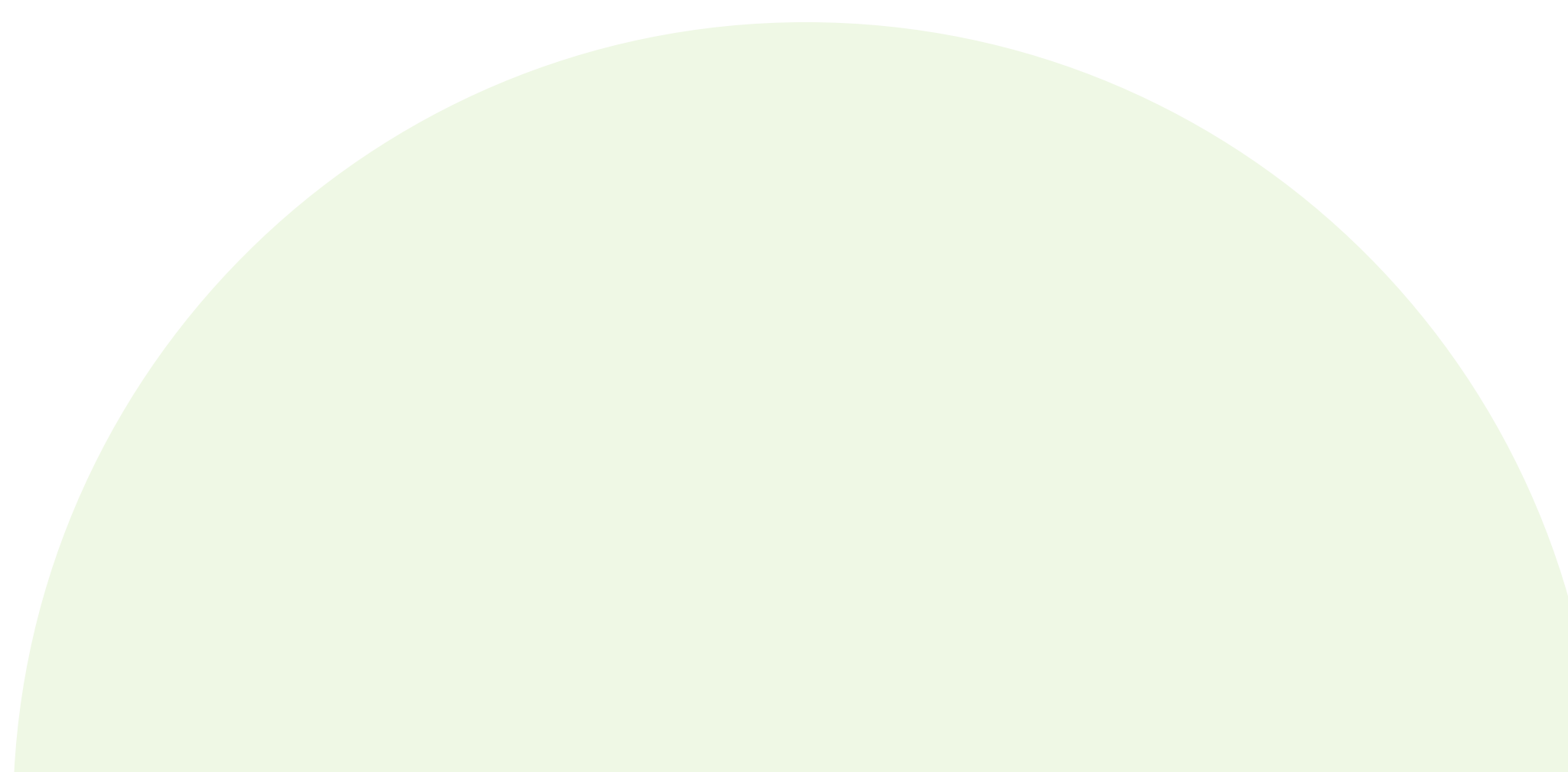


ESG REPORT 2022



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About Our Report

Infogroup Group 2022 ESG Report

Head office: 1115 Budapest, Bartók Béla út 105-113.

Reporting period:

The reporting period corresponds to the 2022 financial year, covering the period from 1 January 2022 to 31 December 2022. The disclosed data pertain to 31 December 2022.

Further information:

Infogroup Sustainability Officer

For inquiries related to our ESG report, please contact our Infogroup Sustainability Officer responsible for ESG matters via email: esg@infogroup.hu

Welcome

Dear Investor,
Dear Reader,

It is a great pleasure for me to present our second sustainability report on the ESG-oriented operation and progress on the sustainability journey of our group, that is entirely Hungarian owned and has a history of over 30 years.

Long-term thinking, value creation, and equitable cooperation with our stakeholders have always been crucial in our operations since the beginning. Today, as the head of our group, I can say that I increasingly focus on sustainability aspects in strategic and operational decisions, and daily activities alike.

I believe that our continued efforts to gradually develop our ESG maturity can positively impact the adaptability of our company, serving as a guarantee for our competitiveness and resilience.

We treat our employees and those in need with respect, prioritise ethical conduct and compliance with the regulatory environment in which we operate. As a Budapest Stock Exchange (BSE) X-BOND market participant, we pay particular attention to our compliance with BSE ESG guidelines. We mutually influence those around us, our stakeholders, investors, society and the environment. As a responsible corporate leader in this cycle, I place great emphasis on dialogue and active communication.

That is why I am pleased to present a closer look at our approach and commitment to sustainability in this ESG report.

Best regards,

Ádám Székely

Infogroup

CEO and Owner



2022: Facts and Figures

Infogroup Group in numbers

year of foundation:
1991

30+
years of experience

32
employees

HUF 5 501 353 000
revenue

HUF 74 187 536 000
balance sheet total

130 000+ m²
industrial and logistics portfolio
in Eastern Hungary

33 000+ m²
office portfolio and hotel investment

96.6%
occupancy rate

90+
tenants

195+ hectares
of development land

Our awards, recognitions and certificates



ESG-oriented Value Creation at Infogroup in 2022

E
Environmental

1 db
electric car

2
Green Committee meetings

S
Social

20 hours
ESG training

44%
female employees

0
accidents

HUF 45+ million
donations

G
Governance

20%
female managers

100%
awareness and acceptance of
the Code of Conduct

0
misconduct

0
substantiated complaints related
to data protection breaches
and data loss

ESG Certificate

Infogroup Management Kft. successfully completed the BSE ESG pilot program with the assistance of FinSofTech Kft., and achieved an advanced level certification for the year 2022.



