

GRAPHISOFT PARK



to
attract
top talent

SUSTAINABILITY REPORT

Graphisoft Park SE

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November 21, 2023

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03 WELCOME BY THE CEO

When we think about sustainability, we tend to focus on technologies and policies - renewable energy, carbon emissions, recycling programs and so on. These are all important tools, and we need to continue to innovate and develop them. At Graphisoft Park we believe and experience that it is the people who will determine whether we succeed in building a sustainable future.

One of the most important roles of people in sustainability lies in human relationships and communities. While technology and green solutions undoubtedly play a key role, they alone cannot solve the challenges we face. We need to work together and build and nurture relationships that promote sustainable practices and behaviors.

By building strong and resilient communities, we create a culture of sustainability that endures after each project or initiative. We can work together to identify and address the root causes of environmental challenges, whether it is tackling social inequalities, creating sustainable jobs or building sustainable lifestyles. We can also share knowledge, skills and resources to support each other in our efforts to live sustainably.

But what does sustainability really mean? For many, sustainability simply means reducing our carbon footprint or protecting natural resources. But I argue that sustainability is about much more than that.



It is about creating a world in which everyone can thrive, now and in the future.

It is about creating a just, equitable and sustainable world that recognizes the dignity and worth of all human beings.

I believe that, through our sustainability strategy, we will be able to shape the development of the built environment towards sustainability, through the goals we have set and our future plans, so that we continue to be a dominant and innovative player in the domestic real estate market.

Kocsány János

Kocsány János
CEO

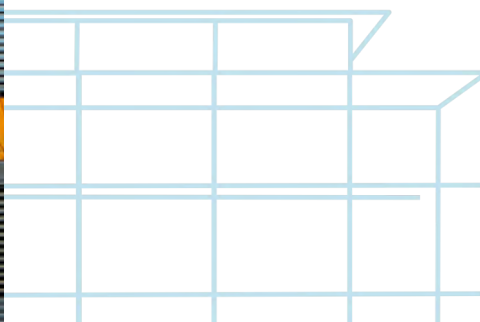
Graphisoft Park SE



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INTRODUCTION TO GRAPHISOFT PARK SE

- 05 Overview of Our Company Group
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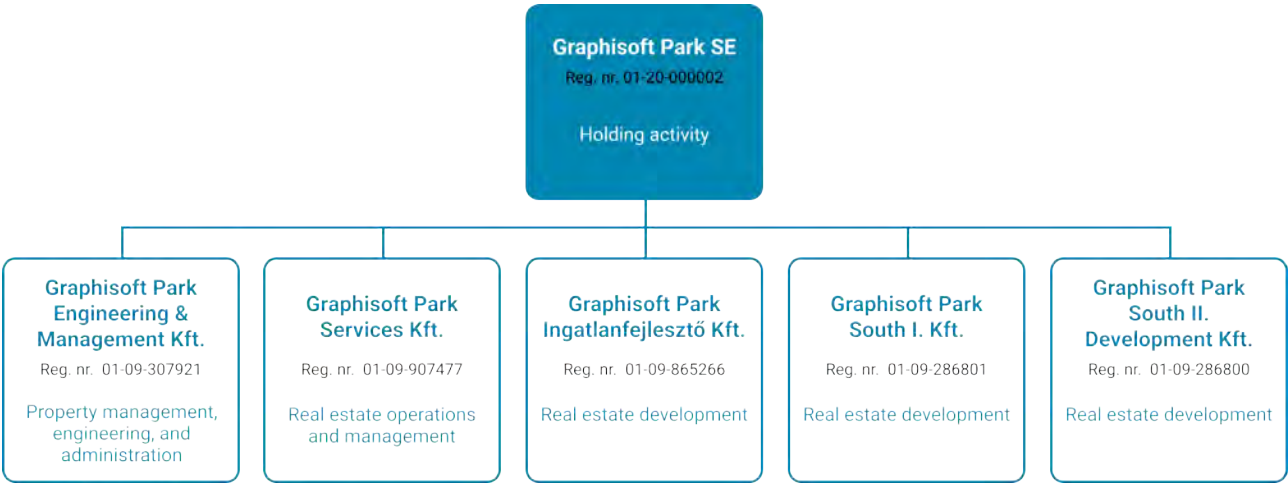
Overview of Our Company Group

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

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

parking spaces are available to tenants. In addition, there is the potential for further development of approximately 66,000 square meters of leasable space in other parts of the area, along with associated underground garages and service units. Regarding the corporate group, real estate development activities are carried out by the project companies of Graphisoft Park SE (its subsidiaries), namely Graphisoft Park Ingatlanfejlesztő Kft., Graphisoft Park South I. Kft., and Graphisoft Park South II. Development Kft., while Graphisoft Park Services Kft. is responsible for the operation of the Park. Graphisoft Park Engineering & Management Kft. handles engineering and administrative activities related to the Group's real estate development and operations.

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



Integrated real estate development, property, and facility management

Graphisoft Park's integrated real estate development, property management and operation functions are performed in an integrated manner, all under one roof, enabling us to directly adapt to the needs of our clients, tenants and stakeholders. We perform these while maintaining and further developing the Park's ecosystem and well-being services. We manage our buildings throughout their entire life cycle phases, including construction, use, operation and periodic renovation, bearing in mind the

criteria for sustainable, built environment emissions reduction, as well as the environmental impact and land use minimizing criteria.

Due to the Company's overall conservative development policy it only embarks on new building development when significant tenant demand develops.



Unbroken development - from the beginning to the present

Our story began in 1996 when Graphisoft, a software company, bought land for its new headquarters on the site of the then permanently shut down Óbuda Gasworks. The development of the Graphisoft Park was primarily focused on creating modern, 21st century workplaces in a green environment, which would offer opportunities for other technology companies in addition to Graphisoft and provide an inspiring and innovative environment for their staff.

With the clearing of the brownfield site, the construction of new office buildings and a

new approach to green space has begun. We have deliberately purchased an area that, after reclamation and landscaping, was brought back into the bloodstream of the capital, thus strongly highlighting our sense of social responsibility.

Graphisoft Park opened in 1998, when its founder and name giver software company, Graphisoft, moved into its new headquarters. Graphisoft was joined by Microsoft and a number of smaller software development companies, defining the Park's main profile.



Within a few years, a number of other high-tech companies rented space in the Park, attracted by the unique green environment and the excellent services offered by the site. The nanotechnology research company ComGenex moved in by 2004, proving the Park suitability beyond IT, for other R&D companies. In 2005, the international research division of SAP chose Graphisoft Park as its Hungarian headquarters. In 2007, the latest research laboratory was completed for Servier, the French pharmaceutical company.

In 2013, we opened the Graphisoft Park Campus, offering space for IBS and AIT higher education institutions. The presence of higher

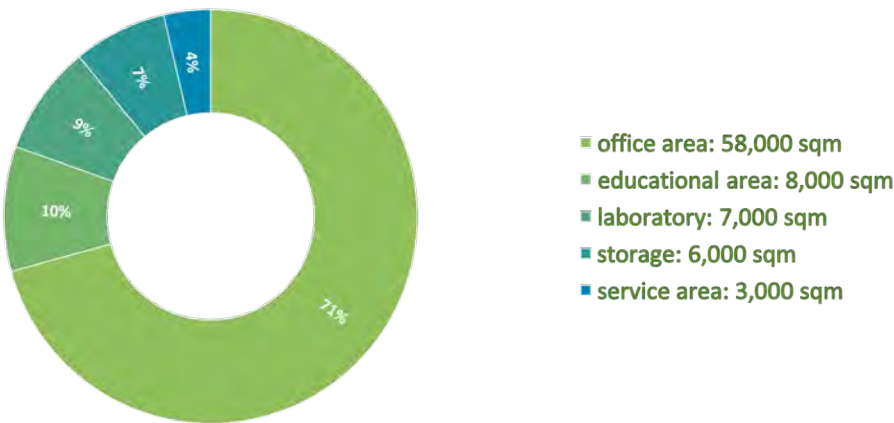
education within the Park has complemented and strengthened the knowledge base character of the Park.

Today, the Park is home to the domestic offices, research, and educational institutions of several internationally renowned technology companies, thus establishing a true, domestic "Micro Silicon Valley", as it was envisioned during its development. In its 20 buildings the Graphisoft Park currently houses around 100 companies and organizations, ranging from start-ups to multinationals, that employ around 5,000 people and educate nearly 1,000 students.

The viability of our strategy is also supported by the high occupancy rate of close to 100% at which the Company has consistently operated its buildings. Although occupancy dropped slightly to 94% in 2020 due to the economic downturn caused by the coronavirus epidemic, by the end of 2022 it returned to 97%, demonstrating the significant and sustained demand for greenery dominated office parks for the working environment.

The increasing prevalence of home offices as a result of the covid epidemic and the related transformation of tenant operations have presented our Company with new challenges. The principles of our strategy formulated 25 years ago are still valid in the present context since R&D and innovative activities require a high degree of creativity and intensive collaboration and cannot do without some degree of personal presence.

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. The welcoming of start-up companies significantly elevates the Park's innovation level.

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, strengthen and stimulate each other. We remain open to hosting high quality educational institutions that fit the Park's concept.



Energy efficient building design has been central to the Park's life from the very beginning. Unlike most property developers, Graphisoft Park is also an operator and as

such it is strongly motivated 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.



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. This we consider a matter of importance for ensuring the comfort and well-being of all colleagues working in the new offices in the Park. 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 space (over 60%). Only 45,000 m² of the total 180,000 m² of buildable area is occupied by structures and buildings in the Graphisoft Park. This means that the current land usage by buildings is a low 25%. The undeveloped areas are parks with a high proportion of green space and areas for recreational activities.

The preponderant greenery - more than 60% green areas

The typical building height is 3 floors, thus the height of more mature trees are 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.



Materiality analysis

To lay the basis and structure of this report and as the foundations for the strategy, we carried out our first materiality analysis of our company. Given that this is the first such analysis of our company, we could not historically measure the way in which the issues were addressed and their impact. Materiality issues will be monitored on an ongoing basis in the future and will be reviewed with the involvement of experts in the event of a significant change in the value chain or market.

1. Impact analysis:

An impact analysis has been carried out to identify and prioritize the direct or indirect impacts on the environmental, social and governance areas that Graphisoft Park and our value chain have or could potentially have. The impact analysis also considered industry trends, commitments, expectations, as well as Graphisoft Park's goals, values and management approach.

