

GRAPHISOFTPARK



to  
attract  
top talent

# SUSTAINABILITY REPORT

Graphisoft Park SE

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GRAPHISOFT PARK

June 10, 2024

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# 03 WELCOME BY THE CEO

I am proud to present our notable achievements in sustainability for the year 2023. As a recognition of our efforts over the past years, we were awarded the prestigious "Green Frog" award in February 2024 for Outstanding First Sustainability Report, affirming that we are on the right path. It is with great pleasure that I present our second sustainability report to our esteemed readers.



At Graphisoft Park, we firmly believe in the power of togetherness – the bonds we create, the relationships we nurture, and the communities we build. These connections enable us to implement significant changes and have a lasting impact on our environment.

While technology undoubtedly plays a crucial role in our journey towards sustainability, it is the people who are the driving force behind our success. Their passion, creativity, and commitment have greatly contributed to shaping our sustainability mindset and fostering innovation in all our activities.

As we celebrate this milestone, let us not forget the true essence of sustainability - justice, fairness, and the protection of dignity.



Our commitment to sustainability is about much more than just accumulating accolades and awards. It's about building strong, cohesive communities, fostering collaboration, and creating a culture of sustainability that extends far beyond the confines of the Park.

I am immensely proud of what we have achieved so far, but I am also mindful of the work that still lies ahead.

We started this journey together. Let us continue to unite in shaping our common vision and remaining committed to creating a world where everyone can thrive.

Thank you for your unwavering commitment and support.

*Kocsány János*  
Kocsány János – CEO  
Graphisoft Park SE



**100+**

tenants,  
R&D companies, startups,  
educational institutions



**16.8**  
million €  
revenue



**82,000** m<sup>2</sup>  
GLA

office • laboratory •  
educational area



**18 ha**

land

**60%+**

green space



**2,000** pcs  
underground parking places



**5,000+**

professionals



**15.2** years

tenant loyalty index



**7.9** years

employee loyalty index

**1,000+**

students



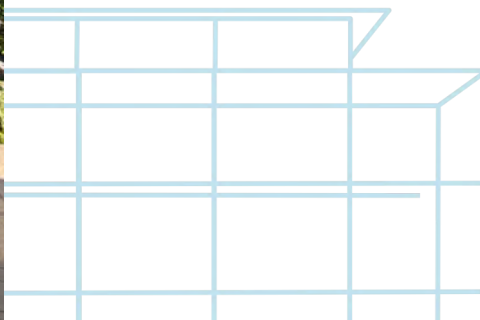


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# INTRODUCTION TO GRAPHISOFT PARK SE



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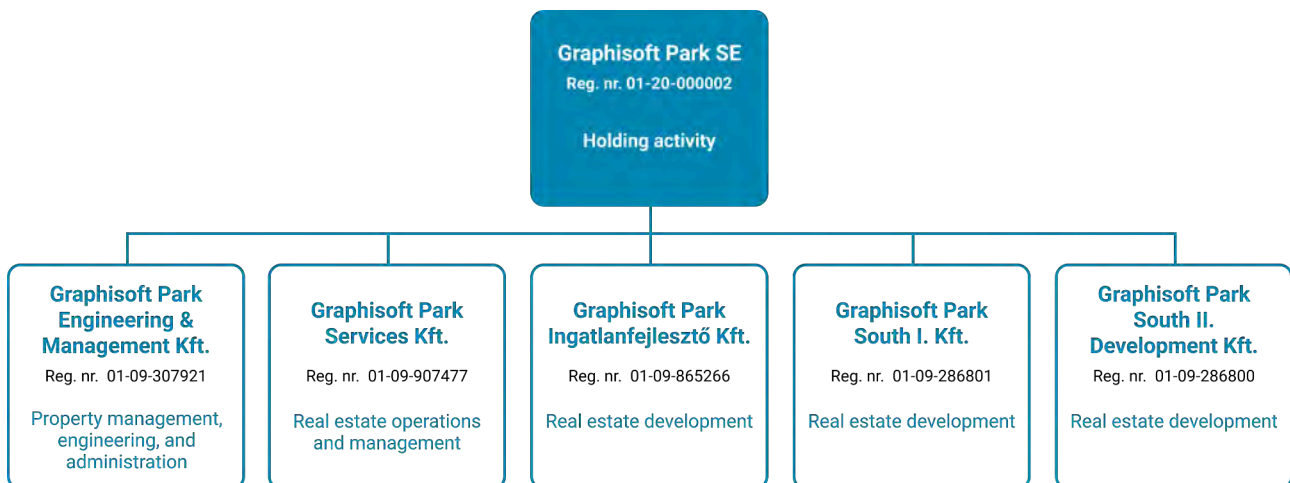
## Overview of Our Company Group

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

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

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

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





## Integrated real estate development, property, and facility management

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

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



## 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

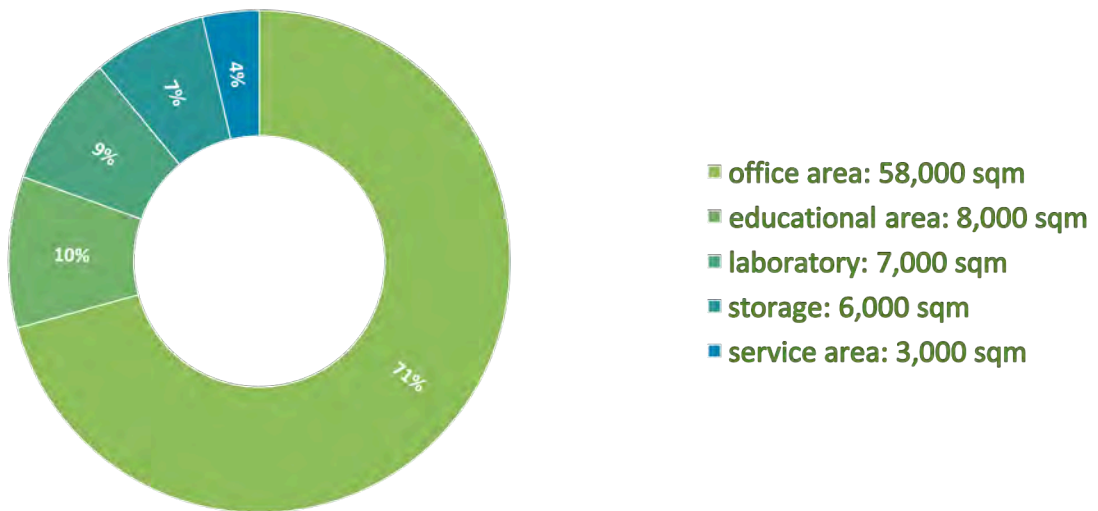
market. The integration of the home office option and the flexible design of existing office spaces came to the fore among tenants. Among our tenants, we see that research and development work with a high degree of creativity and intensive collaboration cannot be without personal presence at least partially,



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: during the year 2023, it decreased from an exceptionally high 97-98% to 95% by the end of the year. However, this is still extremely favorable considering the average vacancy rate in Budapest, which according to some surveys reached 14% by the end of 2023, and

a further increase is expected in 2024. This is also helped by the fact that the tenants of Graphisoft Park commit to a longer period compared to the domestic average, due to the Park's unique natural features, the environment provided by the technological and IT focus, and the possibility of flexible office design. Since the opening of the Park in 1998, our tenants have spent an average of more than 15 years with us.

### Developed area



### 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

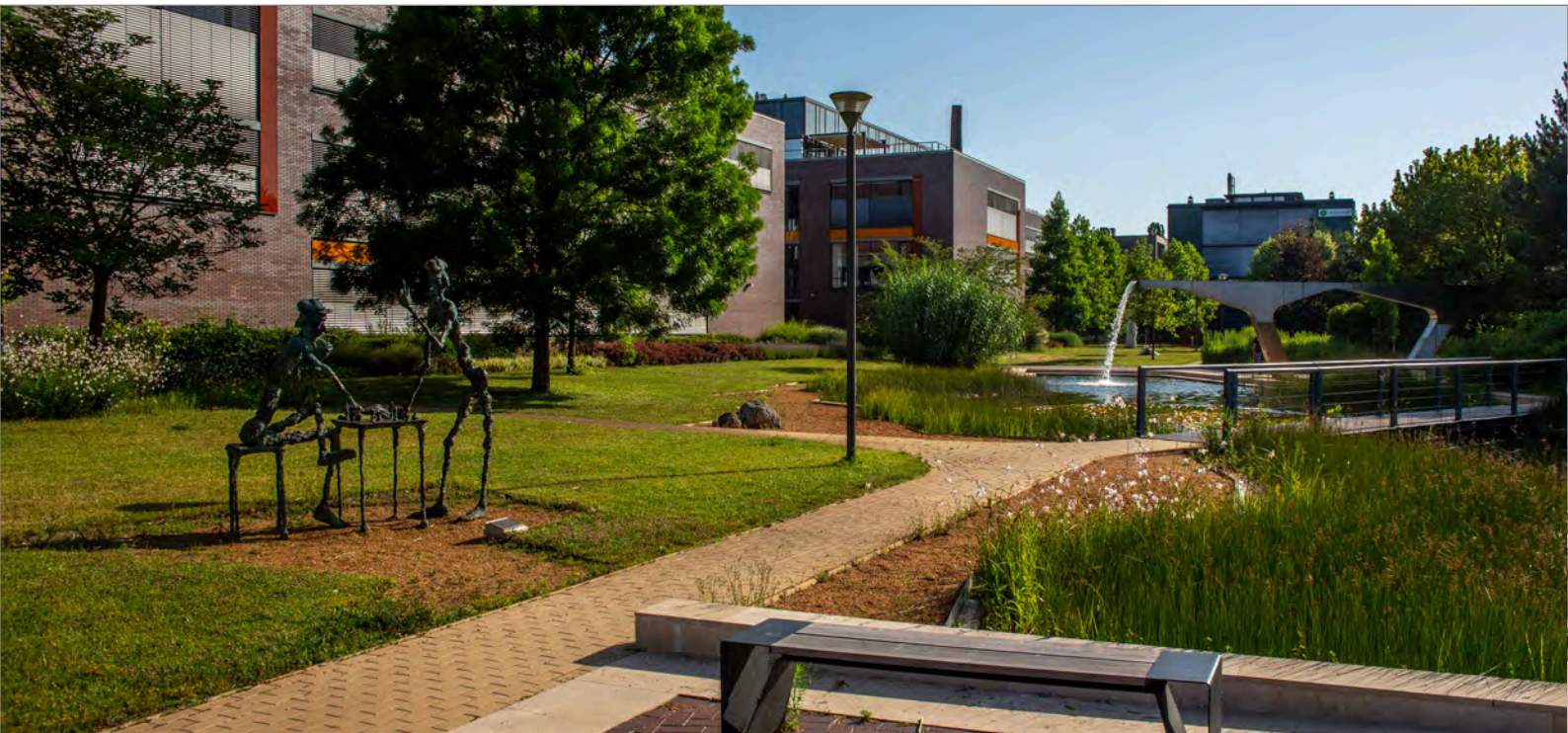
Graphisoft Park concept is the synergy between technology and IT focused global companies with start-ups and high ranked higher education institutions, for which the Park provides a unique, green, livable environment.