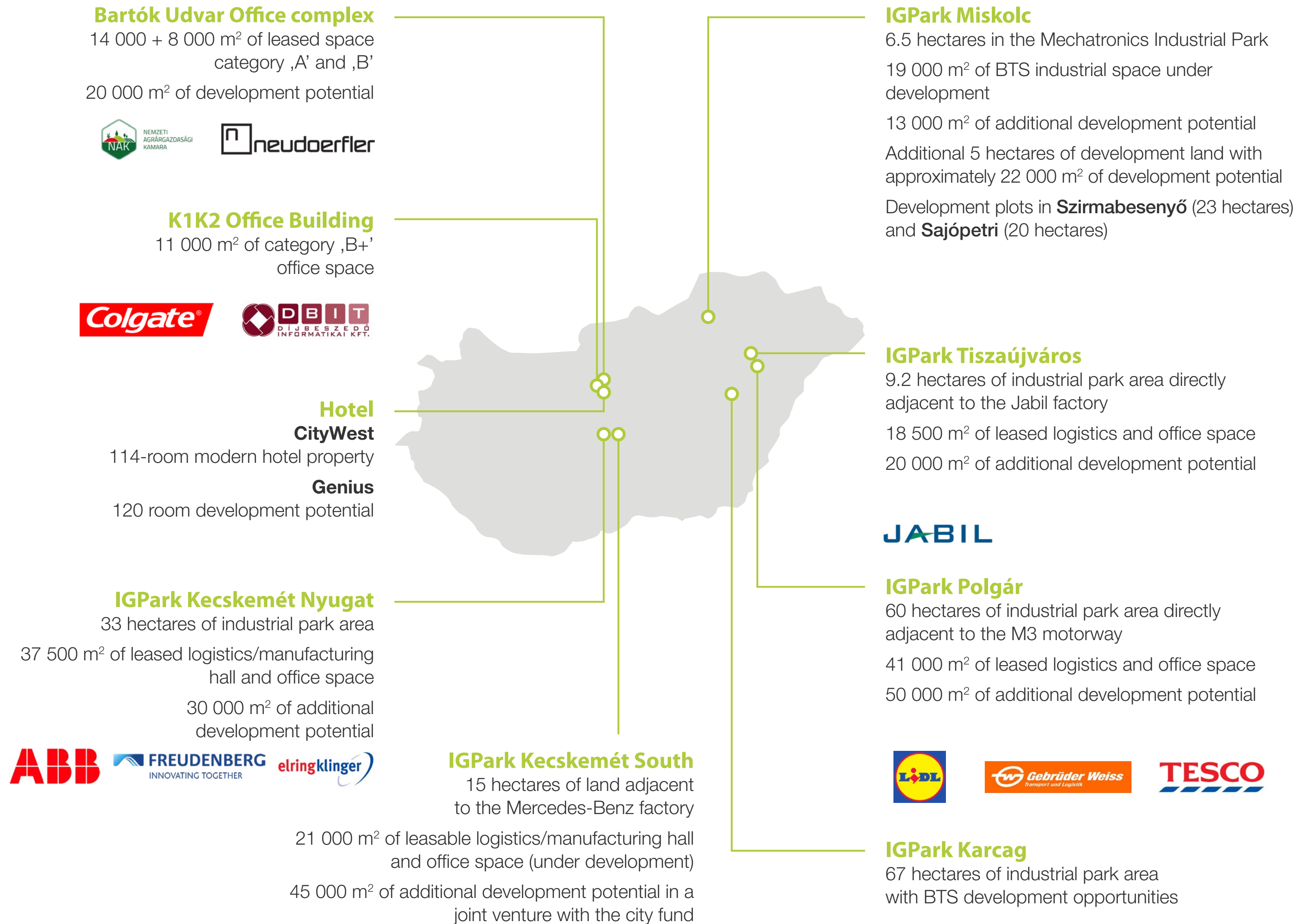
Introduction

A brief overview of our activities

Infogroup Group was founded by dr. István Székely and fellow investors in 1991. Today, the group is a prominent player in the Hungarian real estate market, establishing itself as a leading Hungarian-owned property developer and a regional leader in industrial-logistics development. Our industrial portfolio, spanning over 130 000 m², is located in the eastern and central regions of Hungary. Each of our developments of our own industrial and logistics facilities boasts an excellent location, situated near a highway or main route, and is tailored to the specific needs of our partners. We also have interests in office and hotel developments in multiple locations around Budapest.

With more than 30 years of history, the strength of our group and the key to our dynamic growth is that our real estate development and asset management activities covers the entire life cycle of a property, from the preparation of the land to the operating (industrial) facilities, with all their operational challenges.

Our locations around Hungary



Our values

Well-thought-out and stable values guarantee our everyday operations.

VALUE CREATION

VALUE CREATION

Long-term value creation

Companies that solely focus on competition will ultimately die. Those that focus on value creation will thrive.

(Edward de Bono)

RESPONSIBILITY

RESPONSIBILITY

Responsible operation

It takes 20 years to build a reputation and five minutes to ruin it.

(Benjamin Franklin)

PERSEVERANCE

PERSEVERANCE

PERSEVERANCE

Perseverance is not a long race; it is many short races one after the other.

(Walter Elliot)

INTEGRITY

FAIRNESS

Integrity in cooperation

Coming together is the beginning. Keeping together is progress. Working together is success

(Henry Ford)

Our Story in Sustainability

1990

- The Group is established and jobs are created

2000-es évek

- Start of our foundation support activities

2012

- Waste recycling plant opens in the Karcag Industrial Park area

2021

- Category A+, "Very Good" BREEAM rating (Budapest, Bartók Udvar office building development)
- "Access4you" accessible, certified office location award for Solar Park in Polgár (0.5 MW)

2022

- Introduction of an Equal Opportunities Plan
- Establishment of the Green Committee
- Appointment of a Sustainability Officer
- Implementation of the Green Bond Framework (preparation for green financing)
- Introduction of the Code of Conduct

Our stakeholders

We interact with numerous external and internal stakeholders in our daily operations. We can pursue close professional and business cooperation with them, also in the context of sustainability. Our employees are valuable stakeholders as they contribute to the continuous growth and success of our group every day.



INVESTORS, LENDERS,, RISK ANALYSTS

- Investors
- Budapest Stock Exchange (BSE)
- Banks
- Insurers
- Analysts
- Rating agencies



AUTHORITIES, SUPERVISORY AUTHORITIES, ORGANISATIONS

- Foundations
- Associations
- Chambers
- Municipalities
- NGOs
- Media
- Professional associations



BUSINESS PARTNERS AND COMPETITORS

- Tenants
- Contractors
- Other suppliers
- Partners
- Competitors



EMPLOYEES AND COMMUNITIES

- Employees
- Local communities
- Consumers, customers



Engaging our stakeholders: dialogue and cooperation

We consider dialogue and cooperation with our external and internal stakeholders essential. We actively communicate with our key stakeholders and seek their opinion., In the scope of our materiality assessment, we pay attention to sustainability issues. Our goal is to deepen this dialogue going forward.

Professional memberships and engagements



Ádám Székely -
CEO, owner, Infogroup

TOP 50 REAL ESTATE PLAYERS IN HUNGARY 2022

Ranked for the seventh time

- **Real Estate Developers' Roundtable Association (IFK)**
Vice President and active member of the ESG Working Group
- **AmCham**
Active member of the "Entrepreneurship, Governance and Transparency Committee" and the ESG Working Group, aiming at developing entrepreneurial culture
- **National Association of Facility Management and Building Operation Service Providers (LEO)**
Energy Working Group
- **YPO – Young Presidents' Organisation**
- **MLSZKSZ – Magyarországi Logisztikai Szolgáltató Központok Szövetsége**
(Association of Hungarian Logistics Service Centres)

Our personal professional and social responsibilities



dr. István Székely
owner of the group

Ádám Székely

- President of the Economic Committee of the Presbyterian Association
- Member of the Board of Trustees of the Foundation for Budapest Zoo

- Lecturer at Budapest Corvinus University on family business management and succession planning

- Speaker at the Budapest Institute of Banking (BIB)

- Participant in the roundtable discussion at the "Portfolio Property Investment Forum 2022"

- Former managing editor of the publication "Vállalkozni Jó!"



Our ESG Approach and Sustainability Strategy

Throughout our daily operations and business decisions, we have always placed a strong emphasis on sustainability, energy efficiency, and environmental protection. In 2022, we took significant steps towards raising awareness and implementing our ESG approach.

Green Committee - Sustainability Officer – Green Committee Charter - Green Framework

In 2022, the CEO of our group established the Green Committee with the aim of further promoting the company's strategic environmental, social, and corporate governance commitment in line with sustainability goals. Our strong commitment to sustainability is also declared in the Green Committee Charter. The Green Committee is chaired by the Sustainability Officer. Members are delegated from the Finance, Technical Planning, Sales, Marketing, Asset Management, and Business Development function

KEY DUTIES AND RESPONSIBILITIES OF THE GREEN COMMITTEE:

- assists the company's management in shaping the sustainability strategy,
- supports the integration, efficient implementation, and awareness of the sustainability strategy within the organisation,
- monitors current ESG trends and best practices,
- plays an active role in the development of ESG guidelines and regulations, and their integration into the overall business strategy,
- decides on ESG reporting practices,
- responsible for internal and external ESG related communication,
- supervises and reviews the implementation status of ESG commitments,
- selects and evaluates green projects in line with specific ESG objectives and criteria, as defined in the Green Framework.

