Creating Value, Building Communities

Globalworth
Sustainable Development Report 2025

globalworth

→ Inside this report

Welcome to our Sustainable Development Report 2025

In a year marked by transformation, Globalworth – an established leader in the Central and Eastern European real estate sector – steered the markets of Poland and Romania with resilience and forward-thinking innovation. Guided by strategic vision and bold ambition, we are shaping the future of real estate in the region.

Our mission is to acquire, develop, and manage primarily office-focused real estate, with the goal of becoming the landlord of choice for top national and multinational companies operating in CEE.

Our reporting

We are of the view that diligent performance monitoring and reporting enable us to support and effectively manage our achievements. In line with this ongoing endeavour, we released Globalworth's "2025 Sustainable Development Report" in June 2026.

Visit our website

Read our Annual Report 2025

Visit our X page

Visit our YouTube channel

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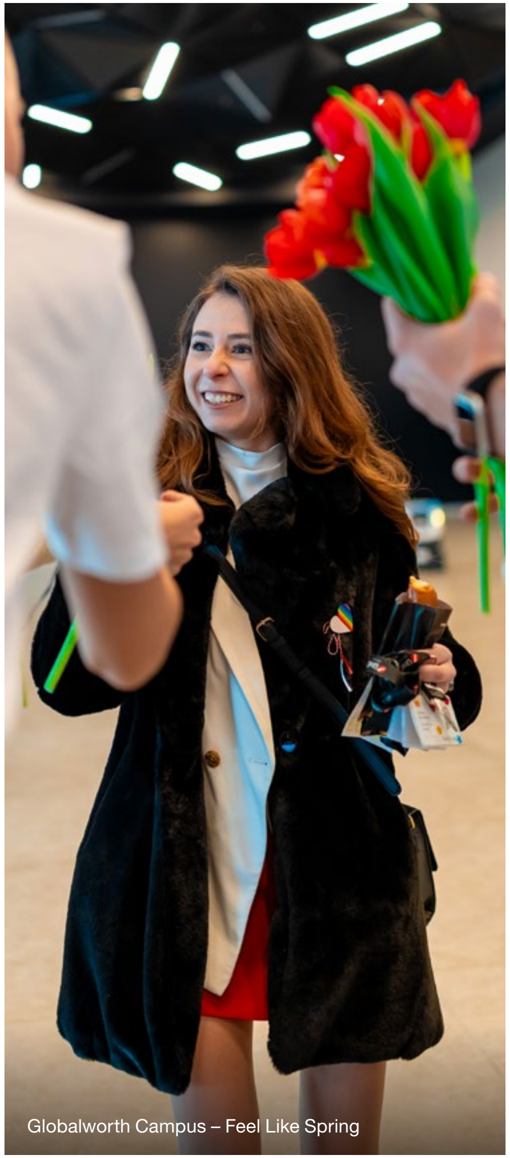


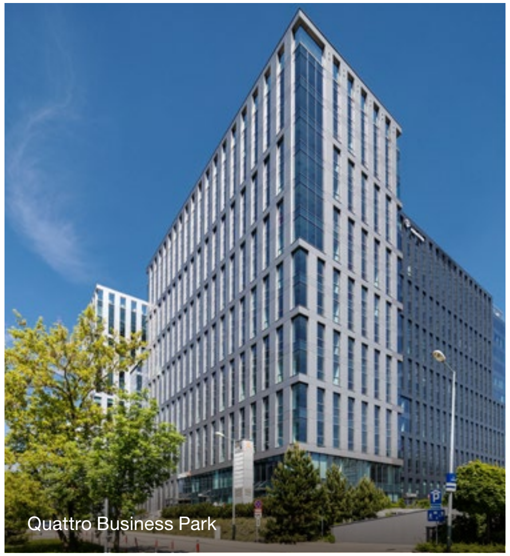
Globalworth Campus – Feel Like Spring

→ Introduction

Our strategy is driven by the commitment to provide enduring value for our stakeholders, aligning with the evolving dynamics of the real estate market.


BOC

Introduction


Quattro Business Park


Tryton Business House

→ **Introduction** continued

Globalworth at a glance

Who we are

Globalworth Real Estate Investments Ltd is a leading real estate company with a primary focus on Poland and Romania, the two largest markets in Central and Eastern Europe ("CEE").

What we do

The Company acquires, develops, and manages commercial real estate assets, primarily in the office sector, with the objective of being the landlord of choice for the broad and growing variety of multinational corporations in the region.

Our strategy is guided by a steadfast commitment to generating sustainable value for our stakeholders, while proactively adapting to the evolving trends and dynamics of the real estate sector.

Fostering an environment that attracts and retains individuals is a principal objective of ours, realised by developing a portfolio that is vibrant, contemporary, and more environmentally friendly.

Globalworth has a real estate portfolio valued at €2.6 billion, managed by an internal team of 277 professionals who predominantly sit in our main offices in Poland and Romania, with 167 team members located in Warsaw and regional cities in Poland, and 104 in Bucharest.

Our responsible approach

People
Our team creates value for our shareholders, our tenants and the local communities by acting consistently in an ethical, socially responsible manner.

Places
We create an environment in which people want to work and be associated with by building a modern, greener, environmentally-friendly portfolio.

Technology
We invest directly or indirectly in selected opportunities and initiatives, to improve the quality and impact of our services and properties.

Managed by an internal team of

277

Combined portfolio value (GAV)

€2.6 billion

Class "A" office buildings

48

Our data

Read more on page 38

Percentage of our green properties that are accredited

99%

(GAV from standing commercial)

Green certified standing properties (by value)

BREEAM Outstanding	11.9%
BREEAM Excellent	46.3%
LEED Platinum	38.9%
LEED Gold	2.4%
EDGE	0.5%

→ **Introduction** continued

Our sustainability journey

2013

Globalworth IPO
in July 2013

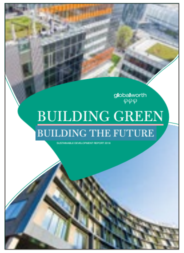
2014

First Green Certified property
acquired in March 2014

2016

Up to €0.5 billion
Green Certified properties

2018



First Sustainable Development Report issued

Up to
€1.0 billion
Green Certified properties

2019

Up to €2.0 billion
Green Certified properties

2020

Established Green Bond Framework

Issued inaugural
€400m
green bond

2021

100%
green energy used in our Polish properties and offices in Romania

2022

Contracted our first green loan with IFC

2023

€2.5 billion
59 Green Certified properties

Our science-based targets approved by SBTi

Won EPRA Gold Award
for our 2022 Sustainable Development Report for the first time

2024

Issued our new Green Financing Framework and
2
green bonds

2025

Reached
99%
Green Certification in our commercial portfolio

Introduction continued

Letter to stakeholders

At Globalworth, as a leading office owner in Poland and Romania, we recognise our responsibility to the environment, our employees, and the communities we serve. Through a continued emphasis on innovative design, energy efficiency, and the development of healthy, resilient environments, we strive to achieve a balanced integration of economic performance with meaningful environmental and social impact.

We remain firmly committed to reducing greenhouse gas emissions, enhancing employee wellbeing, supporting local communities, and upholding responsible supply chain practices, all within a robust and transparent governance framework.

In 2025, we streamlined our operations, optimised our portfolio, and strengthened our financial position to support long-term stability. Our ongoing commitment to sustainability, innovation, and responsiveness to evolving tenant needs continues to lead our strategy. We are convinced that thanks to our proactive approach, we have maintained a solid business position, ready to capitalise on future challenges and opportunities.

Our heartfelt appreciation goes to all our team members that have contributed to our results, for their continuous commitment, enthusiasm, and dedication, without whom our market-leading role, would not have been achieved. Furthermore, we express our sincere gratitude to our shareholders, partners, and communities for their steadfast support and persistent confidence in the resilience of our business and its inherent potential.

Business update

Market conditions and economic outlook

The office market of the CEE is shaping up for a positive year after a period of constrained supply, supported by strengthening tenant activity in 2026 as economic visibility improves. We have noticed in the year recently ended, a global economy shifting from pandemic recovery to navigating a new, more fragmented reality, placing a premium on adaptability for businesses and investors.

Operational performance

Globalworth has kept its focus on financial discipline and core business resilience through several key initiatives, which remained consistent throughout the latest several years:

- Continuous investment in our standing commercial portfolio aimed at preserving the quality and desirability of our assets.
- Actively promoting measures to enhance the ESG credentials of our buildings.
- Ensuring a flexible capital structure, responsive to market changes, while continuously exploring opportunities to optimise financing costs.

Portfolio and financial metrics

As of 31 December 2025, Globalworth's combined standing portfolio footprint increased to 1.1 million sqm of high-quality Gross Leasable Area ("GLA"; from 1.0 million sqm as of December 2024), following the re-inclusion of Renoma into our standing portfolio.

Globalworth's standing portfolio has an aggregate asset value of €2.6 billion as at the end of December 2025, slightly higher by 0.9% compared to the end of 2024, mostly driven by the 0.9% like for like appreciation of the assets owned throughout the period.

Total annualised contracted rent for our combined portfolio increased by 1.0% to €189.5 million, relative to year-end 2024, with the like-for-like annualised commercial contracted rents edging slightly higher by 0.2% to €181.6 million compared to previous year (€181.2 million as of 31 December 2024).

Leasing activity

In 2025, we successfully negotiated the take-up or extension of 141,100 sqm of commercial space, with an average Weighted Average Lease Length (WALL) of 4.8 years. Letting activity was mainly driven by renewals, accounting for 64.3% by GLA, with new contracts, including expansions by existing tenants, accounting for the remainder of 35.7%.

Commitment to ESG

Guided by the core principles of “People, Places and Technology,” our sustainable development strategy focuses on creating safe, environmentally responsible buildings that meet the needs of our occupiers. At the same time, we remain dedicated to generating a positive impact within the communities in which we operate.

Our environmental objective is to reduce GHG emissions intensity by 46% by 2030, compared to our 2019 baseline for Scope 1 and 2 emissions, while also committing to the measurement and reduction of Scope 3 emissions. We are currently making solid progress toward these targets and remain on track to achieve our 2030 commitments.

We have recertified 11 of our properties during the year, with our green portfolio comprising 52 environmentally friendly properties valued at €2.5 billion and continued with our progress in the first months of 2026 by recertifying Globalworth Campus C in Romania with LEED Platinum and our Silesia Star and West Gate properties located in Poland with BREEAM Outstanding. We are thrilled that virtually our entire standing commercial portfolio enjoys high-level green certifications with 99.0%, by value, being holder of LEED, BREEAM or EDGE certifications.

Our comprehensive approach to ESG has been recognised by Sustainalytics, with our "Low Risk" rating, and MSCI, where we maintained our "A" rating. We continue to support our communities, endorsing over 25 initiatives within Romania and Poland.

Outlook and strategy

Amid a gradual resurgence of global investor interest in the office sector – particularly across APAC and EMEA, where emphasis is placed on refurbishment and sustainability enhancements – the CEE office market is well positioned for a recovery in 2026. Core cities and prime, ESG-compliant flagship assets are expected to lead this momentum.

The sector is increasingly returning to investors' focus, as disciplined market participants seek not only portfolio diversification but also stable income streams. Attractive yield profiles relative to other asset classes, combined with a favourable spread over financing costs, are further reinforcing the appeal of office investments.

In this evolving environment, Globalworth will continue to keep its ESG commitments, while following the principles of resilient financial and operational policies and a capital strategy that will drive us towards realising our full potential and capitalising on future opportunities.

Piotr Olendski, Roy Vishnovizki
Joint Chief Executive Officers

29 June 2026

→ **Introduction** continued

Globalworth key metrics

We own 57 standing buildings in prime locations in eight of the largest and most liquid sub-markets in Poland and Romania.

Our portfolio primarily comprises 48 Class "A" office investments. It also includes a number of landmark and strategic investments mainly in mixed-use (office/commercial) as well as some logistics and light-industrial properties.