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.





## Building concept

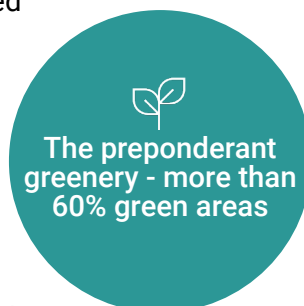
In developing Graphisoft Park we planned for a low building density of 25%, with a height limit of 11 meters for new buildings. Colleagues working in offices built in this way feel comfortable in their workplace. The 550-meter-long, car-free Danube promenade adjacent to the park also contributes to the 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 m<sup>2</sup> of the total 180,000 m<sup>2</sup> of buildable area is occupied by structures and buildings in the Graphisoft Park. This means that the current land usage by buildings is a low 25%. The undeveloped areas are parks with a high proportion of green space and areas for recreational activities.

The typical building height is 3 floors, thus the height of more mature trees is dominating over the buildings. All buildings have high exposure to natural sunlight, which in the hot season is compensated for by natural shading provided by tall trees. The predominance of green surfaces is enhanced by the fact that most of the parking is provided underground. The Park is accessible to pedestrians, from the Angel Sanz Briz road and adjacent public spaces, as well as from the Danube bank. The 7-hectare green park is also open to visitors to the public.



## Financial stability

The operation of the last five years was influenced by several external factors. Starting from 2020, despite the outbreak of the covid epidemic, then the war in Ukraine, the drastic increase in energy prices, and the recessionary environment, the Company's revenues did not fall, and the operating cash flow was only moderately affected. Thanks to the fact that most of the tenants of the office park are stable, research and development, innovative companies that were less affected by the crisis, there were only a few tenants who moved out, and the need to reduce the area

only arose in a few cases. At the same time, this provided an opportunity to meet the growth needs of other tenants, as well as for several new, smaller tenants to move in. The growth of home offices and the spread of hybrid office use had a smaller effect 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	2019	2020	2021	2022	2023
Revenue	14,249	14,539	14,657	15,538	16,845
Operating cashflow	13,512	11,826	13,222	14,745	15,588
Property fair value	241,310	218,041	218,256	215,105	211,762

Occupancy	2019	2020	2021	2022	2023
Graphisoft Park	97%	94%	96%	97%	95%
Budapest average*	94%	91%	91%	89%	86%

\* based on the reports of Budapest Research Forum (BRF)

## Materiality analysis

Materiality analysis provides the foundation of our sustainability strategy. We focus resources and attention on our most significant impacts. The materiality analysis conducted in the first half of 2023 was reviewed and confirmed by our company's management. There have been no business changes that would necessitate a revision of our materiality analysis.

We continuously monitor significant topics and review them with the help of experts in case of significant changes in the value chain or market. We are already keeping an eye on the development of the double materiality methodology and changes in new reporting requirements.



**1. Impact Analysis:**

During the impact analysis in 2023, 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.

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.

**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.

**Our main stakeholder groups include:**



### 3. Determining materiality:

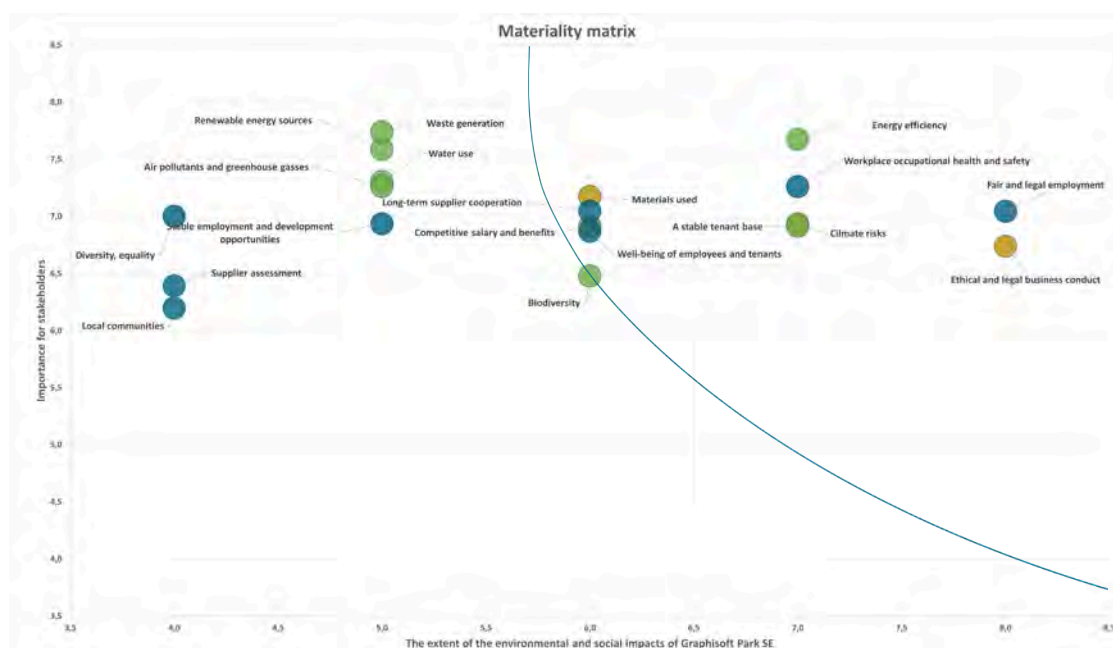
Based on the evaluation of the stakeholder survey, the opinions of stakeholders, and the extent of Graphisoft Park SE's environmental and social impacts, we organized these into a matrix. Then, a group of internal and external experts determined the generally material topics, as well as areas of particular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

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.



