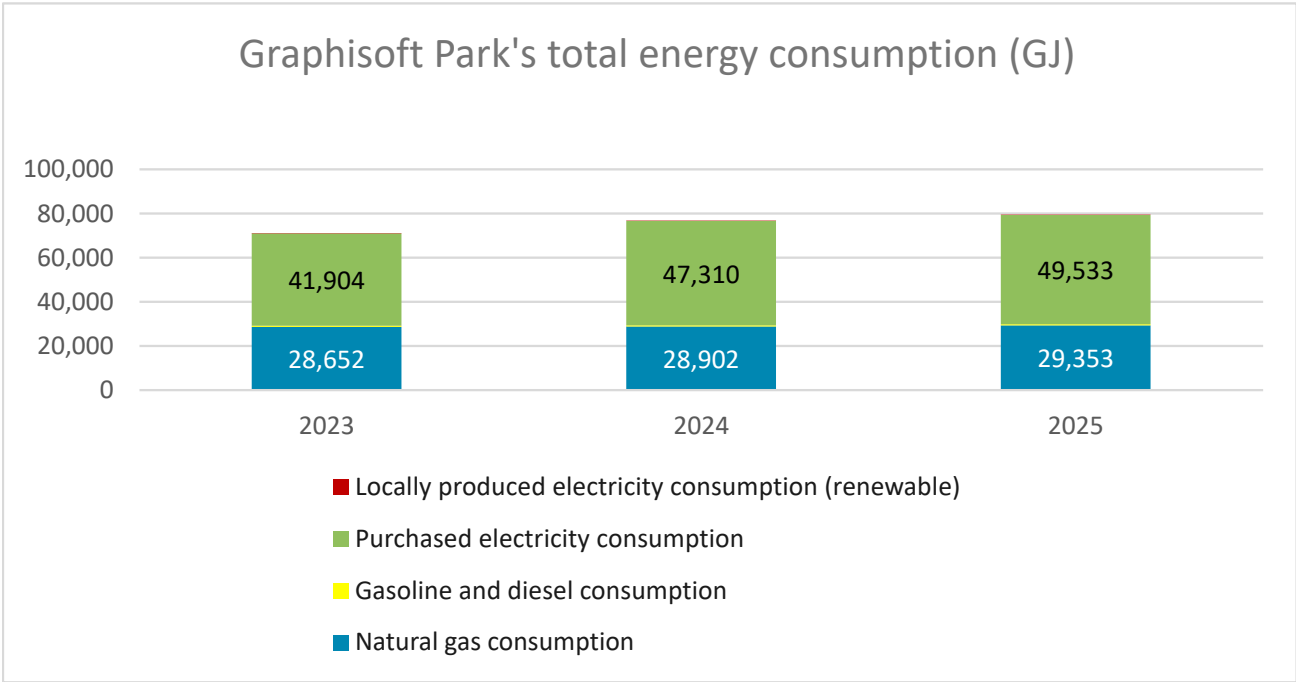


Energy consumption

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.

We meet the heating, cooling, and electricity needs of the Park's buildings using natural gas, pur-

chased electricity, and locally generated solar power. Our emergency generator is fueled by gasoline and diesel. Electric vehicles are becoming increasingly common in both our tenants' and our own vehicle fleets, and we provide charging facilities for them (see: Other Emissions section). In 2025, the Park's total energy consumption was 79,468 GJ.



Compared to 2024 figures, Graphisoft Park's total energy consumption increased slightly - by 3.44% - in 2025. Within this, both purchased electricity consumption and natural gas consumption increased. As in the previous year, the main reasons for this can be found in the weather.

In 2025, unlike in previous years, it was not the summer heat that caused the greatest increase in energy consumption, but colder-than-usual winter temperatures. While the annual average temperature was 14.1 °C in 2024, it was only 12.9 °C in 2025. The number of days with freezing temperatures rose from 45 to 65, which is clearly reflected in the energy consumption data.²

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

Total electricity and natural gas intensity (GLA)	Unit	2023	2024	2025
Offices	kWh/m ²	217.88	249.55	254.26
Laboratories	kWh/m ²	882.59	846.36	929.53
Educational buildings	kWh/m ²	141.04	130.07	136.47

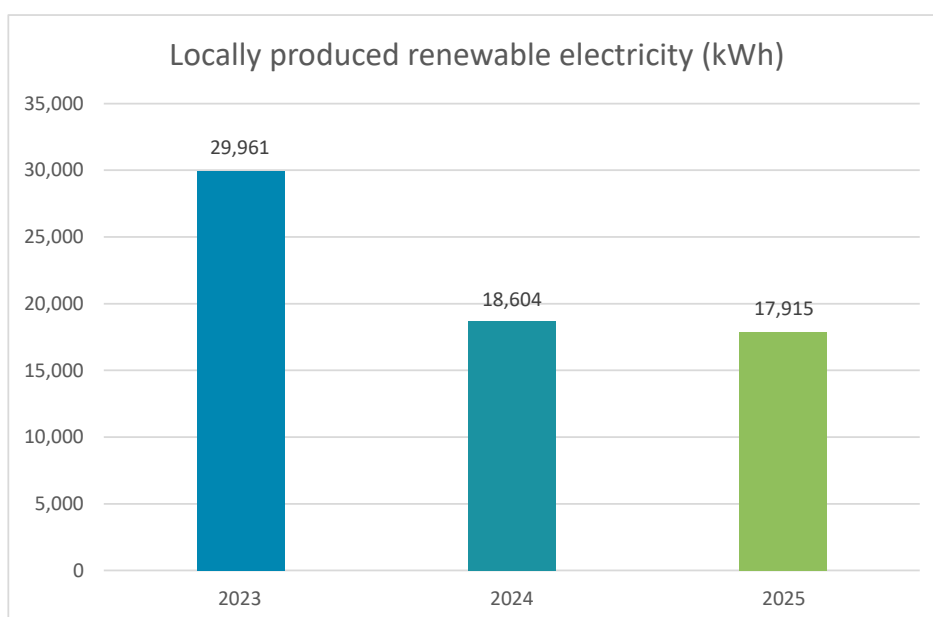
With ongoing mechanical maintenance and modernization of the buildings, our goal is to ensure uninterrupted use while also reducing the need for energy resources. We plan to implement further efficiency improvement projects in the future and are currently working on developing a multi-year development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

Use of renewable energy sources

Like prior years, throughout 2025, we ensured the complete green electricity supply for Graphisoft Park by purchasing guarantees of origin 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.

In previous years, there were two small solar farms operating within the Park, which were expanded starting in 2025, so that by 2026, annual solar energy production could increase to around 300,000 kWh. In 2025, the solar panels generated a total of 17,915 kWh of electricity, covering 0.13% of the Park's total electricity consumption.