Our locations

Class "A" office buildings

48

Mixed-use, logistics and other buildings

9

Read more on page 63

Financial highlights

Portfolio open market value

€2.6 billion

+0.8% vs 31 December 2024

Cash balance

€410.6m

+23.0% on 2024

Revenues

€236m

(0.8)% on 2024

NOI

€137.0m

(4.6)% on 2024

Shareholders' equity

€1.5 billion

(0.4)% on 31 December 2024

EPRA NRV per share

€5.62

(4.5)% on 31 December 2024

Our portfolio

€2.6 billion

Combined portfolio value (GAV)

2025	€2.6 billion
2024	€2.6 billion

1,058.1k sqm

Standing GLA

2025	1,058.1k sqm
2024	1,014.0k sqm

€189.5m

Contracted rent

2025	€189.5m
2024	€187.5m

85.4%

Standing commercial occupancy

2025	85.4%
2024	86.7%

57

Standing properties

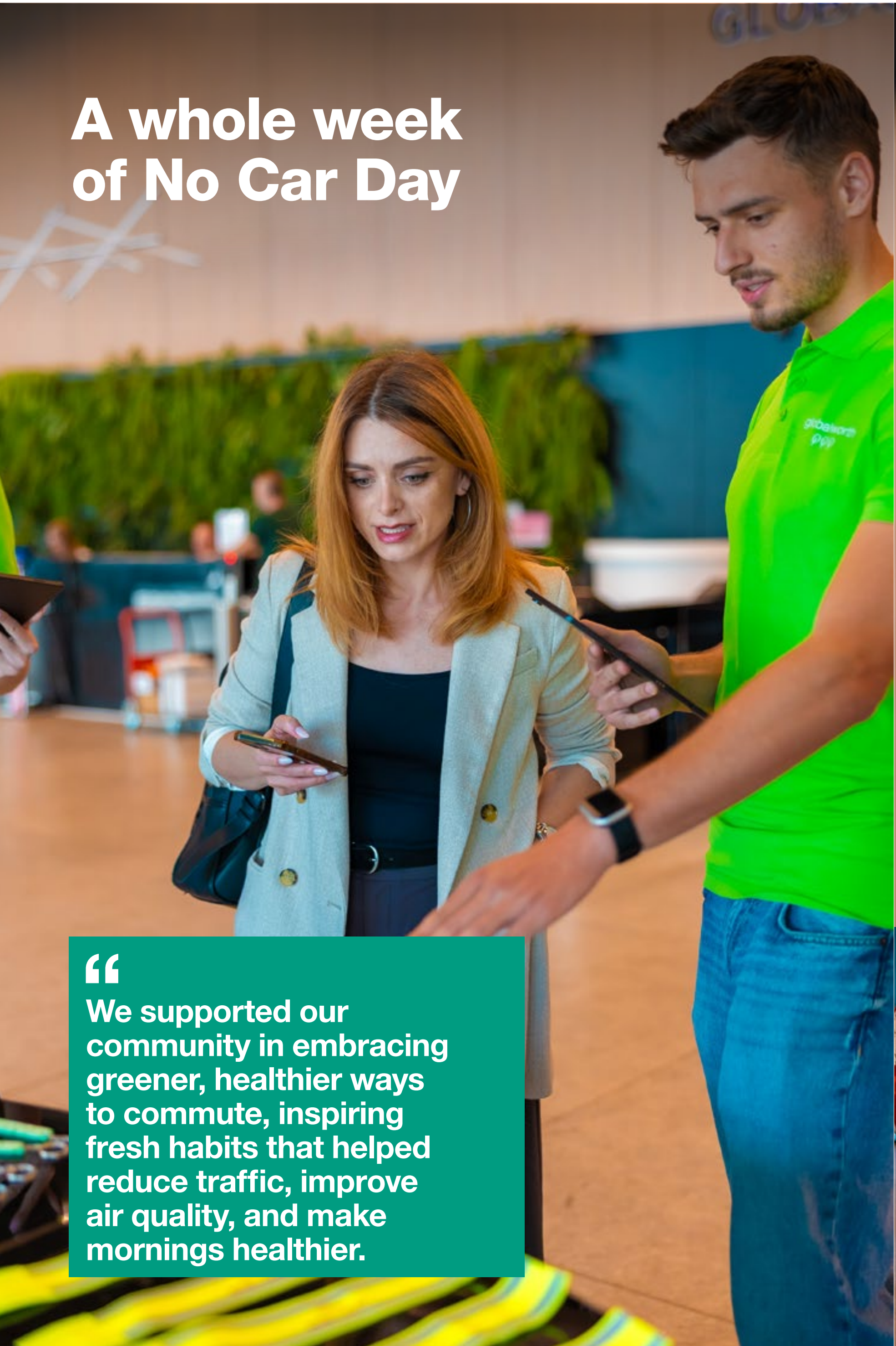
2025	57
2024	56

17.2k sqm

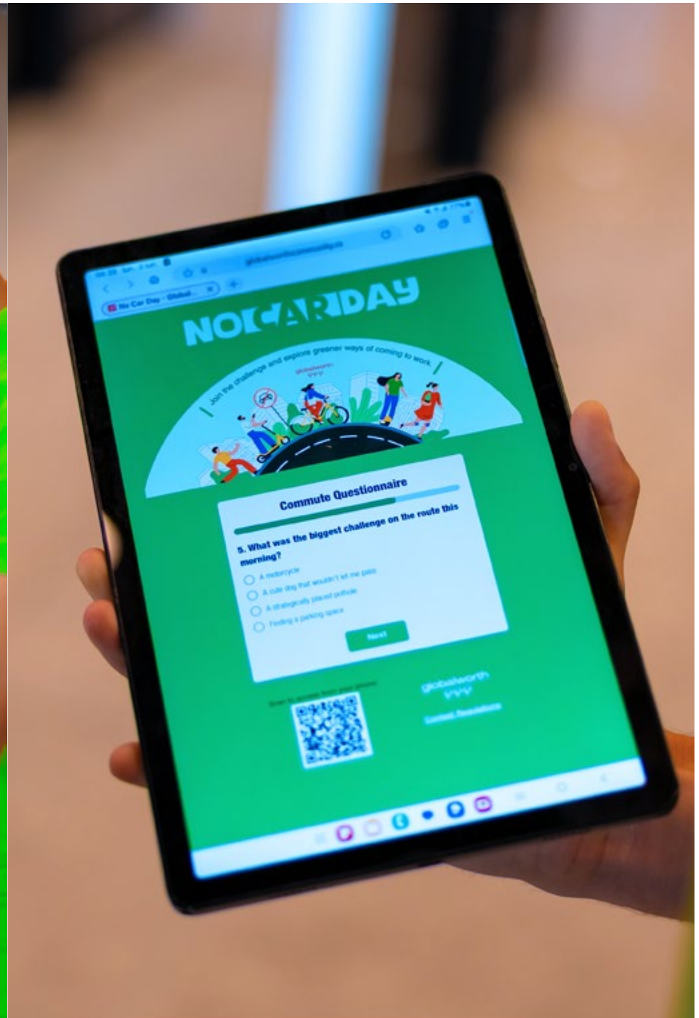
GLA under development/refurbishment

2025	17.2k sqm
2024	48.3k sqm

A whole week of No Car Day



> “We supported our community in embracing greener, healthier ways to commute, inspiring fresh habits that helped reduce traffic, improve air quality, and make mornings healthier.



To celebrate World Environment Day, we dedicated the entire week to our No Car Day initiative across our office buildings.

Driving change started with each of us. We supported our community in embracing greener, healthier ways to commute. Through our giveaway, we offered a brand-new bike – inspiring fresh habits that helped reduce traffic, improve air quality, and make mornings healthier.

What started as a one-day initiative became a full week of sustainable commuting. Thanks to our amazing community, many left their cars behind and embraced walking, cycling, public transport, and carpooling.

Their choices led to:

- **Lower emissions**
- **Cleaner air**
- **Healthier, happier mornings**

→ Our approach

We believe that it is our duty to responsibly manage the Environmental, Social, and Governance impacts of how we do business.


Supersam

Our approach

~~[Caption needed]~~

Globalworth Square

→ **Our approach** continued

Committed to creating a sustainable future

At Globalworth, sustainability is a core pillar of our long-term value creation. Our approach to Environmental, Social and Governance (ESG) matters is fully integrated into our strategic direction, day-to-day operations and corporate mindset. By implementing forward-looking policies and fostering meaningful partnerships, we strive to generate lasting benefits for all stakeholders, including shareholders, occupiers, employees and the wider community.

Creating sustainable long-term value (as presented in "Our business model")

Financial value creation

Driving long-term, risk-adjusted returns through sustainability-aligned operations.

- **Rental Growth:** Energy-efficient buildings attract and retain quality tenants.
- **Portfolio Value Appreciation:** Green certifications support asset revaluation and marketability.
- **EPRA NRV Growth:** Enhancing the underlying net asset value of our business.
- **Sustainable and Recurring Dividends:** Disciplined capital allocation and resilient income streams.

Our ESG performance is a driver – not a trade-off – for financial performance.

Non-financial value creation

Building a company people want to work for, do business with, and invest in.

- **Sustainable, Green-Certified Buildings:** 99.0% of our standing commercial portfolio benefit from recognised sustainability certifications.
- **Safe and Inclusive Work Environments:** All office properties in Romania have obtained WELL Health-Safety and Access4You accreditation.
- **Community Engagement:** Strategic investments via the Globalworth Foundation in education, inclusion, and climate awareness.
- **Technology and Occupant Experience:** Smart building solutions designed to enhance user comfort, safety and sustainability outcomes.

Our properties are not simply physical spaces – they enable collaboration, innovation and community development.

Globalworth's ESG focus

E Environmental

Enhancing portfolio resilience

- Focus on developing and maintaining high-quality real estate assets that minimise environmental impact and remain adaptable to future challenges.
- Our decarbonisation pathway reflects our commitment to reducing emissions by 2030.

> **Shaping next-generation workplaces – efficient, adaptable and environmentally responsible.**

S Social

Empowering people and communities

- Encouraging a diverse, inclusive and high-achieving organisational culture.
- Engage and support our communities through the Globalworth Foundation and strategic initiatives.
- Promoting health, safety and wellbeing through thoughtful building design.

> **Enabling people and communities to thrive – safe, inclusive and connected.**

G Governance

Leading with integrity and accountability

- Apply the Quoted Companies Alliance ("QCA") Corporate Governance Code to ensure transparency and oversight.
- ESG performance is reviewed at Board level and embedded in risk management.
- Robust compliance is maintained through our Code of Conduct, ESG-linked financing and disciplined, risk-aligned processes.

> **Strong governance supports resilient, investor-focused performance.**

→ **Our approach** continued

Committed to creating a sustainable future continued

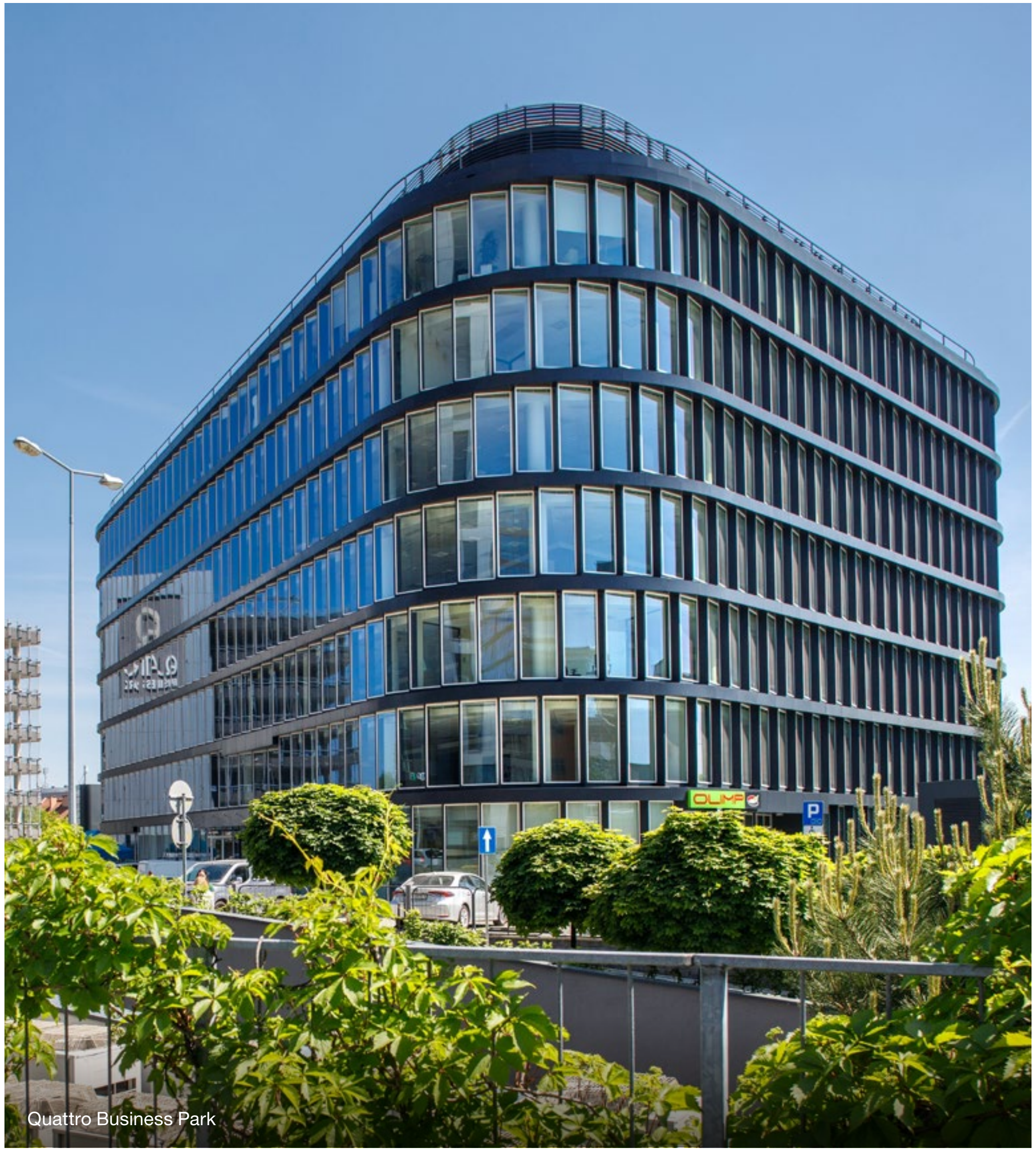
Our approach

The Board places significant importance on the roles of business ethics, sustainable development and corporate social responsibility within the overall business strategy, governance, and operations of Globalworth.

Consequently, the effort of the entire Globalworth team is to ensure that our progress in these areas is in line with the Group's overall evolution.

Our objectives

- Recognise sustainable development as a Group priority.
- Perform our activities responsibly for our shareholders and other stakeholders.
- Integrate efficient and sustainable operating policies, procedures, and actions.
- Be accountable as a team of professionals for environmental stewardship.
- Work with our shareholders and other stakeholders to make environmentally responsible decisions.
- Monitor and assess our portfolio's resilience to climate-related risks.
- Continue improving our data collection to allow forward-looking planning.
- Monitor technological developments and look out for new products and services offered by proptech companies to find new solutions to adapt to climate change.
- Communicate our efforts and promote our achievements to help set high industry standards.



Quattro Business Park

→ **Our approach** continued

2025 recognition and memberships

Globalworth's efforts have been recognised by the wider real estate community, with the Group receiving several awards in Poland and Romania, while actively participating in a number of initiatives aimed at improving the real estate market overall.

Sustainability benchmarks

EPRA sBPR Gold award

Sustainalytics Sustainability Risk Rating

Low Risk (January 2025)

Memberships

Globalworth is a member of several key industry initiatives, and through its participation and interaction in such task groups with leading professionals, developers, consultants, engineers, and manufacturers, it gains practical insights into innovative solutions for effective property management and access to information on upcoming legislation and the process of EU law transposition to the region.