## 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.

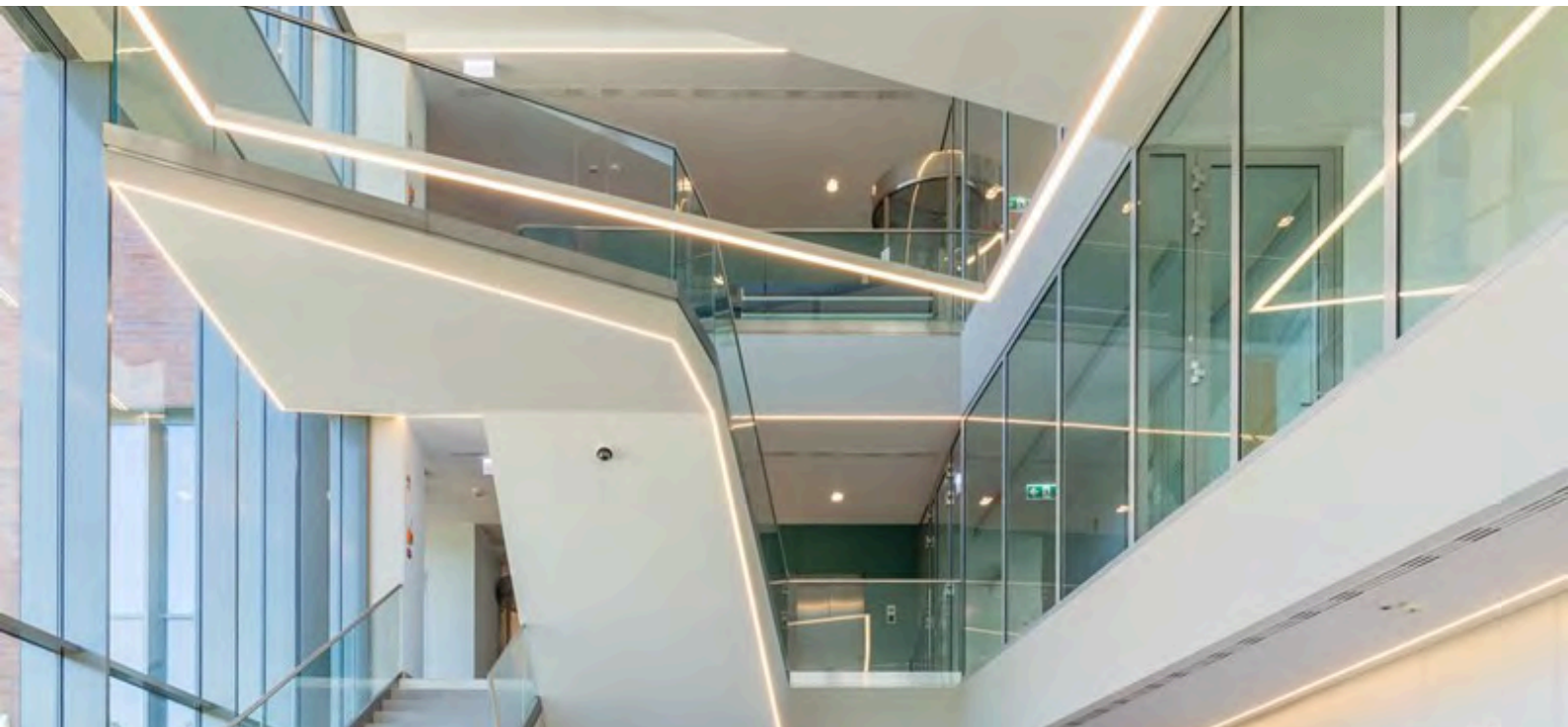
Based on the results of the materiality analysis and taking into account the UN's Sustainable Development Goals, we have determined the topics that fundamentally set the direction of Graphisoft Park SE's sustainability strategy.

### Main pillars of our sustainability strategy:



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

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



## Our commitments

Our strategic goals and programs require years of development and persistent work. There are elements that we were able to implement immediately, and others that we will achieve in the medium to long term. This could involve development timed for the replacement period













after the useful life of certain capital projects that require longer planning and preparation.

After confirming the materiality, we reviewed and approved our commitments with minor modifications.

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	We have identified those of our 2023 investments that can be classified as green investments. This is 386 thousand euros in 2023, 37% of our total CAPEX expenditure.	
		Obtaining BREEAM certification for two additional buildings by 2026	New commitment.	
	Materials used	Accurate mapping of the 5 largest fit-out material groups, quantification of material use between 2023-2025	We have started the collection of quantitative data, and based on this, we are examining the possibility of clarifying the GHG data.	
	Waste management	Reducing landfill waste to a maximum of 10%, increasing the waste utilization rate to 90% by 2035	Due to the review of the municipal waste reporting system, the target has been amended, currently the proportion of waste going to landfill is 35%.	
	Greenhouse gases	Reduction of Scope 1,2 and 3 emissions by 25% by 2030 (compared to 2022)	In 2023, location-based emissions decreased by 5.43% and market-based emissions by 10.09%.	
		Providing 100% green electricity	In 2023, 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 2023, the proportion of alternative cars did not change significantly (remained at 65%).	
		Based on TCFD, identification of operational risks and opportunities until 2026	New commitment.	
	Biodiversity	Protection of biodiversity; which we achieve by preserving and expanding green areas, green roofs, and the continuous maintenance of mixed vegetation	In recognition of our many years of work, in 2023 we received the BCSDH Award for a Sustainable Future in the Biodiversity Preservation and Restoration category.	



Sustainability area	Material impacts	Our commitments	Our results	Relating SDG
Society	Tenant base	Hold tenant forums at least twice a year	In 2023, we held one tenant forum, in addition to continuous e-mail communication and information on the movement of energy prices and related measures.	
		Keeping cumulative loyalty index over 15 years	It increased to 15.2 years in 2023 (14.8 years at the end of 2022).	
		Tenant related programs/ workday monitoring	In 2023, we organized 64 different events for our tenants.	
	Supplier partnership	Sustainability review for 50% of supplier value between 2024-2026	We will start it in 2024, taking into account the Hungarian ESG Act and CSDDD regulations.	
	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.	 
		Firefighting and resuscitation training courses for tenants and employees	We organized the trainings also in 2023.	
		0 accidents at work	The number of registered workplace injuries was 0.	
Governance	Ethical and legal business conduct Diversity, equality	Forming of Sustainability Committee	In 2023, we formed the Sustainability Committee covering the entire organization.	
		Introduction of whistleblowing system by 2026	New commitment.	
	Climate management, climate risks	Continuous provision and expansion of internal training related to sustainability	Knowledge sharing within the company has started, and we plan to continue this; and also plan participation in specialized training.	 



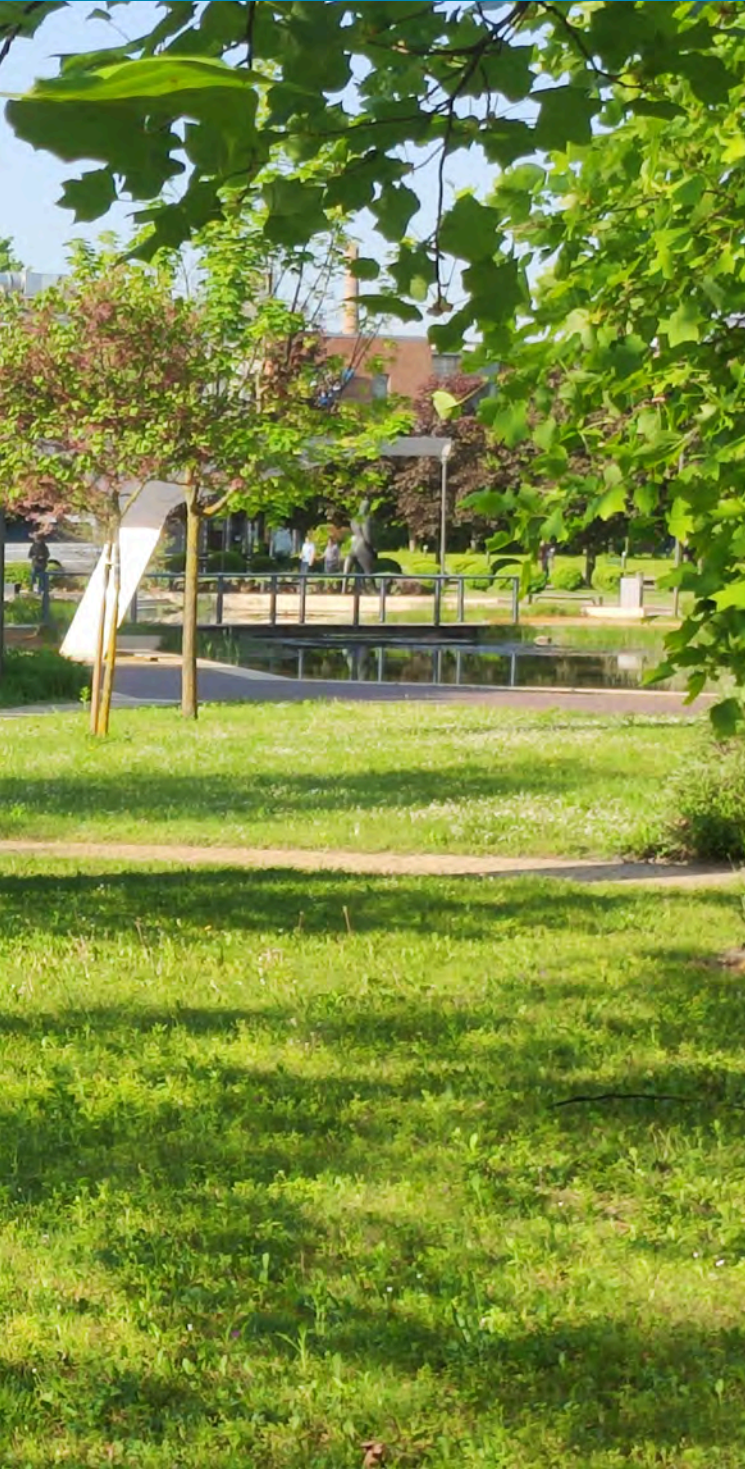




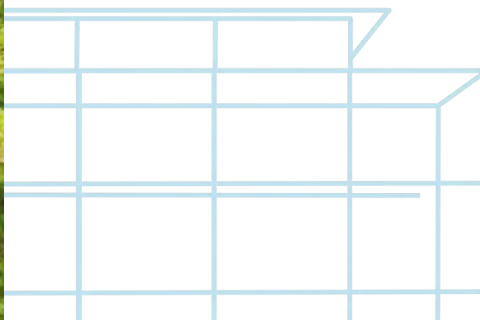


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# ENVIRONMENT



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- 39 Sustainability of Our Buildings: Green Building Certification





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 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.