Our conscious ESG mindset drives us to formulate our strategic sustainability objectives in general, and fulfil our specific commitments based on our ESG Roadmap.





KEY PILLARS OF OUR SUSTAINABILITY STRATEGY

**GREEN COMMITTEE
& Sustainability Officer**
(Chair of the Committee)

ESG strategy and sustainability objectives

E
Environmental

- Planned waste management
- Measurement of carbon emissions (Scope 1,2,3)
- Conscious reduction of CO₂ emissions
- Monitor and reduce carbon emissions from fuel use
- Environmental risk assessment

S
Social

- Employee appreciation
- Improve employee experience
- CSR activities and support of local communities
- Improve ESG knowledge and practice
- ESG awareness raising and leading by example (e.g. raising awareness of energy efficient behaviour of tenants and stakeholders)

G
Governance

- ESG-compatible operations
- Consider ESG-relevant factors in corporate decision-making
- Projects eligible for green financing
- Monitor ESG performance indicators Annual ESG reporting
- Monitor commitments set out in the ESG Roadmap

Green Committee Charter

Code of Ethics and Business Conduct

Our ESG Roadmap and specific commitments

MAIN OBJECTIVES BY 2023

- Enhance social responsibility and donation activities with employee involvement
- Increase the number of training hours
- Increase renewable energy use: installation of a 0.5 MW solar park at the Kecskemét (KNYIP) location

We annually review our 2030 Roadmap. Our current plan establishes clear goals for sustainable development, aligning with the United Nations Sustainable Development Goals (SDGs).



Specific goals	UN SDGs supported by the achievement of our goals	Timeline for implementation
We aim to significantly increase the proportion of renewable energy in our operations and real estate portfolio by 2030. A significant portion of our new developments will have sustainable certifications. Almost every location will receive green energy, either locally or - where building density or other reasons do not allow - centrally. Our target is to achieve a 20-30% share of renewable energy use across the entire portfolio by 2030.		by 2030
By the end of 2022, we will implement the Code of Conduct and emphasise its importance to our employees through training. By the end of 2022, we will introduce our Equal Opportunities Plan at group level.		by 2030
By 2030, we will significantly reduce waste production through prevention, recycling, and reuse.		by the end of 2022 achieved
Our goal is to map the carbon footprint of our tenants by the end of 2025.		by 2030
We are committed to continuously reducing carbon dioxide emissions. Our target is to reduce Scope 1 and Scope 2 emissions by 20-30% by 2025 .		by the end of 2025
We are committed to continuously reducing carbon dioxide emissions. Our target is to reduce Scope 1 and Scope 2 emissions by 20-30% by 2030. ¹		by 2030
Carbon neutral Europe and carbon neutral Infogroup		2050

¹ Base year: 2022 (GHG Protocol Scope 1, 2 calculations)

Our Material Topics

Our materiality assessment took the current economic situation, the expectations of our stakeholders and our sustainable development goals into account.

Materiality assessment and stakeholder engagement

Thanks to our ESG approach, we pay special attention to involving our key stakeholders in sustainability topics. During our materiality assessment, we collected feedback from our key stakeholders, employees, and collaborators through anonymous surveys and short phone interviews. We evaluated the feedback and identified the material topics and areas important for our stakeholders. In the outcome was a list of material topics to guide the preparation of our 2022 report.

<div style="text-align: center; margin-bottom: 10px;"> E Environmental </div> <ul style="list-style-type: none"> • Green projects • Emission reduction • Efficient energy management • Waste management • Conscious water usage • ESG-profiled tenant mix 	<div style="text-align: center; margin-bottom: 10px;"> S Social </div> <ul style="list-style-type: none"> • Human capital • Employee experience and appreciation • Sustainable built environment • CSR activities • Support of local communities 	<div style="text-align: center; margin-bottom: 10px;"> G Governance </div> <ul style="list-style-type: none"> • Transparent governance • Sustainability in governance • Business ethics • Data protection • Risk management
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Our Commitment to the Environment

Green projects

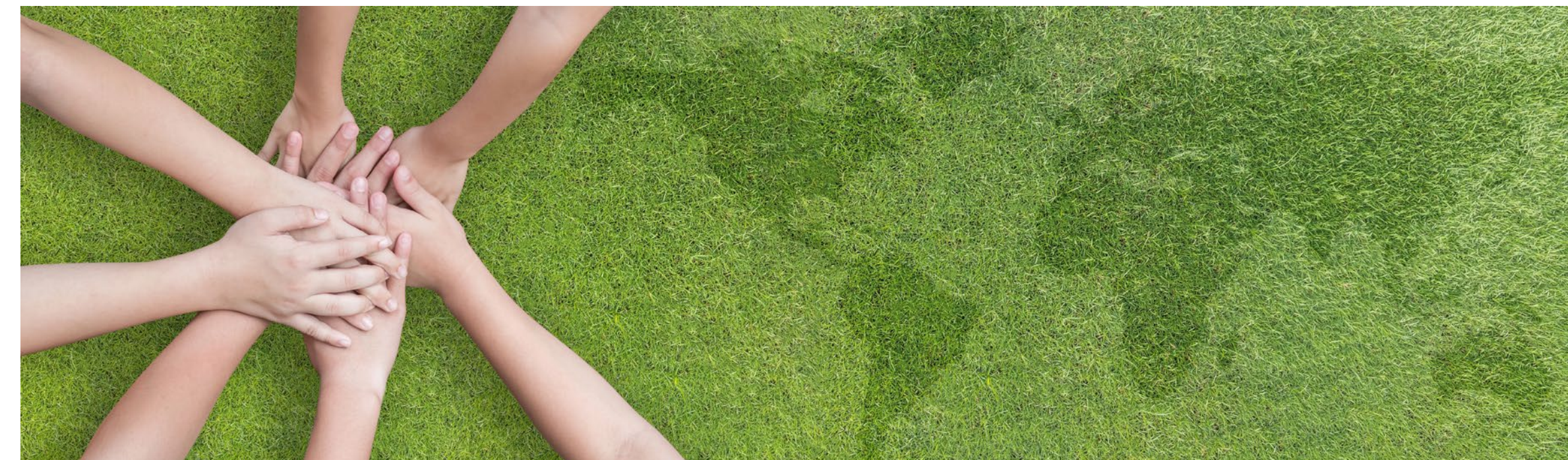
In 2022, we created a framework for issuing green bonds for **projects related to green buildings, energy efficiency and renewable energy**. We made major commitments in our green financing framework, emphasising our environmental responsibility and aspirations outlined in our sustainability strategy.

THE GREEN COMMITTEE'S KEY RESPONSIBILITIES IN THE GREEN FRAMEWORK

- identify negative social and/or environmental risks and opportunities associated with a given green project,
- evaluate environmental risks,
- select green projects eligible for support based on specified criteria,
- report on the environmental and sustainability impact of green projects in an impact assessment.

During each green bond issuance, we follow the guidelines set out in the framework.

Further information: https://infogroup.hu/wp-content/uploads/2022/08/Infogroup_Green-Bond-Framework-2022_07_29-final.pdf



Emission reduction

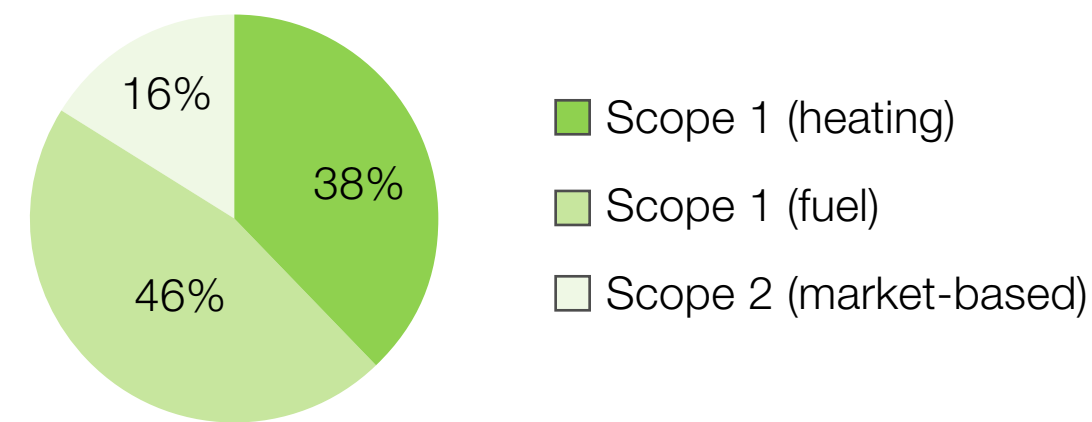
We are committed to reducing carbon dioxide emissions. We achieve this through measurement, data monitoring and the implementation of the appropriate measures. To reduce our emissions, we are mindful of the efficiency of our own consumption, and we can significantly influence the emissions related to our tenants' energy use through the design and construction of our properties. Our own activities and best practices also set an example for our tenants.