Group

EPRA
European Public Real Estate Association

Poland

ULI
Urban Land Institute

PINK
Polish Commercial Real Estate Chamber

Digital Real Estate
www.proptechfoundation.pl

PLGBC
Polish Green Building Council

PRCH
Polish Council of Shopping Centres

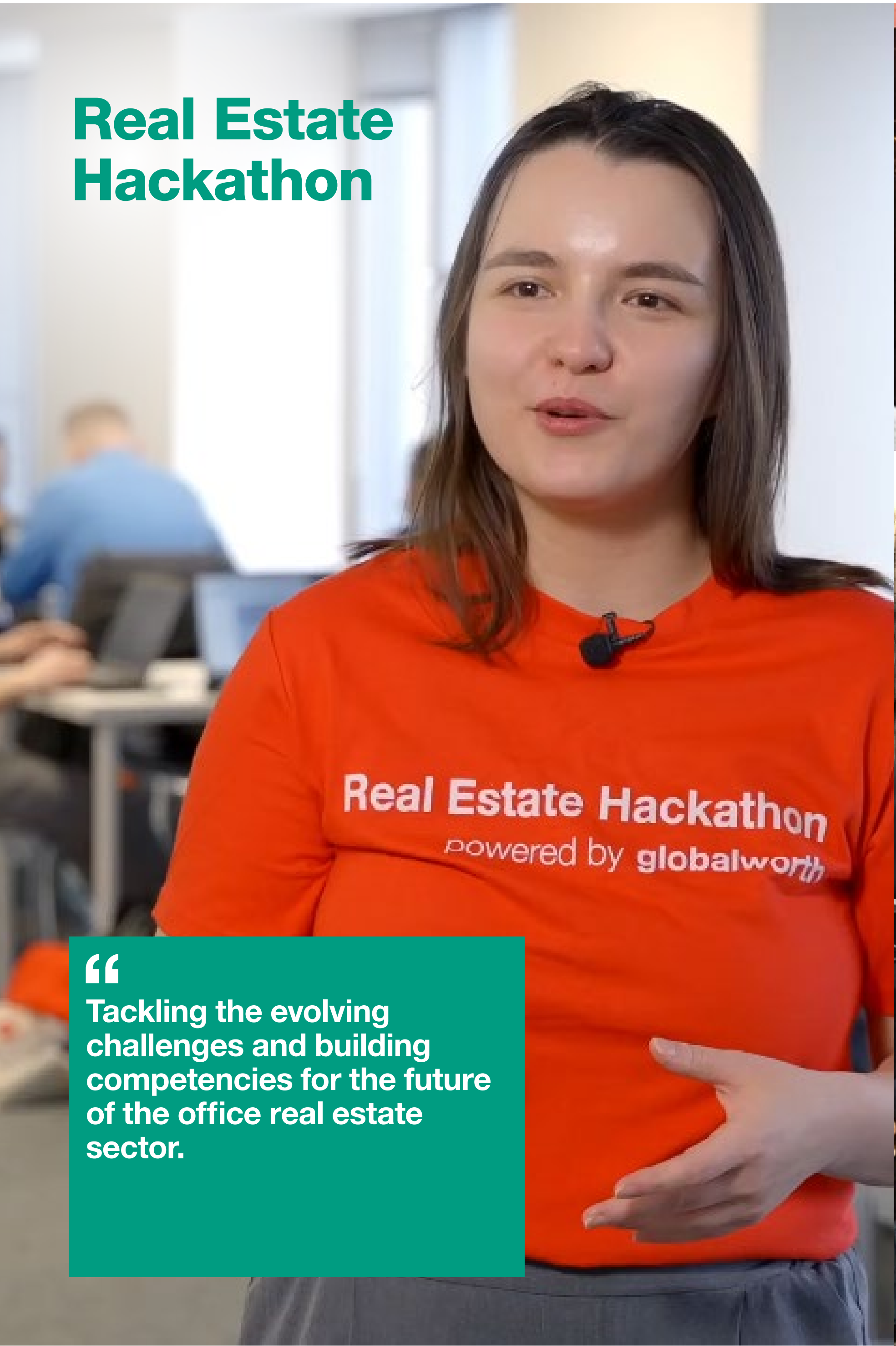
Romania

Romanian Green Building Institute

AREI
Association of Real Estate Investors

Bucharest Real Estate Club

Real Estate Hackathon



> **Tackling the evolving challenges and building competencies for the future of the office real estate sector.**

Hosted at the iconic Warsaw Trade Tower in Warsaw.

A fast-paced, two-day innovation sprint where more than 100 students, young professionals, and tech enthusiasts took part in an initiative for co-creating the future of sustainable and intelligent buildings. The most outstanding and impactful solutions were prized after the final project presentations to an Expert Jury Panel.

CSR contribution and social impact

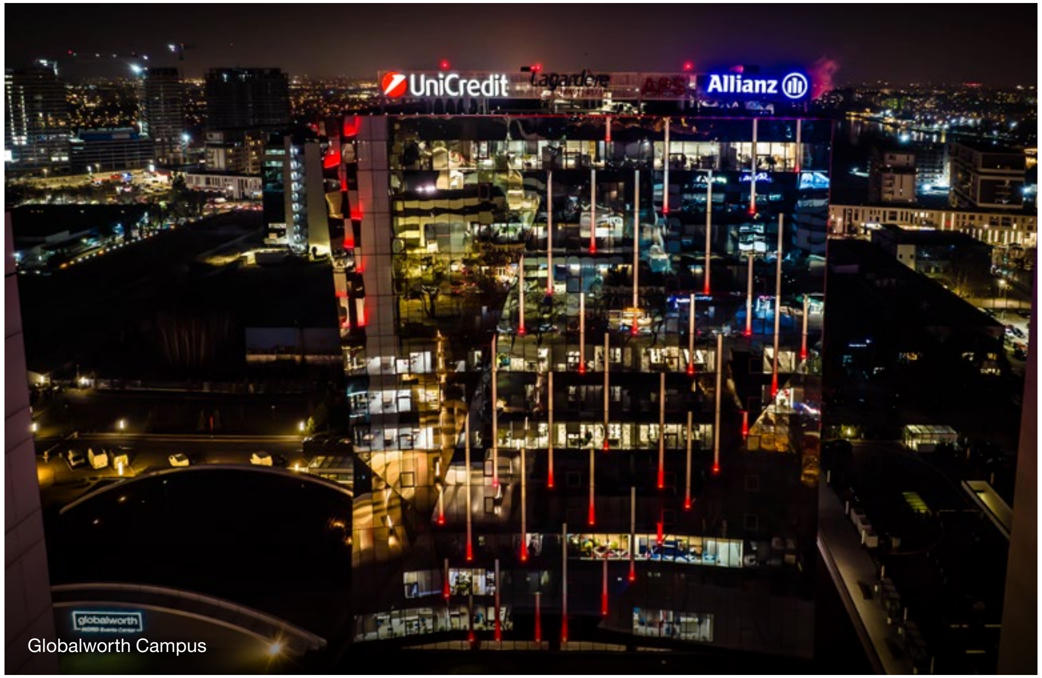
Skill Development: Strengthening professional competencies and ESG awareness among future leaders

Industry Access: Providing young talent with direct access to professional networks and industry decision-makers

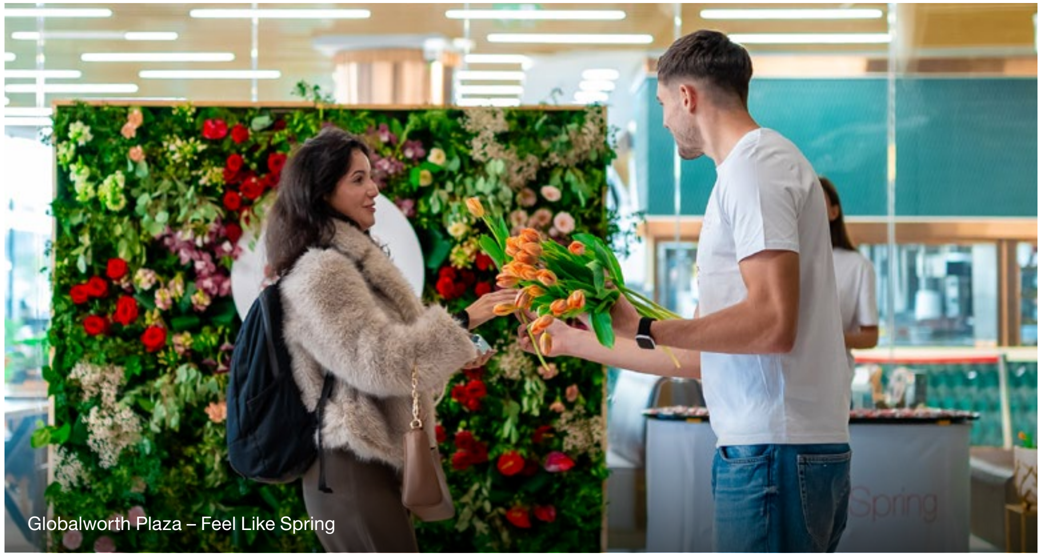
Knowledge Sharing: Creating a community-building initiative based on shared innovation and mentoring

→ How we are organised

We conduct our business with integrity, respecting the rules and regulations, and in accordance with our values, which reflect the way we carry out our business and how our business can shape the future.



Globalworth Campus



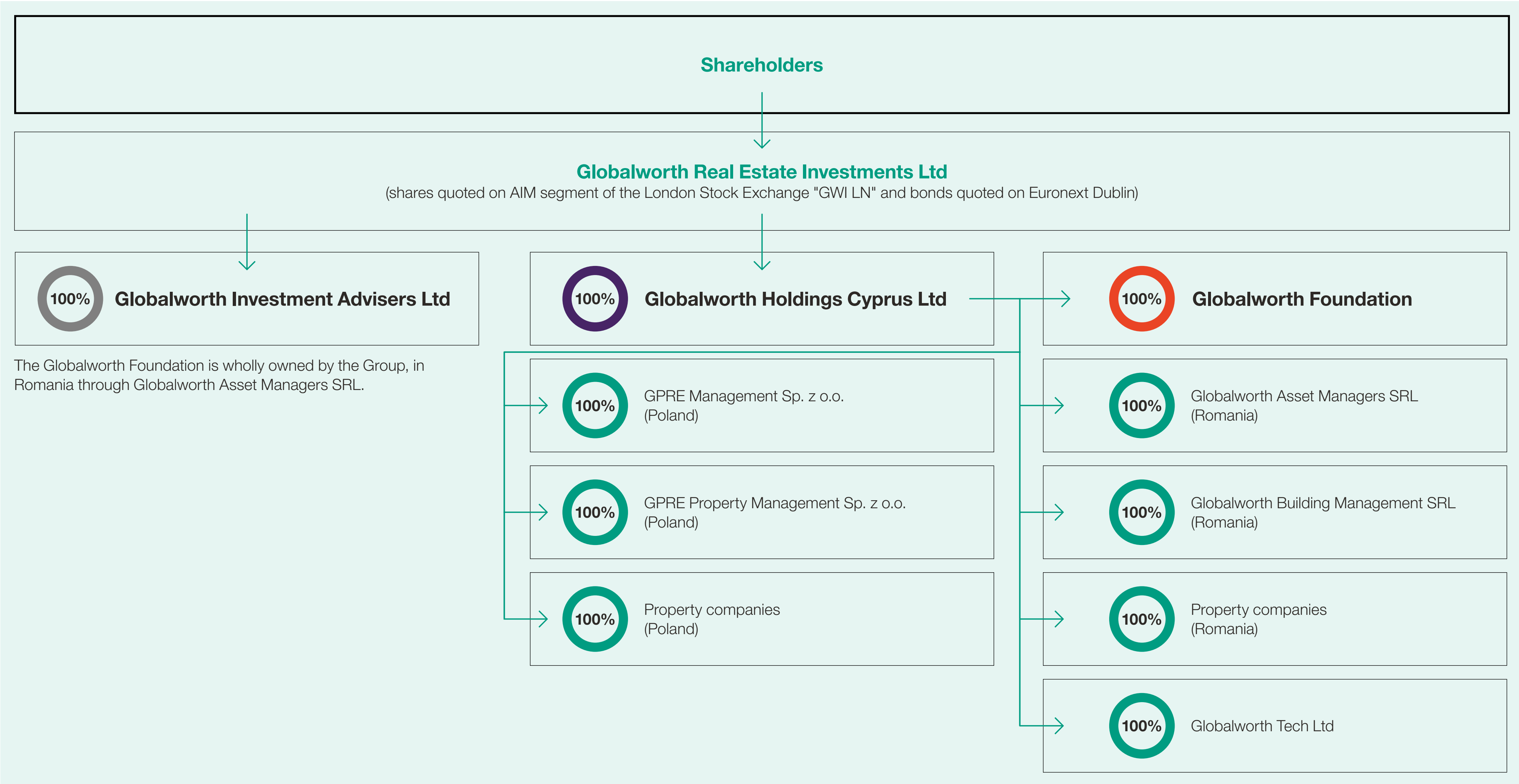
Globalworth Plaza – Feel Like Spring

How we are organised

→ **How we are organised** continued

Group structure

The corporate scope defined in the financial statements is consistent with the present Sustainable Development Report (see below for further details and on the Annual Report 2025).