### Climate impact

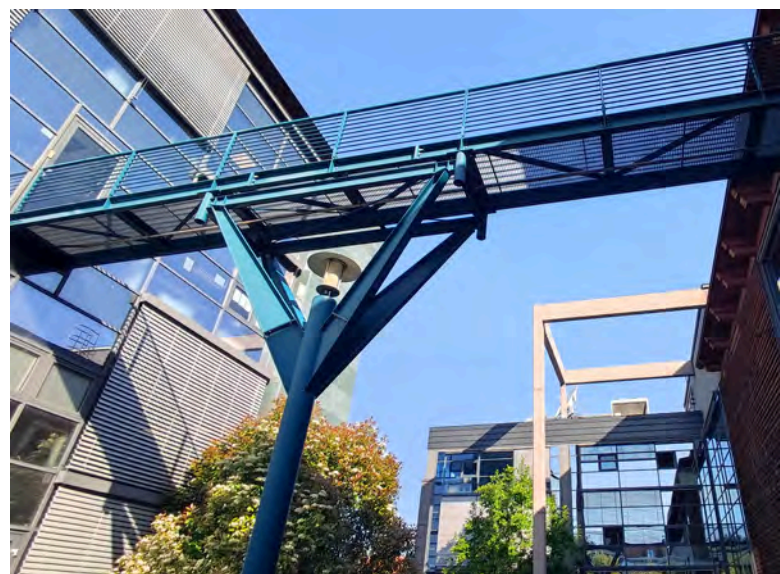
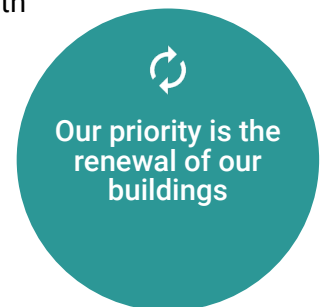
The built environment is responsible for significant emissions related to both development and building operations. Due to our company's operations (mainly due to raw material and energy use), our own climate impact and emissions across the value chain are substantial. In the development of the Park, 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.

### Energy efficient operation

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

### Energy efficiency of our investments

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.

**COMMITMENT**  
**Green CAPEX**  
 the proportion is  
 37% in 2023



In 2023, major energy efficiency improvements were made in two large buildings (covering approximately 16,000 m<sup>2</sup> of leasable area), including the installation of three 130 kW heat pumps, 7 kW of solar panels, and the replacement of office and connecting corridor windows with

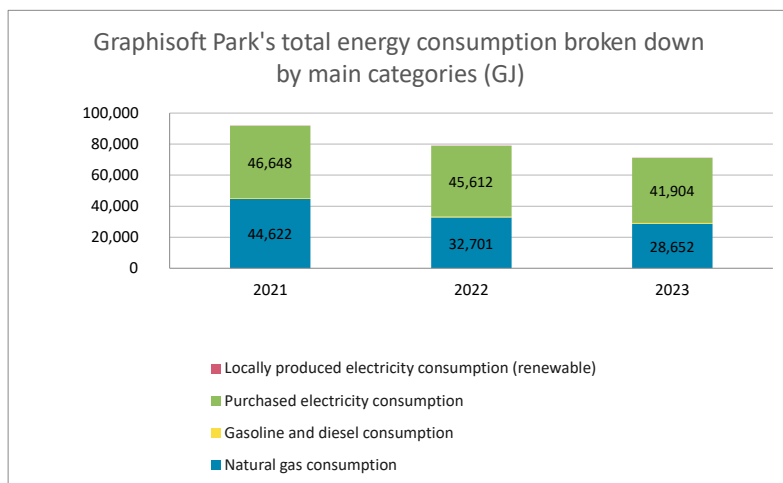
insulated glass. Additionally, the installation of LED bulbs and tubes continued in four more buildings, along with the renovation and replacement of mechanical room fixtures' insulation, and the integration of electric heating into hot water tanks.

In 2023, we spent 386 thousand euros on energy modernization (37% of the total CAPEX). In 2024, we will begin assessing our alignment with the EU taxonomy to determine the proportion of green CAPEX based on a framework to be set in the future.

**Energy consumption**

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

The heating and cooling energy needs of the Park's buildings, as well as the Park's electricity requirements, are met using natural gas, purchased electricity, and solar panels, while the fuel needs of our corporate vehicles and emergency generator are covered by gasoline and diesel. In 2023, the Park's total energy consumption was 71,206.42 GJ.

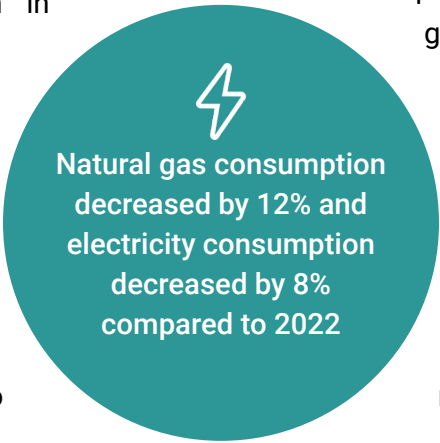


Total - electricity and natural gas intensity (GLA)	Unit	2021	2022	2023
<b>Offices</b>	kWh/m <sup>2</sup>	282.22	247.29	217.88
<b>Laboratories</b>	kWh/m <sup>2</sup>	1,076.56	948.32	882.59
<b>Educational buildings</b>	kWh/m <sup>2</sup>	152.06	144.93	141.04

The figures clearly show a significant reduction in our natural gas and electricity usage. Compared to 2022, our natural gas consumption decreased by 12% (4,048.33 GJ), and our electricity consumption by 8% (3,707.57 GJ). This suggests that our efforts and measures to reduce energy consumption were effective and successful in 2023.

Continuous collaboration with tenants, monitoring daily usage variations, and educating employees also contributed significantly to the reduction in energy consumption.

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**

Similar to 2022, throughout 2023, we ensured the complete green electricity supply for Graphisoft Park by purchasing guarantees of origin<sup>1</sup> 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.

COMMITMENT

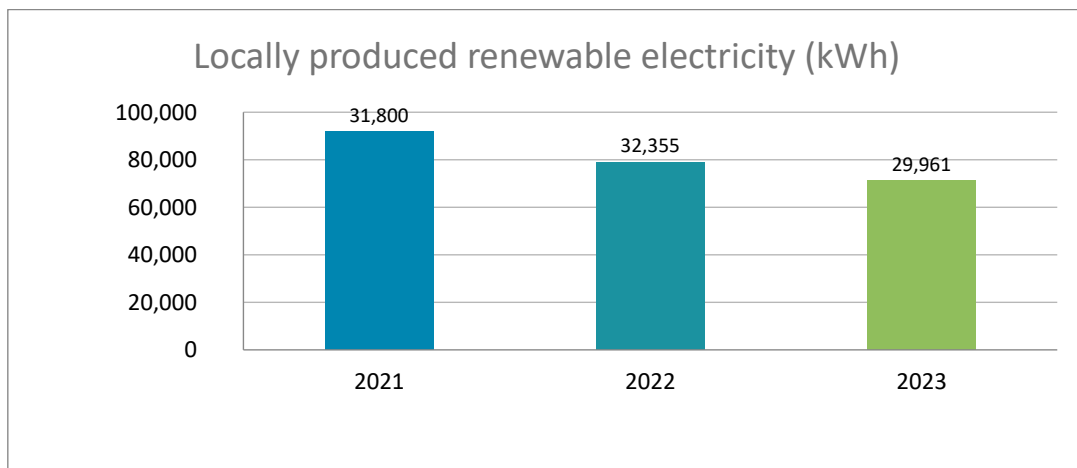
Green electricity 100%

<sup>1</sup> 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>



To achieve this, we have already taken initial steps; hence, two smaller solar parks are currently operational within the Park. In 2023,

these solar panels produced 29,961 kWh of electricity, accounting for 0.26% of the Park's total electricity consumption.



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

### Air pollutants and greenhouse gasses

Our first carbon footprint determination related to the year 2021, but our full data integration was completed for 2022. Therefore, we use this 2022 value as the baseline from which we measure our progress and the effectiveness of our investments.

A The carbon footprint calculation for 2023 identified direct greenhouse gas emissions (Scope 1) arising from Graphisoft Park SE's own operations (over which we have direct

control), indirect emissions from purchased energy (Scope 2) (which occur as a result of the company's operations but are realized elsewhere), and the magnitude of greenhouse gas emissions indirectly related to operations along the value chain (Scope 3).

We significantly reduced our energy consumption in 2023 (for more information, see the chapter "Energy efficient operation"), and we also purchased guarantees of origin to cover the total electricity consumption (own, tenants, and common areas). This is reflected in our carbon footprint calculation, showing the difference between the location-based and market-based methodologies<sup>2</sup>.

<sup>2</sup> 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](https://ghgprotocol.org/sites/default/files/ghgp/standards/Scope%20%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.

Scope 1, 2 and 3 emissions	Unit	Location- based emissions	%	Market-based emissions	%
<b>Scope 1</b>	tons CO <sub>2</sub> eq	81.57	1.49	81.57	2.65
<b>Scope 2</b>	tons CO <sub>2</sub> eq	78.44	1.43	0.00	0.00
<b>Scope 3 Upstream</b>	tons CO <sub>2</sub> eq	1,366.80	24.42	1,308.61	42.57
<b>Scope 3 Downstream</b>	tons CO <sub>2</sub> eq	3,977.67	72.66	1,683.87	54.78
<b>Összesen</b>	tons CO <sub>2</sub> eq	<b>5,474.49</b>	<b>100.00</b>	<b>3,074.04</b>	<b>100.00</b>

We plan to determine, publish, and monitor the effects of our actions on our carbon footprint annually. Alongside this, we aim to continually improve data quality through more accurate data collection.