Our carbon footprint in 2022²

Emissions from the heating installations operated by Infogroup and emissions from the group's vehicle fleet were identified under Scope 1. Indirect, Scope 2 emissions are related to Infogroup's 2022 grid electricity consumption (i.e. electricity generation) were identified.

The group's total carbon footprint is 116.00789 t CO₂e (calculated with market-based Scope 2)

The majority (84%) of our carbon footprint comes from Scope 1 emissions with emissions from heating amounting to 46%, and emissions from fuel consumption reaching 54% within Scope 1.



Carbon offset plan and tree planting

To reduce and offset greenhouse gas emissions, we focus on mapping the effects of carbon footprint reduction through planting trees. It is well-known that trees can sequester carbon dioxide and produce oxygen throughout their life cycle and growth, and – among many other positive attributes – contribute to the mitigation of global warming.

We have decided to implement a tree planting program in our group. The planned forestation will take place in the IG Kecskemét WestIndustrial Park, covering an area of 12 250 m² of field maple, birch, narrow-leaved ash, Scots pine, Turkey oak, hazelnut, hawthorn and privet.



SCOPE	Emission	Unit
Scope 1	97 187	t CO ₂ e
From this: Heating	44 289	
From this: Fuel	52 898	
Scope 2 (Electricity)		
Market-based	18 821	t CO ₂ e
Total (with market-based Scope 2)	116 00789	t CO₂e

² The carbon footprint was calculated using the standards and calculation guidelines laid down in the Corporate Standard of the GHG Protocol, a comprehensive, unified framework developed by the World Resources Institute and the World Business Council for Sustainable Development for measuring and managing greenhouse gas emissions.

Efficient energy management

When making decisions to increase energy efficiency, we consider multiple factors: the type and location of the property, target tenant market, local building regulations, physical and legal possibilities for introducing renewable energy, consumption metering capabilities and the performance of the existing building stock.

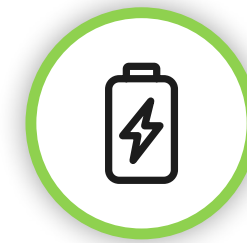
We place great emphasis on developing efficient energy management, promoting conscious consumption and measuring building energy performance, while also decreasing the ecological footprint of our buildings. This contributes to reducing operational costs and regulatory risks. Additionally, these efforts have a positive impact on tenant perception.

FOCUS AREAS OF OUR ENERGY MANAGEMENT ACTIVITIES:

- energy renovations
- development of renewable energy generation opportunities
- implementation of modern heating solutions and continuous boiler replacements throughout our entire portfolio
- continuous renewal of roof insulation in our older warehouses
- elimination of gas consumption during summer by using solar thermal collectors supplemented by electric boilers
- switching from traditional lighting to LED in our older warehouse in Polgár
- energy saving tips and transparent presentation of comparative data to our tenants.

ENERGY EFFICIENCY ACTIONS COMPLETED IN 2022

- Roof insulation at IGPark Kecskemét West Industrial Park
- LED conversion at IGPark Kecskemét West Industrial Park
- Replacement of boilers with electric water heaters for hot water during summer at IGPark Kecskemét West Industrial Park
- Wall boiler replacement at IGPark Polgár Industrial Park
- LED conversion at IGPark Polgár Industrial Park



Energy consumption in 2022

Total energy consumption	68 129 MWh
Total renewable energy consumption	0 Joule

Waste management

Conscious waste management in our operations begins with preventing waste generation. What does this mean in practice? We particularly focus on minimising waste generation in our daily activities, thereby reducing the negative environmental impact.

The waste generated during operations is collected selectively, and we also provide selective collection solutions for the tenants in our real estate portfolio. In 2022, selectively collected waste amounted to 376.83 kg.



Key waste management figures in 2022

Total waste generated	9 616.806 tonnes
Total recycled waste	0 tonne

IN 2022, E-HULL COLLECTED THE FOLLOWING TYPES OF WASTE:

Heat exchanger waste:	5 772 769 kg
CRT waste:	453 146 kg
Electronic equipment waste	89 330 kg
Mixed electronic waste:	3 301 561 kg
Total waste received:	9 616 806 kg

OVERVIEW OF THE WASTE MANAGEMENT CENTRE IN THE KARCAG INDUSTRIAL PARK

The waste utilisation facility in the Karcag Industrial Park operates as a modern Waste Management Centre, meeting EU standards. Elektronikai Hulladékhasznosító Kft. (Electronic Waste Recycling Ltd.) was founded by six Hungarian companies, including INFO Kft., a member of the Infogroup group, to ensure the collection, transportation, storage, and treatment of e-waste along prudent professional and environmental guidelines. Karcag is the only location in Hungary using machine technology for processing refrigerators. The company collects and preprocesses approximately 7 000 tonnes of refrigerators, 2 000 tonnes of cathode-ray tube (CRT) devices, and 2 000 tonnes of other electronic devices (household appliances, computer equipment, DIY tools) per year. Secondary raw materials (metal and plastic fractions) recovered during processing are either delivered directly to recyclers or further processed (PCB boards, compressors), and the remaining small fraction is disposed of (refrigerant, shredder waste). The newest 5 000 m² hall will house a waste utilisation facility, employing innovative technology for the recycling of PUR powder, a previously incinerated hazardous waste. The essence of this technology is to use the PUR powder, commonly used in refrigerator insulation, as a filler for road construction components and profiles, replacing sand. The process is environmentally friendly, with a significant portion of the required energy provided by a solar farm. In addition to organising waste collection, the company contributes to public awareness by hosting visitor groups, promoting a more environmentally conscious mindset.

	2013	2014	2015	2016	2017	2018	2019	2020	2021	Total tonnes
Total collected waste (tonnes)	262	5 852	8 191	9 006	10 513	10 555	10 237	10 984	10 606	76 205

Controlled water consumption

As the protection of our planet’s freshwater resources requires prompt action globally, our company has added continuous water use reduction in our operations to our sustainability goals. Although our office activities are not particularly water-intensive, it is important that we take the appropriate steps through our water conservation mindset and controlled consumption. All the more so, since we set an example to our tenants, encouraging our stakeholders to use water stewardship practices.

WATER SAVING MEASURES

- Adjusting the urinal flush valves and built-in toilet valves to an economical level can reduce their water use by 25%.
- Installing aerators on hand sinks can reduce the current flow rate of 8-9 L/minute by up to 50%.
- We extend our water consumption reduction measures to all our buildings, allowing us to track the extent of savings on a monthly and annual basis.

ESG-profile tenant mix

Sustainability and the ESG approach play an increasingly significant role in our relationships, contracts and agreements with tenants. Our goal is to map out the carbon footprint of our tenants by the end of 2025.

As part of this initiative, we encourage our tenants to measure and disclose their energy consumption data, and we identify performance goals in consultation with tenants. In this respect, we should reckon with energy, water, and indoor environmental quality in particular can drive the value of real estates, increase tenant demand and satisfaction, reduce direct operating costs, and mitigate risks associated with building regulations and ordinances.