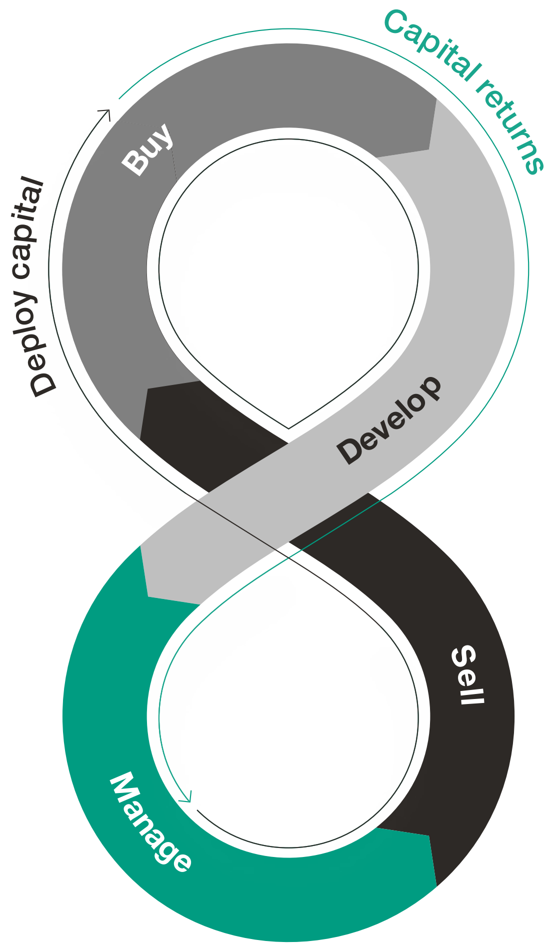


GRI 2-1, GRI 2-2

→ **How we are organised** continued

Our purpose-driven business model

Our core activities



Invest in real estate opportunities
Manage our portfolio
Create communities

→ Our resources and relationships

Skilled team
In-house team of professionals with strong functional and local knowledge of their markets.

Financial strength
Conservative financing policy, with simple debt structure and Euro-denominated assets, liabilities and revenues, and a supportive shareholder base.

Scale and reputation
Trusted brand and scale creating new opportunities and business efficiencies.

Valued relationships
Longstanding partnerships with leading real estate industry specialists and credible financial institutions.

→ Our investment model

Locations
9
Prime locations in high-income regions of Poland and Romania

Sector
87%
Primarily office properties, with mixed-use and industrial a secondary focus

Properties
99%
of standing commercial GAV is green certified

Tenants
72%
of contracted rent from multinational tenants

Lease terms
80%
contracted GLA secured with triple net contracts

→ Creating sustainable value

Financial
Generate long-term sustainable and attractive, risk-adjusted returns through yield and capital appreciation, allowing us to create the capacity to distribute dividends for our shareholders.

- Rental growth.
- Portfolio value appreciation.
- EPRA NRV growth.
- Sustainable and recurring dividend.

Non-financial
Create a Group and an environment in which people want to work, do business, and be associated with.

- Invest in sustainable and environmentally friendly buildings which help businesses grow.
- Create safe and healthy spaces where people want to work and be associated with.
- Assist and improve the communities we are part of by creating opportunities and making a positive contribution.

Read more on page 58

→ Our values

One team

Act with integrity

Respect, diversity and inclusion

Build an environmentally friendly and sustainable future

Client-centric focus

→ **How we are organised** continued

Sustainability management

We are committed advocates of adhering to the highest standards of ethical behaviour, and the importance and benefits of maintaining high environmental and sustainable standards.

We conduct our business with integrity, respecting the rules and regulations, and in accordance with our values which reflect the way we carry out our business and how our business can shape the future.

The sustainable development initiatives of the Group are performed by Globalworth and the Globalworth Foundation ("Foundation").

Our Board leads Globalworth by acting in the Group's best interests to create long-term sustainable value for its shareholders and other stakeholders. It determines the strategic direction and ensures that the Group respects this direction. The Board, as a whole and through its Committees, ensures the Group's compliance with all applicable legal provisions and internal regulations, the application of the highest governance standards, as well as sufficient risk management and control.

On an ongoing basis, the principal risks to the business are reviewed. Whilst they evolve over time, broadly speaking, over the last two years the likelihood of each risk occurring and its potential impact on Globalworth have all remained similar and are unchanged since the risk matrix presented in the 2025 Annual Report.

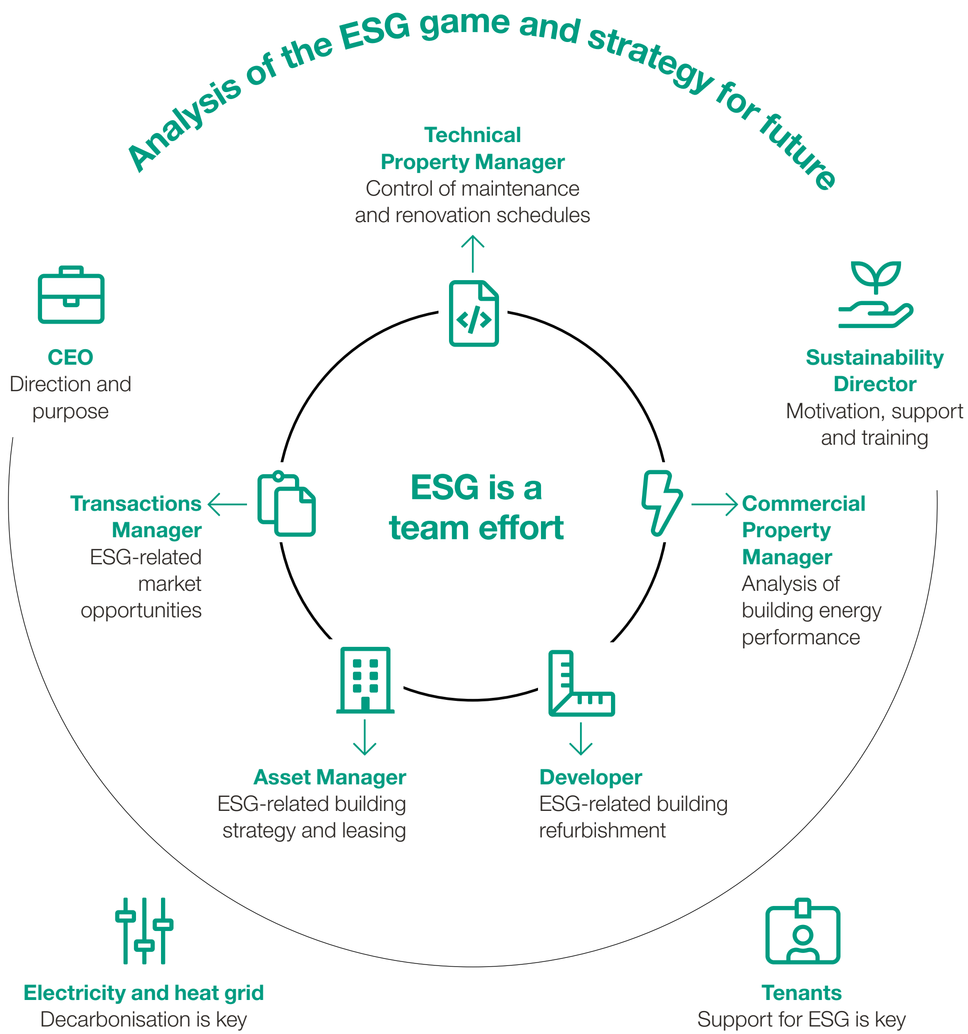
The Group is committed to responding to the effects of climate change and its Sustainability Policy covers the impact of the Group's operations and processes, the long-term environmental performance of the properties owned and developed, as well as the reduction of energy consumption and greenhouse gas emissions.

The Board, through its Audit and Risk Committee, supervises the proper implementation and applicability of our sustainability initiatives through our "People, Places and Technology" sustainable development strategy pillars. It has delegated responsibility for day-to-day management of these initiatives to the CEO and the senior management team. Each quarter, as well as on an ad-hoc basis, the Board is informed about the organisation's initiatives and impacts on the economy, environment, and people. The Board is informed through meetings and reports. The Board (as the highest governance body) is responsible for reviewing, approving and making recommendations in relation to the reports and targets. The Sustainability Policy approved by the Board is in line with best practice and the Company's own values and commitments. This Sustainability Policy is regularly reviewed by the Board alongside the review and validation of all reported information.

The position of the CEO is responsible for our Sustainable Development Strategy, while our relevant initiatives are carried out directly by Globalworth and the Globalworth Foundation ("Foundation"). In general, we view sustainability management as a team sport. All departments and functions of the Company have an important role in the overall success.

Information on the Company's management of, and performance on, sustainable development topics (sustainability) is available to stakeholders on our website (Home – Globalworth). The Company seeks to inform and maintain a meaningful relationship with its stakeholders about sustainability matters through its annual Sustainability Report, which explains how it manages its material sustainability issues and communicates to stakeholders how the Company seeks to create value through its strategy, corporate governance, and performance.

Across the Company, where appropriate, we have put in place metrics relating to environmental, social and governance (sustainability) matters. These have included measures to reward innovation regarding sustainability strategy and greater energy efficiencies because they, in turn, lead to financial savings and essential carbon emission reductions, which benefit both our own business and our clients.



GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-15, GRI 2-16
GRI 2-19a, GRI 2-20, EPRA: Gov-Board, Gov-Selec, Gov-Col

→ **How we are organised** continued

Sustainability management continued

The Board of Directors'

The Board currently comprises the Chair, who is an independent Non-Executive Director, one Executive Director and eight other Non-Executive Directors (of which six are considered to be independent in accordance with the QCA Code of Corporate Governance). The remaining two Non-Executive Directors are not considered to be independent since they are employees of Growthpoint Properties Limited ("Growthpoint"), a substantial shareholder.

Conflicts of interest

In accordance with the requirements of the AIM Rules, Guernsey company law, and pursuant to compliance with the QCA Corporate Governance Code adopted by the Board, all potential conflicts of interest of Directors and related parties (as defined in the AIM Rules and IFRS) are recorded and monitored at Board level. The Company Secretary keeps a register of conflicts and potential conflicts and appropriate disclosures (including any cross-Board memberships) are made in the Annual Report. Any related party transactions are required by the AIM Rules to be announced via a regulatory news service. Names and percentage holdings of all shareholders with 3% or more are disclosed on the Company's website (Share price – Globalworth). No critical concerns were reported to the Board during the reporting period.

Board of Directors' nomination

Please see the Company's Statement of Compliance with the QCA Code of Corporate Governance, available on the website under the heading "Governance" (Governance – Globalworth), which summarises the nomination and selection procedures and criteria for the Board and its Committees, as well as the ongoing assessment of the independence of the Board. This is also set out further below.

Visit our QCA Code of Corporate Governance

In accordance with the Company's Articles, Non-Executive Directors shall retire from office annually and may offer themselves for re-election by shareholders, except for: Martin Bartyzal, Daniel Malkin and Favieli Stelian (each appointed pursuant to the right of Zakiono to appoint a specified number of Directors); Norbert Sasse and Panico Theocharides (each appointed pursuant to the right of Growthpoint Properties Ltd to appoint a specified number of Directors); Andreas Tautscher (appointed pursuant to Zakiono's right to nominate a Guernsey-based Director); and Richard van Vliet (appointed pursuant to Growthpoint's right to nominate a Guernsey-based Director). At the next AGM, David Maimon, Non-Executive Director, is required to retire from office and offer himself for re-election and he will therefore stand for re-election at the forthcoming AGM. In addition, Piotr Olendski, who is an Executive Director and one of the Joint CEOs, is required to retire from office and offer himself for re-election and he will therefore also stand for re-election at the forthcoming AGM.

The Board considers the independence of each member of the Board at each quarterly Board meeting and is of the view that Martin Bartyzal, as Chair, continues to demonstrate objective judgement. In addition, the Board considers that the majority of the Board comprises Non-Executive Directors who are independent of the Company and free from any relationship or circumstances which are likely to impair, or could appear to impair, the exercise of their independent judgement.

Board of Directors' evaluation

The Board formally considers on an annual basis its effectiveness as a Board: its composition, diversity and how effectively members work together to achieve objectives. As part of this evaluation, it considers the combination of skills, experience and knowledge in relation to both the Board itself and also its Committees. The Board considers that it has an appropriate balance of skills and experience in relation to the activities of the Company.

The Chair evaluates the performance of each of the Directors on an annual basis, taking into account the effectiveness of their contributions and their commitment to the role. The performance and contribution of the Chair is reviewed by the other Directors. This formal evaluation is conducted by the Company Secretary circulating questionnaires seeking quantitative and qualitative feedback and reporting the outcomes to the appropriate Board members.

An evaluation of the performance of the Board members who served during 2025 has been undertaken. The performance of the Chair of the Board was also evaluated by the other Directors. The result of the evaluation carried out was that all Directors' performance is in line with the expectations set out at the point of their appointment to the Board.

Board of Directors' remuneration

The Remuneration Committee of the Board comprises four independent Non-Executive Directors. The Remuneration Committee has as its remit, amongst other matters, the determination and review of the fees payable to GIAL, the Company's subsidiary, and review of the fees payable to (and the terms of any performance or incentive plans of) GIAL, the Company's subsidiary, and the emoluments of the Executive Directors and other senior employees of the Company, including the setting of performance thresholds, and the setting of any vesting periods (in each case, taking such independent advice as it considers appropriate in the circumstances). In addition, the Remuneration Committee reports at least annually to the Board in relation to its activities and recommendations.

Whilst there is no regulatory requirement for stakeholders to approve remuneration matters, the views of major shareholders are considered before determining remuneration proposals.

The Company has established ESG-related performance indicators across its operations to monitor progress against its sustainability strategy. Key metrics include energy consumption intensity, greenhouse gas (GHG) emissions, energy cost efficiencies, and the environmental performance of managed assets.

Formalised, detailed and tailored key performance indicators (KPIs) exist for performance-related pay for executive management, in addition to basic pay. This is done through the Remuneration Committee and with input, insofar as is appropriate, from the Chair of the Audit and Risk Committee to ensure alignment with the Company's financial goals and also keeping in mind the interests of shareholders. There is an appropriate balance between fixed and variable remuneration, and between variable remuneration based on short-term and longer-term performance. Fixed remuneration includes base salary and benefits. Variable remuneration includes an annual bonus.

The key objectives of the Group's remuneration policy remain to strongly align Group employee and shareholder interests; to underpin an effective pay-for-performance culture; and to support the retention, motivation and recruitment of talented people.