Our own operations-related emissions (Scope 1 and 2) contribute less than 3% of our total emissions (Scope 1, 2, and 3).

Given that Scope 3 emissions constitute the majority (more than 97%) of our total carbon footprint, it is crucial to reduce these amounts. Despite these emissions not falling directly under our company's control, it is important to monitor and reduce them. Tenant decisions and habits significantly influence our Scope 3 emissions; thus, we intend to focus more on these aspects (e.g., reducing waste

production, mindful material usage, lower water and energy use, etc.) through continuous, regular contact with our tenants (e.g., tenant forums).

Our total carbon footprint (Scope 1, 2, and 3) decreased by 10.09% compared to the previous year (2022) on a market-based basis. To reduce our indirect (Scope 3) emissions, we are reviewing our value chain and identifying material groups and energy streams where closer collaboration with our suppliers is necessary.

#### COMMITMENT

#### SCOPE 1,2 and 3

Reduction of emissions by 25% by 2030

In 2023, 5.43% and 10.09% decrease



Graphisoft Park carbon footprint	Unit	2022*	2023	%
<b>Location- based emissions</b>	tons CO <sub>2</sub> eq	5,771.97	5,474.49	-5.43
<b>Market-based emissions</b>	tons CO <sub>2</sub> eq	3,384.33	3,074.04	-10.09

\* In the 2022 report, location-based emissions were 5,659.72 tons of CO<sub>2</sub>eq, while market-based emissions were 3,272.09 tons of CO<sub>2</sub>eq. In the 2023 report, it was necessary to determine a new base value for 2022 due to the review of the municipal waste reporting system.



Our specific results for 2023 based on the total market-based carbon footprint (Scope 1, 2, and 3):

Per total gross leasable square meter: 0.04 tons CO<sub>2</sub>eq/m<sup>2</sup>, i.e., 37.49 kg CO<sub>2</sub>eq/m<sup>2</sup> (compared to 0.04 tons CO<sub>2</sub>eq/m<sup>2</sup>, i.e., 41.27 kg CO<sub>2</sub>eq/m<sup>2</sup> in 2022), representing a 9.2% reduction in carbon intensity.

We pay particular attention to refrigerants among greenhouse gases, as their global warming potential is many times that of carbon dioxide.



Given our construction and property management profile, the environmental pillar, especially reducing climate impacts, is the most substantial in our sustainability strategy, thus we must extend our emission reduction efforts beyond direct emissions (Scope 1) to include indirect emissions (Scope 2 and Scope 3). Considering our entire value chain emissions (Scope 3), it is important to engage and commit our suppliers and tenants to advancing sustainability, as they have the most significant impact on most types of Scope 3 emissions.



Other emissions

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

To minimize emissions from vehicle use, we support the use of electric cars. The Park features five fast chargers and a significant number, 68, of electric car chargers in the garages, more than doubling the number available compared to the previous year.

Additionally, the Park is easily accessible by bicycle and public transportation. For cyclists, numerous bike racks, changing rooms, and bike repair stations are available. We provide a shuttle bus service for the Park's tenants, connecting

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

them with the city's public transportation (suburban trains, buses, and metro stations). This service is popular, with high usage rates, as 20-25% of the office park workers regularly use it. In the future, our goal is to provide an e-shuttle bus service for those using public transport.

The modernization of our car fleet has begun, with hybrid vehicles being introduced. Currently, about 65% of the fleet consists of hybrid or plug-in hybrid vehicles, a ratio we plan to increase further during 2024.

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.

**COMMITMENT**

**Own car fleet**

with 100% alternative propulsion, by 2030

2023: 65%



**NEW COMMITMENT**

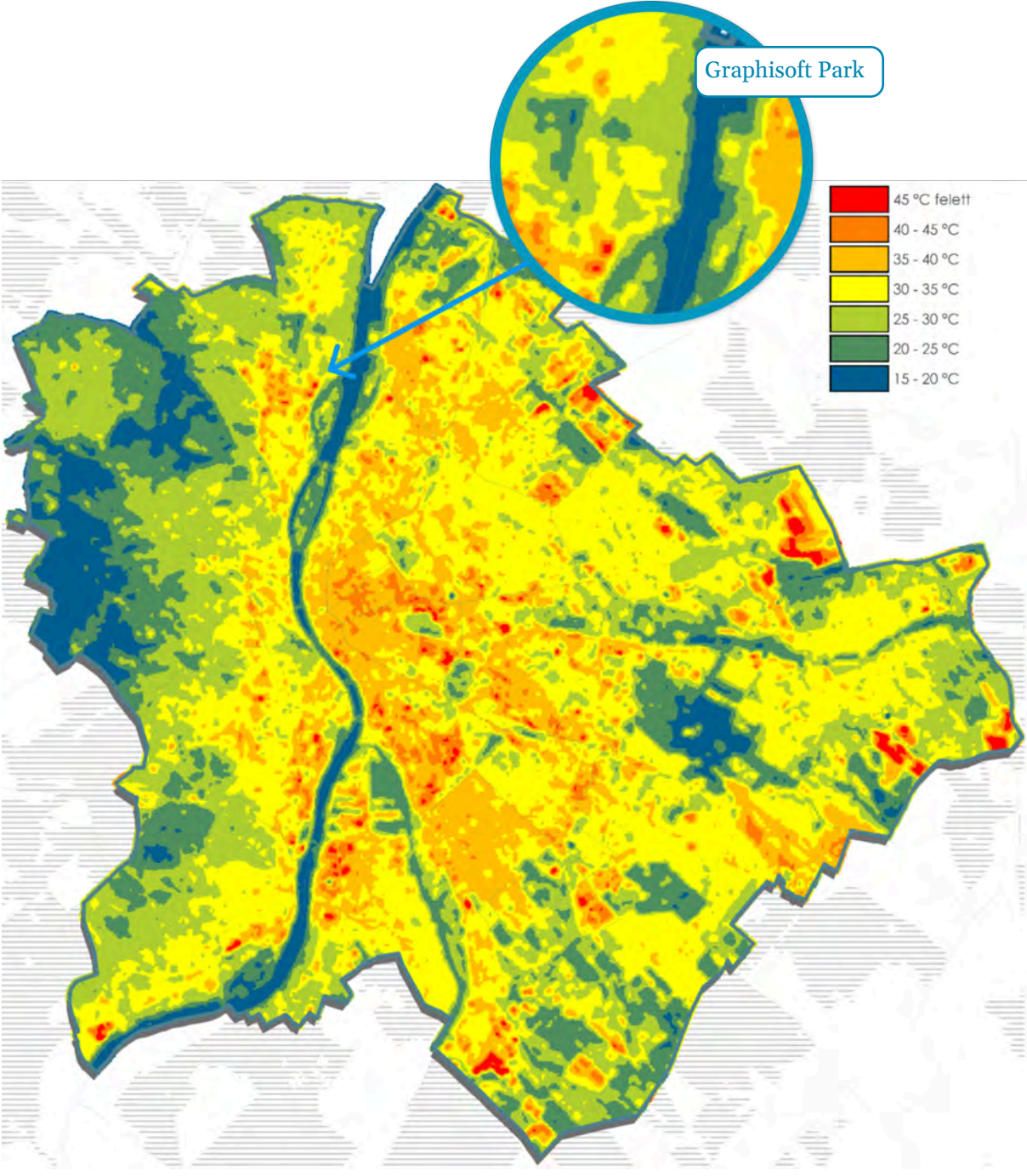
**TCFD**

identification of operational risks and opportunities until 2026 based on TCFD



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.

As outlined in the summary of sustainable development goals, according to our new commitment based on the TCFD<sup>3</sup>, we identify operational risks and opportunities up to 2026, which we will present in our forthcoming reports.



Heat map of Budapest on August 31, 2016 (Source: Development concept for Budapest's green area system)

<sup>3</sup> Task Force on Climate-related Financial Disclosures: presenting the potential business or financial impacts of climate risks.



## Material use

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

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

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

Among the materials and elements procured, those made from recyclable or recycled

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

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

**COMMITMENT**

**5 fit-out material groups**

precise mapping by 2025



According to our commitment, we have started the precise mapping of the 5 most used fit-out material groups, collecting quantitative data on material use, thereby refining the GHG inventory (results of the carbon footprint calculation).