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>

Air pollutants and greenhouse gases

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 (tCO ₂ eq) 2025	Proportion of emission (%)	Market-based emissions (tCO ₂ eq) 2025	Proportion of emission (%)
Scope 1	111.85	2.27%	111.\85	3.77%
Scope 2	52.51	1.07%	0.00	0.00%
Scope 3 Upstream	1,321.60	26.84%	1,247.51	42.08%
Scope 3 Downstream	3,437.85	69.82%	1,605.36	54.15%
Total	4,923.81	100.00%	2,964.71	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).

Since Scope 3 emissions account for most of our total carbon footprint, reducing

them is a top priority for us. Although these emissions are not under our direct control, monitoring and mitigating them remains a fundamental responsibility. Our

Scope 3 figures are sig-

nificantly influenced by our tenants' decisions and operational practices, so we intend to place even greater emphasis on these in the future. This includes, among other things, reducing waste generation, promoting responsible material use, and encouraging lower water and energy consumption, which we intend to support through continuous and regular dialogue, for example, through tenant forums.

Our market-based emissions decreased by 3.6% compared to 2023, while our location-based emissions decreased by 10.1%. Compared to the previous year, 2024, we achieved improvements in nearly every metric. Our Scope 1 emissions decreased by 0.8%, and our Scope 2 location-based emissions by 9.9%. Our market-based Scope 2 emissions were zero, as in previous years, thanks to the purchase of green electricity. Regarding our Scope 3 emissions, we achieved a significant reduction of 11.5% (location-based) and 14.9% (market-based) in the Upstream segment. Only in the Downstream segment was there a slight increase (0.8%) in market-based emis-

sions. Overall, compared to 2024, our location-based emissions decreased by 5.7% and our market-based emissions by 6.51%.

Compared to 2022, which is considered the base year, the Park's total greenhouse gas emissions also show a downward trend. By 2025, total emissions had decreased by 14.7% according to the location-based methodology and by 12.4% according to the market-based methodology. Scope 1 emissions show a significant decrease of approximately 54.9%, while Scope 2 location-based emissions have decreased by 28.7% compared to the base year. For Scope 3 emissions, a more moderate but still downward trend can be observed: upstream emissions decreased by 5.7% according to the location-based methodology (9.9% according to the market-based methodology), while downstream emissions decreased by 15.1% (8.4% according to the market-based methodology). Overall, the data show that emissions associated with the Park's operations have decreased in several emission categories compared to the base year.

COMMITMENT

SCOPE 1,2 and 3

In 2025, decrease of 12.4% in market-based and 14.7% in location-based compared to the base year of 2022



Towards low-carbon operations

Scope 1, 2 and 3 emissions	Location- based emissions (tCO2eq)			Market- based emissions (t CO2eq)		
	2023	2024	2025	2023	2024	2025
Scope 1	81.57	112.78	111.8	81.57	112.78	111.8
Scope 2	78.44	58.28	52.5	0.00	0.00	0.00
Scope 3 Upstream	1,336.80	1,493.54	1,321.6	1,308.61	1,465.81	1,247.5
Scope 3 Downstream	3,977.67	3,558.18	3,437.9	1,683.87	1,592.65	1,605.4
Total	5,474.48	5,222.78	4,923.8	3,074.05	3,171.24	2,964.7



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.

COMMITMENT

Own car fleet

with 100% alternative propulsion, by 2030.

86.6% in 2025



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 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 a significant number of electric vehicle charging stations, 186 in total, located within the park.

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.

As part of the modernization of our vehicle fleet, we have begun introducing hybrid and electric vehicles into our company fleet. By 2025, 86.6% of the company's vehicles will be powered by alternative drive systems (plug-in hybrid, electric).

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.

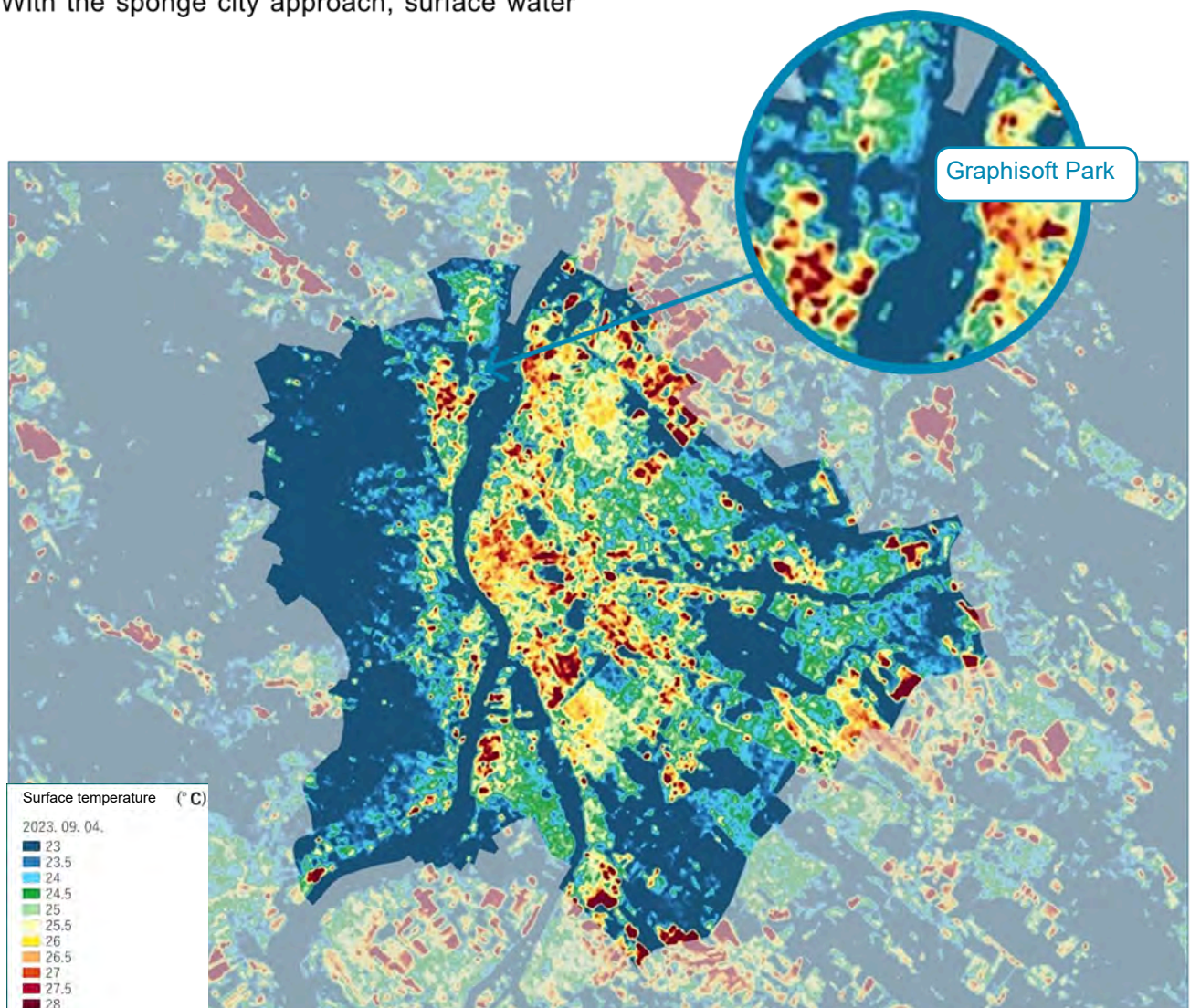
For now, the Park's high-capacity cooling equipment provides an adequate solution for high summer temperatures, and there are no issues thus far. However, areas requiring development have been identified, such as the need to manage the quantity and quality of internal heat emitters in some older buildings.