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-15, GRI 2-16, GRI 2-19, GRI 2-20

→ **How we are organised** continued

Sustainability management continued

Committees of the Board

Audit and Risk Committee

The Audit and Risk Committee comprises four independent Non-Executive Directors. Details of the Audit and Risk Committee's formal duties and responsibilities are set out in its terms of reference, which are available on the Company's website.

Read more

Remuneration Committee

The Remuneration Committee comprises four independent Non-Executive Directors. Details of the Remuneration Committee's formal duties and responsibilities are set out in its terms of reference, which are available on the Company's website.

Read more

Nomination Committee

The Nomination Committee comprises three Non-Executive Directors, two of whom (including the Chair of the Committee) are considered to be independent. Details of the Nomination Committee's formal duties and responsibilities are set out in its terms of reference, which are available on the Company's website.

Read more

Investment Committee

The Investment Committee comprises five Directors: three independent Non-Executive Directors (including the Chair of the Committee), one non-independent Non-Executive Director and the Executive Director. Details of the Investment Committee's formal duties and responsibilities are set out in its terms of reference which are available on the Company's website.

Read more

Each year, the Board receives regular updates on matters relevant to Globalworth and its business, such as developments and changes in accounting practice, regulatory matters and governance requirements. These are delivered through in-person presentations at Board meetings and appropriate, timely updates via email, with the opportunity to ask questions to further expand knowledge.

Note: Additional information on the performance of the various Committees in 2025 is available in the Governance section of Globalworth's "2025 Annual Report and Financial Statements" report.


GCD

→ **How we are organised** continued

Sustainability management continued

Committee Key

A	Audit and Risk	**R**	Remuneration		Chair
N	Nomination	**I**	Investment		Member

→ Globalworth's Joint CEOs

Roy Vishnovizki
Joint CEO

Appointed
6 November 2025

Skills and Experience
Mr Vishnovizki was appointed as Joint CEO, alongside Mr Olendski, on 6 November 2025. He is an accomplished professional with extensive experience in senior management roles, including as CEO in several listed and private companies across Europe. He has a strong background in leading large enterprises, including in the real estate sector.

Piotr Olendski
Joint CEO and Executive Director

Appointed
6 December 2021
(as Joint CEO and an Executive Director since 6 November 2025, previously a Non-Executive Director)

Skills and Experience
Piotr Olendski was appointed as Joint CEO, alongside Mr Vishnovizki, on 6 November 2025. He has been involved with the Company, originally in a Non-Executive Director capacity, since December 2021. He has extensive experience in finance and corporate leadership. His background includes consulting for Polish renewable energy companies, executive roles at PZU SA overseeing corporate insurance, and 19 years at Deutsche Bank Polska SA, where he spent seven years as a Management Board Member responsible for investment banking.

→ The Board of Directors

Martin Bartyzal
Independent Non-Executive Director and Chair of the Board

Appointed
23 April 2020
(appointed as Chair of the Board in December 2021)

Skills and Experience
Mr Bartyzal has over 25 years of international experience in finance and banking in Central and Eastern Europe. He has broad experience in structured financing, capital markets, corporate finance, and risk management across sectors in the CEE region and has worked on a number of projects with major real estate companies in Central and Eastern Europe. Martin held various positions in corporate and investment banking at Deutsche Bank in the CEE region and also managed the business of Deutsche Bank in the Czech Republic as Chief Country Officer between 2009 and 2018. He holds a Master's degree from the Economic University in Prague and is a member of the Czech and Slovak Chapter of YPO.

Norbert Sasse
Non-Executive Director

Appointed
27 February 2017

Skills and Experience
Mr Sasse has nearly 30 years of experience in real estate and corporate finance. Norbert is the Group Chief Executive Officer of Growthpoint Properties (GRT), South Africa's largest REIT. He was instrumental in growing its portfolio to over ZAR 160 billion (c.€9 billion), holding investments in South Africa, Australia, CEE and the UK. Prior to GRT he spent 10 years with EY Corporate Advisory and Investec Corporate Finance. He is also a Chartered Accountant.

Panico Theocharides
Non-Executive Director

Appointed
14 April 2023

Skills and Experience
Panico is Group Head of Investments at GRT and has over 20 years' experience in the real estate, advisory and investment banking industries. Prior to joining Growthpoint, Panico worked for five years as an independent property advisor and previously was Head of Property Advisory, Corporate Finance at Investec in South Africa. Before that Panico was the Joint Chief Executive Officer of Annuity Properties Limited, a South African focused REIT that was listed on the Johannesburg Stock Exchange.

→ **How we are organised** continued

Sustainability management continued

Committee Key

A	Audit and Risk	**R**	Remuneration
N	Nomination	**I**	Investment

Chair
Member

→ **The Board of Directors** continued

Richard van Vliet

Independent Non-Executive Director and Chair of the Remuneration Committee

Appointed
27 February 2017

Skills and Experience
Mr van Vliet is qualified as a Chartered Accountant in South Africa, England and Wales, with over 35 years of professional experience. Richard has been a Guernsey resident since 1997 and is Managing Director of Cannon Asset Management Limited. He is Chairman of The Cubic Property Fund, holds various Board positions on companies and investment funds exposed to property, equity and alternative investments, and sits on operational Boards of the subsidiaries of the LSE-listed Stenprop Limited. Previously he worked in South Africa at PricewaterhouseCoopers and was sole proprietor of an audit practice in Johannesburg.

David Maimon

Independent Non-Executive Director

Appointed
28 May 2020

Skills and Experience
Mr Maimon serves as member of the Advisory Board of Aroundtown SA and Grand City Properties S.A., and is a Supervisory Board member at TLG immobilien AG – all public companies traded on the Prime Standard of the Frankfurt Stock Exchange. As member of such Advisory Boards, he provides expert advice and assistance to the Board of Directors. In the past, David was the President and CEO of EL AL Airlines from 2014 to 2018. Prior to that, he was EVP of Commercial and Industry Affairs, Sales Marketing and Customer Service in EL AL Airlines and served as a director in various commercial companies such as Leumi Gemel Ltd, Hever and Sun D'Or International Airlines.

Andreas Tautscher

Senior Independent Director (Non-Executive) and Chair of the Audit and Risk Committee

Appointed
6 December 2021

Skills and Experience
Andreas Tautscher is a Guernsey-based independent director with over 30 years' financial services experience. During his 24-year career with Deutsche Bank he worked in Banking, Investments, Fund and Trust services. He was appointed as a Managing Director in 2004 and served on a number of senior Boards and Committees in the UK, Channel Islands and Europe.

For the last 10 years he was Country Head Channel Islands and ran the Financial Intermediaries EMEA Coverage team. He also worked with a number of Family Office groups in Switzerland and the Channel Islands. Before Deutsche he trained with PricewaterhouseCoopers and qualified as a Chartered Accountant in 1994. Andreas currently sits on, and chairs, a number of Listed and Regulated Boards. He has experience in IPOs, and has also spoken at a number of conferences in the Channel islands and Caribbean on financial services.

Daniel Malkin

Independent Non-Executive Director and Chair of the Nomination Committee

Appointed
27 February 2017

Skills and Experience
Daniel Malkin is an independent director at Aroundtown SA. He is also the co-founder and managing director at SIMRES Real Estate SARL. Previously he was an independent director and member of the audit committee at Grand City Properties SA and, before that, he served as an independent Investment and Fund Manager of fixed income investment funds at Excellence Investment Bank and on the board of directors of several other Luxembourg companies. He holds a BA in Business Administration.

Favieli Stelian

Independent Non-Executive Director and Chair of the Investment Committee

Appointed
6 December 2021

Skills and Experience
Favieli Stelian has over 25 years of international experience in real estate, renewable energy, business, finance and accounting. Today living in Romania, he is the Managing Partner of Nofar Energy.

From 2010 until the end of 2021, he was the CEO of Shikun Binui Romania (listed on the stock exchange in Israel). Prior to that, Mr Stelian was a director or manager of several Israeli companies both in Israel and Romania. Mr Stelian has a Master's degree in Law from Bar-Ilan University, specialising in capital funds, intellectual property, international commerce.
He also has a Bachelor's degree in Business Administration and is a certified public accountant.

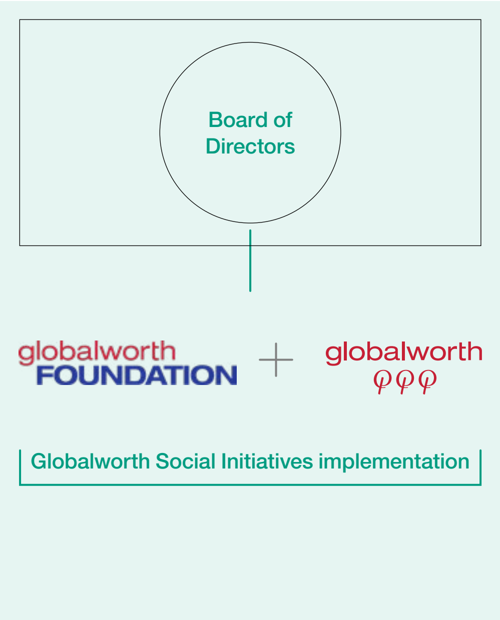
→ **How we are organised** continued

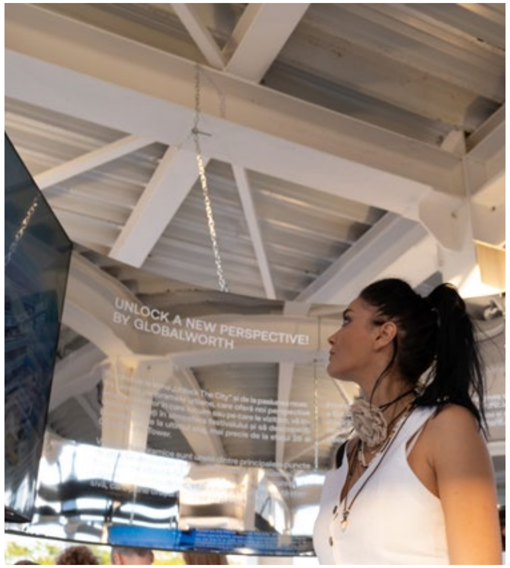
The Globalworth Foundation

The Globalworth Foundation is wholly owned by the Group and is responsible for overseeing the majority of our various social initiatives.

The Foundation operates independently from Globalworth and is governed by its Board of Trustees, whose main responsibilities are to ensure the Group acts consistently in an ethical and socially responsible manner and oversees the majority of the allocation of the Group's resources to various social activities.

The Foundation, alongside the whole Globalworth team, develops social projects based on our three main pillars: "People, Places and Technology".





How we are organised continued

Our values

Our values are a set of beliefs and rules that guide all our actions and decisions and, in some instances, are exceeding legal requirements.

They commit us to maintaining the highest levels of ethical standards and conducting business in a responsible and sustainable way, as we shape our future.

Our values

One team	■ Our strength as a team is much greater than that of any individual. We win as a team or lose as a team.	■ We trust and respect each other's efforts in order to deliver the best results on our individual assignments.	
Act with integrity	■ Be honest and have strong moral principles on how to act both personally and professionally.	■ Perform consistently to the best of our abilities, as if our personal reputation were at stake, aiming to achieve the best outcome both for ourselves and our stakeholders.	■ Promote transparency and act without bias towards our colleagues, our partners, a third party or anyone to whom a duty of care is owed.
Respect, diversity and inclusion	■ Be courteous, polite and considerate to our people, stakeholders and anyone else with whom we come into contact.	■ Never discriminate against any person for whatever reason. ■ Collaborate, share ideas and knowledge.	■ Promote fair and respectful treatment to our partners and the market overall. ■ Give and ask for feedback to improve ourselves and others.
Build an environmentally friendly and sustainable future	■ Remain informed about the evolution of the world we live and interact in.	■ Anticipate the needs of our stakeholders and shareholders and act with agility and determination.	■ Be innovative and keep an open mind on new ideas; test and learn from failure. ■ Be accountable for our actions in creating a sustainable future.

→ **How we are organised** continued

Our governance, code and wider compliance system

The Group is committed to the highest standards of governance and, during 2022, adopted the QCA Code of Corporate Governance for the year ending 31 December 2022 onwards.

The QCA Code is the governance code applied by the majority of AIM-listed companies. Ensuring that an effective corporate governance framework is in place gives confidence to our shareholders and other stakeholders that the Board and the Group are committed to high governance standards.

We are pleased that due to our efforts in 2025, there were:

- No confirmed incidents of corruption, and no actions were taken.
- No legal actions for anti-competitive behaviour, anti-trust, or monopoly practices.
- No reportable complaints concerning breaches of customer privacy or losses of customer data.

Our Code of Conduct

The Group's Code of Conduct is based on our values and is designed to help provide guidance on how to behave as Globalworth members, when interacting with each other, our partners, the communities in which we operate and other stakeholders.

The Code (available in English, Romanian and Polish) must be adhered to by all team members and anyone providing services to the Group. The team receives an annual training update.

Globalworth's Board of Directors reviews and approves, and has overall responsibility for, the Code.

The Joint CEOs and the Company Secretary, together with the local Compliance Departments in Poland and Romania, have day-to-day responsibility for monitoring its effectiveness and dealing with any queries about it.

Since the adoption of the Code in 2018:

- All Globalworth team members, our joint-venture partners and other entities in which the Group may invest, must read, understand and agree to adhere to the Code which, where relevant, forms part of employment agreements. Should any employee breach the Code or relevant policies, they will be subject to corrective or disciplinary action, which may include, but is not limited to, termination of their employment.
- All contractors, suppliers and other service providers are asked to agree to follow applicable relevant parts as part of their service agreements.