Water consumption in 2022

Total water consumption	74 340 litres
Reused water	0 litre

Corporate Social Responsibility

Human capital

The key to our successful operation is our team, as we can only achieve our goals together only through their commitment and actions. They are our most important stakeholders, and we take particular pride in them.

In 2022, we employed a total of 32 individuals, with a turnover rate of 9%. Our workforce comprises 44% female employees, while in the case of our managers, the ratio is 20%.

Employment data of Infogroup in 2022

Total number of employees	32 persons
with permanent (indefinite) employment contracts	32 persons
of which female	14 persons
of which male	18 persons
with fixed-term employment contracts	0 person
of which female	0 person
of which male	0 person
of which inactive employees	2 persons
of which female	2 persons
of which male	0 person
Number of employees by type of employment	
full-time employees	27 persons
of which female	10 persons
of which male	17 persons
part-time employees	5 persons
of which female	4 persons
of which male	1 person
Number of non-employee workers	0 person
of which female	0 person
of which male	0 person

Employment data of Infogroup in 2022

Workforce Management

Turnover	9%
Workplace accident rate	0
Average number of health and safety training hours (ratio of health and safety training hours provided to employees to the number of employees)	1.0 hour/person
Average number of training hours	1.6 hours/person
ESG training	0.6 hour/person

Equality and Diversity

Percentage of female employees	44%
Percentage of female managers	20%
Total number of employees under 30	1
of which number of female employees	1
Total number of employees aged 30-50	22
of which number of female employees	10
Total number of employees over 50	9
of which number of female employees	3

THE SAFETY OF OUR STAFF

The health and safety of our staff is a key priority for us. We are proud to announce that all our employees attended our health and safety training sessions in 2022, and fortunately, we concluded the year without any workplace accidents, adhering to all regulations.

TRAINING

In 2022, we reached a significant milestone in our sustainability journey by introducing ethics and ESG courses to our training portfolio comprising an average of 57 training hours in total.

MARKET-LEVEL COMPENSATION AND BENEFITS

We offer our employees variety of jobs, competitive, market-based salaries, and provide the necessary tools for their work (laptops, phones, and, if needed, company cars).

CONTRIBUTION TO WORK-LIFE BALANCE

Creating a balance between work and personal life is a challenge not only for our company and employees but for society as a whole. A harmonious lifestyle and a stress-free work environment have positive effects on health. We offer part-time employment, especially as a family-friendly solution for employees returning from maternity or parental leave. Additionally, we support our employees with the option of occasional remote work.

Employee experience

Our people are the primary ambassadors and most authentic representatives of the Infogroup brand. We strive to create an engaging corporate culture employees look forward to come to, work with enthusiasm and spread our good reputation, thereby building our employer brand. As a family business, we foster a familial and understanding atmosphere, respect working hours, and offer part-time employment opportunities for moms returning after childbirth.

VALUES – MISSION – CODE OF CONDUCT

The foundation of our successful collaboration with employees is articulated in the detailed statement of our values. It is important that they understand why and how we work together. As for the “how”: our Code of Conduct and the related training help employees understand the expected behaviour in the workplace.

ATTRACTION, RETENTION AND ENGAGEMENT

We believe in a conscious employee experience that accompanies our team on their path from attraction through the hiring process, retention, and ultimately to their commitment. Employee retention, commitment and enhancing employee experience are important for us. We post online job advertisements for recruitment in general, and for leadership positions and roles requiring specific expertise and experience, we engage headhunting services. However, our referral system is also important as it provides valuable feedback. We are particularly proud that our employees recommend us on their own accord.

ONBOARDING

We approach our new employees with care and attention from the first meeting. We introduce the group, organisational structure, activities, properties, and locations to our new hires. Throughout the process, we particularly focus on how our corporate governance functions and explaining ethical standards to facilitate smooth onboarding and integration.

EMPLOYER BRANDING

Understanding the expectations of our employees, promoting their well-being, and recognising their work significantly shape the image they have of us. Therefore, we place great emphasis on maintaining the commitment of our employees and working together with them for the overall success of Infogroup.



*„If you love what you do, you’ll never work a day in your life”
(Steve Jobs)*

The key factors shaping employer branding



OUR ACTIVITIES TOWARDS WORKPLACE WELL-BEING

Office massage, fruit days, annual multi-day team building events, participation at professional conferences, organising joint dinners, modern and pleasant communal spaces in the office (bistro-style kitchen, cosy terrace), suggestion box, annual performance assessment.

Internal corporate communication

The management shares business developments and upcoming tasks with employees at the meetings held at least quarterly. Company dinners and annual team building events also enhance the effectiveness of internal communication. In our daily operations, we use SharePoint to share important information with our people. Key topics and events are communicated via e-mails from the management.

Sustainable built environment

People spend most of their worktime in various buildings, therefore, their interior quality, especially green buildings, is also critical in preventing illnesses. Research has also shown other positive health and occupational effects of the built environment.

We also focus on social aspects in the design of our office buildings, paying particular attention to the importance of location, accessibility by community transport and bicycle, services and amenities, green areas, natural light, terraces and courtyards. We also make sure to facilitate access to and use of our buildings for people with disabilities.

In pursuit of our long-term success, we strive to establish a close relationship based on trust with our stakeholders along shared values. This involves creating an environment where our employees can leverage their talents, where properties and services offer an unique value proposition, deliver excellent quality and have added value, and where health and safety are evident. We take pride in partnering with a waste management company that not only employs the most advanced methods in Hungary but also provides employment opportunities for waste sorters who were previously homeless, offering them a

second chance. Another strong point in our commitment to social responsibility is that we support job creating investments in underdeveloped/developing areas by providing modern, efficient facilities for tenant companies.

INTRODUCING THE KEY PROPERTIES OF OUR PORTFOLIO

- **BARTÓK UDVAR OFFICE COMPLEX**

Bartók Udvar, with its modern, avant-garde traits, is located in Bartók Béla út, one of Budapest's vibrant hubs. Bartók Udvar is currently a complex of class A and B office buildings. With 28 000 m² of leasable area, the office building is conveniently located for easy access from any direction. The meticulous design, large green areas and numerous services lend a unique ambience to the office building. Key parameters: Green internal garden - Customised fit-out of leased areas - Access card system - Conference room rental - Electric car charging stations - 500 parking spaces - Leased area expansion option within the building - Café and restaurants in the building - Grocery store in the building - Bicycle storage with changing rooms and showers - Category A office building - 24/7 reception and security service - Storage space for rent - CCTV - Selective waste collection and recycling - On-site facility management, technical assistance

- Bartók Courtyard II Office Park has a BREEAM "very good" rating. BREEAM is one of Hungary's most popular sustainable building rating systems that supports buildings with reduced energy consumption, various water use reduction solutions, and investments that do not require new green areas for development, but are brownfield projects with a lower environmental impact.



Our CSR activities

Our social responsibility, social sensitivity and aligned support strategy are integral parts of our everyday life. The supported foundations, associations and organisations we are happy to stand behind and help are proof of our commitment to CSR matters. Our activities are coordinated by our **CSR officer**.



Donation activity

Amount donated in 2022

HUF 45 750 000

- **Mosoly Alapítvány (Smile Foundation)**

Mosoly Alapítvány provides much-needed mental health support to children with serious and chronic disease through its free art therapy programs.

We have been supporting Mosoly Alapítvány for years through the annual Mosoly Váltó (Smile Relay) run, contributing both as a leg sponsor and as participants, running alongside the children supported by the foundation. Expressing our recognition for the foundation's work, we have taken our support to the next level and, starting from 2022, we have committed to a donation of HUF 5 million annually for four years under a long-term grant agreement.