## Water Consumption and Wastewater Generation

### Water Usage

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

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

When selecting household appliances that use

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

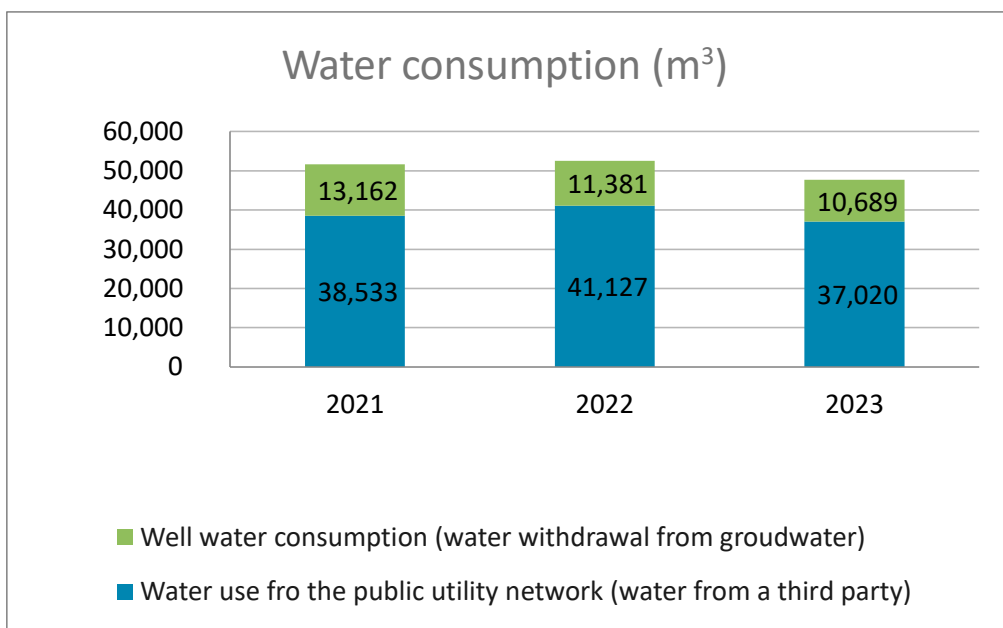
The extensive green areas on the Park's premises (including ground-level and extensive green roofs) contribute to creating a pleasant microclimate, evaporation, and storing rainwater. These areas also play a crucial role in draining large amounts of rainwater simultaneously.



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

focused on selecting drought-resistant plants to reduce irrigation needs.

The water consumption levels are shown in the following diagram.



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

Water intensity	Unit	2021*	2022*	2023
Office	m³/m²	0.46	0.50	0.44
Laboratory	m³/m²	0.62	0.56	0.49
Education unit	m³/m²	0.52	0.47	0.50

\*In the 2022 report, the water intensity of the office areas in 2021 was 0.52 m³/m², while in 2022 it was 0.58 m³/m². In the 2023 report, it was necessary to determine the new base value for 2021 and 2022 due to the revision of the GLA.



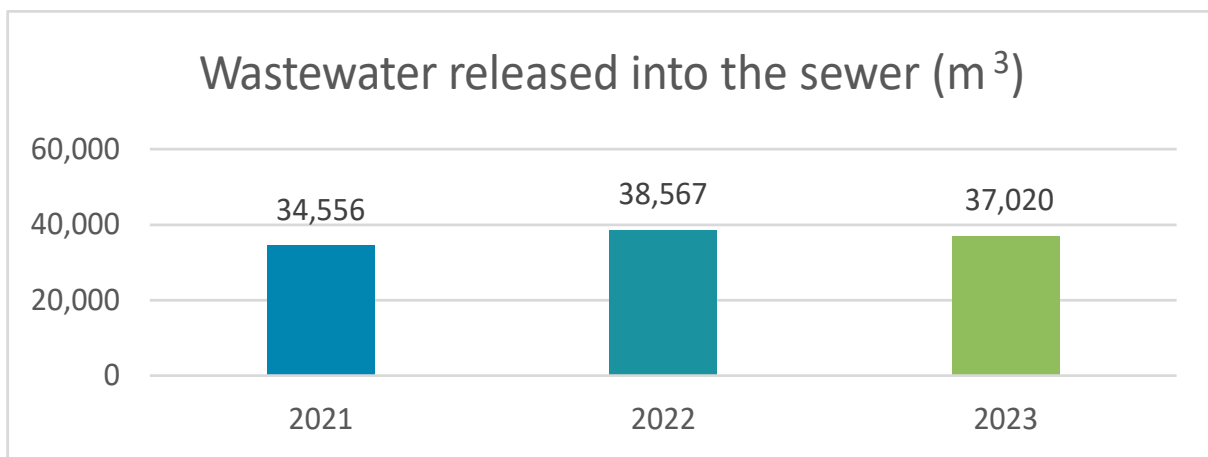
We constantly consider the possibilities for further reduction of water consumption and their feasibility and implement them if possible. In the case of the wired water network, the installation of a leak detection

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

### Wastewater generation

In 2023, the volume of wastewater discharged from the Park was 37,020 m<sup>3</sup>.

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



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

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

## Waste management

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.

### Waste reduction

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.



\* In the 2022 report, packaging, municipal and landfill waste in 2021 was 115 tons, in 2022 it was 133 tons. In the 2023 report, it was necessary to determine the new base value for 2021 and 2022 due to the review of the municipal waste reporting system.

**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.

**REVISED GOAL**

**Waste going to landfill**

10% maximum by 2035

In 2023, we performed a retrospective review of the baseline of municipal waste within the total waste quantity back to 2021, as data accuracy was not satisfactory. As a result, the reported amount of waste increased, and the deadline for our goal (to reduce the proportion of waste sent to landfill to 10% by 2030) was moved to 2035.



REVISED  
GOAL

## Waste

utilization rate  
of 90% by 2035

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

(sludge, oil) are also carried out by an external organization with a waste management license.

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

## Biodiversity

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

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

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

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

We have created various habitats in Graphisoft Park. We have established an artificial lake with fish and aquatic wildlife, wooded and bushy areas, and we have exempted certain areas from planned gardening activities to provide a home for birds and their natural food sources. In addition, there are bee pastures, bird feeders, and birdhouses within the Park.

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

One of the long-term strategic pillars of Graphisoft Park's development is the protection and enhancement of biodiversity. In 2023, our achievements were recognized by the BCSDH (Business Council for Sustainable Development in Hungary) with the Sustainable Future Award in the category of biodiversity restoration.

Our commitments related to biodiversity include:

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



Like most activities, the Park's daily operations impact the living world, so we continuously work to minimize this impact.

Since urban green spaces function as carbon sinks, the vegetation in the Park significantly contributes to emission sequestration.

COMMITMENT

Protecting biodiversity

Several buildings in the Park feature green and extensive roofs, which are important for mitigating heat. The construction of underground garages has reduced vehicle traffic on the surface, thereby lessening the impact of noise and dust on wildlife.



## 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 work has not started till the date of this Report, and we are not aware of any intention 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 deem 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

Guided by BREEAM<sup>4</sup> 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 rating system for certifying delivered buildings. Several of our large buildings (M, N, S) have held a Breeam in Use very good rating since 2015, which we renew annually and plan to extend to more buildings in the future. Beyond building certifications, we focus on expanding bicycle infrastructure (providing storage, changing rooms, service points) to support active mobility.

### NEW COMMITMENT

#### BREEAM in use

certification for two additional buildings by 2026

<sup>4</sup> Building Research Establishment Environmental Assessment Method (BREEAM): a leading environmental assessment method and rating system for projects, infrastructure, and building operations and use. <https://bregroup.com/products/breeam>

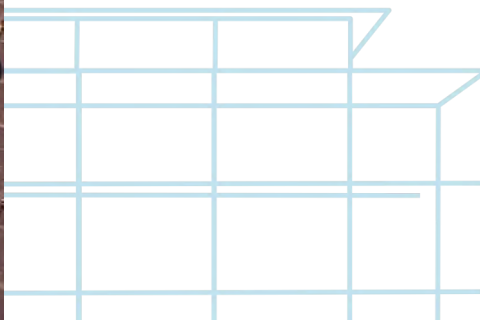


40

# SOCIETY



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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.

## Community

When we think about sustainability, we often focus on technologies, including renewable energy, carbon emissions, or recycling programs. These are all important and innovative tools, but ultimately, it is people who determine whether we will be successful in building a sustainable future.

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

We have defined the development of our social pillar of sustainability strategy in four main points:

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

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

support each other in our efforts toward a sustainable lifestyle.





### Public Park – a Community-Shaping Living Space

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

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

The current state of the Park has multiple positive, direct, and indirect complex (environmental-social-economic) impacts. The reclamation of the former industrial,

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





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

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

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



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

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

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



### Arts

In the green oasis surrounded by the towers of the gas factory, the officer's villas, and the workers' housing, we have created a real contemporary outdoor exhibition just steps away from the traffic noise and the bustling Danube. The sculpture park helps broaden the cultural horizons of employees and visitors. The sculptures reflect the contemporary profile of the Park, its character as a center of innovation and knowledge. Throughout the year, we exhibit the paintings of contemporary painters in our central restaurant. During the summer months, live music contributes to the recreation of our tenants' employees in the Zen garden located in the heart of the Park.