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.

Graphisoft Park is committed not only to improving the condition of green spaces but also to participating in the development of a new generation of climate-adaptive urban green infrastructure. Due to increasingly frequent extreme weather conditions, traditional urban stormwater management is not sustainable in the long term. Therefore, in 2025, our company began implementing the sponge city model (“szivacsváros-modell”), which treats rain not as a problem to be drained away, but as a valuable resource to be utilized locally. With the sponge city approach, surface water

utilization can be operated as a decentralized system. By improving soil structure and directing water into the root zone, natural infiltration, and thus plant vitality, can be enhanced. We have established several pilot projects in the Park, such as directing rainwater from paved surfaces to green areas, creating drainage beds, collecting roof runoff from buildings, and aerating compacted soil. These measures improve natural water dynamics and the local microclimate.



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 re-used 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.



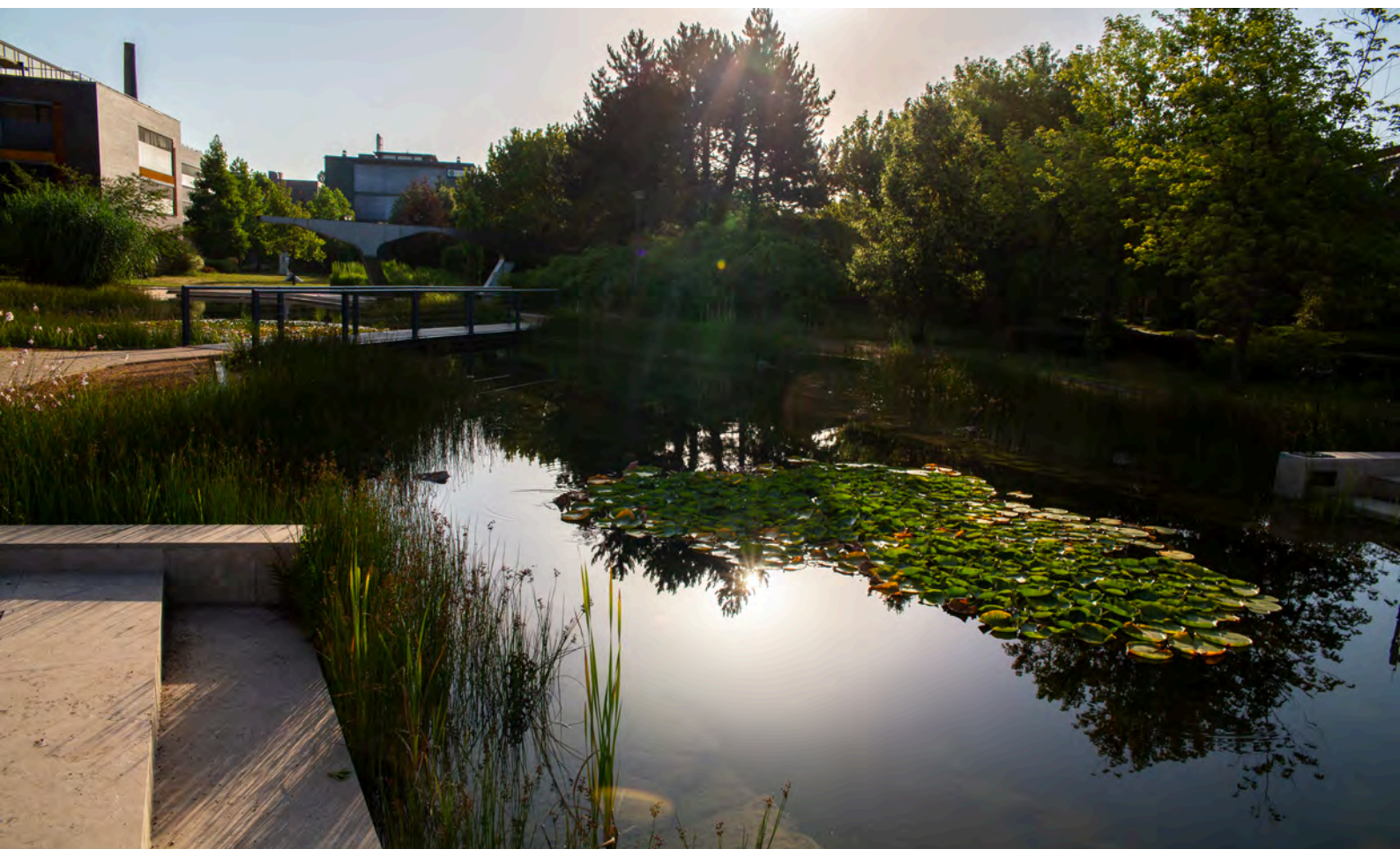
Water Consumption

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.