- **Additional supported organisations**

- Ökumenikus Segélyszervezet
- Nemadomfel Alapítvány
- "Tegyük rendbe!" Városrészfejlesztő és Közösségteremtő Egyesület
- Magyar Koraszülött és Újszülött Mentő Alapítvány
- Presbiteri Szövetség
- Mezőtúri Művészeti Közalapítvány
- Korszakváltó Művészek Egyesülete
- Szent Benedek Katolikus Általános Iskola Alapítvány
- Fővárosi Állatkert
- Polgári Lokálpatrióta Mozgalom Egyesület (Polgár)
- Magyar Hospice Alapítvány
- Magyar Mentőszolgálat
- Budafoki Nyolcévfolyamos Oktatásért Alapítvány
- Napraforgó Alapítvány (Tiszaújváros)
- Miskolci Sportiskola
- Rózsakertért Alapítvány
- Budahegyvidéki Református Templomért Alapítvány
- Újbuda - Nagycsaládosok Karácsonya
- AIPA Alföldi Iparfejlesztési Kft.

In 2022, through corporate income tax support (TAO) totalling HUF 20 900 000, we supported the following organisations: Polgár City Sports Club, Borsod Sport Club, Score-Goal Kecskemét Sports Facility and Miskolc Sports School. Since it is important for our group to have a positive impact on local communities where we conduct business, we support local sports education at our rural locations.

Support of local communities

We are present in several cities through our office buildings and industrial parks. The support of local communities at these locations, on top of TAO contributions is particularly important. In Polgár, for example, we previously supported the local health foundation to purchase equipment for the treatment of local people with diabetes. In the 11th district of Budapest, where our Bartók Udvar office complex and head office are located, we regularly support the district's Christmas for Large Families initiative through the Municipality of Újbuda, as well as the VICUS XI Public Foundation, which helps the needy in the district.



Key Features of our Good Governance

Transparent corporate governance

Our company is committed to responsible, transparent and efficient corporate governance, and fair business practices. In recent years, we have transformed the group structure into a well-defined structure consisting of holding companies, management companies, and project companies. The managing directors of the companies within the group are dr. István Székely and Ádám Székely. Dr. István Székely is the founder and first CEO of the group, working actively for the group for over 30 years.

Due to the growth in the size of our company, ownership and management responsibilities gradually separate. The owners primarily manage the holding companies, and the executive responsibilities of project companies are gradually handed over to the senior management.

Our company is managed by the managing directors. The four members of the management team have many years of management experience in the field of engineering, real estate sales, banking and finance.

The decision-making mechanism within the company is structured as follows:

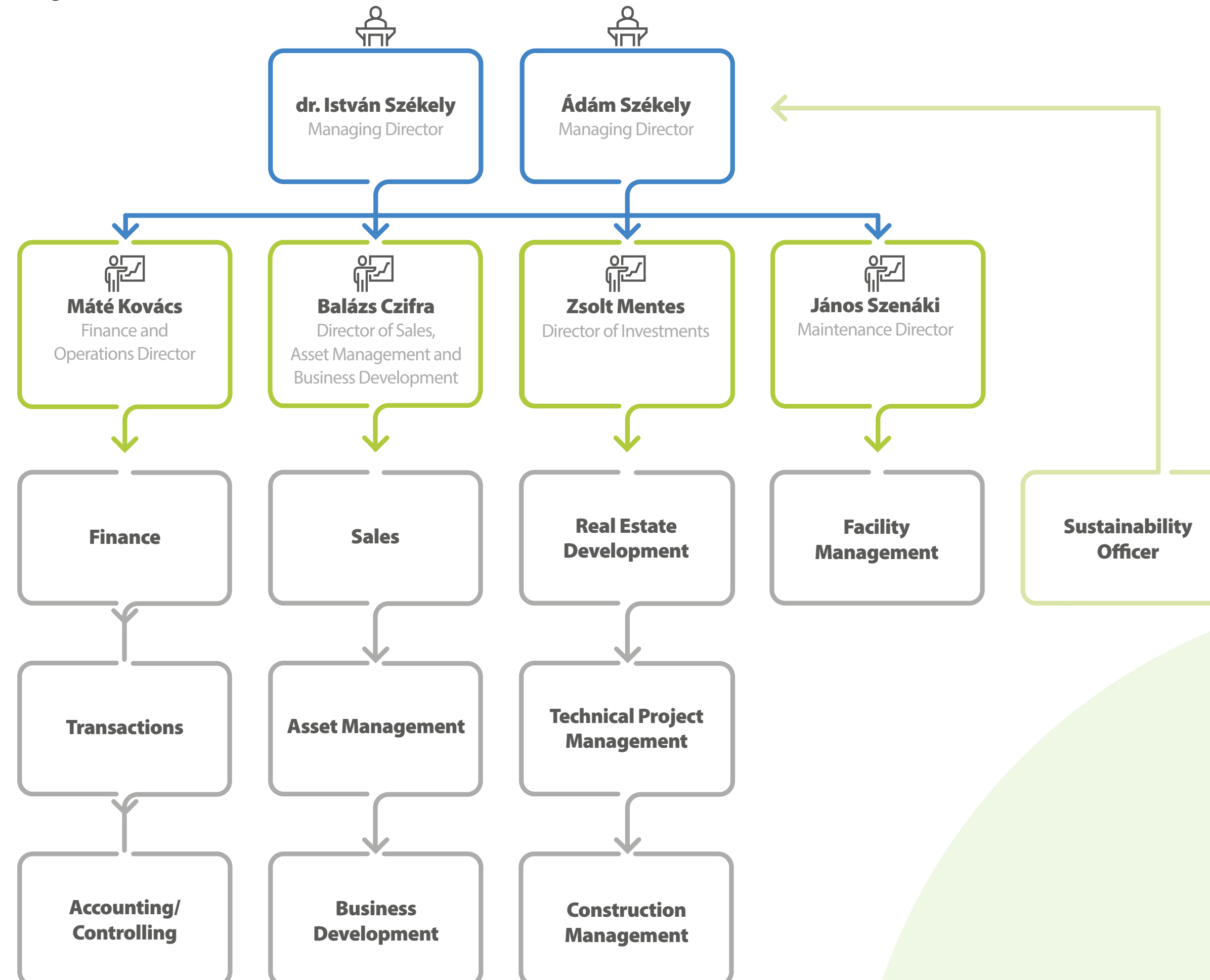
BOARD OF DIRECTORS - STRATEGIC LEADERSHIP

- Defining the main pillars of the long-term strategy and business plan based on the strategic goals for the upcoming business year
- Continuous monitoring of sales and cost plans
- Exploring new strategic opportunities, developing new business development directions

OPERATIONAL MANAGEMENT

- Project implementation and management
- Implementation of the agreed development strategy
- Coordinating business, managing key accounts and stakeholders
- Presenting potential strategic proposals to the Board

Organisational structure



Infogroup's priorities in corporate governance

Ensure transparency and compliance	Ensure that our employees and partners adhere to our requirements for ethical business practices	Identify and mitigate sustainability risks
------------------------------------	--	--

Main pillars of Infogroup's governance and operation

Principles of conduct and action	Policies and frameworks	Committees
<p>Values</p> <p>Code of Ethics and Business Conduct</p> <ul style="list-style-type: none"> • Anti-corruption • Whistleblower Protection <p>Terv Equal Opportunity Plan</p>	<p>Organisational and Operational Rules</p> <p>Data Protection Policy</p> <p>Privacy Notice</p> <p>Responsible Procurement Policy</p> <p>Green Committee Charter</p> <p>Green Bond Framework</p>	<p>Green Committee (Chaired by the Sustainability Officer)</p> <p>Investment Committee (Approves project plans, procurement and budget)</p>

- Cooperation with the independent auditor, regulators and authorities
- Integrated ERP system (ENIAC) for monitoring and mitigating business risks, tracking and inspecting business trends
- Monthly monitoring reports to banks and financial investor partners





Sustainability in corporate governance

Our company treats sustainability matters as a top priority. The relevant guidelines, objectives and specific commitments regarding sustainability are outlined in our Sustainability Strategy and ESG Roadmap.

SUSTAINABILITY STRATEGY AND ESG ROADMAP

For further information, please refer to the chapters "Our ESG Approach and Sustainability Strategy" and "Green Projects."

ESG ORGANISATIONAL RESPONSIBILITY

All sustainability related issues are coordinated by our Sustainability Manager, who is also the chair of the Green Committee.