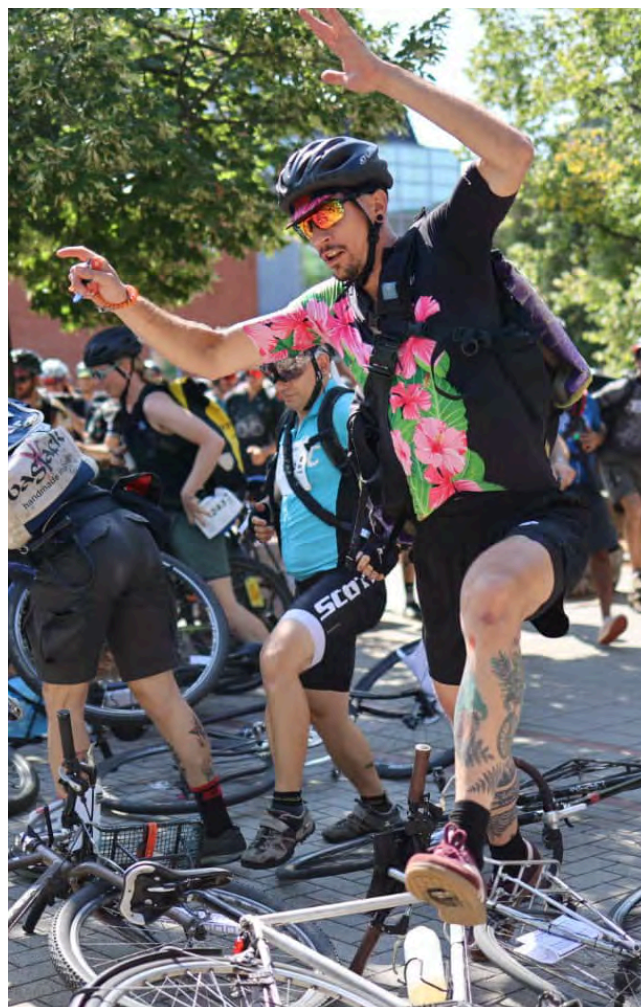
## Local communities

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

- In 2023, we hosted several career orientation excursions to introduce various professions to school-aged guests and held lectures for professionals and civilians, sharing our knowledge and experiences gained over the past 25 years during the design, construction, development, operation, and leasing of Graphisoft Park. Some visits are organized in cooperation with the Óbuda Local Government.
- Supporting culture is also important to us; therefore, we actively collaborate with the Óbuda Danubia Orchestra, as in previous years.
- In February 2023, as a committed supporter of entrepreneurial culture, Graphisoft Park hosted the Ecosystem Carnival, an event that invited inspiring speakers from the Hungarian startup world and offered a great networking opportunity for participants.
- In collaboration with two organizations, we have become a city tour location. The aim of the tour organizers is to forge a smaller community among the participants while they discover Budapest's hidden face, history, and treasures. In our case, this includes the sculpture park created in the green park surrounded by historical buildings, which can be considered a contemporary outdoor museum.
- In the summer of 2023, Graphisoft Park hosted the European Championship for Bicycle Couriers,

which also served as their annual meeting. Partly related to the event, but also supporting all cyclists coming to the Park, we installed outdoor bottle fillers and a bicycle service point in the spring.

- Also in the summer of 2023, Graphisoft Park was the venue for the itinerant assembly of the János Bolyai Mathematical Society, primarily aimed at recognizing outstanding primary and secondary school math teachers and serving as a professional forum for teachers and experts from all over the country.



## Tenant well-being

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



The protection of the health of those working in Graphisoft Park and human health as a general value is important to management. To this end, we organize health-conscious programs and screening examinations.

We regularly organize blood donations, first aid and fire safety training and practice, and vision exams in the Park. At four strategic points within the Park, we have placed one defibrillator each, ensuring complete coverage of the Park. Seasonally, fruits and juices from certified farms are available for purchase, which, beyond promoting healthy eating, also cater to the convenience of our employees. Under the banner of health-conscious eating, we also provide space for a vegan restaurant.

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

Our programs are organized along the lines of sustainability and circularity. Our seasonal actions include collecting school supplies 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, operating on a bring-a-book/take-a-book basis. Once a year, we host Park Day, where those who work here can show their families their work environment. At this time, the Park transforms into a large playground where both young and old can have carefree fun.

In addition, in 2023, we made a ping-pong room bookable online for our tenants, placed inertial treadmills (mechanical – zero power consumption fitness equipment) in some communal spaces, and in the spring, we invited our tenants to an e-bike showcase and test day.

Starting in 2023, in line with our previous commitment, we monitor the number of tenant programs relative to all working days. This year, we held a total of 64 tenant events ranging from sculpture unveilings and food tastings to first aid courses.

Our partners and business contacts can obtain reliable accessibility information for the Park's community spaces according to the Access4You rating system on the Access4You platform.



### Stable tenant base

In addition to key indicators of the office market, our company considers it important to demonstrate the loyalty of our tenants with the cumulative loyalty indicator, which shows how many years our current tenants have spent in the Park on average. This indicator was 15.2 years at the end of 2023. Our strategic goal is to keep this figure above 15 years in the medium term.

COMMITMENT

Cumulative loyalty index

Keeping 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 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 2023, 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.

COMMITMENT

**Tenant related**  
programs/workday monitoring

✓

COMMITMENT

**Tenant forums**  
Hold at least twice a year

🔄

### 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.

To this end, we aim to conduct sustainability reviews for our largest suppliers over the next three years. The assessment will start in 2024, taking into account the Hungarian ESG law that appeared at the end of 2023 and the CSDDD value chain requirements. During the audit, we will place great emphasis on maintaining the decades-long trust-based partnership and jointly achieving sustainability goals already set on our journey.

COMMITMENT

**Sustainability review**  
for 50% of supplier value between 2024-2026

🔄



## Our employees

Of the 25 employees at Graphisoft Park Group, 11 are women and 14 are men. Our company employs only full-time positions with indefinite

contracts. Our organization's structure is fundamentally horizontal, and there has been minimal fluctuation over the past three years.

Fluktuation	2021	2022	2023
New entering employees	1	0	2
Exiting employees	2	1	0

Our organization's unity, besides a quality work environment, is ensured by effective communication among our employees, open dialogue, and progressive management processes. Our employees' loyalty is evident as the average tenure at our company is 7.9 years (2022: 7.7 years).

### 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:

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

### Training and development

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

We are enhancing our colleagues' English language skills, extending training to all employees in 2023. We continue to offer opportunities to participate in webinars, specialized courses, and training.

Since 2022, sustainability training has been integrated into our comprehensive training program. In 2023, we continued this with a focus on sustainability in sector-specific education.

In 2023, one of our employees obtained an Executive MBA degree, and a colleague in the finance area was further trained in process automation and reporting.

An administrative staff member completed an office management and customer management (e.g., complaint handling) course.

Average number of training hours per person per type of training	2021	2022	2023
Training #1: mandatory professional training	2.5	2.8	4.2
Training #2: optional professional training	12.9	7.2	16.1
Training #3: language course	20.2	22.8	67.2
Training #4: mandatory occupational safety training	2.0	2.0	2.0
Training #5: higher education	5.0	11.3	8.8

### 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.

**COMMITMENT**

**0 accidents at work**



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

From 2021 to 2023, the number of registered workplace injuries, serious workplace accidents, work-related illnesses, and deaths occurring during work were all zero, and we will continue to provide every condition to maintain this.

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

**COMMITMENT**

**Health insurance**

for employees by 2025



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

**COMMITMENT**

**Firefighting and resuscitation training courses**





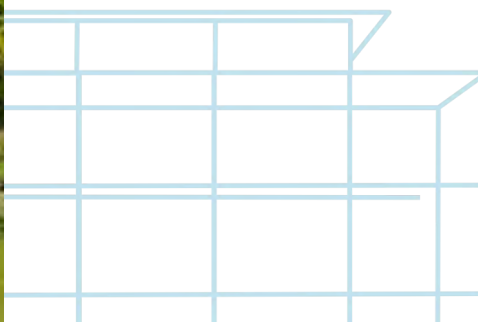


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# CORPORATE GOVERNANCE



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- 56 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 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, in accordance with our commitment from the previous year, we formed the Sustainability Committee in 2023. The members of the Committee are selected so that their expertise covers the main environmental, social and economic pillars of sustainability.

social and corporate governance pillars. Furthermore, it was an important aspect that representatives of all organizational units should be involved, and that the Board of Directors should also be represented, in order to take into account as many aspects as possible when creating the sustainability

**COMMITMENT**

**Sustainability trainings**

involving more colleagues from different divisions over the next 3 years



The most important objective of the Committee is to monitor the implementation of our sustainability strategy, evaluate our results and indicators, and provide resources. The members of the Committee are individually responsible for the environmental,

strategy and thus ensure a holistic approach. The Committee has set itself the goal of integrating continuing education related to sustainability (whether environmental, social, or corporate management) into the Company's training plan in the following years.



## Corporate governance

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

The Statutes of Graphisoft Park SE provide as governing bodies the general meeting of shareholders and the Board of Directors (single-

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

### General Meeting

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

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

### Board of Directors

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

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



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

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

Members of the Board of Directors:

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

### Audit Committee

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

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

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

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

Members of the Audit Committee:

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

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

Shareholder	December 31, 2022			December 31, 2023		
	Shares (pc)	Share (%)	Voting right (%)	Shares (pc)	Share (%)	Voting right (%)
<b>ORDINARY SHARES</b>	<b>1,789,082</b>	<b>16.83</b>	<b>15.60</b>	<b>1,789,082</b>	<b>16.83</b>	<b>16.12</b>
Bojár Gábor - Chairman of the BoD	1,685,125	15.85	14.69	1,685,125	15.85	15.19
Dr. Kálmán János - Member of the BoD	13,500	0.13	0.12	13,500	0.13	0.12
Kocsány János - Member of the BoD, CEO	90,457	0.85	0.79	90,457	0.85	0.82
<b>EMPLOYEE SHARES</b>	<b>1,384,819</b>	<b>n/a</b>	<b>12.08</b>	<b>1,013,213</b>	<b>n/a</b>	<b>9.13</b>
Kocsány János - Member of the BoD, CEO	1,384,819	n/a	12.08	923,213	n/a	8.32
Farkas Ildikó - Member of the BoD, CFO	-	n/a	-	90,000	n/a	0.81
<b>SHARES TOTAL</b>	<b>3,173,901</b>	<b>16.83</b>	<b>27.68</b>	<b>2,802,295</b>	<b>16.83</b>	<b>25.25</b>

## 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. 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.

NEW COMMITMENT

**Whistleblowing system**

introduction by 2026

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.