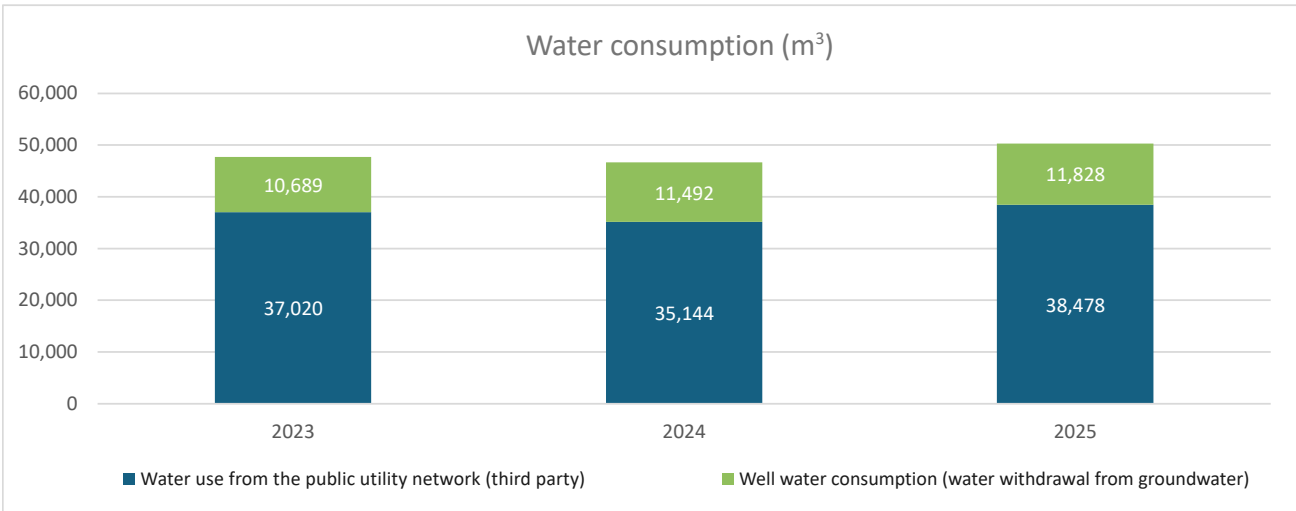
The extensive green areas on the Park's premises (including ground-level and extensive green roofs) contribute to creating a pleasant microclimate, evaporation, and storing rainwater. These areas also play a crucial role in draining large amounts of rainwater simultaneously.



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. When designing the landscaping, we focus from the outset on selecting drought-tolerant plant species, thereby reducing the need for irrigation.

In addition, we expect further reductions in water consumption following the implementation of the Sponge City ("Szivacs város") project.

The water consumption levels are shown in the following diagram.



Water consumption increased slightly in 2025 compared to previous years, which can be partly attributed to lower precipitation levels. In Budapest, precipitation has shown a downward trend in recent years (2023: 716 mm, 2024: 437 mm, 2025: 393 mm), which has led to an increase in the irrigation needs of green spaces.

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

Water intensity	Unit	2023	2024	2025
Office	m ³ /m ²	0.44	0.49	0.51
Laboratory	m ³ /m ²	0.49	0.42	0.38
Education unit	m ³ /m ²	0.50	0.40	0.49

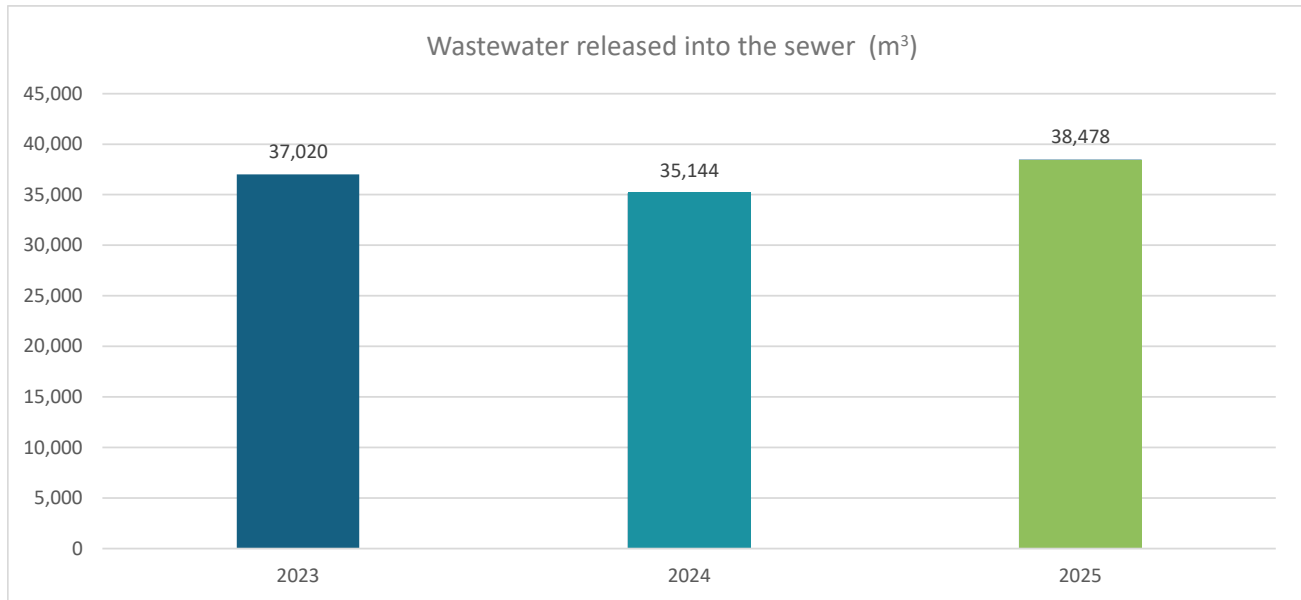
We constantly consider the possibilities for further reduction of water consumption and their feasibility and implement them if possible. In the case of the wired water network, the installation of a leak detection system has begun, which will al-

low us to act quickly and efficiently in the event of a possible leak or pipe problem, thereby preventing water wastage.

Wastewater generation

In 2025, the volume of wastewater discharged from the Park was 38,478 m³.

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



Most 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.

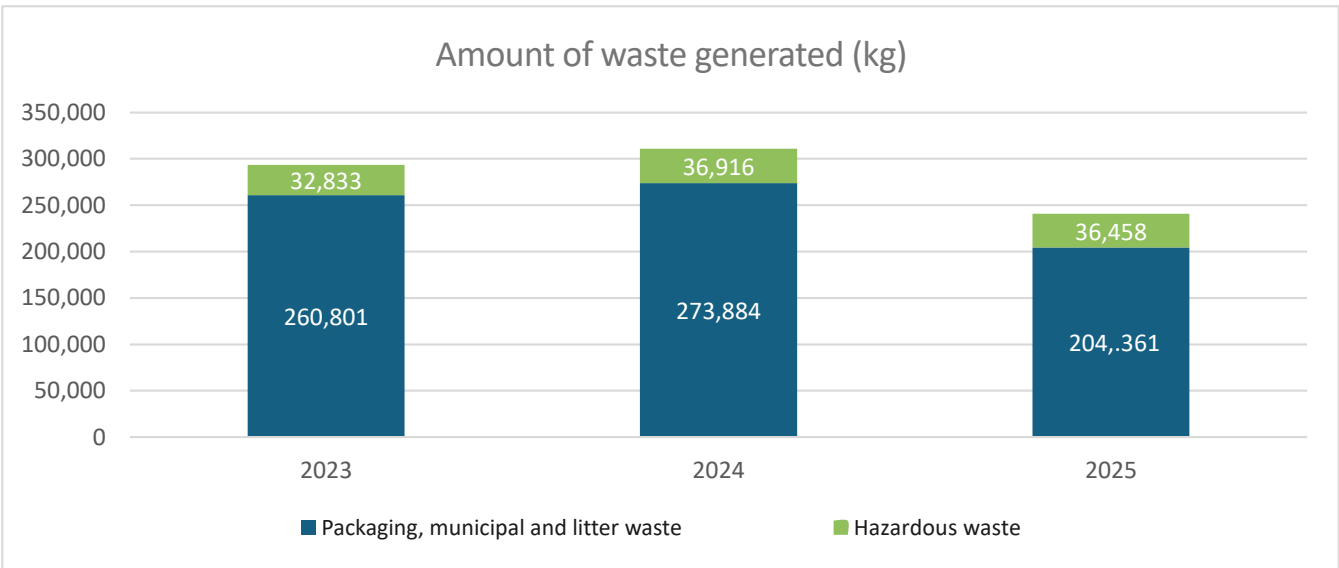
Furthermore, waste is generated in the daily work of other value chain participants, mostly during the production of our raw materials and other used materials, as well as during the execution of the services we use. We can most effectively influence this through conscious and measured procurement.