Globalworth is committed to doing business in a responsible and sustainable way, and with a high degree of integrity and transparency. This includes carrying out due diligence where relevant, to identify where our business may impact the rights of others, both in our own operations and in our supply chain. We promote and respect all applicable, internationally recognised human rights and have in place a policy and procedures aligned with the UN Guiding Principles for Business and Human Rights as well as other international human rights requirements. We take seriously our responsibility to protect the rights of people both in our own operations and in our value chain. With regard to human rights, we stand firmly against all forms of modern slavery, including servitude, forced and compulsory labour, child labour and human trafficking of all ages and we do not tolerate any form of forced or child labour on our work sites or in our supply chain. We encourage the reporting of suspicions of forced labour or other forms of human rights abuse using our Whistleblowing procedure, full details of which are available on our website.

Read more

Our extended compliance system

The workplace

- Health, safety and wellbeing.
- Respect, diversity and inclusion.
- Protection of personal data.
- Reporting and maintaining records.
- Company assets.
- Confidentiality.

Our business conduct

- Relationships with stakeholders.
- Conflicts of interest.
- Hospitality and gifts.
- Sponsorship.

Inside information and market abuse

- Community and Environment.
- Corporate social responsibility and charitable donations.
- External communication.
- Anti-bribery and corruption.
- Money laundering.
- Fair competition.
- Political activities.

In line with the Board's commitment to comply with high standards of integrity, as well as more detailed information regarding how we manage conflicts of interest, please see our Code of Conduct which is available online.

Read more

In addition, all related party transactions (as defined under IFRS) are disclosed on page 127 of the 2025 Annual Report and Consolidated Financial Statements.

Read more

- To ensure uniformity and consistency in our operations and decision-making, we have in place a full suite of relevant policies, procedures, and mechanisms. These support our Code and are part of our wider compliance system. Through them, we aim to provide additional explanations to our team on how to deal with certain situations and at what point they should report any concerns.
- These policies, procedures and mechanisms, together with the Code, are reviewed and updated by the Board on a regular basis, with the Audit and Risk Committee and Group Compliance. Globalworth team receiving updates and refreshers during the year.
- All Group policies are approved by the Board, whereas operational procedures are approved at a country level by local Compliance, in guidance set by formal policy set by the Board. Before the formal approval, all local procedures are discussed by the Management Team of each country of operation.
- All policies and procedures are revised periodically by the Audit and Risk Committee citing internal risk assessment, and with a focus on certain key areas, the process is assessed to ensure that it is in accordance with the policy/procedure.
- For areas of our operation, such as procurement, we ensure that there are transparent processes in place, in order to ensure that all purchases are handled by each department (for example, obtaining 3 offers, comparisons, scoring, allocation).

→ **How we are organised** continued

Our governance, code and wider compliance system continued

- Late last year, the Compliance Oversight Group was formed under the Audit and Risk Committee (ARC), chaired by the Chair of the ARC with the Group CFO and General Counsel as the other two members. This working group meets every two months, it reports directly to the ARC. The group's role is to document controls and run a structured compliance monitoring plan. After integrating risk and control documentation from Poland and Romania, a unified framework is now in place. Practices across both markets are being aligned, focusing on higher-risk areas like third–party vendor management for consistent policy implementation. On specific matters such as GDPR or general compliance, we hold annual trainings, whereas for more specific matters, only the relevant functions are involved in the process.
- On human rights, we have adopted a Human Rights Policy, which can be found on our website.

Read more

- Specifically in the context of modern slavery, the Board approves an annual statement on the matter, which can be found on our website.

Read more

General core principles

These include general policies which apply to the Group and its professionals irrespective of their specific functions and responsibilities.

Core principles include:

- Anti-bribery and corruption policy.
- Anti-money laundering policy (including interaction with third parties).
- Whistleblowing policy.
- Group statement on modern slavery.
- Charitable giving policy.
- Share dealing policy.
- Foundation`s grant application process.

GDPR policies

In alignment with the General Data Protection Regulation (GDPR) in the EU, Globalworth has put in place the necessary policies and measures to ensure it complies and operates in line with the obligations required by the respective regulations.

GDPR policies include:

- Personal data protection policy.
- Information security policy.
- Legitimate interest assessment procedure.
- Data protection impact assessment procedure.
- Supplier assessment procedure.
- Data subject request procedure.
- Data breach management procedure.

Departmental policies and procedures

These include policies and procedures addressing specific needs of certain departments and functions within the Group aiming at ensuring consistency and quality of operations.

Departmental policies and procedures include:

- Compliance policy.
- Health and Safety policy.
- Development and fit-out procedures.
- Asset management procedure.
- Leasing policy.
- Procurement procedures.
- IT-related procedures.

Globalworth is committed to operating responsibly across diverse cultures and business environments. Employees, any third parties acting for Globalworth, and any other stakeholders are encouraged to raise concerns which will help Globalworth prevent and reduce any harm to the people involved and to Globalworth.

To that end, Globalworth has country-specific whistleblowing policies, through which employees and third parties are encouraged to express concerns, in good faith, about potential negligence, omissions or offences in connection with the laws in force, regulations, codes, policies and procedures of Globalworth.

The whistleblowing policies contain the following important instructions:

- Where to direct any suspicions of breaches to the Globalworth values and principles;
- Types of eligible concerns. Important: individual grievances are not subject to this Policy and should be raised with your manager and/or HR Department;
- How the whistleblowing reports will be handled and how will the whistleblowers be protected.
- The content of a whistleblowing report:
  - What information to provide.
  - Description of the issues reported and of individuals concerned.
  - Documentation or other proof.

Each whistleblowing report received will be dealt with in compliance with the laws and regulations of the country in which the report is filed and, if relevant, where the company/ies primarily concerned are registered.

Any investigation process will be conducted in a confidential, impartial, and thorough manner, independent of those being investigated, and within a defined timescale.

It is possible to file a report anonymously and we will always try to investigate anonymous reports. However, if those investigating do not know the identity of the whistleblower, it may be much more difficult or impossible to investigate the matter, and we will not be able to provide the whistleblower with any feedback. However, should a person still wish to submit an anonymous report, we ask them to provide as much relevant information as possible.

Whistleblowing reports should be sent to one of the following email addresses:

whistleblowing@globalworth.com

whistleblowing@globalworth.pl

Data protection

It is one of our priorities, and part of our governance responsibilities, to protect the privacy of our stakeholders' data. We aim to identify risks proactively, to detect and eliminate weaknesses before they can become threats, and improve the security of our digital systems.

How we are organised continued

Our team and operations

Our people are our most valuable asset. We are committed to attracting and retaining top talent, selecting the most qualified candidates for each role based on merit, regardless of gender, ethnicity or background.

As at the end of 2025, our workforce comprised of 277 professionals, primarily based in our main offices in Warsaw and Bucharest, with additional presence across regional cities in Poland, as well as in Cyprus and Guernsey. During 2025, the team included 155 women and 122 men. Headcount remained stable throughout the reporting period, with no material fluctuations observed year-on-year.

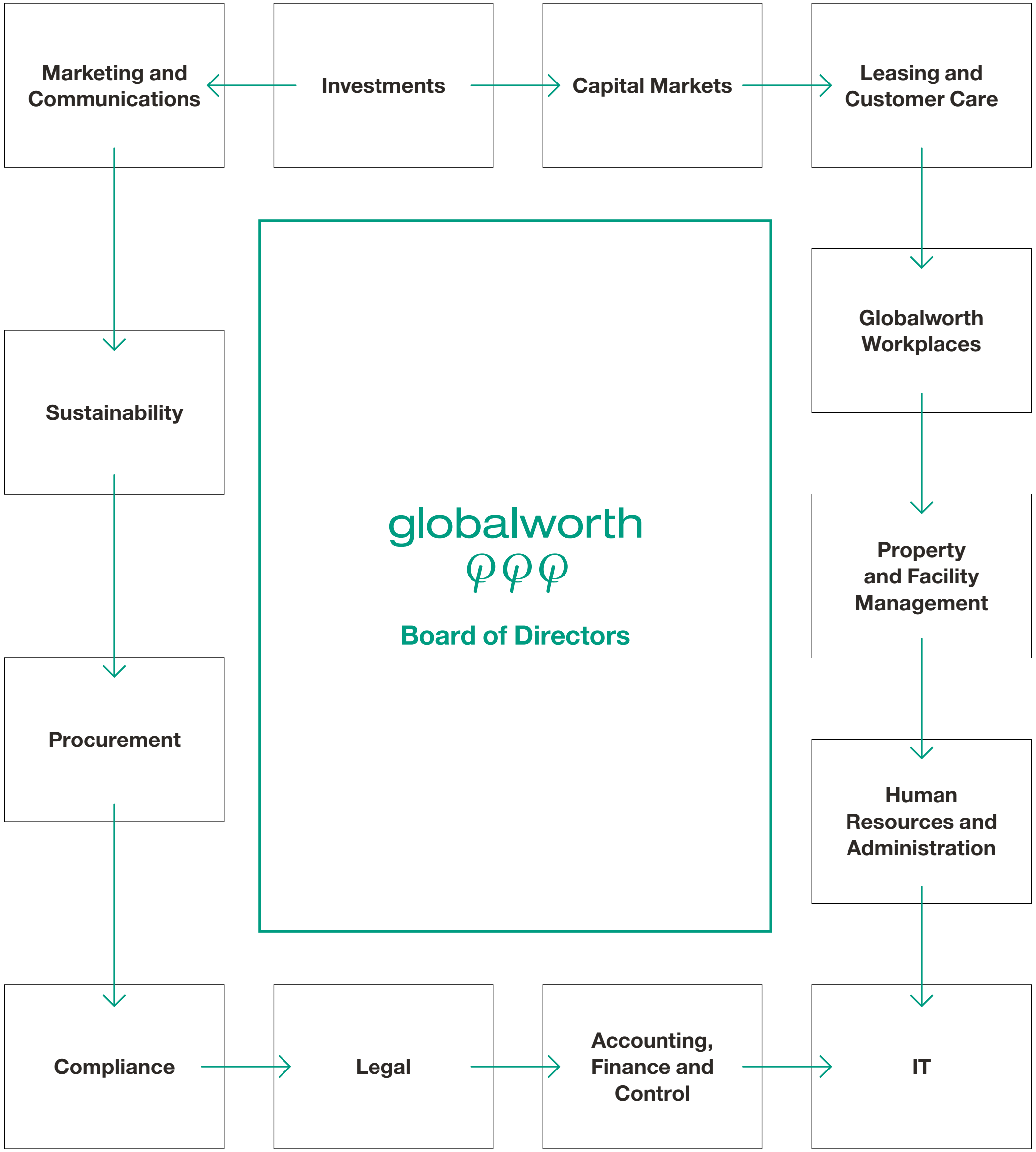
Our teams play a critical role in delivering high-quality services to our partners, effectively managing our premium portfolio, supporting business expansion and generating sustained value for both shareholders and wider stakeholders.

Our organisational structure is designed to strengthen internal expertise and enhance employee experience across key functions, including investment, leasing, project delivery, and asset and property management.

We internally manage 1 million sqm of high-quality standing GLA with a total value of

€2.5 billion;

all of our properties in Poland and, in Romania, all but one of our office properties




Spektrum Tower

→ **How we are organised** continued

Our supply chain

Effectively and responsibly managing our Value Stream is key to the success of our operations.

Our relationships

We consider our ability to carry out most of our core functions in-house a key competitive advantage. However, to effectively implement our "local" landlord approach in day-to-day operations and our "international" perspective in managing the Group's broader strategy, we rely on a diverse supply chain. This includes a wide network of suppliers, service providers, and business partners – ranging from small enterprises to global corporations.

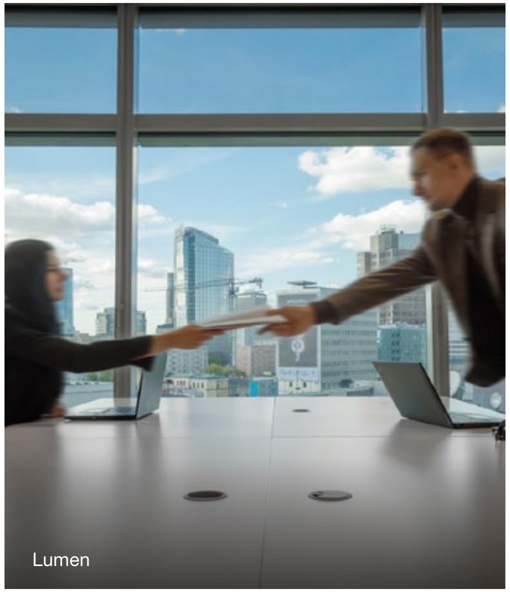
We view the risk associated with our supply chain as low. When selecting partners, we conduct:

- A comprehensive operational assessment based on multiple criteria such as expertise, credentials, pricing, and, where applicable, past performance with the Group; and
- Individual due diligence to ensure shared ethical values and to confirm that any new engagement does not introduce compliance risks to Globalworth.

In recent years, as part of our ongoing efforts to enhance operational efficiency and the quality of third-party services, we have introduced standardised service level agreements for our service providers. These agreements also support our periodic monitoring of the use of sustainable materials and adherence to employment policies. Since 2022, there have been no significant changes in this area.

Suppliers (by value of services)

National	87%
International	13%



Lumen

We constantly endeavour to make our value chain more sustainable, inclusive and equitable by investing in bringing an even stronger industry perspective to the design and the delivery of our services. For this purpose, we constantly train and develop our people, especially in the sectors that are of crucial importance to the local economies where we operate.

Our value chain, including entities upstream and downstream of our operations, are summarised below.

Upstream

- Suppliers
- Service providers
- Energy/water providers

Operations and services

- All services offered

Downstream

- Clients
- Regulators
- Business community
- Local and wider society
- Academia
- Natural environment

How we engage

Our partners are required to follow the part of the Code of Conduct applicable to them (which is also introduced in all of our new agreements). In addition, we ask our team members to report internally, to their superiors or compliance officers, if they become aware that any of our suppliers infringes upon the law or our Code of Conduct.

Furthermore, we review our suppliers' list on a regular basis, and should any areas of concern arise, we directly reach out to our partner(s) for clarifications, prior to further internal review.

Overall, we collaborate with 1,900 third-party suppliers, service providers and business partners, with ~40 partners in Poland and Romania considered as "significant", as these can influence our daily operations and the success of our property and asset management activities.