2. Analysis of involved stakeholders:

The results of the impact analysis were used to prepare a questionnaire to assess the views of stakeholders, which was completed on a voluntary and anonymous basis. The first step of the stakeholder survey was to identify and group our stakeholders.

As the majority of our buildings are rentals, our key stakeholders are our tenants and the employees and partners of these tenant companies. Suppliers and staff involved in the construction, maintenance and operation of our buildings are also key stakeholders in our value

chain. As a company listed on the stock market, our shareholders, investors, creditors, public authorities and other stakeholders are also key stakeholders.

We endeavor to reach all stakeholders through various channels, including direct, and in some cases daily contact with our tenants, and to organize tenants' forums at least once a year. We are in constant and active contact with our shareholders and investors through written communications, disclosures and general meetings. We also regularly engage with local communities, our neighbors and the local government.

Our main stakeholder groups are:



3. Determining materiality:

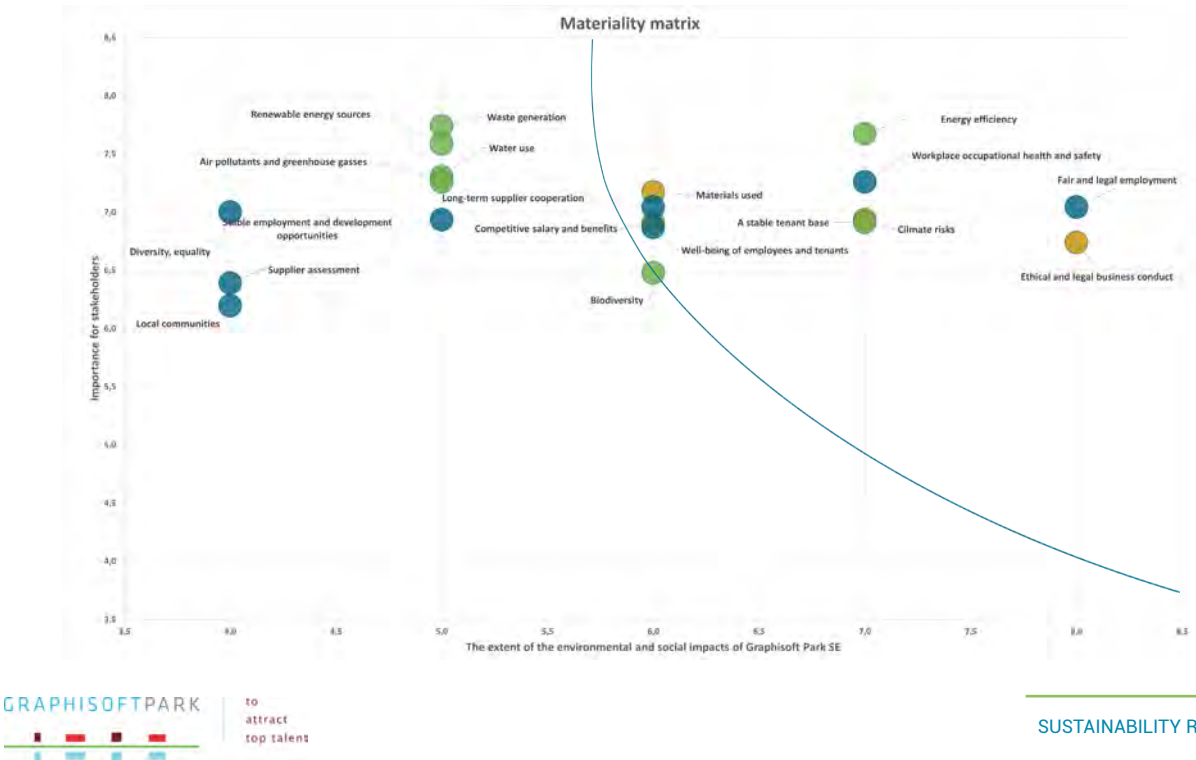
Following the evaluation of the stakeholder questionnaire, based on stakeholder opinion and the extent of the environmental and social impacts of Graphisoft Park SE, a matrix was drawn up with all the areas. From this, a group of experts identified the generally material topics and, in addition, the areas of high importance for each of the priority stakeholder groups.

The material topics that emerged from this analysis process were:

1. Energy efficiency
2. Materials used
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 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

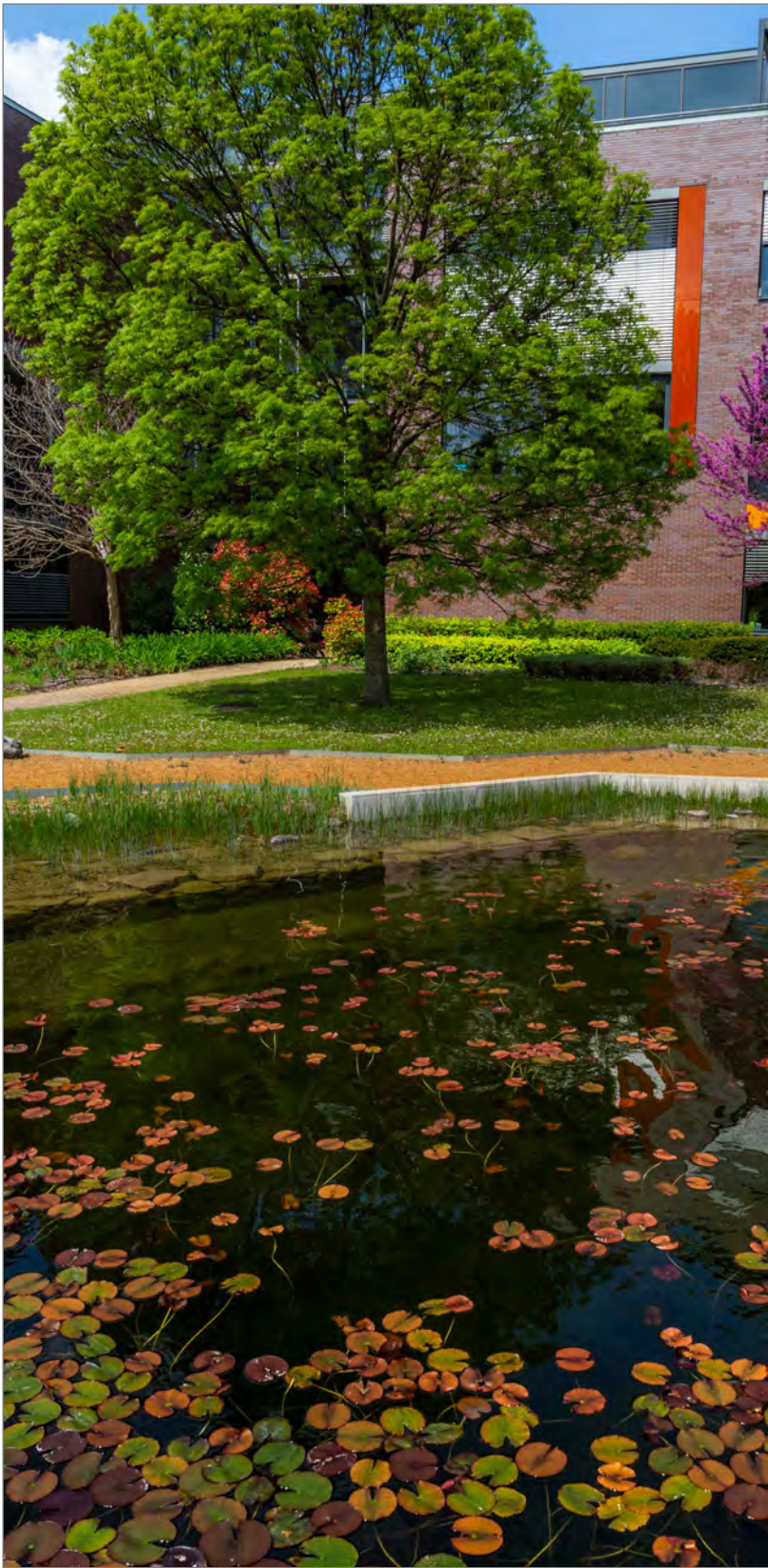


Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) have also been considered in the development of Graphisoft Park SE's sustainability strategy. Our operations are directly linked in order of priority to Goal 11 'Sustainable Cities and Communities', Goal 9 'Industry, Innovation and Infrastructure', Goal 3 'Health and Wellbeing', Goal 4 'Quality Education' and Goal 16 'Peace, Justice and Sound Institutions', which are framed by Goal 17 'Partnership for the Goals'.

Indirectly, practically one of the criteria of each of the 17 goals was channeled into our operations, as the sustainability criteria are necessarily interlinked in the sense of sustainable development.

We are proud to say that our organization, by creating and operating the Park, has met all the criteria of the SDG targets 'Sustainable cities and communities' and 'Industry, innovation and infrastructure', thus is contributing to the sustainability of the built environment by returning a number of green spaces, quality buildings and innovation to the natural and social environment.



Description of our sustainability strategy

Based on the results of the materiality analysis, and considering the UN Sustainable Development Goals, we have identified the

material sustainability issues for each pillar that will form the basis of the Graphisoft Park SE sustainability strategy.

Main pillars of our sustainability strategy:



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

to help maintain focus and evaluate our results in a transparent way.



Our commitments

Environmental pillar



Our commitments related to energy efficiency:

- Scope 1,2 and 3 **emissions** reduced by 25% by 2030 (compared to 2022)
- Provision of 100% **green electricity**
- Sustainability review** on 50% of the supplier turnover between 2024 and 2026
- Reducing **waste** to landfill to a maximum of 10% by 2030
- Alternative propulsion in 100% of own **car fleet**, by 2030
- Separate the share of **green CAPEX** from 2023 onwards



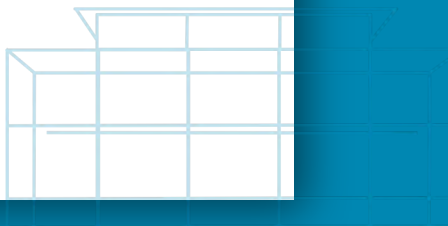
Our commitment on material use:

- Accurately identify the 5 most heavily used **fit-out material groups**, quantify material use over the next 3 years.