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. In addition, air filters also fall into this category.

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 2024 and 2025.

As a result of the measures implemented, the total amount of waste generated decreased by nearly 18% between 2023 and 2025, from 293,634 kg to 240,819 kg. This reduction is primarily due to a reduction in paper consumption and more conscious use of resources.

Biodiversity

Creating and maintaining biodiversity is one of the key challenges of our time, particularly in populated areas and urban environments. For Graphisoft Park, a connection to nature and the preservation of biodiversity have been of strategic importance since the Park's concept was first conceived.

The Park was created as part of a brownfield development: we transformed the former Óbuda Gas Works industrial site into today's office park. During the site's reclamation and transformation, the design of the buildings and the landscape proceeded in parallel, with the goal of creating a livable environment for people as well as for flora and fauna.

In this landscaped area along the Danube, green spaces play a significant role in maintaining the urban ecosystem, improving the microclimate, and providing suitable habitats for wildlife.

Habitats and ecological values

We have created a variety of habitats within Graphisoft Park to support urban biodiversity. The park features landscaped green spaces, wooded and shrubby areas, bee pastures, and an artificial pond with fish and aquatic wildlife.

We have removed certain parts of the area from intensive horticultural maintenance to provide a natural habitat for birds and their food sources.

Based on surveys conducted by the Ornithological Society, 22 bird species have returned to the industrial area, which previously had no significant animal population, while 5 fish species and a marsh turtle have appeared in and around the artificial lake..



Graphisoft Park manages its impact on biodiversity according to the principles of prevention, mitigation, and restoration to near-natural conditions. The Park was developed on brownfield land, which allowed for the creation of new natural habitats, while the low building density and extensive green spaces contribute to minimizing environmental impacts.

Park maintenance that supports biodiversity

Graphisoft Park strives to apply nature-oriented park management practices in the maintenance of its green spaces. Plantings consist of a mix of vegetation, which contributes to the stability of the local ecosystem. Our goal in maintaining green spaces is the long-term preservation of mixed vegetation—trees, shrubs, grassy areas, and flowering plants.

We use chemical pest control solutions only to a limited extent in the operation of the Park.

When pest control is necessary, we strive to use environmentally friendly methods

Our key commitments related to biodiversity:

- preserving and protecting existing biodiversity throughout the entire Park;
- maintaining a high proportion of green spaces and expanding them where possible;
- maintaining and developing green spaces associated with buildings (such as green roofs);
- preserving habitats that support biodiversity—such as bee pastures and near-natural green spaces;
- continuously maintaining mixed vegetation (trees, shrubs, grasslands, and flower beds).

In the future, our goal is to further develop infrastructure that supports biodiversity and near-natural habitats within the Park.

The Graphisoft Park area features several elements that support biodiversity, including bird feeders and nesting boxes, bee pastures, and natural green spaces.

In the spring of 2024, three bee colonies were established within the Park to protect pollinating insects and support the local ecosystem. The bee colonies quickly became an active part of the Park's wildlife, and a few months later, the Park community was able to taste the honey they produced.

Several buildings in the Park feature green and extensive roofs, which help mitigate heat and provide additional habitat for various species.

Managing the impacts of operations

The day-to-day operations of the Park - as is the case with any organization operating in an urban environment - have an impact on local wildlife and ecosystems. Graphisoft Park therefore continuously strives to minimize the environmental impacts of its operations.

The construction of underground parking garages has made it possible to move a significant portion of vehicle traffic below ground, which reduces noise and dust pollution in green areas. The extensive vegetation within the Park also contributes to carbon sequestration and mitigates the urban heat island effect.

COMMITMENT

Protecting biodiversity



Community and awareness-raising initiatives

For Graphisoft Park, biodiversity conservation is not only an ecological issue but also a community one. The Park aims to maintain a nature-friendly environment while also fostering environmentally conscious thinking and a sense of responsibility toward natural values among tenants, employees, and visitors. To this end, we regularly organize community and educational programs that raise awareness about nature conservation and the importance of biodiversity.

In 2024, we created raised beds on the campus grounds, providing opportunities for plant cultivation and urban gardening. The goal of this initiative is to allow the Park community to engage directly with natural processes and experience the fundamentals of sustainable food production.

In 2025, several community events were linked to the themes of nature and sustainability. In March, in connection with Earth Hour, we raised awareness about the protection of natural resources and the importance of individual responsibility. In May, in connection with Earth Day, we organized a community running event that, in addition to promoting an active lifestyle, also served to strengthen our connection to nature and foster an environmentally conscious mindset.

The “Sprint Tusa” orienteering competition held in August also promoted nature-based experiences and active engagement with the green environment; by incorporating the Park’s green spaces and natural features, it encouraged participants to be physically active and to use the environment in an environmentally conscious manner.

In September, during guided walks as part of the Green Walk program, we showcased Graphisoft Park’s green spaces, nature-based solutions, and

practices aimed at preserving biodiversity. The program’s goal was to help participants better understand the Park’s ecological values and the measures related to sustainable operations.

Initiatives based on short supply chains and available year-round also indirectly supported biodiversity. The honey and fruit market operated by local producers within the Park not only supports local producers but also helps promote sustainable consumption and strengthens an environmentally conscious mindset.



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 several decades of delay following the cessation of gas production. The deadline set out in the decision was extended several times, which we have disclosed in detail in our previous reports.

On November 19, 2024, a government decree amendment entered into force, which required a so-called mandatory review, made the review of the technical intervention plan serving as the basis for the decision mandatory in the event of a 5-year delay, and thus abolished the previous remediation deadline in its content. The Deputy State Secretary responsible for Environmental Regulatory Affairs was appointed to order the review. Based on the amended government decree, the Deputy State Secretary responsible for Environmental Regulatory Affairs of the Ministry of Energy ordered the review in his decision dated December 20, 2024, and set the deadline for submitting the new, revised intervention plan as December 31, 2026. During the review period, the implementation of the previous intervention plan cannot be started.