Third-party suppliers, service providers and business partners

~1,900

"Significant" partners in Poland and Romania

~40

→ **How we are organised** continued

Types of suppliers engaged and payments

Corporate services

- Rating agencies.
- Equity analysts.
- Auditors.
- Valuers.
- Corporate and business consultants.

Operations and development

- Due diligence consultants.
- Builders and contractors.
- Building material, furniture and fit-out companies.
- Technical consultants.
- Real estate agents.
- Utilities.
- Facility managers.
- Specialist providers (architects, building planners, security, fire brigade, waste removal, and other).

Supersam

→ **Stakeholders and materiality**

At Globalworth and the Globalworth Foundation, the safety and wellbeing of our people, partners, communities and other stakeholders will continue to be our top priority.

Silesia Star


Tryton Business House

Stakeholders and materiality

→ **Stakeholders and materiality** continued

Engaging with our stakeholders

In a world in which businesses are interrelated, engaging with our stakeholders and other stakeholders to understand their interests, priorities, and expectations is key for shaping our strategy for the future and success of our business.

For us at Globalworth and the Globalworth Foundation, the safety and wellbeing of our people, partners, communities, and other stakeholders, was and will continue to be our top priority as we shape and implement our strategy and seek to achieve our objectives as a responsible landlord.

Frequency of communication key

- **A** Ad hoc
- **D** Daily
- **W** Weekly
- **M** Monthly
- **Q** Quarterly
- **S** Semi-annually
- **Y** Annually
- **O** Occasionally
- **3** 3–6 times per year

Our stakeholders	**Employees**	**Tenants**	**Partners/suppliers/contractors**
Why we engage	We believe that our most important asset is our team of dedicated professionals, who have been instrumental in driving the Group's performance over the years. Our team is responsible for offering premium services to our partners, efficiently managing our high-quality portfolio, facilitating growth and creating value for our shareholders and other stakeholders. Creating a safe, friendly, fair, and productive workplace, which people are happy to be a part of, and have the freedom to evolve personally and professionally, we believe inspires them to give that little bit extra. Maintaining this positive and safe work environment is a key priority for the success of the Group, as well as retaining our reputation for being a desirable and attractive place for people to work.	Tenants are at the heart of our business operations, and we are committed to offering best-in-class services to them. We recognise that it is key for our tenants to receive good value for the spaces occupied and the overall services received, to work and be associated with safe and environmentally friendly properties, and to be treated fairly and reasonably. Tenants and potential tenants acknowledge that people increasingly want to spend time in places that have a positive impact on their wellbeing, and so the quality of the overall environment, including the ability to customise the office space and mix of amenities within a development, is increasingly at the front of our minds.	Our business partners, suppliers and contractors are important to us, as by establishing and maintaining long-term relationships with them, we can build a sustainable future, maintain our business model and future plans. By sharing the same values and vision with us, they allow us to maximise the impact we have in our business, the communities and the environment of which we are part. They are integral to our supply chain, as our "local" landlord approach to our portfolio in Poland and Romania, and our "international" approach to Group affairs, require a supply chain consisting of a diverse range of partners. We collaborate with over 1,000 third parties, including international or local providers, ranging from large multinational corporates to smaller businesses.
Type of communication and engagement	**S** One-on-one dialogue **S** Meetings **D** Emails **W** Social media **S** Employee surveys and evaluations **O** Events	**A** **Q** One-on-one dialogue **A** **M** Meetings **A** **M** Emails **M** Calls **W** Social media **3** Events	**A** **M** **Q** One-on-one dialogue **A** **M** **Q** Meetings **M** **Q** Emails **W** Social media **A** **Q** Events
Key topics and concerns	Safeguarding corporate governance, regulatory compliance and business ethics. Promoting green buildings, improving buildings' energy efficiency and investing in green certifications.	Safeguarding sustainable land use and biodiversity. Promoting green buildings, improving buildings' energy efficiency and investing in green certifications. Minimising waste and increasing the implementation of circular economy practices.	Safeguarding corporate governance, regulatory compliance and business ethics. Safeguarding occupational health, safety and wellbeing. Safeguarding diversity, inclusiveness and protection of human rights at work. Safeguarding health and safety and wellbeing of those who work and visit the properties (tenants, visitors and contractors).

GRI 2-29

Stakeholders and materiality continued

Our stakeholders	Shareholders/bondholders	Local communities	State and local authorities
Why we engage	The support and alignment of interest with our shareholders, bondholders and other providers of finance, as well as equity and credit analysts, is key for the success of our business. We engage with them regularly, directly through meetings (face to face and/or via calls), investor conferences, etc. and indirectly through our financial reporting cycle, sustainability updates, regulatory and other updates during the year to ensure that they are properly informed of our progress, as we firmly believe that through proper engagement and transparency we can receive the greatest level of support from them.	Our leading position in CEE's real estate market, with over 1.1 million sqm of high-quality space on offer and where more than 250,000 people work or visit on a daily basis, makes us view our role towards them and the wider community of which we consider ourselves to be an integral part, as increasingly important. Through the Globalworth Foundation and the wider Globalworth team, we are committed to making a positive contribution to the communities within which we operate. Our ongoing dialogue with our communities allows us to be able to identify the areas where we can have the highest impact and adapt our strategy accordingly. We seek to have an effect on our communities by maintaining the highest levels of ethical standards and conducting our business in a responsible and sustainable way, committed to our three pillars of "People, Places and Technology".	We are members of a number of key industry initiatives, and through our participation and interaction in such task groups with leading professionals, developers, consultants, engineers and manufacturers, we gain practical insights into innovative solutions for effective property management and access to information on upcoming legislation and the process of EU law transposition as it is implemented or comes into force by region. We believe that through an open and transparent dialogue with the regulatory and industry bodies in the countries in which we operate, we will improve public trust in the real estate sector through raising industry standards, and creating a sustainable environment for visitors, occupiers, landlords, investors and other stakeholders is fundamental to our business.
Type of communication and engagement	A M One-on-one dialogue, meetings A Calls A Emails O Roadshows O Conferences and industry events A S Corporate publications W Website, social media A Shareholders meetings (AGM/EGM)	M One-on-one dialogue, meetings, calls, emails W Online (corporate website, social media) W Press releases, interview pitching, QandA A Events (corporate, consumer and internal) and sponsorships A Media buying, sponsorships, newsletters	A One-on-one dialogue, meetings A Social media
Key topics and concerns	Promoting green buildings, improving buildings' energy efficiency and promoting green certifications. Identifying financial and operational risks and opportunities from climate change. Safeguarding corporate governance, regulatory compliance and business ethics.	Safeguarding diversity, inclusiveness and protecting human rights at work. Engaging and investing in local communities. Assessing business partners (including suppliers/contractors) against ESG criteria.	Safeguarding occupational health, safety and wellbeing. Safeguarding diversity, inclusiveness and protecting human rights at work. Safeguarding health and safety and wellbeing of those who work and visit the properties (tenants, visitors, contractors).

Frequency of communication key

- A Ad hoc
- D Daily
- W Weekly
- M Monthly
- Q Quarterly
- S Semi-annually
- Y Annually
- O Occasionally
- 3 3–6 times per year

→ **Stakeholders and materiality** continued

Our approach to materiality

The concept of materiality is central to corporate sustainability reporting as it helps organisations identify and prioritise the topics with the most material impacts on the economy, environment, and people, whilst aiding us to align these impacts with the relevant SDGs.

For the purposes of the analysis, different stakeholder groups, including the entire Globalworth team, reviewed the sustainable development topics related to our industry from international publications and relevant standards, allowing us to understand the priorities for our sector, and then connect them with the relevant SDGs on which we can have an impact.

Globalworth uses the GRI Standards 2021 materiality analysis methodology for the identification, assessment, prioritisation, and validation of the positive and negative impacts that the organisation creates or may create on the environment, people, and the economy, utilising a four-phased approach as depicted below. For the 2024 reporting year, we have conducted an impact materiality review that confirmed the identified material topics by Globalworth align with our peers and comply with current GRI Standards. The 2024 assessment has been reviewed for 2025, and no significant changes to business and operations affecting materiality have occurred.

Materiality analysis according to the GRI standards

Identify and assess impacts → Determine material topics for reporting

	1 Understand the organisation's context →	2 Identify actual and potential impacts →	3 Assess the significance of the impacts →	4 Prioritise the most significant impacts →	Material Topics 1–8
Objectives	Understand the organisation's context in order to identify its actual and potential impacts.	Identification of actual and potential impacts on the economy, environment, and people, across the organisation's activities and business relationships.	Assessment of the actual and potential impacts in order to prioritise them.	Prioritisation (threshold) of the impacts based on their significance, in order to determine the material topics for reporting.	
Activities	The organisation creates an initial high-level overview of its activities and business relationships, the sustainability context in which these occur, and an overview of its stakeholders.	Identification of impacts through diverse internal and external sources.	Quantitative and qualitative analysis of the significance of the positive and negative impacts to the organisation through consultation with relevant stakeholders. The organisation should also consult relevant internal or external experts (i.e. suppliers, civil organisations, etc.).	Testing the material topics against sector priorities.	

→ **Stakeholders and materiality** continued

Our approach to materiality continued

Step 1

Understanding our organisation's context

During this stage, a high-level overview of our activities and business relationships, the sustainability context in which these occur, as well as an overview of our stakeholders was conducted. We examined our business model and strategies and the type and nature of our business relationships, as well as considering the economic, environmental, human rights, and other societal challenges related to our field of activity, creating a comprehensive mapping of individuals and groups – our stakeholders – whose interests are or may be affected by the range of our activities.

Step 2

Identifying our actual and potential impacts

Throughout this stage, we explored our actual and potential positive and negative impacts on the economy, environment, and people, including impacts on their human rights, across our organisation's activities and business relationships. In the identification process, we assessed the manner in which we deliver positive impacts and contribute to sustainable development, whereas we also considered negative impacts that we may cause or contribute to through our activities or business relationships.

Step 3

Assessing the significance of our impacts

In this stage, we assessed the significance of our identified positive and negative impacts with the intention of prioritising them. We consulted internally via a dedicated e-survey with prioritised experts and stakeholder representatives from our environmental and energy, operations and facility management, health and safety, human resources, legal and compliance teams.

The selected stakeholder representatives and experts, prioritised the positive and negative, actual, and potential, impacts based on:

Negative

Actual	Potential
Scale	Scale
Scope	Scope
Irremediable character	Irremediable character
	Likelihood

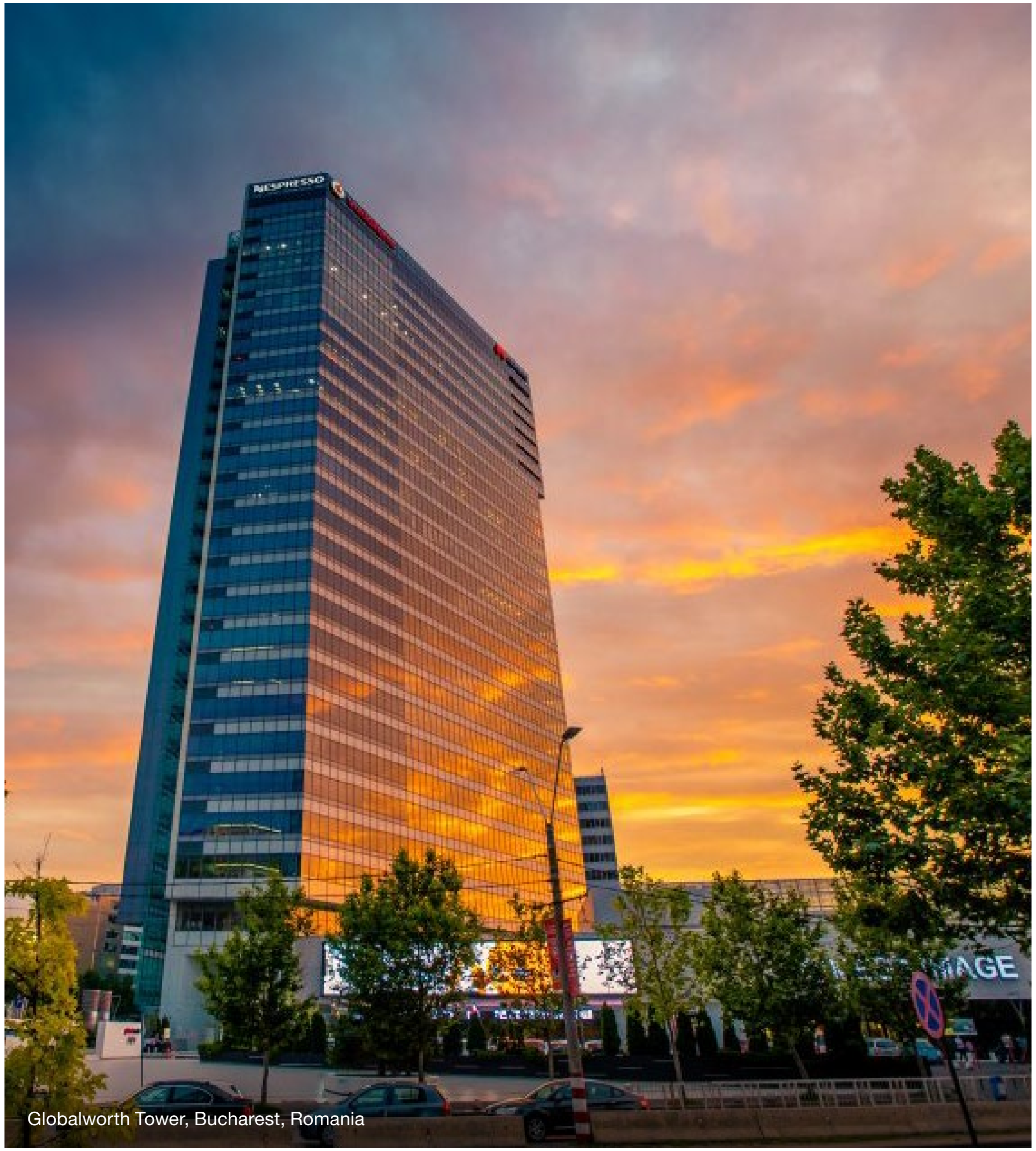
Positive

Actual	Potential
Scale	Scale
Scope	Scope
	Likelihood

Step 4

Prioritising the most significant impacts for reporting

In the last stage of our materiality analysis, we determined the list of material impact areas through prioritisation of the impacts based on their significance. Our senior management reviewed and validated the list of material impact areas that determined the contents of the present Sustainable Development Report.