Our biodiversity commitments:

- Protect existing **biodiversity**
- Preserve and enhance **green areas** and green roofs
- Ongoing maintenance of **mixed vegetation**



Social pillar



Our commitments to the tenant base and the stability of the supplier partnership:

- To hold **tenant forums** at least twice a year
- Tenant-related programs / working day** monitoring
- Maintaining cumulative **tenant loyalty index** above 15 years



Our commitments to workplace health and safety, employee and tenant well-being:

- Introduce **health insurance** for employees
- Fire and rescue training** exercises for both tenants and employees
- 0 work related accidents**

Corporate governance pillar



Our climate risk commitments:

- Continue providing and broaden **internal training** on sustainability
- Establishment of a **Sustainability Committee**



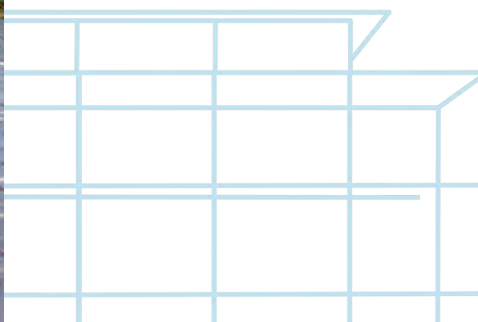


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ENVIRONMENT



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Protecting the environment is a key area for sustainability, which, while complex in itself, in order to achieve it, social, economic and governance aspects also need be taken into

account. We have been working for many years on conducting our day-to-day operations in the most efficient way possible, resulting in an ever-decreasing environmental impact.

Climate impact

The built environment is responsible for significant levels of emission, resulting both from its development and the operation of buildings. Due to the way our company operates (mainly due to the use of materials and energy), our own climate impact and emissions generated through the value chain are also significant. In the development of the Park, we have provided the buildings with the most modern, energy-efficient equipment available at the time, striving from the outset to ensure energy-efficient building operation and maintenance in the long term. We aim to continue to strengthen and improve this approach and keep minimizing our climate impact. In recent years, in order to reduce energy consumption (and also taking into account the construction sequence of our buildings), we have replaced the older refrigerators with more efficient devices.

Energy efficient operation

Reducing and optimizing energy consumption and using sustainable energy sources is one of the key issues of our time.

Our buildings are equipped with mechanical ventilation, heating and cooling and humidification (HVAC) systems controlled by a

Building Management System (BMS). As part of this, the operation of boilers, chillers, fan-coils and shading systems is centrally controlled. The tenants and occupants of our buildings are able to control the temperature individually, subject to certain restrictions. The BMS regulates the operation of the machinery (HVAC equipment and sun shading system) based on the outside and inside temperature, so that energy-efficient thermoregulation in the buildings can be guaranteed by a seasonal program and a timed program.



The buildings are of mixed mechanical design, some with conventional gas boilers and chillers, others with VRV systems. The mechanical ventilation is equipped with heat recovery equipment. Lighting is motion-activated in several areas and LED lighting has been installed in the garages. In addition, LED lighting is being phased in in all common areas.

Our operations and investment team is already exploring the possibility of installing more energy efficient systems (e.g. boiler replacements, refrigerator replacements) and alternative renewable energy solutions (e.g.: solar panels,

green electricity purchase agreements), mainly with a view to decalcification (water softening). Our team is working to optimize solutions, balancing responsibly between tenant comfort and the actually

accomplishable energy savings (and therefore emissions reductions).

COMMITMENT

Green CAPEX

ratio reporting
from 2023

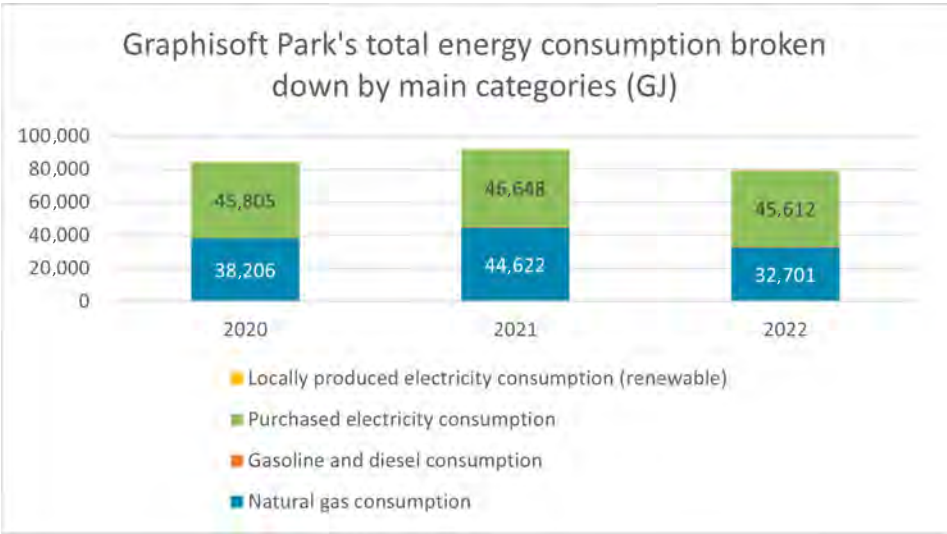
Energy efficiency and use of renewable energy sources

Energy efficient building management is a common interest and is also a key element of our sustainability efforts. An important part of this is the type of energy sources used (renewable, fossil, etc.) and their proportion.

Along these lines, we aim to increase energy efficiency and consequently reduce energy demand, on the one hand, and to replace fossil energy sources with renewable energy sources, on the other.

Increasing energy efficiency, reducing energy demand

We meet the heating and cooling energy needs of the Park's buildings and the Park's electricity needs by using natural gas, purchasing electricity, and with solar panels, while our company vehicles and emergency generators use petrol and diesel for fuel. In 2022, the Park's total energy consumption was 78,993.68 GJ.



Total - electricity and natural gas intensity (GLA)	Unit	2020	2021	2022
Offices	kWh/m ²	269.51	282.22	247.29
Laboratories	kWh/m ²	964.72	1,076.56	948.32
Educational buildings	kWh/m ²	145.22	152.06	144.93

The graphs illustrate the realization of a significant reduction in our natural gas consumption without increasing our electricity consumption. Compared to 2021, our natural gas consumption in 2022 was 27% lower (11,921 GJ), while our electricity consumption decreased by 2% (1,037 GJ). In this context, our efforts, and measures to reduce our energy consumption, such as optimizing air treatment and heating/cooling control, were effective and successful.

Continuous cooperation with tenants, monitoring of different uses on a daily basis and the education of staff have also contributed to a significant reduction in energy use.

While ensuring smooth building use, we also aim to reduce energy demand by continuously maintaining and upgrading the buildings' mechanical systems. In the future we plan to implement further efficiency improvement

projects and are currently exploring the possibilities.

Use of renewable energy sources

During 2022, we managed to secure the entire green electricity supply for Graphisoft Park by purchasing guarantees of origin¹ and we plan to continue doing so. In the meantime, we are regularly exploring the possibility of installing our own PV cell-based solar farm on or off site, at a scale that would cover the larger proportion of our power usage.

COMMITMENT

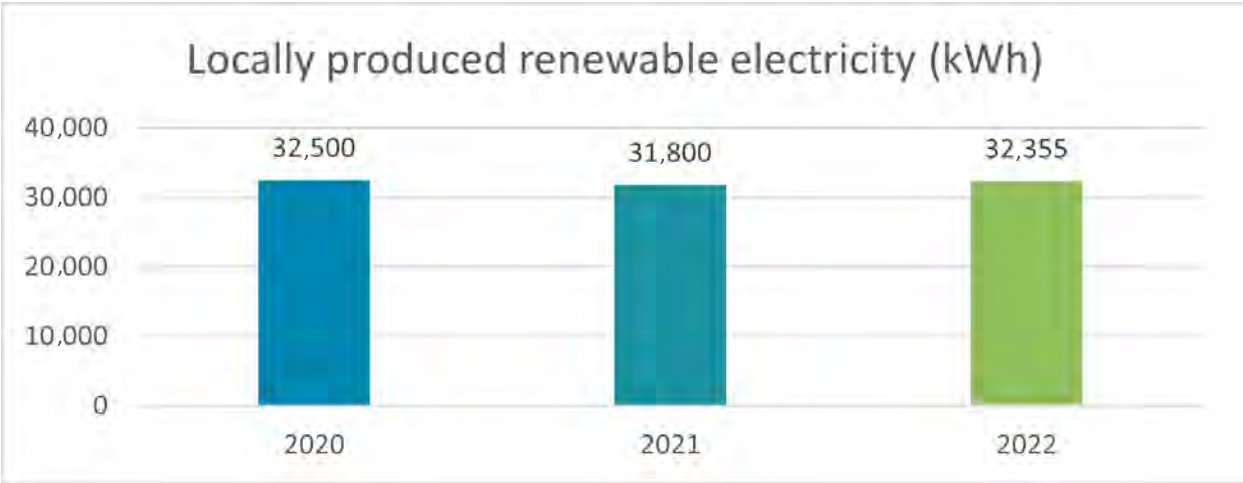
**Green electricity
100%**

With an ever-increasing own renewable production and guarantees of origin

¹ Guarantee of origin: An electronic document, the sole purpose of which is to prove to the final consumer that a specific proportion or amount of energy has been produced from renewable energy sources. Source: Directive 2018/2001 of the European Parliament and of the Council (EU) (December 11, 2018) on the promotion of the use of energy produced from renewable energy sources (revision) (Text with EEA relevance.) <https://eur-lex.europa.eu/legal-content/HU/TXT/PDF/?uri=CELEX:32018L2001>

We have already taken the first steps to achieve this, with two smaller solar generating installations already operating in the Park. In 2022, our PV panels generated

32,355 kWh of electricity, 0.25% of the Park's total power consumption, a share that has been increasing in recent years.



We are continuously exploring alternatives and opportunities for additional renewable energy sources, for which we are carrying out technical and economic feasibility studies.

Air pollutants and greenhouse gasses

Greenhouse gas emissions and carbon footprint

For 2022, the carbon footprint calculation identified the direct GHG emissions (Scope 1) from Graphisoft Park SE's own operations (those it directly influences), the indirect emissions (Scope 2) from purchased energy (due to the company's operations but with the

emissions generated elsewhere), and the magnitude of the indirectly related GHG emissions along the value chain (Scope 3).