GREEN COMMITTEE

Established by our company's CEO, the Green Committee promotes strategic environmental, social and corporate governance commitment in line with sustainability goals.

TASKS AND RESPONSIBILITIES OF THE GREEN COMMITTEE

For further information, please refer to the chapters "Our ESG Approach and Sustainability Strategy" and "Green Projects."

ESG COMPETENCY DEVELOPMENT

Our middle and senior management team members participated in a 20-hour ESG training program in 2022 to enhance their knowledge and skills, and gain more experience in ESG.

Infogroup significantly solidified its theoretical and practical ESG knowledge through participation in the "Environmental, social, and governance aspects. What does ESG mean in the life of a company?" grant support and educational program delivered by the Budapest Stock Exchange.

Business ethics

Our Group Code of Ethics and Business Conduct provides clear guidelines for ethical behaviour for our employees and the entities doing business with us.

• Key elements of the Infogroup Code of Ethics and Business Conduct

- Respect for human rights
- Prohibition of child, slave, forced and compulsory labour
- Prohibition of discrimination, harassment and retaliation
- Legal compliance
- Anti-corruption
- Conflict of interest
- Condemnation of all forms of illegal employment
- Ensuring fair employment and remuneration practices and working conditions
- Providing a healthy and safe working environment
- Environmental protection, efficient energy and water use and waste management
- Information security, protection of trade secrets and intellectual property
- Privacy and protection of personal data

TRAINING AND AWARENESS RAISING

It is essential for our employees to be familiar with and understand ethical standards. We organise comprehensive ethics training for all employees.

REPORTING MISCONDUCT AND PROTECTION OF WHISTLEBLOWERS

Our company provides the opportunity to report violations of the Code of Conduct **in person, by telephone or e-mail**, and makes every effort to protect employees who report violations from discrimination and unfair treatment.

Data protection

We are committed to protecting personal data and complying with data protection regulations. Adequate information security measures ensure the confidentiality, integrity, and availability of personal data. Every employee must adhere to the relevant legal requirements and apply the appropriate practices.

The detailed procedures for the protection of personal data are set forth in our Code of Ethics and Business Conduct and GDPR Policy.

PRIVACY NOTICE

Our company's privacy notice establishes rules for the protection of natural persons concerning the processing of their personal data and the free movement of such data. The notice generally applies to all affiliates, executive officers and employees of the Infogroup Group, and all third parties (e.g. contractors) working with or for Infogroup under a contract, who may process personal data on behalf of any Infogroup Group affiliate.

Complaints or comments on unlawful processing may be submitted to our **Data Protection Officer** electronically at adatvedelem@infogroup.hu, by mail or in person. Further details: <https://infogroup.hu/en/adatkezelesi-tajekoztato/>

Since the introduction of Regulation (EU) 2016/679 (GDPR) by the European Parliament and Council, we have not identified any complaints, data theft, data loss or data leakage incidents.



Data security in 2022

Number of substantiated complaints due to data breaches and data loss

0 complaints

Risk management

Our company recognised that actively managing the transition from fossil fuels to renewable energy sources significantly reduces the **climate-related risks** of investments. Accordingly, risk management will be paramount to the extent possible in our operations in the future, both at the operational and strategic levels. Our risk management mechanism helps align risks and opportunities with strategic goals and protect against future uncertainties. The foundation of risk management is to identify and assess risks, then continuously keep them under control.

We particularly focus on examining our operations in terms of how **climate change** may impact our activities, and identify major risks that could mean the primary threat to our operations. In this process, we also view the situation as an opportunity, as our solutions allow us to respond quickly and flexibly to emerging problems in our constantly changing environment.

• Main risks

- Risks arising from macroeconomic factors
- Employment related risks
- Operational risks
- Transition risks
- Climate risks
- Supplier risks
- COVID-19

• Managing the energy crisis in 2022

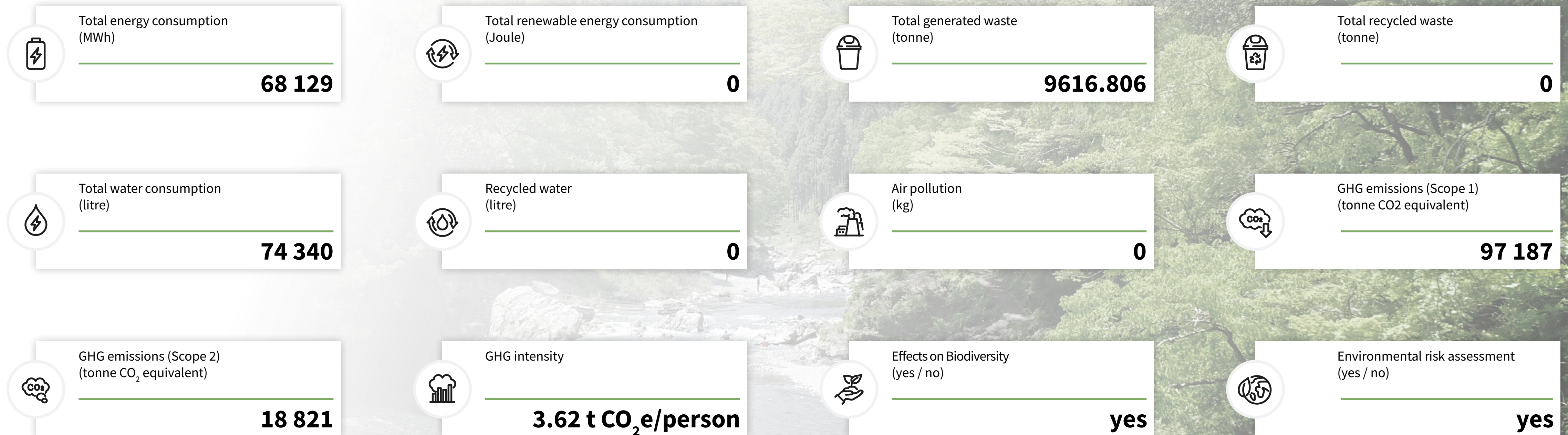
Our company was hardly affected by the 2022 energy crisis due to the following factors and measures.

- Our highest energy consumers are large companies with a strong financial position, typically with fixed leases, in the industrial and logistics sector, with occupancy rates above 97%.
- These major energy intensive tenants have committed to paying their energy bills months in advance based on expected consumption.
- Our contracts also protect us in the event that the contracted energy is not used due to the tenants' decreasing energy demand.
- Tenants in office buildings are less affected by the energy crisis. We help to improve tenants' consumption efficiency by providing comparative analyses and energy saving suggestions.
- The average age of our real estate portfolio is relatively low, and the proportion of modern, energy-efficient buildings is high.
- No tenant initiated the termination of a long-term lease. Occupancy even increased slightly during the year.
- Tenants continued to pay their bills on time, including the increased energy costs.