The Company filed an administrative lawsuit against the decision ordering the review on January 21, 2025. According to our position presented in the court proceedings, the decision made violated the Constitution and the rule of law norms were not enforced when the decision was made.

In the administrative lawsuit, the Budapest Municipality joined the proceedings on the side of

Graphisoft Park, and MVM Next Energiakereskedelmi Zrt. joined the proceedings on the side of the Deputy State Secretary. On May 6, 2025, the administrative court granted Graphisoft Park's claim and annulled the decision ordering the review procedure due to serious procedural violations. The conflict with the Constitution and EU legislation was not examined, because the previous decision had to be annulled anyway due to the procedural violation. Against the administrative court decision of May 6, the Deputy State Secretary and MVM Energiakereskedelmi Zrt. appealed to the Curia as an extraordinary legal remedy, but the Curia rejected their claim.

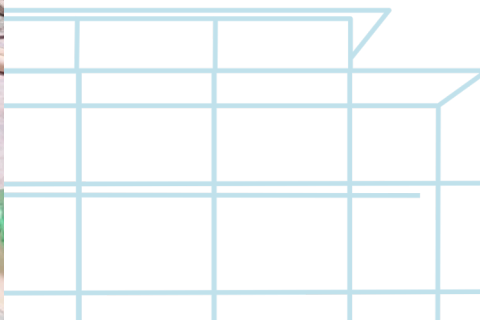
Following all this, the Deputy State Secretary ordered the review again on August 4, 2025, and our Company filed an administrative lawsuit again against the substantive part of this decision on September 2, 2025. In the lawsuit, the Budapest Municipality and the III. District Municipality joined the proceedings on the side of Graphisoft Park, while MVM Next Energiakereskedelmi Zrt. joined on the side of the Deputy State Secretary. The first hearing was held on February 24, 2026, and no substantive decision was made.

The substantive remediation has still not begun, and the expected date of commencement and completion of the remediation remains uncertain and cannot be estimated.

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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:

- Well-being of employees and tenants
- Workplace health and safety
- 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



The community experience is unique to the Park

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 environ-

mental 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.



Innovation island for
creative enterprises



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 build-

ings 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 2025, Graphisoft Park's community engagement continued to focus on community building, experiential learning, and raising social awareness. Throughout the year, around 40 community, tenant, and professional events were held on the Park's premises, targeting various audiences.

- We kicked off the year with programs focused on education and culture. We organized a book fair in partnership with Real School, which served to share knowledge and promote reading. During the same period, we joined Earth Hour as a community event, raising awareness about the importance of energy consciousness and sustainable living. With the active involvement of tenants, we launched a mobility survey to map out eco-friendly transportation habits, and we provided an opportunity to test rental bicycles, encouraging the use of sustainable transportation alternatives
- In May, the focus was on raising environmental awareness and promoting an active lifestyle. In connection with Earth Day, we organized a running event, which was accompanied by community sports programs. During this period, we also held the Tobias Dolgener Memorial Chess Tournament and a charity yoga event, which supported a socially significant cause.
- During the summer, programs aimed at families and children took center stage. We organized summer camps that provided meaningful recreational opportunities in a safe and fun-filled environment. In August, several community and sporting events took place, including the Sprint Tusa orienteering race, as well as the opening of the Hungasurf Open as a cultural program, in collaboration with House of Bon Dia. During the month, the Next Carsharing program was also

launched as a tenant-focused transportation initiative, encouraging community car sharing.

- This fall, the focus was on community building and social responsibility. In September, we held Park Day—a family event that offered community experiences for tenants, employees, and their families. During the same period, we hosted the HuGBC-affiliated Green Walk event, as well as other professional and community programs that focused on sustainability and environmentally conscious operations. In October, we organized a blood drive, which provided an opportunity for the Park community to actively contribute to help-



ing others.

- As part of Graphisoft Park's social responsibility efforts, we collaborated with nonprofit organizations throughout the year. As part of this initiative, we provided space for the Menhely Foundation's program, which supported the reintegration of homeless individuals into the workforce, reinforcing our commitment to social inclusion and equal opportunity.
- Community life was supported throughout the year by a variety of ongoing programs. These included the farmers' market featuring honey and fruit, which promoted local producers and health-conscious consumption, as well as regular musical events that contributed to the Park's vibrant, culturally active community atmosphere. Several festive events took place at the end of the year: the HVG book fair, the Christmas market, and the Christmas candle market closed out the year, offering community and festive experiences primarily for tenants.

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 addition, Graphisoft Park participated in numerous professional programs and events throughout 2025 and, on several occasions, provided a venue for events focused on current issues in sustainability, innovation, and opera-



tions. In 2025, the Park engaged in the domestic professional dialogue as an active member of three professional organizations: HuGBC (Hungary Green Building Council), IFK (Ingatlanfejlesztői Kerekasztal - Forum of Real Estate Developers), and BCSDH (Business Council for Sustainable Development in Hungary).

- In September, Graphisoft Park hosted the opening event of International Green Building Week, organized by HuGBC. The aim of the event was to highlight the importance of sus-

tainable architecture and operations, with a particular focus on the practical application of environmentally conscious solutions. As part of the Green Walk program associated with the event, participants took a guided tour to learn about the green solutions implemented on the Park's grounds, systems that promote energy efficiency, and the role of green spaces and a human-scale environment.

- An IT-focused professional event was also held at the Park during the year. Organized by Vialto, the event showcased domestic practices in the use of IT Service Management (ITSM) tools, providing participants with an opportunity to exchange experiences and learn about practical solutions.
- Another professional event was the "Szi-vacs város" (Sponge City) Technology and Sustainability Day, organized in collaboration with Gardenfutura. The program focused on sustainable urban water management, rain-water management solutions, and a climate adaptation approach, all of which are becoming increasingly important from the perspective of the urban environment and real estate development.



- In 2025, Graphisoft Park hosted several professional and educational events that attracted both international and domestic participants. Among these was the European Girls' Mathematical Olympiad, an international event supporting the cultivation of talent in science and mathematics, which became a highlight in the Park's calendar.

Overall, these professional events and organizational memberships have helped establish Graphisoft Park as an active venue for knowledge sharing and demonstrations within the domestic and international professional communities. These events provided opportunities to share best practices, showcase innovative solutions, and strengthen professional relationships, in line with the Park's long-term sustainability and business goals.



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,



The trees should be
taller than
the buildings

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.

Programs designed to promote tenant well-being continued to be held regularly at Graphisoft Park in 2025, in line with the Park's people-oriented, health-conscious, and community-focused approach. The Park continues to operate as a dog-friendly office park, providing tenants and employees with the opportunity to bring their pets to work, contributing to a friendlier and more balanced workplace environment.