We have significantly reduced our energy use in 2022 (see paragraph "Increasing energy efficiency, reducing energy demand" for more information) and purchased guarantees of origin to cover our total electricity consumption (electricity consumption in common areas and tenant spaces). The effect of this is also reflected in the results of our carbon footprint calculation: it is the reason for the difference between the emissions results calculated using the location-based and the market-based² methodology.

² 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%20%20Guidance_Final_0.pdf

Scope 1, 2 and 3 emissions	Unit	Location- based emissions (tCO ₂ eq) 2022	%	Market-based emissions (tCO ₂ eq) 2022	%
Scope 1	tonna CO ₂ eq	248.33	4%	248.33	8%
Scope 2	tonna CO ₂ eq	73.69	1%	0.00	0%
Scope 3 Upstream	tonna CO ₂ eq	1,288.73	23%	1,271.53	39%
Scope 3 Downstream	tonna CO ₂ eq	4,048.98	72%	1,752.24	54%
Total	tonna CO ₂ eq	5,659.72	100%	3,272.09	100%

We now plan to determine and publish our carbon footprint annually and monitor the impact of our actions. In this context, we also aim to continuously improve data quality through more accurate data collection.

The results show that emissions from our own operations (Scope 1, 2) account for only about 8% of our total emissions (Scope 1, 2 and 3).

As Scope 3 emissions account for a significant share (around 92%) of the total carbon footprint, it is of paramount importance to reduce their volume. While they are outside our direct scope, it is important to monitor and reduce these emissions. Scope 3

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

In addition to defining and publishing absolute results, we also aim to present specific results year on year: per Gross Leasable Area (GLA) - 82,600 m² in 2022.

COMMITMENT

Scope 1, 2 and 3
emission
reduction by 25%
by 2030

Our specific results for 2022 are based on our total market-based carbon footprint (Scope 1, 2 and 3):

Total Gross Leasable Area per m²: 0.04 tons CO₂eq/m², or 39.61 kg CO₂eq/m²

Of the greenhouse gasses, refrigerants are of particular concern, as their global warming potential is several thousand times that of carbon dioxide. For this reason,

refrigerant leak detection systems are regularly checked.

The environmental pillar and within it the reduction of climate impacts, is the most important in our sustainability strategy, so we believe that our efforts to

reduce emissions should be extended beyond direct emissions (Scope 1) to indirect emissions (Scope 2 and Scope 3). For our Scope 3 emissions, covering the entire value chain, it is important that we engage and commit our suppliers and tenants to drive sustainability forward, as for most types of Scope 3 emissions, it is the actors in the value chain that have the greatest impact on emissions.

To do this, we have set a goal to conduct a sustainability review of our largest suppliers over the next three years, which will include collecting information on the carbon footprint of these suppliers. During the supplier review process, we will emphasize maintaining the partnership built on decades of trust and working together to achieve our sustainability goals as we move forward.



On the road to low-carbon operation

COMMITMENT

Sustainability review

on 50% of the supplier turnover between 2024 and 2026



Other emissions

In addition to greenhouse gas emissions, the day-to-day operation of the Park is associated with some other air pollutant emissions, including from the use of vehicles by Park tenants, staff, visitors, bypassers, etc.

To reduce vehicle use and minimize such emissions, the Park has five fast chargers and a significant number of electric car chargers in the garages, some 30 of which are located in the Park. Vehicles are parked in underground car parks, providing more space for green areas and minimizing noise impacts from vehicle use.

The Park is also easily accessible by bicycle

and public transport. For those arriving by bicycle, there are a number of bicycle storage facilities, changing rooms and fitting stations. We provide a shuttle bus service for the Park's tenants, which connects to the city's public transport (HÉV, bus and metro stations). This service is very popular and therefore highly used, with an average of 20-25% of the office park's employees using it regularly.

COMMITMENT

Own car fleet

with 100% alternative propulsion, by 2030

We have started to modernize our car fleet, introducing hybrid cars into the company fleet. Currently, around 65% of the fleet is hybrid or plug-in hybrid.

Climate risks

Climate change and its consequences also affect Graphisoft Park - significant among these are high summer temperatures and increasingly frequent showers and thunderstorms, as well as drought and water shortages.

For the time being, the high temperatures in summer are adequately addressed by the high capacity cooling equipment in the Park, which means that higher temperatures in summer are not yet a problem, but areas for improvement have been identified (e.g. the need to address the quantity and quality of internal heat exchangers in some old houses). In addition, the green areas of the Park contribute to a favorable microclimate.



If the Park area were largely paved with asphalt or paving stones, the temperature in the Park would be much higher on hot days and the thermal sensation would be worse. The effect of tree shades and evaporating plants is particularly noticeable on these days.

Although the Graphisoft Park's rainwater drainage system is not designed for sudden downpours, the Park's vast green area

provides sufficient absorption surface. In view of the expected summer heat and drought, the Park is populated with plants that are essentially indigenous and well adapted to the local climate, thus ensuring that the green vegetation can be maintained throughout the summer months without disproportionate (drinking) water consumption.



Use of materials

Because of our business model, the use of materials has a significant impact. We have designed and constructed our buildings using materials and technologies that require low maintenance over their lifetime.

The workplace needs of our tenants are constantly changing, and we adapt our interiors from time to time to reflect this. To minimize environmental impact, we pay attention to the conscious selection and use of materials.

The basic principle of refurbishment is to take account of existing conditions, to carry out as little intervention as possible, to minimize demolition waste and the need for construction materials, and to put the principle of circularity into practice. To this end, elements that are still usable and in good condition (e.g. doors, glass walls, suspended ceilings, lamps, floor boxes, switches, mechanical components) and are left over or result from demolition activities, are stored for

later reuse, thus reducing the amount of demolition waste. As a result of this systematic process, which has been working well for years, we have a large number of quality elements and materials in stock and, in line with new needs, a significant proportion of these can be reused, reducing the amount of new materials to be incorporated, thus saving significant environmental impact and costs.

Among the materials and components to be procured, preference is given on environmental grounds, to recyclable or recycled products, which have a lower environmental impact than their conventionally produced counterparts.

Examples include plasterboard made partly from gypsum from power plants and partly from recycled gypsum and recycled paper. Mineral fiber ceiling tiles, carpets and PVC flooring are also partly made from recycled raw materials and are recyclable products.

Of course, our efforts to promote circularity can only be achieved in partnership with our tenants. To this end, we personally inform our tenants of the options and their benefits for every refurbishment and fit-out and seek the best possible solution that serves the interests of all, including the environment.

Our commitment on the use of materials:

By 2025, to accurately map the 5 most heavily used fit-out material groups, quantify material use and collect quantitative data, thereby further refining our GHG inventory (the result of the carbon footprint calculation).

COMMITMENT

5 fit-out material groups

to be accurately mapped by 2025

Water use and wastewater treatment

Water use

Drinking water for office buildings and service units is mainly supplied from the city water mains (water network), while well water is used primarily for irrigation.

As our buildings contain a large number of built-in water-consuming appliances, equipment and sanitary fittings that are used on a daily basis by occupants, our impact on water consumption is significant. For this reason, it is crucial to monitor the water consumption, provide regular feedback to tenants and users and inform them of

measures taken to reduce the amount of water used.

When selecting household appliances that use water for their operation, the level of water consumption was an important aspect, so 75% of dishwashers have low water consumption. Minimizing water consumption was also important criteria when choosing sanitary ware, so in some of our buildings, water sprayers and faucet aerators in bathrooms reduce the amount of water used. Such measures are planned to be extended in the near future.

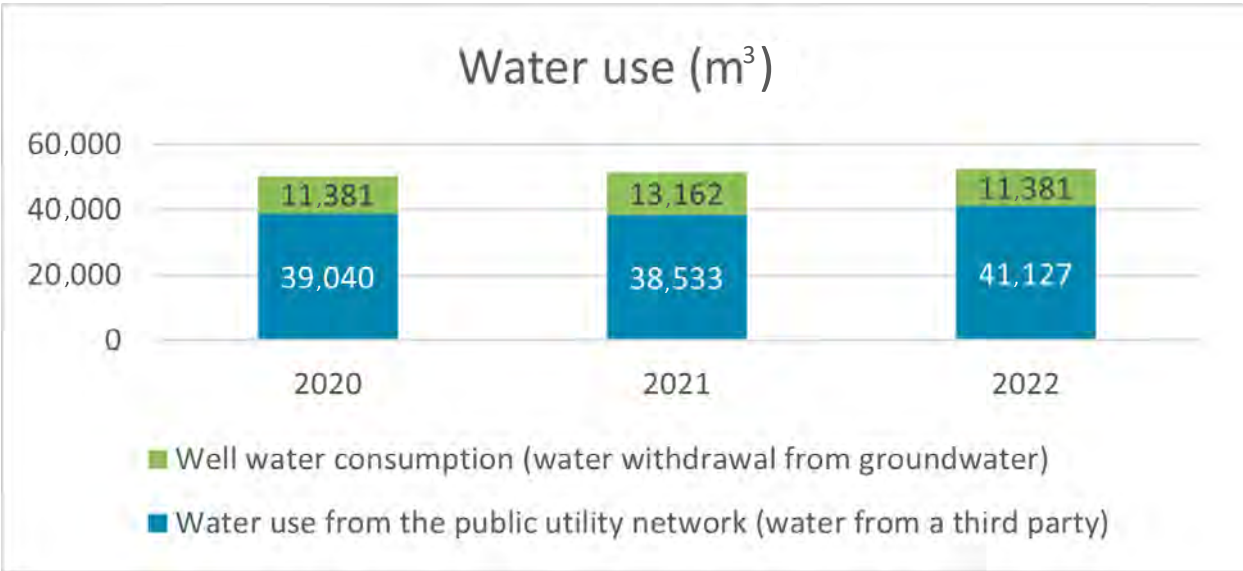


The large green area of the Park (in addition to the ground level, green and extensive roofs too) has the advantage, among other things, of creating a pleasant microclimate, evaporation and rainwater storage. In addition, these green areas also play an important role in the drainage of large, or sudden amounts of rainwater falling at a time.

Since the amount of rainwater is not sufficient for all the plants, the green areas are watered

as necessary. Our irrigation system³ uses well water basically, thus reducing the use of drinking water for such purposes. The quality of well water is regularly measured and monitored. From the very beginning, we have taken care to select a variety of drought-tolerant plants, thus reducing the need for watering.