E - Environment

Environmental indicators*

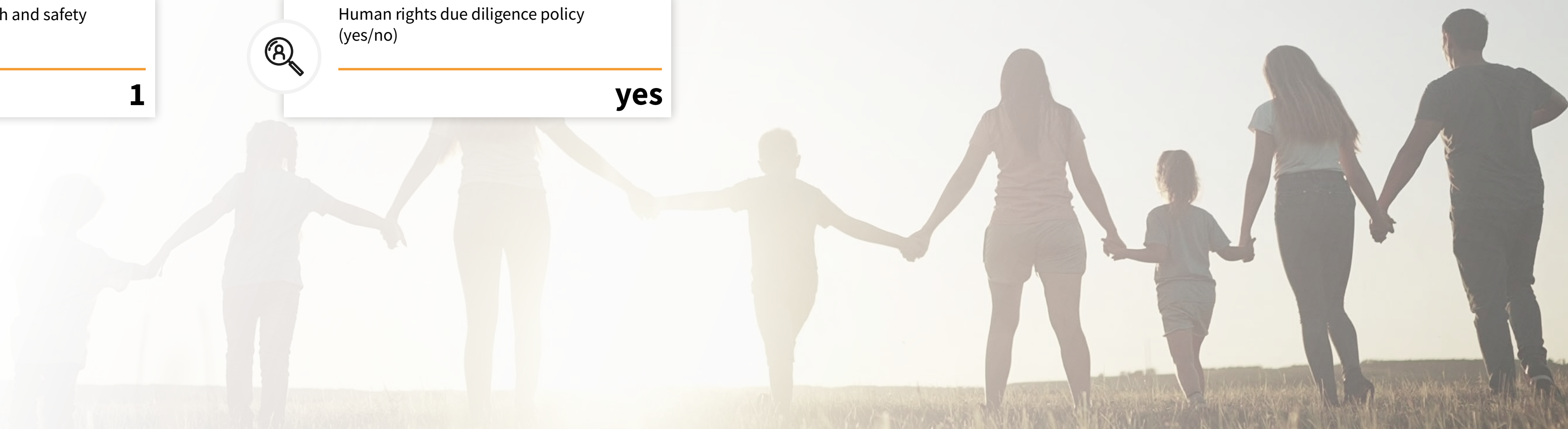
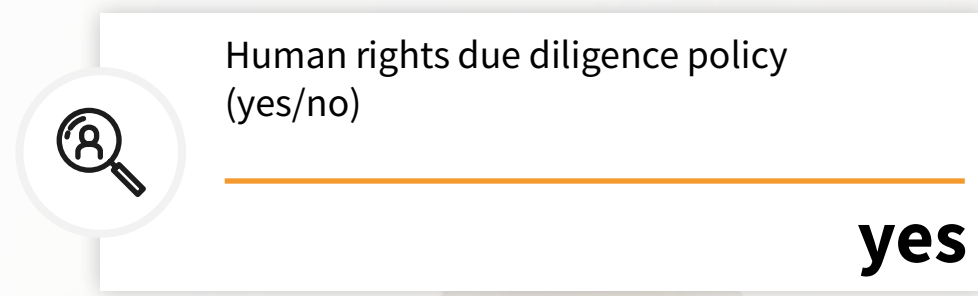
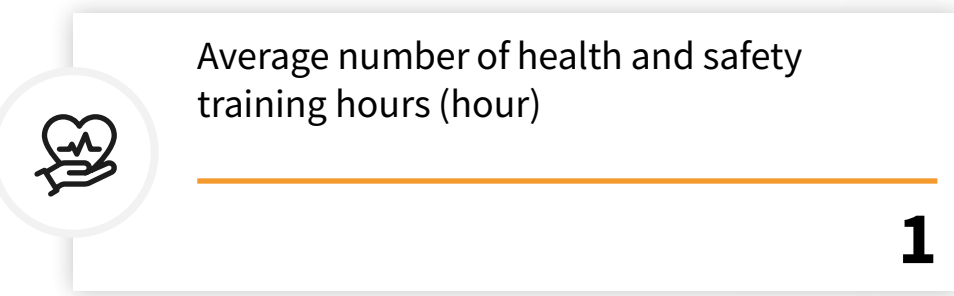
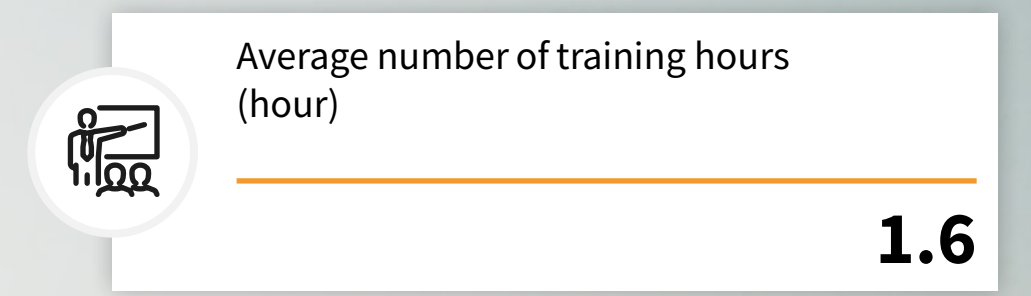
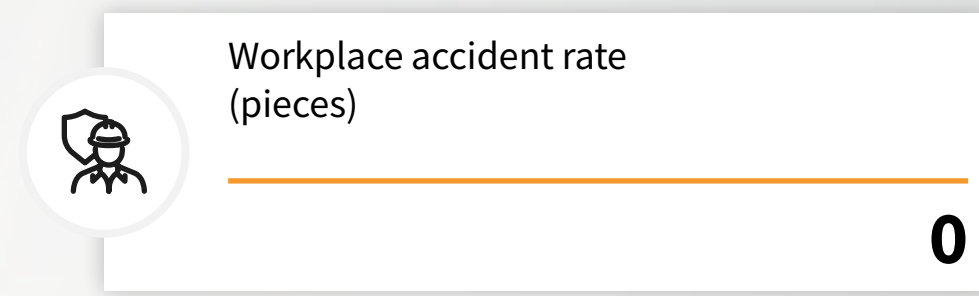
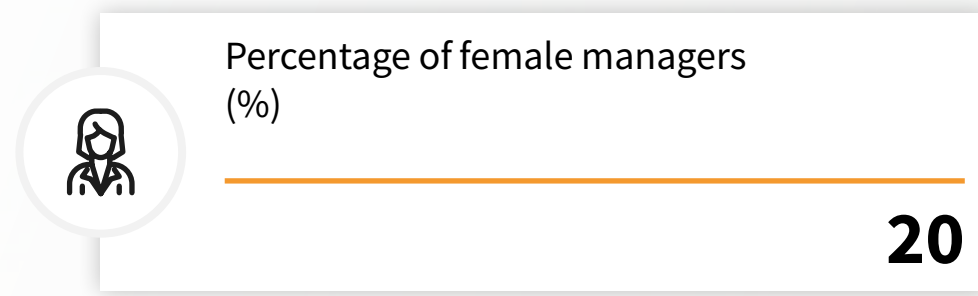
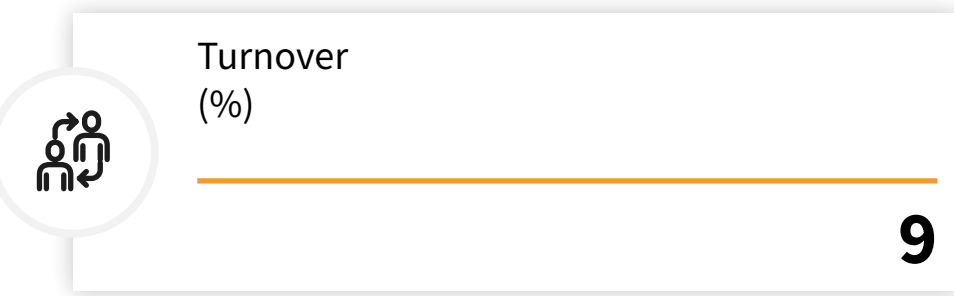


* Number of substantiated complaints for the infringement of customer privacy and loss of customer data.

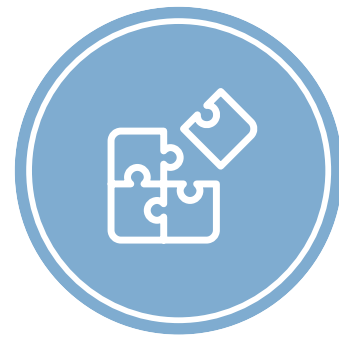


S - Social

Social indicators*




* Number of substantiated complaints for the infringement of customer privacy and loss of customer data.




G - Governance


Governance indicators³

 Anti-corruption policy
(yes/no)


yes

 Responsible procurement policy
(yes/no)


yes

 ESG officer
(yes/no)


yes

 Whistleblower protection
(yes / no)


yes

 Data security⁴
(pieces)

0

 ESG competence development
(yes/no)

yes

 Stakeholder engagement
(yes/no)

yes

³ Number of substantiated complaints for the infringement of customer privacy and loss of customer data.

⁴ Based on headcount.

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www.linkedin.com/company/credit-management-group-esg-solutions/



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