Dog-friendly
office park

Throughout the year, we organized several programs designed to support physical and mental well-being. These included various sports programs and community exercise activities aimed at promoting an active lifestyle, as well as regularly organized blood drives, which gave the Park's community the opportunity to directly contribute to helping others. As part of our health and safety education initiatives, we also held first aid and fire safety training sessions aimed at increasing the preparedness of tenants and employees and strengthening the Park's safe operation.

The Park Day held in September and mentioned above played a key role in strengthening community life, offering a variety of recreational and social activities for tenants, employees, and their families. The event provided an opportunity to build relationships beyond the workplace, foster informal encounters, and strengthen a sense of community. Throughout the year, Graphisoft Park strived to make community and cultural experiences a part of everyday life. The year-round market programs—including the farmers' honey and fruit market—as well as regular music events

contributed to the Park functioning as a vibrant, diverse community space that goes beyond the traditional functions of an office park.

Tenants' well-being was further supported by Graphisoft Park's infrastructure promoting sustainable transportation and related tenant programs. To promote eco-friendly modes of transportation, the Park provided opportunities to try out alternative transportation solutions and actively encouraged conscious transportation choices. These measures not only helped reduce environmental impact but also supported daily well-being and the adoption of a healthier lifestyle.

Last year, the Park achieved a gold rating in the Active Score rating system, confirming Graphisoft Park's outstanding accessibility for cyclists and its infrastructure supporting sustainable transportation. The certification is valid until May 6, 2026, and also reinforces the Park's long-term commitment to developing environmentally friendly transportation 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 more than 16 years at the end of 2025. Our strategic goal is to keep this figure above 15 years in the medium term.

COMMITMENT

Keeping the
cumulative loyalty
index over 15 years



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

COMMITMENT

Tenant related
programs/workday
monitoring



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 2025, 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

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.

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.

NEW COMMITMENT

Suppliers

Introducing
sustainability-
based assessment



In light of changes in the regulatory environment, the Company has reviewed its supplier due diligence practices. A significant portion of the Company's suppliers consists of small and medium-sized enterprises, for which comprehensive sustainability-focused due diligence is currently feasible only to a limited extent or, in some cases, not at all.

Accordingly, in the coming period, the Company will place special emphasis in its procurement processes on prioritizing solutions and products

that are green-certified, more energy-efficient, and more environmentally conscious. The integration of sustainability considerations into procurement decision-making will be carried out using a risk-based approach.

To further formalize its supplier requirements, the Company plans to develop a separate procurement policy that sets out sustainability criteria and the methods for enforcing them.

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. Our organization has a fundamentally horizontal structure; the table below shows staff turnover over the past three years:

Fluctuation	2023	2024	2025
New entering employees	2	3	5
Exiting employees	0	3	4

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 7.2 years.

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

Benefits and competitive salary

We determine our employees' salaries through regular benchmark studies, paying special attention to changes in inflation. In addition to attractive pay, we provide the following fringe benefits to our 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	2023	2024	2025
Training #1: mandatory professional training	4.2	5.0	3.7
Training #2: optional professional training	16.1	15.2	11.4
Training #3: language course	67.2	50.4	50.4
Training #4: mandatory occupational safety training	2.0	2.0	2.0
Training #5: higher education	8.8	8.6	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.

COMMITMENT

0 accidents at work



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

Similar to prior years, in 2025 the number of re-

gistered 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.

COMMITMENT

Health insurance
for all employees



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.

In 2023, we introduced health insurance for all our employees, which has been very popular among our benefits, and we have maintained this ever since. For daily recreation, colleagues can participate in group yoga classes at the yoga studio located within the Park, and they also have access to a ping-pong room and walking paths. This year, tenants and employees participated together again in fire-fighting and resuscitation training sessions.

COMMITMENT

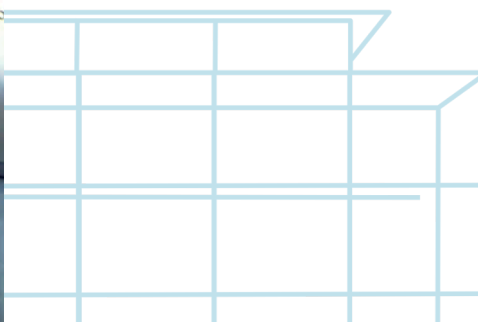
Firefighting and
resuscitation
training courses



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GOVERNANCE

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- 63 Diversity and equal opportunity



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 import-

ant dimension, as the steps of the sustainability strategy can be incorporated into corporate operations through governance.

COMMITMENT**Operating the Sustainability**

committee



Sustainable governance structure

Sustainability is a complex framework that encompasses numerous interconnected and interdependent areas. To ensure that the Company can report on its sustainability-related activities in a comprehensive, structured, and consistent manner, we established the Sustainability Committee in 2023, which serves as the central organizational unit for sustainability management.

When establishing the composition of the Committee, a key consideration was that the members' expertise should cover the three main pillars of sustainability—environmental, social, and corporate governance. Accordingly, the members of the Committee are individually responsible for coordinating and monitoring tasks within each ESG pillar.

The Sustainability Committee plays a dual role in sustainability management: on the one hand, it supports the strategic foundation of the Company's sustainability efforts, and on the other, it ensures consistent monitoring of implementation. In this context, the Committee makes recommendations regarding the Company's ESG strategy and the related ESG action plan, and evaluates the implementation of the action plan and the development of related performance indicators through regular reviews. Another key responsibility of the Committee is the preliminary approval of the annual sustainability report, which

ensures that the disclosed information is accurate, comprehensive, and presented in a manner consistent with the Company's operations.

The committee's operating procedures have been designed to be proportionate to the Company's size and activities, while ensuring adequate governance controls: The Sustainability Committee meets at least twice a year and, at its meetings, reviews the progress of the ESG action plan for the given year; if necessary, it proposes corrective measures or the identification of new priorities. This approach supports continuous improvement and transparent, data-driven decision-making.

COMMITMENT**Sustainability trainings**

ensuring their continuity and expanding their scope



An important consideration in establishing the committee was to ensure that all relevant organizational units are represented and that the Board of Directors is also involved. This structure ensures that decision-making during the development and implementation of the sustainability strategy takes into account the broadest possible range of professional and business perspectives, promoting a holistic approach.

Among the Sustainability Committee's long-term goals is the gradual integration of sustainability-related training—covering environmental, social, and corporate governance topics alike—into the Company's training plan. In doing so, the Com-

mittee aims to strengthen internal knowledge and awareness, and to ensure that sustainability becomes an integral part of the organization's day-to-day operations.

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.

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

Effective July 1, 2025, Bognár Tünde succeeded Kocsány János as CEO following his retirement. Kocsány János remained a member of the Board of Directors.