Water consumption is shown in the diagram below.



The intensity (value rate) of water consumption per m² of building type (GLA) is shown in the below table.

Water intensity	Unit	2020	2021	2022
Office	m³/m²	0.57	0.52	0.58
Laboratory	m³/m²	0.45	0.62	0.56
Education unit	m³/m²	0.31	0.52	0.47

³We only use drinking water for irrigation when the well water system fails.

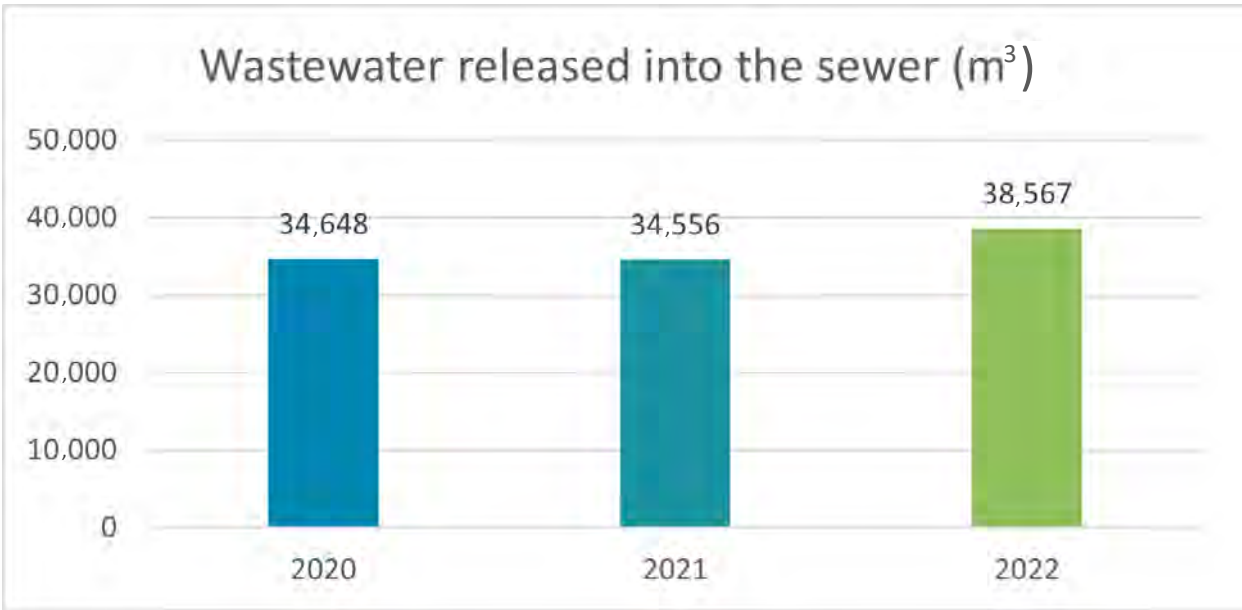
Further reductions in water consumption and their feasibility are continuously considered and, if possible, implemented. For example, plans are currently underway to install a leak detection system for the mains water network.

By installing such a warning system, we will be able to act quickly and efficiently in the event of any leak or pipe problem, thus preventing further water waste.

Wastewater generation

The volume of wastewater discharged for treatment from the Park in 2022 was 38,567 m³.

The graph below shows the evolution of the amount of wastewater generated over the last 3 years.



The majority of the wastewater generated is of a municipal nature and therefore does not require pre-treatment before discharge into the treatment plant. There are also a number of kitchens and catering units in the Park area which are equipped with local pre-treatment systems, oil and grease separators, grease and oil traps, which pre-treat their wastewater before it is discharged into the sewer. In

addition, light liquid separators and drains are located within the drainage system of the vehicle parking and taxi areas. Pollution caught by these systems is removed from the Park as solid waste. Our raw and pre-treated wastewater is conveyed from the Park to the treatment plants via an established wastewater network.

Biodiversity

Establishing and maintaining biodiversity is a major challenge today, especially in populated areas and urban environments. We are proud that biodiversity and proximity to nature have been a strategic priority for us since the Park's conception.

The Park is a brownfield investment: we designed the current office park on the abandoned site of the Óbuda Gas Factory. From the outset, the design of the buildings and the landscape went hand in hand.

The site's reclamation and redevelopment plans were specifically designed to provide a pleasant, livable environment for both people and flora and fauna.

The 18 hectares of landscaped area along the Danube are designed not only for the well-being of the Park's employees and visitors, but also for the needs of the flora and fauna, whose populations are increasing year by year.

COMMITMENT

Protecting biodiversity

Several habitats have been created in Graphisoft Park. We have created an artificial pond with fish and aquatic life, wooded and baited areas, and have taken some areas out of planned landscaping in order to provide homes for birds and their natural food. In addition to these, there are also beekeepers, bird feeders and aviaries within the Park.

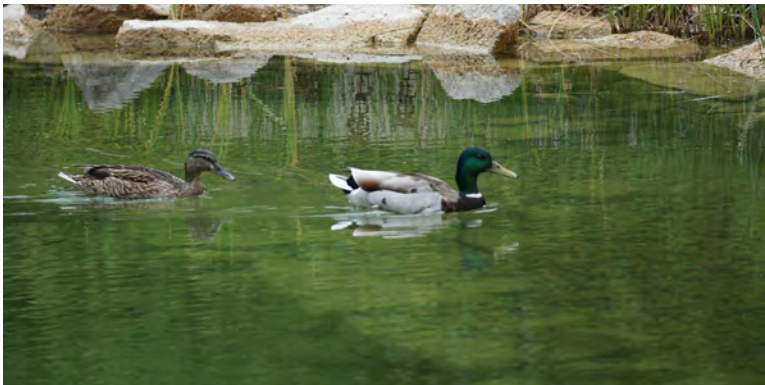
Surveys commissioned by the Ornithological Association confirmed that 22 species of birds have resettled and that 5 species of fish and bog turtle live in the fishpond and its

surroundings in the former industrial, brownfield area without a significant animal population.

One of the long-term strategic pillars of the development of Graphisoft Park is the protection and enhancement of biodiversity and ecosystem services in the Park area through the creation of green spaces and the incorporation of mixed-function modern buildings.



In harmony with nature



Our biodiversity commitments:

- **Protect existing biodiversity;**
- **Preserve and enhance green areas and internal surfaces (e.g. green roofs) associated with buildings;**
- **Ongoing maintenance of mixed vegetation (trees, shrubs, grass, flowers).**

As urban green spaces act as good carbon sinks, the vegetation in the Park has a significant carbon sequestration effect.

Several buildings in the Park have green and extensive roofs that contribute to thermal insulation.

As with most activities, the day-to-day operation of the Park (e.g. vehicle use, operation and maintenance activities) has an impact on wildlife, but we are constantly striving to minimize this impact. The development of extensive below the ground car parks significantly reduces the amount of surface vehicle traffic, with diminished noise and dust impact on wildlife.

Waste management and waste reduction

Minimizing waste generation and recycling waste is in everyone’s interest, as it ensures a clean, livable environment, reduces the use of primary raw materials and cuts costs.

Reducing waste generation

When it comes to waste, our priority is to reduce and minimize the amount of waste we generate. This has been a major focus from the outset.

The greatest impact in this respect can be achieved through the conscious implementation of building renovations and

modifications and the conscious use of materials. When purchasing materials, we give preference to high-quality materials and products with a long service life, thus helping to minimize premature waste generation.

As far as possible, we encourage our tenants to choose recycled, re-used materials and components for fit-outs, contributing to the principle of circularity in a cost-effective way.

The Park is home to restaurants, cafés and catering outlets, servicing everyday office work. Reducing their food waste is a major issue.

To this end, the Park has several self-service restaurants offering a range of meals and food items served by weight, so that food waste is reduced through personalized serving portions, helping guests to purchase only as much as they will consume. Portion sizes in our menu-based restaurants are also optimized.

In addition, outdoor drinking water bottle fillers were introduced in the Park to minimize plastic waste generation. These will allow visitors and Park staff to easily refill their multiple use water bottles with fresh water.

If a material, product, food, etc. becomes waste, the next step is to collect, reuse, recycle or dispose of it appropriately.

Types and amount of waste generated

The daily operation of the Park generates waste from the activities of our tenants. Our own operations are generating waste mainly from operation and maintenance activities. Of these, we have primary control over the amount of waste we generate ourselves, but we also have some indirect control over the waste generated

by our tenants, in the Park and the infrastructure and by the services supporting them.

In addition, waste is also generated by the daily activities of other actors in our value chain, mostly in the production of our raw materials and other inputs and in the provision of the services we use. This is best addressed through conscious and measured procurement.

We place great emphasis on proper waste collection in the Park. Selective waste bins are placed in the majority of office spaces for the use of building occupants, allowing our tenants to collect waste in 3 fractions. In addition to these, selective waste containers and bins will be installed in the common outdoor areas in the near future.

On-site management and composting of green waste is also available in the Park.

The diagram below shows the types and quantities of waste generated by our operations over the last 3 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.

The non-hazardous waste generated is pre-treated on site, separating it into 9 fractions.

The fractions produced as a result of the sorting process are transported and treated on a fraction-by-fraction basis by a qualified organization holding a waste management license. These fractions are partially recycled, incinerated or landfilled. Hazardous waste (sludge, oil) is also transported and treated by an external organization with a waste management license.

COMMITMENT

Waste going to landfill

10% maximum by 2030

The pre-sorting process aims to minimize the amount of waste going to landfill, i.e. to increase the rate of recovery. As a result of good pre-treatment, only about 16% of the solid waste transported from the Park's territory was landfilled in 2022.

COMMITMENT

Waste

Utilization rate of 90% by 2030

Land remediation - "Inherited" pollution in the northern development area of the Park

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.). After the final administrative judgment made on December 12, 2019, the Pest County Government Office

conducted new proceedings. In the resolution received on April 30, 2020, the Pest County Government Office notified us about the repeated prolongation of the completion deadline of the rehabilitation in the northern development area, and stated new deadlines of May 31, 2021, and September 30, 2022.

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

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

On December 23, 2022, Government Decree of 566/2022 (XII. 23) was published, which deals

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

The actual remediation works have not started till the date of this Report, and we are not aware of the preparation of the works either. Based on all of this, Graphisoft Park considers the date of the actual start and end of the remediation to be uncertain, and therefore does not see it possible to start developments in the northern development area within the foreseeable future.