## Data security

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

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

## Diversity and equal opportunity

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

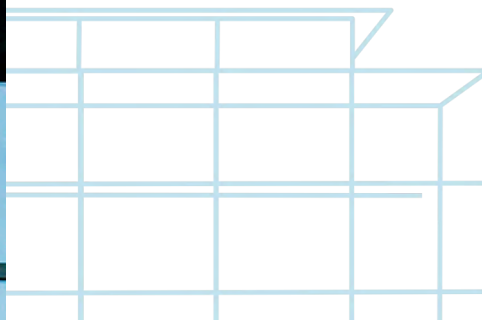
the bodies responsible for monitoring its operation in accordance with its operational objectives. The gender distribution of the management is two women and six men, of which two belong to the 30-50 age group, while six belong to the over 50 age group.

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



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# ABOUT THIS REPORT



Graphisoft Park SE reported the information cited in the GRI index for the period from January 1, 2023, to December 31, 2023, with reference to the GRI standards<sup>5</sup>.

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 indicators<sup>6</sup>.

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

We will continue to publish our sustainability report annually.

<sup>5</sup> Reporting with reference to the GRI Standards.

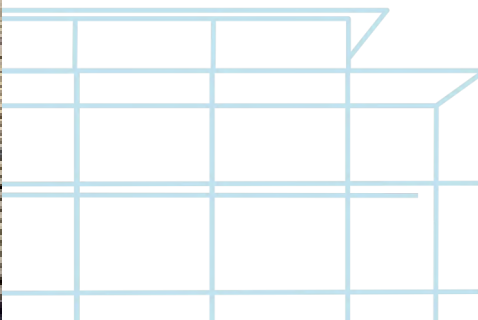
<sup>6</sup> The reason for using the older standard is that the GRI's new standard for the construction industry and real estate sector was not completed before the publication of our sustainability report.





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# GRI INDEX



<b>Declaration on use</b>	Graphisoft Park SE reported the information in this GRI index with reference to the GRI standards for the period from January 1, 2023, to December 31, 2023.
<b>GRI 1 has been used</b>	GRI 1: Foundation 2021

GRI standard	Disclosure	Page number(s)	Section
<b>GRI 2: General disclosures 2021</b>	<b>2-1</b> Organizational details	06	Introduction to Graphisoft Park SE
	<b>2-2</b> Entities included in the organization's sustainability reporting	06	Introduction to Graphisoft Park SE
	<b>2-3</b> Reporting period, frequency and contact point	57, 65	About this report, Impressum
	<b>2-6</b> Activities, value chain and other business relationships	06	Introduction to Graphisoft Park SE
	<b>2-7</b> Employees	12, 48	Materiality analysis, Our employees
	<b>2-9</b> Governance structure and composition	52	Corporate governance
	<b>2-10</b> Nomination and selection of the highest governance body	52	Corporate governance
	<b>2-11</b> Chair of the highest governance body	52	Corporate governance
	<b>2-15</b> Conflicts of interest	56	Ethical and legal business conduct
	<b>2-16</b> Communication of critical concerns	38	Land remediation – "inherited" pollution in the northern development area of the Park
	<b>2-19</b> Remuneration policies	17, 48	Description of our sustainability strategy, Benefits and competitive salary
	<b>2-22</b> Statement on sustainable development strategy	03	Welcome by the CEO
	<b>2-23</b> Policy commitments	15	Sustainable Development Goals (SDGs)
<b>2-25</b> Processes to remediate negative impacts	22, 38, 30, 34	Climate impact, Land remediation – "inherited" pollution in the northern development area of the Park Material use, Waste management	

GRI standard	Disclosure	Page number(s)	Section
	<b>2-26</b> Mechanisms for seeking advice and raising concerns	12, 17	Materiality analysis, Description of our sustainability strategy, Tenant well-being
	<b>2-27</b> Compliance with laws and regulations	56	Ethical and legal business conduct
	<b>2-29</b> Approach to stakeholder engagement	12	Materiality analysis
<b>GRI 3: Material topics 2021</b>	<b>3-1</b> Process to determine material topics	12	Materiality analysis
	<b>3-2</b> List of material topics	12	Materiality analysis
	<b>3-3</b> Management of material topics	12	Materiality analysis
<b>GRI 203: Indirect economic impacts 2016</b>	<b>203-2</b> Significant indirect economic impacts	41	Community
<b>GRI 206: Anti-competitive behavior 2016</b>	<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	56	Ethical and legal business conduct
<b>GRI 302: Energy 2016</b>	<b>302-1</b> Energy consumption within the organization	22	Energy efficient operation
	<b>302-3</b> Energy intensity	22	Energy efficient operation
	<b>302-4</b> Reduction of energy consumption	22	Energy efficient operation



GRI standard	Disclosure	Page number(s)	Section
<b>GRI 303: Water and effluents 2018</b>	<b>303-1</b> Interactions with water as a shared resource	31	Water consumption and wastewater generation
	<b>303-3</b> Water withdrawal	31	Water consumption and wastewater generation
	<b>303-4</b> Water discharge	31	Water consumption and wastewater generation
	<b>303-5</b> Water consumption	31	Water consumption and wastewater generation
<b>GRI 304: Biodiversity 2016</b>	<b>304-2</b> Significant impacts of activities, products, and services on biodiversity	36	Biodiversity
	<b>304-3</b> Habitats protected or restored	36	Biodiversity
<b>GRI 305: Emissions 2016</b>	<b>305-1</b> Direct (Scope 1) GHG emissions	25	Air pollutants and greenhouse gasses
	<b>305-2</b> Energy indirect (Scope 2) GHG emissions	25	Air pollutants and greenhouse gasses
	<b>305-3</b> Other indirect (Scope 3) GHG emissions	25	Air pollutants and greenhouse gasses
	<b>305-4</b> GHG emissions intensity	25	Air pollutants and greenhouse gasses
<b>GRI 306: Waste 2020</b>	<b>306-1</b> Waste generation and significant waste-related impacts	34	Waste management
	<b>306-2</b> Management of significant waste-related impacts	34	Waste management
	<b>306-3</b> Waste generated	34	Waste management

GRI standard	Disclosure	Page number(s)	Section
<b>GRI 401: Employment 2016</b>	<b>401-1</b> New employee hires and employee turnover	44	Our employees
	<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	48	Benefits and competitive salary
<b>GRI 403: Occupational health and safety 2018</b>	<b>403-3</b> Occupational health services	49	Workplace health and safety, employee well-being
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	49	Workplace health and safety, employee well-being
	<b>403-5</b> Worker training on occupational health and safety	49	Workplace health and safety, employee well-being
	<b>403-6</b> Promotion of worker health	49	Workplace health and safety, employee well-being
	<b>403-9</b> Work-related injuries	49	Workplace health and safety, employee well-being
	<b>403-10</b> Work-related ill health	49	Workplace health and safety, employee well-being
<b>GRI 404: Training and education 2016</b>	<b>404-1</b> Average hours of training per year per employee	48	Training and development
	<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	48	Training and development
<b>GRI 405: Diversity and equal opportunity 2016</b>	<b>405-1</b> Diversity of governance bodies and employees	56	Diversity and equal opportunity
<b>GRI 406: Non-discrimination 2016</b>	<b>406-1</b> Incidents of discrimination and corrective actions taken	56	Diversity and equal opportunity
<b>GRI 413: Local communities 2016</b>	<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	41	Community
	<b>413-2</b> Operations with significant actual and potential negative impacts on local communities	41	Community

## Carbon footprint 2023 data table

Scope	Category	Location based emission (t CO <sub>2</sub> eq) 2023	%	Market based emission (t CO <sub>2</sub> eq) 2023	%
Sc1	Stationary combustion of heating sources	48.22	0.88%	48.22	1.57%
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	33.35	0.61%	33.35	1.08%
Sc2	Purchased electricity	78.44	1.43%	0.00	0.00%
Sc3 Upstr.	Purchased goods and services	817.08	14.93%	817.08	26.58%
Sc3 Upstr.	Capital goods	106.42	1.94%	106.42	3.46%
Sc3 Upstr.	Fuel- and energy-related activities (not part of Scope 1 or 2)	66.19	1.21%	38.00	1.24%
Sc3 Upstr.	Upstream transportation and distribution	0.00	0.00%	0.00	0.00%
Sc3 Upstr.	Waste transported from site	302.51	5.53%	302.51	9.84%
Sc3 Upstr.	Wastewater generated	12.39	0.23%	12.39	0.40%
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)	32.22	0.59%	32.22	1.05%
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.	Az eladott termékek használata	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Use of sold products End-of-life treatment of sold products	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Downstream leased assets	3,977.67	72.66%	1,683.87	54.78%
Sc3 Downstr.	Franchises	0.00	0.00%	0.00	0.00%
Sc3 Downstr.	Investments	0.00	0.00%	0.00	0.00%
<b>Total</b>		<b>5,474.49</b>	<b>100.00%</b>	<b>3,074.04</b>	<b>100.00%</b>





# IMPRESSUM

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