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, 2024			December 31, 2025		
	Shares (pc)	Share (%)	Voting right (%)	Shares (pc)	Share (%)	Voting right (%)
ORDINARY SHARES	1,789,082	16.83	15.99	1,789,082	16.83	17.23
Bojár Gábor - Chairman of the BoD	1,685,125	15.85	15.06	1,685,125	15.85	16.23
Dr. Kálmán János - Member of the BoD	13,500	0.13	0.12	13,500	0.13	0.13
Kocsány János - Member of the BoD, CEO (till June 30, 2025)	90,457	0.85	0.81	90,457	0.85	0.87
EMPLOYEE SHARES	1,013,213	n/a	9.86	180,000	n/a	1.73
Kocsány János - Member of the BoD, CEO (till June 30, 2025)	923,213	n/a	8.25	-	n/a	-
Farkas Ildikó - Member of the BoD, CFO	90,000	n/a	1.61	180,000	n/a	1.73
SHARES TOTAL	2,802,295	16.83	25.85	1,969,082	16.83	18.96

Ethical and legal business

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. We implemented the whistleblowing system in 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

Introduction of a whistleblowing system from 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 2025 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

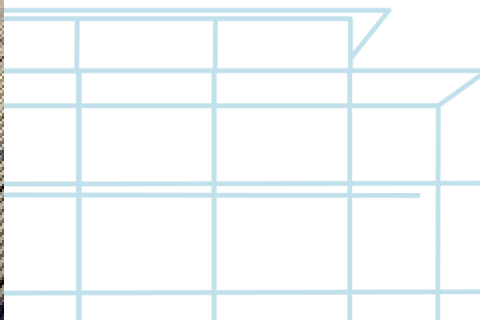
responsible for monitoring its operation in accordance with its operational objectives. The gender distribution of the management is two women and seven men, of which three belong to the 30-50 age group, while six belong to the over 50 age group.

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, 2025, to December 31, 2025.
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, 07	About this report, Impressum
	2-6 Activities, value chain and other business relationships	07	Introduction to Graphisoft Park SE
	2-7 Employees	14, 56	Materiality analysis, Our employees
	2-9 Governance structure and composition	60	Corporate governance
	2-10 Nomination and selection of the highest governance body	60	Corporate governance
	2-11 Chair of the highest governance body	60	Corporate governance
	2-15 Conflicts of interest	62	Ethical and legal business conduct
	2-16 Communication of critical concerns	46	Land remediation
	2-19 Remuneration policies	19, 56	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	25, 45, 36, 40	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	62	Ethical and legal business conduct
	2-28 Membership associations	52	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	56	Benefits and competitive salary
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	47	Community
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	62	Ethical and legal business conduct
GRI 302: Energy 2016	302-1 Energy consumption within the organization	29	Energy consumption
	302-3 Energy intensity	29	Energy consumption
	302-4 Reduction of energy consumption	29	Energy consumption

GRI standard	Disclosure	Page number(s)	Section
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	37, 39	Water consumption, Wastewater generation
	303-3 Water withdrawal	37, 39	Water consumption, Wastewater generation
	303-4 Water discharge	37, 39	Water consumption, Wastewater generation
	303-5 Water consumption	37, 39	Water consumption, Wastewater generation
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	42	Biodiversity
	101-2 Management of biodiversity impacts	42	Biodiversity
	101-3 Access and benefit-sharing	42	Biodiversity
	101-4 Identification of biodiversity impacts	42	Biodiversity
	101-5 Locations with biodiversity impacts	42	Biodiversity
	101-6 Direct drivers of biodiversity loss	42	Biodiversity
	101-7 Changes to the state of biodiversity	42	Biodiversity
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	31	Air pollutants and greenhouse gasses
	305-2 Energy indirect (Scope 2) GHG emissions	31	Air pollutants and greenhouse gasses
	305-3 Other indirect (Scope 3) GHG emissions	31	Air pollutants and greenhouse gasses
	305-4 GHG emissions intensity	31	Air pollutants and greenhouse gasses
	305-5 Reduction of GHG emissions	31	Air pollutants and greenhouse gasses
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	40	Waste management and waste reduction
	306-2 Management of significant waste-related impacts	40	Waste management and waste reduction
	306-3 Waste generated	40	Waste management and waste reduction

GRI standard	Disclosure	Page number(s)	Section
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	56	Our employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	56	Benefits and competitive salary
GRI 403: Occupational health and safety 2018	403-3 Occupational health services	57	Workplace health and safety, employee well-being
	403-4 Worker participation, consultation, and communication on occupational health and safety	57	Workplace health and safety, employee well-being
	403-5 Worker training on occupational health and safety	57	Workplace health and safety, employee well-being
	403-6 Promotion of worker health	57	Workplace health and safety, employee well-being
	403-8 Workers covered by an occupational health and safety management system	57	Workplace health and safety, employee well-being
	403-9 Work-related injuries	57	Workplace health and safety, employee well-being
	403-10 Work-related ill health	57	Workplace health and safety, employee well-being
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	56	Training and development
	404-2 Programs for upgrading employee skills and transition assistance programs	56	Training and development
GRI 405: Diversity and equal opportunity 2016	405-1 Direct (Scope 1) GHG emissions	63	Diversity and equal opportunity
GRI 406: Non-discrimination 2016	406-1 Energy indirect (Scope 2) GHG emissions	63	Diversity and equal opportunity
GRI 413: Local communities 2016	413-1 Other indirect (Scope 3) GHG emissions	47	Community
	413-2 GHG emissions intensity	47	Community

Carbon footprint 2025 data table⁵

Scope	Category	Location based emission (t CO ₂ eq) 2025	Change compared to 2024	Market based emission (t CO ₂ eq) 2025	Change compared to 2024
Sc1	Stationary combustion of heating sources	49.55	0.6%	49.55	0.6%
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	62.30	-1.9%	62.30	-1.9%
Sc1	On-site material handling	0.00	0.00%	0.00	0.00%
Sc2	Purchased electricity	52.51	-9.9%	0.00	0.00%
Sc3 Upstr.	Purchased goods and services	711.49	-10.1%	711.49	-10.1%
Sc3 Upstr.	Capital goods	403.63	-24.4%	403.63	-24.4%
Sc3 Upstr.	Fuel- and energy-related activities (not part of Scope 1 or 2) aktivitások (nem a scope 1, 2 része)	98.71	65.8%	24.62	-22.6%
Sc3 Upstr.	Upstream transportation and distribution	0.00	0.00%	0.00	0.00%
Sc3 Upstr.	Waste transported from site	97.02	31.1%	97.02	31.1%
Sc3 Upstr.	Wastewater generated	6.58	-79.0%	6.58	-79.0%
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)	4.17	5.5%	4.17	5.5%
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	3,437.85	-3.4%	1,605.36	0.8%
Sc3 Downstr.	Franchises	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Investments	0.00	0.00%	0.00	0.00%
Total		4,923.81	-5.7%	2,964.71	-6.5%

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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