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

Sustainability of our buildings: green building certification

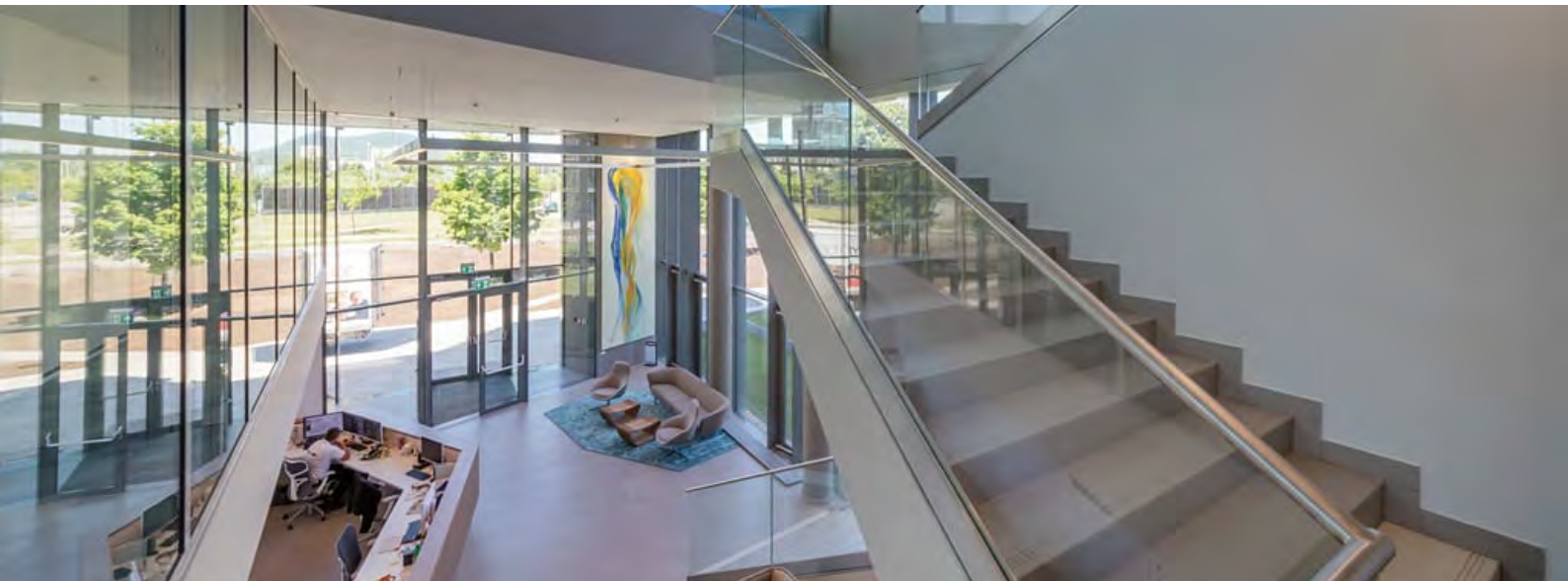
In 2017, we developed the Park's 'N' building according to BREEAM New Construction certification. The design principles included the involvement of a BREEAM AP qualified professional from the outline design onwards, who accompanied and supported the entire building development process. In full compliance with the strict criteria of the certification, and with the involvement of external stakeholders, the 'N' building's characteristics were developed, with a strong emphasis on compliance with the sustainable built environment standards, tenant needs and well-being.

Based on its certificate, the Park's 'N' building has a number of amenities and well-being features that are tailored to the needs of tenants: providing appropriate combinations of lighting systems and natural lighting and shading; ensuring good air and water quality; maintaining optimal noise levels within the office space and building appropriate sound insulation; providing alternative access to the building; installing

electric car chargers in the parking area; and active contribution to the fit-out of tenant spaces.

Building 'N' is the only building in the Park to have BREEAM New Construction certification. That said, new developments and building renovations since 2017 have been carried out in line with BREEAM New Construction criteria. Accordingly, we aim to carry out remodeling and refurbishment related demolitions and store materials in a non-destructive manner. In many cases, we reuse removed and demolished building elements (e.g. glass walls) based on the principles of the circular economy. We plan alterations and renovations with a view to adapting to tenants' needs and long-term sustainable use.

The Park uses the BREEAM in Use certification system to certify the buildings it occupies. Several of our large buildings (M, N, S) have been "BREEAM in Use very good" certified for many years (since 2015).

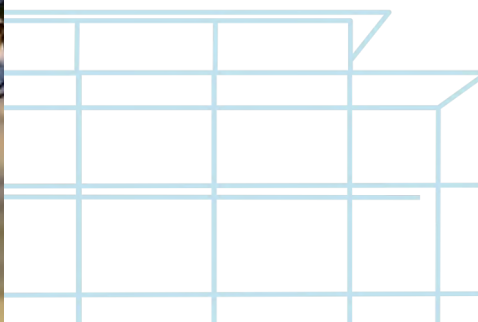


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SOCIETY



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One of the most important roles of people in sustainability lies in human relationships and communities. While technology and green solutions are important, they alone cannot solve the challenges we face. We need to work together and build and nurture relationships that promote sustainable practices and behaviors.

In the social chapter of our Sustainability Report, we set out the areas that are important to us and relevant to our operations, providing a framework for the elements that relate to the social pillar of our sustainability strategy. We have identified four main points for developing the social pillar of our sustainability strategy:

- Health and safety at work
- Employee and tenant well-being
- Fair and lawful employment
- Stability of tenant base and supplier partnership

These focus areas are measured using quantitative and qualitative performance indicators to ensure effective delivery of our strategic objectives. The strategic key areas and their associated performance indicators are described in more detail in the following sections of this chapter.

Community

When we think about sustainability, most of the time we focus on technologies and policies - renewable energy, carbon emissions, recycling programs, etc. These are all important tools, and we need to continue to innovate and develop them, but ultimately it is people who will determine whether we succeed in building a sustainable future.

When we build strong and resilient communities, we create a culture of sustainability that is further built upon by individual projects and initiatives. Together, we can work to identify and address the root causes of environmental challenges, whether it's tackling social inequalities, creating and developing sustainable jobs and lifestyles. We can also share our knowledge, skills and resources to support each other in our efforts towards sustainable living.



Public Park

The development of Graphisoft Park has resulted in the creation of a green island on the former gasworks brownfield site. The former industrial area has been reintegrated into the urban fabric, and Graphisoft Park is now one of the most beautiful parks in Óbuda, and although it is private, it is free for everyone to visit.



The reclamation of the Park was designed by the architects in the spirit of an efficient working environment, the importance of well-being and high architectural quality, rather than quantitative considerations. This included a focus on maximizing the wellbeing of tenants' staff in the buildings and a balance between maintaining livable green spaces.

The current state of the Park has a number of positive, indirect and direct complex (environmental-socio-economic) impacts. The reclamation of the former industrial brownfield site alone required a huge amount of resources. The site has been returned to nature, providing the necessary conditions for ecosystem restoration. The restoration of biodiversity has been a priority in the development of the greenery, with which the Park also has a positive impact on the areas in its immediate vicinity. The Park's recreational and green spaces, together with the contemporary sculpture park, contribute to cultural well-being. High-quality office, research and education buildings provide the right environment for highly skilled staff to work innovatively. The Park's positive economic impact is reflected in the creation of an innovation "island" for the Budapest office market, which has become a unique and economically sustainable player in the modern office market in Budapest.

We pioneered the concept of creating a miniature version of Silicon Valley in the US, an innovation and knowledge center with a positive impact on the economic development of our country. Through the activities in the Park, we provide a space for the development of intellectual capital, one of the most valuable human capital management factors. At the time, we believed that our vision could be sustained in the long term, and today we are committed to nurturing and developing it.



An innovation island for creative businesses

New life for industrial relics

Graphisoft Park was designed with four things in mind: the distant past, the past, the present, and the future.

The Park is located on the territory of ancient Aquincum. The archaeological excavations that preceded the construction of the Park

have uncovered a wealth of ancient relics that have enriched the collection of the Aquincum Museum, and some of which are still on display in the Park's communal areas. The Amphitheatre, an open-air classroom in the Campus area, and the reimagined Aqueduct fountain on the lake reflect this era.



The atmosphere of the gasworks that operated in the area from 1910 to 1987 can also be felt, partly in the restored former management buildings, which now house schools and universities, and partly in the buildings that resemble former gas tanks, and the clinker brick construction. The former gas works generator in the Generators' House is now an industrial monument.

The building is a venue for contemporary art events and a highlight of the city's cultural life. The Park is a real bridge between the past and the future, preserving the memories of the past, giving new meaning and function to some of them. We build our new buildings using the latest technologies for the Park's current tenants, with the aim of creating value for future generations through forward thinking.

Arts

In a green oasis embracing the towers of the gasworks, the villas of the officials' estate and the workers' housing estate, we have created a real contemporary outdoor exhibition by placing a number of works of art just steps away from the traffic noise and the bustling Danube. The sculpture park contributes to broadening the cultural horizons of staff and visitors. The sculptures reflect the Park's contemporary profile as a center of innovation and knowledge. In our central restaurant, paintings by several contemporary artists are exhibited throughout the year. During the summer months, we contribute to the recreation of our tenants' staff with live music in the Zen Garden, located in the heart of the Park.



Charity

In the area of sustainability, we also strive to be as inclusive as possible in our social activities. In most cases, we organize our activities in the Park. We support educational and cultural objectives, on a project basis or through regular grants.

We introduce school-age guests to the different professions through career orientation trips and give lectures to professionals and civilians, sharing our knowledge and experience gained in the design, construction, development, operation and leasing of Graphisoft Park over the last 25 years.

Our neighbors, Municipality, Civic organizations

A strong relationship with the local community also gives us an insight into the culture and way of life in the immediate Graphisoft Park area. This helps us to create projects that better meet the needs of the community and can be successful in the long term.

Our fruitful collaboration with the Municipality of Budapest III. District goes back to the very beginning. We organize joint events with the Municipality within the Park. We also continuously develop cultural partnerships and support local initiatives.

A good example of this is the Civic Business School, which has included training sessions held by our staff. Supporting culture is also important to us and we actively cooperate with the Danubia Orchestra Óbuda.

Social well-being, recreation and education related services are being expanded in order to ensure that the Park's cultural services reach as many people as possible.



Our suppliers, business partners

The stability of our supplier partnerships is a key to our sustainability strategy's social pillar. At Graphisoft Park, we have developed a stable partnership with our suppliers and business partners over the past 25 years, based on a relationship of mutual trust that has been maintained through the challenging economic times of recent years. Together with our business

partners, we work in a joined-up way to deliver sustainable solutions. This includes, for example, prioritizing the use of recycled materials in the fit-out works of tenant spaces.

We believe that sustainability is in everyone's interest, so we need to work with key players in our value chain to create synergies.

The well-being of our tenants

A key priority in the design of Graphisoft Park was to build a creative and inspiring working environment for the people who work, research and learn here. The quality of this working environment is not only due to the character of the buildings, but also to the green environment. Our motto has been applied at every stage of design and construction:

Protecting the health of Graphisoft Park employees



and human health as a general value is important to management. To this end, we organize health awareness programs and screenings. We also regularly organize blood donation, first aid and firefighting training, drills and vision screening at the Park. We have placed 1 defibrillator at each of the 4 strategic points in the Park to ensure full coverage of the area. Weekly purchases of produce and fruit juices from controlled farms are available - a practice which, in addition to health-conscious nutrition, also serves the comfort of staff. Under the auspices of health-conscious eating, we also provide space for a vegan restaurant.



Our mission is to organize community-building activities for our employees and to provide opportunities for informal networking, thus creating and strengthening synergies in the Park. We organize local competitions in various sports and provide continuous training opportunities.

Our programs are organized around sustainability and circularity. Our seasonal activities are the school supplies' collection at the start of the school year and the Park Pop-up boutique at the change of seasons. The Free Library is open all year round, on a "bring-a-book/take-a-book" basis. Once a year, we organize a Park Day, where employees can show off their working environment to their families. The Park is transformed into a big playground where children and adults can have fun.



Our partners and business customers are provided reliable accessibility information on the Park's public areas through the Access4You platform, according to the Access4You rating system.

A stable tenant base

In addition to the key indicators of the office market, our company considers it important to measure and visualize the loyalty of our tenants with the so-called cumulative loyalty index, which shows the average length of leases. This indicator is currently 14.8 years. Our medium-term strategic goal is to keep this indicator above 15 years.

COMMITMENT

Cumulative loyalty index
over 15 years

Tenants' Forum

Ensuring the well-being of our tenants and assessing their changing needs is provided through clear, transparent communication. The Tenant Forum is the platform where we understand our tenants' needs and present our plans and service improvements.

All our tenants are invited to this forum and those who attend actively contribute to shaping the life of the Park. We make decisions about the operation of the Park in cooperation with our tenants, as we are partners and have a common interest in formulating and developing best practices.

COMMITMENT

Tenant related programs/workday
monitoring

COMMITMENT

Hold tenant forums
at least twice a year

Our employees

There are 23 employees of the Graphisoft Park Group, 11 women and 12 men. Our company has only full-time positions with permanent

contracts. The structure of our organization is essentially horizontal, with minimal turnover over the last 3 years.

Fluctuation	2020	2021	2022
New entering employees	4	1	0
Exiting employees	3	2	1

The unity of our organization is ensured by a high-quality working environment, effective communication, open dialogue and progressive management processes among our staff. The loyalty of our employees is demonstrated by the fact that the average length of service in our company is 7.7 years.

Benefits and competitive salary

We regularly benchmark our employees' salaries, taking into account changes in inflation. In addition to an attractive salary, we offer our employees the following fringe benefits:

- Cafeteria
- Commuting allowance
- A bonus scheme
- Free fruit and hot drinks
- Liability insurance for our managers

Training and development

The continuous professional training of our staff ensures the reliable operation of the Company. We develop the English language skills of our staff and provide opportunities to participate in webinars and other professional training courses.

From 2022, we have integrated sustainability training programs into our overall training program. As a first step, the newly appointed Sustainability Officer received the Certificated Sustainability Manager qualification during her training. In 2021, the Sustainability Officer was awarded first place in the 'Leading Woman' category of the BCSDH (Business Council for Sustainable Development in Hungary) 'For a Sustainable Future' tender.

Other colleagues also participated in the BCSDH's 'Future Leaders' talent program.

In terms of further training, we provide sector-specific education for our staff: in 2021, one of our staff completed the EUROFM Facilities Supervisor training, and in 2022, two of our staff obtained a qualification as a fire safety inspector and an electrical safety inspector.

In 2021-2023, one of our staff follows an Executive MBA program in the context of management and business training. In 2022, one colleague in finance obtained IFRS certification, bringing the total to 4.

Average number of training hours per person per type of training	2020	2021	2022
Training #1: mandatory professional training	2.4	2.5	2.8
Training #2: optional professional training	3.5	12.9	7.2
Training #3: language course	21.6	20.2	22.8
Training #4: mandatory occupational safety training	2	2	2
Training #5: higher education	0	5	11.3

Fair and lawful employment

Graphisoft Park SE has been operating within the framework of fair and lawful employment since its establishment, and we aim to maintain this in the future. All our employees' contracts of employment are drawn up in accordance with the provisions of the Labor Code, and all our colleagues are guaranteed equal conditions for professional development.

Health and safety at work, well-being of employees

The health, safety and well-being of our employees is a core value of the Company. In addition to compulsory occupational health checks, we provide all physical staff with the necessary vaccinations and protective clothing and equipment. Between 2020 and 2022, the number of registered workplace injuries, serious workplace accidents, work-related illnesses and work-related deaths were all 0, and we will continue to ensure that this is maintained in the future.

The physical and mental well-being of our staff is supported in a number of ways: they can enjoy fresh fruit every day, ergonomically designed chairs assist the work in the offices and the possibility to use the newly designed ping-pong room for recreational purposes is also provided. We offer our employees flexible working hours and the possibility to work from home. We follow an inclusive management model that promotes a harmonious corporate ecosystem and contributes to employee engagement.

Our further commitments regarding workplace health and safety, and the wellbeing of staff and tenants:

COMMITMENT

0 accident at work

COMMITMENT

Health insurance for employees by 2025

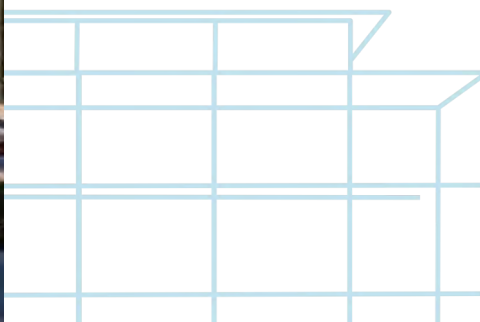
COMMITMENT

Firefighting and resuscitation training courses

CORPORATE GOVERNANCE



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

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

COMMITMENT

Sustainability Committee

from 2023

Sustainable governance structure

The framework of sustainability includes many interrelated areas. In order to comprehensively report on the sub-areas of the company's sustainability-related activities, we plan to form the Sustainability Committee in 2023. The members of the Committee are selected so that their expertise covers the main environmental, social and economic pillars of sustainability. Our goal is

to fit our sustainability strategy into the corporate management structure by expanding the scope of responsibilities, broadening the range of tasks and duties, and the continuous development of strategic goals.

COMMITMENT

Sustainability trainings

involving more colleagues from different divisions over the next 3 years

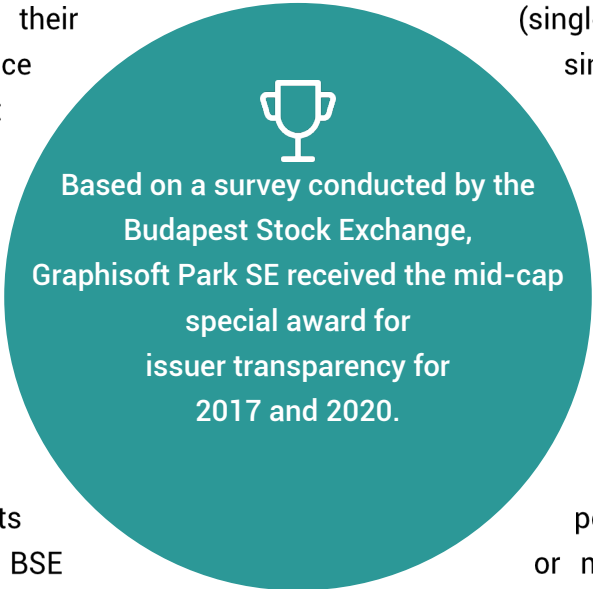


Corporate structure

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 6 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

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

Financial risk management

Changes in market and financial conditions may significantly affect results, assets and liabilities of the Group. Financial risk management aims to limit these risks through operational and finance activities.

Market risk:

Risk relating to rental revenue:

The Group has been pursuing consistent and calculable rental pricing policies for years. Current rental prices and conditions are confirmed by the market (tenants) to be in line with the unique environment and top quality of the property. However, there is no assurance that current rental prices and conditions can be maintained in the future. After the coronavirus epidemic, the rise of the home office, the changing use of offices, as well as the drastic increase in energy prices and inflation, the decreasing demand for leased areas and the possible non-renewal of rental contracts, represent a greater risk than before regarding the development of the rental fee.

Risk of assets:

The Group takes out insurance against the risks of the leased properties, and tenants are required to pay a deposit or give bank guarantees in advance to cover further potential risks.

Currency risk:

The Group does not run currency risk on the fulfillment of the debt service since both the predominant part of the rental revenues and the debt service are either denominated in EUR or the

Group converted its HUF-based loan to EUR with a CCIRS transaction. The Group is exposed to foreign currency risk to a certain extent because operating and capital expenditures are mostly due in HUF.

Interest rate risk:

Interest rate risk is the risk that the future cash flows of a financial instrument will fluctuate because of changes in market interest rates. To manage interest rate risk, the Group's bank loans subject to floating interest rates have been fixed with IRS deals.

Credit risk

Credit risk is the risk that counterparty does not meet its payment obligations. The Group is exposed to credit risk from its leasing and financing (including deposits with banks and financial investments) activities.



Tenant receivables:

Credit risk is managed by requiring tenants to pay deposits or give bank guarantees in advance, depending on the credit quality of the tenant assessed at the time of entering into a lease agreement. Tenant receivables are regularly monitored. Credit risk related to tenant receivables is limited due to the composition of the tenant portfolio.

Cash deposit and financial investments:

Credit risk from balances with banks and financial investments is managed in accordance with the Group's conservative investment policy. To limit credit risk, reserves are held in cash or low-risk securities, with substantial financial institutions.

Liquidity risk

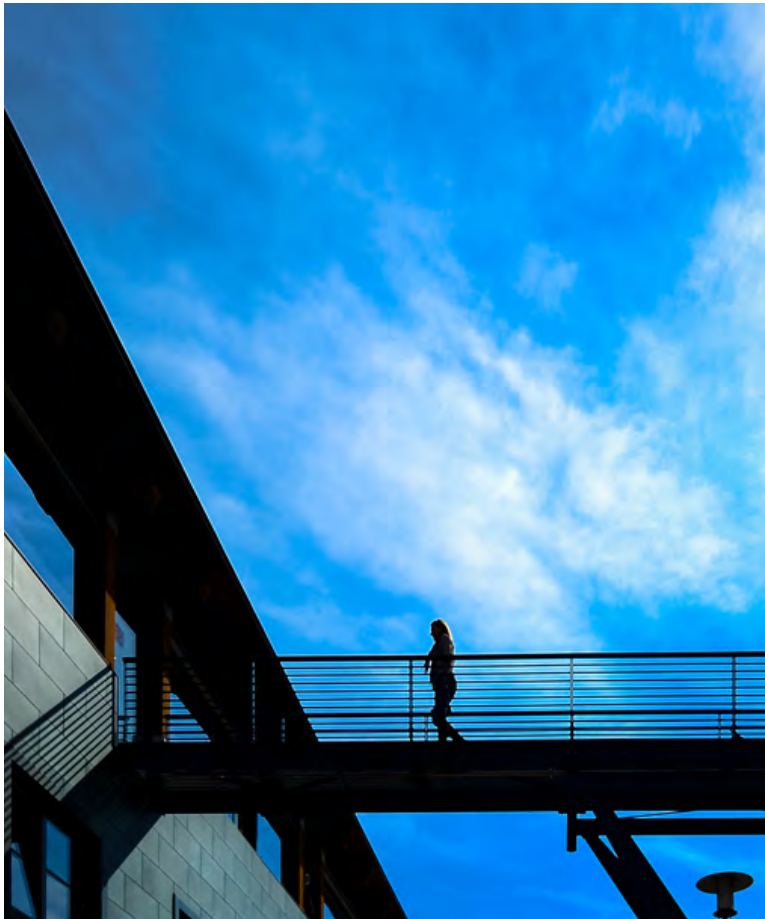
The Group's revenues are sufficient to cover debt service and operating costs, and therefore liquidity problems are not to be expected. Property development projects are planned together with their financing needs, and funds required to complete the projects are ensured in time. The Group settles its payment obligations within the payment term and has no overdue payables.

Capital risk management

The Group's objectives when managing capital are to safeguard the ability to continue as a going concern and to maintain an optimal capital structure to reduce the cost of capital. The management proposes to the owners to approve dividend payments or adopt other changes in the equity capital in order to optimize the capital structure of the Group. This can be achieved primarily by adjusting the amount of dividends

paid to shareholders, or alternatively, by returning capital to shareholders by capital reductions, selling or buying own shares.

Consistent with others in the industry, the management monitors capital structure based on the debt service cover ratio (DSCR) and the loan-to-value ratio (LTV). DSCR is calculated as cash available for debt service (rental revenues less operating and other costs) divided by debt service (capital plus interest), while LTV is calculated as the ratio between the sum of financial indebtedness and the market value of the property. The objective of the Group is to keep DSCR above 1.25 and LTV below 0.60 (in line with the requirements of the existing loan agreements).



Ethical and legal business conduct

The Group only cooperates with permanent, previously inspected and reliable partners. In case of new partners, before the conclusion of the contract, the Group screens its future partners in terms of solvency, as well as making sure that it is not standing criminal or other proceedings (e.g. bankruptcy proceedings, under liquidation). Our Company is committed to anti-corruption and bribery, as well as fair and ethical business conduct. We conduct our business activities in all areas in compliance with applicable legal regulations and ethical standards. Ensuring our ethical and legal business conduct is the

starting point of our operation, maintaining legal compliance is our basic goal in the long term.

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.

Diversity and equal opportunity

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

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

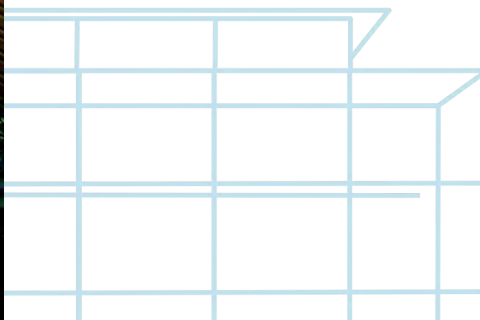
The Company's human policy practice aims to ensure that the principle maxims of the diversity policy are fulfilled in all respects.





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ABOUT THIS REPORT



Graphisoft Park SE reported the information cited in the GRI index for the period from January 1, 2022, to December 31, 2022, with reference to the GRI standards¹.

The report was prepared based on the latest standards of the GRI (Global Reporting Initiatives). In addition, 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 indicators².

As a dominant real estate company in Hungary, we consider it an important mission to report on our sustainability activities every year. By publishing our report, we would like to help you learn about our Company's sustainability goals, and we also hope that we will support your investment decisions and the well-considered choice of location for your office, research and university study activities. Our sustainability reports will be published annually from now on.

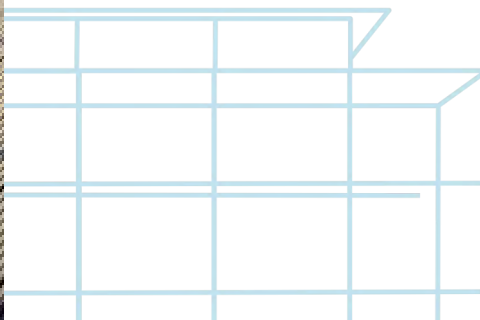
¹Reporting with reference to the GRI Standards.

²The reason for using the older standard is that the GRI's new standard for the construction industry and real estate sector was not completed before the publication of our sustainability report.



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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, 2022, to December 31, 2022.
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	04	Introduction to Graphisoft Park SE
	2-2 Entities included in the organization's sustainability reporting	04	Introduction to Graphisoft Park SE
	2-3 Reporting period, frequency and contact point	53, 60	About this report, Impressum
	2-6 Activities, value chain and other business relationships	04	Introduction to Graphisoft Park SE
	2-7 Employees	11, 44	Materiality analysis, Our employees
	2-9 Governance structure and composition	48	Corporate structure
	2-10 Nomination and selection of the highest governance body	48	Corporate structure
	2-11 Chair of the highest governance body	48	Corporate structure
	2-15 Conflicts of interest	52	Ethical and legal compliant business conduct
	2-16 Communication of critical concerns	33	Land remediation – "inherited" pollution in the northern development area of the Park
	2-19 Remuneration policies	14, 44	Description of our sustainability strategy, Benefits and competitive salary
	2-22 Statement on sustainable development strategy	03	Welcome by the CEO
	2-23 Policy commitments	13	Sustainable Development Goals (SDGs)
	2-25 Processes to remediate negative impacts	19, 33, 26, 31	Climate impacts, Land remediation – "inherited" pollution in the northern development area of the Park, Material usage, Waste management and reduction of generated waste

GRI standard	Disclosure	Page number(s)	Section
	2-26 Mechanisms for seeking advice and raising concerns	11, 14	Materiality analysis, Description of our sustainability strategy, Well-being of our tenants
	2-27 Compliance with laws and regulations	52	Ethical and legal compliant business conduct
	2-29 Approach to stakeholder engagement	11	Materiality analysis
GRI 3: Material topics 2021	3-1 Process to determine material topics	11	Materiality analysis
	3-2 List of material topics	11	Materiality analysis
	3-3 Management of material topics	11	Materiality analysis
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	37	Community
GRI 206: Anti-competitive behavior 2016	206 -Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	52	Ethical and legal compliant business conduct
GRI 302: Energy 2016	302-1 Energy consumption within the organization	20	Increasing energy efficiency, reducing energy demand
	302-3 Energy intensity	20	Increasing energy efficiency, reducing energy demand
	302-4 Reduction of energy consumption	20	Increasing energy efficiency, reducing energy demand

GRI standard	Disclosure	Page number(s)	Section
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	27	Water consumption and wastewater generation
	303-3 Water withdrawal	27	Water consumption and wastewater generation
	303-4 Water discharge	27	Water consumption and wastewater generation
	303-5 Water consumption	27	Water consumption and wastewater generation
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	30	Biodiversity
	304-3 Habitats protected or restored	30	Biodiversity
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	22	Greenhouse gas emissions and carbon footprint
	305-2 Energy indirect (Scope 2) GHG emissions	22	Greenhouse gas emissions and carbon footprint
	305-3 Other indirect (Scope 3) GHG emissions	22	Greenhouse gas emissions and carbon footprint
	305-4 GHG emissions intensity	22	Greenhouse gas emissions and carbon footprint
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	31, 32	Waste management and reduction of generated waste, Types and amount of waste generated
	306-2 Management of significant waste-related impacts	31	Waste management and reduction of generated waste, Waste generation
	306-3 Waste generated	31, 32	Waste management and reduction of generated waste, Types and amount of waste generated

GRI standard	Disclosure	Page number(s)	Section
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	44	Our employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44	Benefits and competitive salary
GRI 403: Occupational health and safety 2018	403-3 Occupational health services	45	Workplace occupational health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	45	Workplace occupational health and safety
	403-5 Worker training on occupational health and safety	45	Workplace occupational health and safety
	403-6 Promotion of worker health	45	Workplace occupational health and safety
	403-9 Work-related injuries	45	Workplace occupational health and safety
	403-10 Work-related ill health	45	Workplace occupational health and safety
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	44	Training and development
	404-2 Programs for upgrading employee skills and transition assistance programs	44	Training and development
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	52	Diversity and equal opportunity
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	52	Diversity and equal opportunity
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	37	Community
	413-2 Operations with significant actual and potential negative impacts on local communities	37, 41	Community; Our neighbors, Municipality, Civic organizations

GRAPHISOFT PARK

to
attract
top talent

IMPRESSUM

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