Globalworth Tower, Bucharest, Romania

→ **Stakeholders and materiality** continued

Material topics

Identified impacts

As part of the positive and negative impact identification process, we created an impact universe containing a list of impact areas within the pillars of the environment, social, and economy which are indicative of the impact Globalworth creates through its activities and business relationships.

Identified positive impact areas ⊕

Environment

Identified positive impact areas	UN SDGs
1. Climate stability	3 Good health and well-being; 13 Climate action
2. Air pollution	3 Good health and well-being; 13 Climate action
3. Water and marine resources	14 Life below water; 15 Life on land
4. Resource intensity	12 Responsible consumption and production
5. Waste	12 Responsible consumption and production

Social

Identified positive impact areas	UN SDGs
6. Data privacy	16 Peace, justice and strong institutions
7. Health and safety	3 Good health and well-being
8. Food	3 Good health and well-being
9. Housing	11 Sustainable cities and communities
10. Healthcare and sanitation	3 Good health and well-being
11. Education	4 Quality education
12. Culture and heritage	17 Partnerships for the goals
13. Employment	3 Good health and well-being; 8 Decent work and economic growth
14. Wages	8 Decent work and economic growth
15. Social protection	16 Peace, justice and strong institutions
16. Age discrimination	10 Reduced inequalities
17. Ethnic and racial equality	10 Reduced inequalities
18. Gender equality	5 Gender equality
19. Other vulnerable groups	10 Reduced inequalities

Socio-economic

Identified positive impact areas	UN SDGs
20. Business conduct/ rule of law	16 Peace, justice and strong institutions
21. Civil liberties	16 Peace, justice and strong institutions
22. Flourishing MSMEs	8 Decent work and economic growth
23. Sector diversity	8 Decent work and economic growth
24. Convergence	8 Decent work and economic growth

→ **Stakeholders and materiality** continued

Material topics continued

Identified negative impact areas

Environment

1	Climate stability
2	Air pollution
3	Water and marine resources
4	Resource intensity
5	Waste

Social

6	Employment
7	Gender equality


Globalworth team

Material topics continued

As a result of the processes undertaken, the following list of impact areas were grouped into the respective material topics*.

Environment

Material topics	Impact generated	UN SDGs
Climate stability and air quality	⊕ ⊖	3 Good health and well-being; 13 Climate action
Resource intensity	⊕ ⊖	12 Responsible consumption and production
Waste and resource intensity	⊕	12 Responsible consumption and production
Water and marine resources	⊕ ⊖	14 Life below water; 15 Life on land

Social

Material topics	Impact generated	UN SDGs
Employment	⊕ ⊖	3 Good health and well-being; 8 Decent work and economic growth
Health and safety	⊕	3 Good health and well-being

Socio-economic

Material topics	Impact generated	UN SDGs
Innovation of better products and services	⊕	7 Affordable and clean energy; 9 Industry, innovation and infrastructure
Socio-economic convergence	⊕	8 Decent work and economic growth; 17 Partnerships for the goals

* With respect to the negative impacts, Globalworth could be causing or contributing to the negative impacts through its activities; or/and the impacts are or could be directly linked to its operations or services by its business relationships, even if the Company has not contributed to them.

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality

Environment

UN SDG

3 GOOD HEALTH AND WELL-BEING

13 CLIMATE ACTION

Positive impact

Positive impact through initiatives related to the reduction of energy consumption and GHG emissions, (e.g., BREEAM and LEED certifications, SBTi target setting, and sourcing Guarantees of Origin), as well as identifying opportunities for green financing

Negative impact

Negative impact through the creation of Scope 1, 2 and 3 GHG emissions including the creation of air pollution as a result of the direct and indirect release of air pollutants

Our approach

We acknowledge our responsibility to support a stable climate and cleaner air. Our goal is to deliver benefits not only to local communities, investors, tenants, and partners, but also to everyone who lives and works near our properties. By cutting carbon emissions, lowering energy use, and enhancing air quality, we generate both environmental and financial value for our stakeholders. To achieve this, we maintain a sustainable portfolio designed to meet leading standards in energy efficiency and environmental performance.

We are actively working to remove greenhouse gas emissions from our buildings, while strengthening their resilience to climate-related challenges and contributing to SDG 3 (Good Health and Wellbeing) and SDG 13 (Climate Action).

We consider investment in energy-efficient properties as a business advantage, as it allows us to give back to local communities, our investors, our tenants, our partners and the people who work in or live nearby our buildings:

- The property's environmental impact on surrounding communities is minimised.
- Occupants face lower operating expenses, supporting stronger business outcomes.
- Indoor environments are designed to enhance comfort and wellbeing.
- Collaboration with partners supports the development and upkeep of sustainable assets.
- Long-term value is created and preserved for investors.

Read our HVAC case study on page 42

Globalworth's plan for decarbonisation

Decarbonisation levers

a. Energy efficiency improvements

- Conduct energy audits for all assets by 2030.
- Retrofit existing buildings with high-efficiency HVAC, lighting (LED), insulation, and smart controls.
- Improving the building automation systems (BAS) for energy management.

b. Renewable energy integration

- Install solar panels on eligible rooftops across the portfolio.
- Procure green electricity through Power Purchase Agreements (PPAs) or Renewable Energy Certificates (RECs).
- Encourage onsite battery storage where viable.

c. Sustainable development standards

- Ensure all new developments and major refurbishments are certified under green building schemes.
- Prioritise low-carbon materials (e.g., low-embodied-carbon concrete, recycled steel).
- Conduct Whole Life Carbon Assessments for all new projects.

d. Tenant engagement and collaboration

- Partner with tenants to implement green leases.
- Provide sustainability training and awareness campaigns for tenants and staff.

e. Green mobility and accessibility

- Increase availability of EV charging stations across properties.
- Promote public transport access and bicycle infrastructure.

f. Governance and reporting

- Established a Green Financing Committee to oversee our green financing.
- Integrated climate KPIs into executive remuneration.
- Disclosed annually in line with GRI, EPRA, TCFD and CDP.

Our performance

Consistent with our commitment to energy-efficient properties, during 2025 we recertified 11 of the properties in our portfolio with BREEAM Excellent and LEED Platinum certifications.

In Romania, we pursued our ample process of LEED portfolio recertifying, with nine of our property's certificates being updated during the year to LEED Platinum, while in Poland we recertified two of our properties with BREEAM Excellent. During 2026 we continued recertifying our assets, with Globalworth Campus C receiving its LEED Platinum certificate during January.

Overall, as of 31 December 2025, our combined standing portfolio comprised 52 green certified properties, accounting for 99.0% of our standing commercial portfolio by value. BREEAM-accredited properties account for 58.2% of our green certified portfolio by value, with the remainder of properties being holders of other certifications (LEED or EDGE).

We remain committed to our green goals, aiming for 100% of our commercial portfolio to be green accredited. We are currently in the process of certifying or recertifying three other buildings in our commercial portfolio, principally targeting LEED and BREEAM certifications.

In addition, in 2025, we maintained our policy of securing 100% of the electricity used in our office and mixed-use portfolio from renewable sources. The switch to green energy is part of our broader preparatory actions for nZEB, which also involves other steps, including introducing intelligent metering and implementing FORGE for monitoring.

During the year, we successfully recertified all our office buildings in Romania with WELL Health-Safety Rating, which is an evidence-based, third-party verified rating, focusing on the health and comfort of the building users.

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality continued

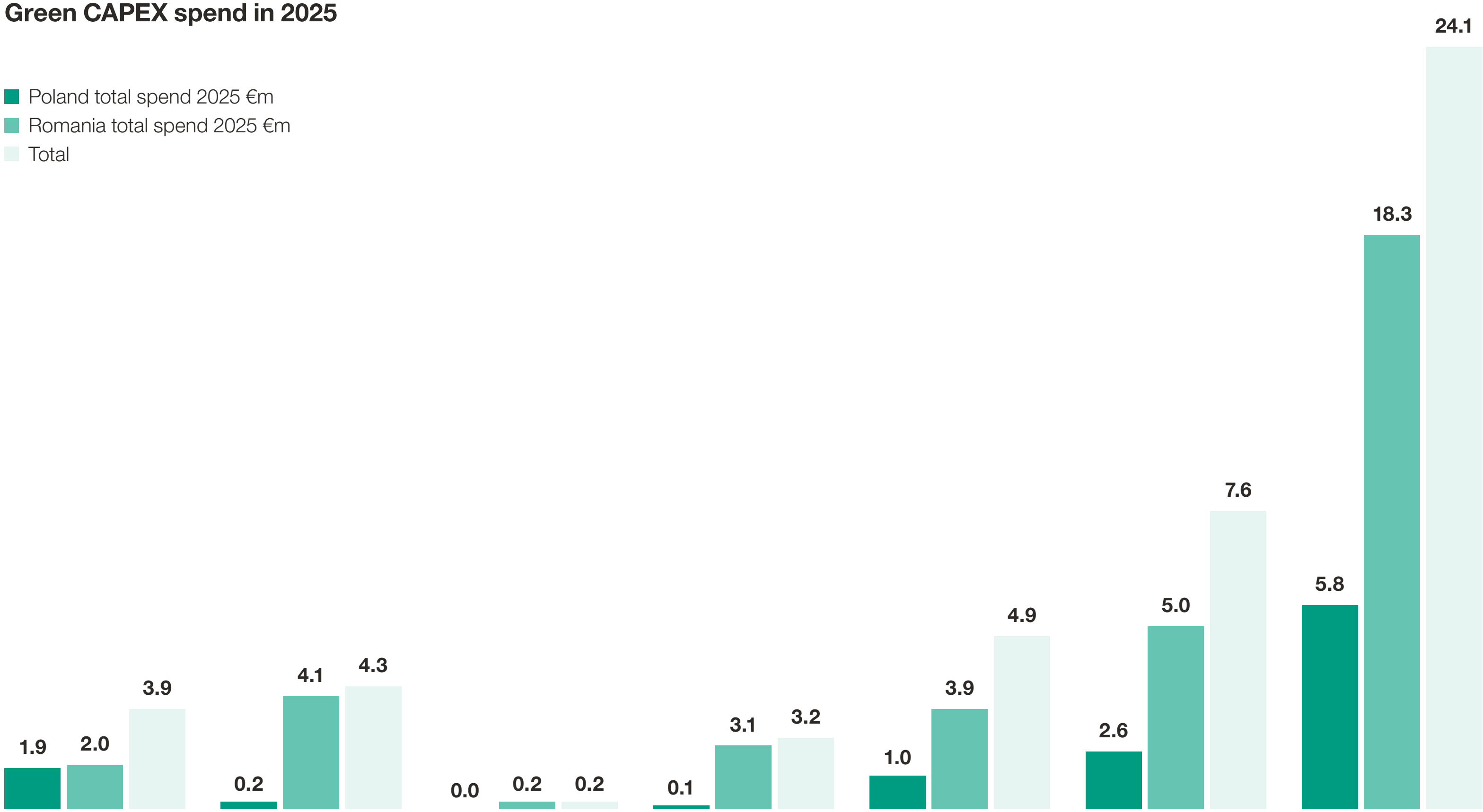
Our performance continued

Accessibility has been part of our approach for many years, shaping the way we design and manage our buildings. Our Romanian office portfolio was recertified in 2025 by Access4you, and both Globalworth Tower and Globalworth Square achieved the Silver level for mobility, visual, and hearing accessibility. Assets in Poland observe increase of Obiekt bez Barier certification. We have certified two additional buildings reaching 25% of all assets certified.

Sustainable mobility

Reducing indirect carbon footprint and that of its customers involves, among other things, choosing sites that promote the use of public transport and soft transport for tenant customers and their employees. This is why all our office buildings are within five minutes walking distance from public transport. Seventeen of our office investments in Poland and eight in Romania are equipped with bicycle racks, secure lockers, changing rooms and showers. This approach also includes the installation of charging points for electric vehicles across the portfolio.

Green CAPEX spend in 2025



HVAC
Bring HVAC systems in all buildings to the same level of energy efficiency, technology and comfort

Automations
A fully integrated Building Management System is implemented for all the sub-systems installed into the building

Electrical and green energy
LED lighting systems for underground parking and for all buildings' common areas, solar photovoltaic panels and electric charging stations

Health and safety
Replacement of CO_2 systems

Operation efficiency
Metering for large equipment, façade repairs, roof hydro insulation refurbishment

Common and outdoor areas
Landscaping and exterior green areas refurbishment, renovation of common area restrooms and cyclists changing rooms

Total spend in 2025

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality continued

Green Certification evolution

Figures as at 31 December

	2023	2024	2025
General			
Number of Green Certified Properties	59	51	**52**
% of Standing Commercial Portfolio (by value)	92.5%	93.7%	**99.0%**
% of Total Standing Portfolio (by value)	91.3%	92.9%	**98.4%**
Number of Properties Under Certification	12	6	**3**
Contracted Rent (€m)			
Green Certified Properties	177.3	170.8	**186.7**
Standing Commercial Portfolio	191.5	181.2	**188.2**
% of Standing Commercial Portfolio	92.6%	94.2%	**99.2%**
Occupancy (%)			
Green Certified Properties	89.0%	92.6%	**86.1%**
Standing Commercial Portfolio	88.3%	86.7%	**85.4%**

Breakdown of certification by classification – commercial properties

Figures as at 31 December

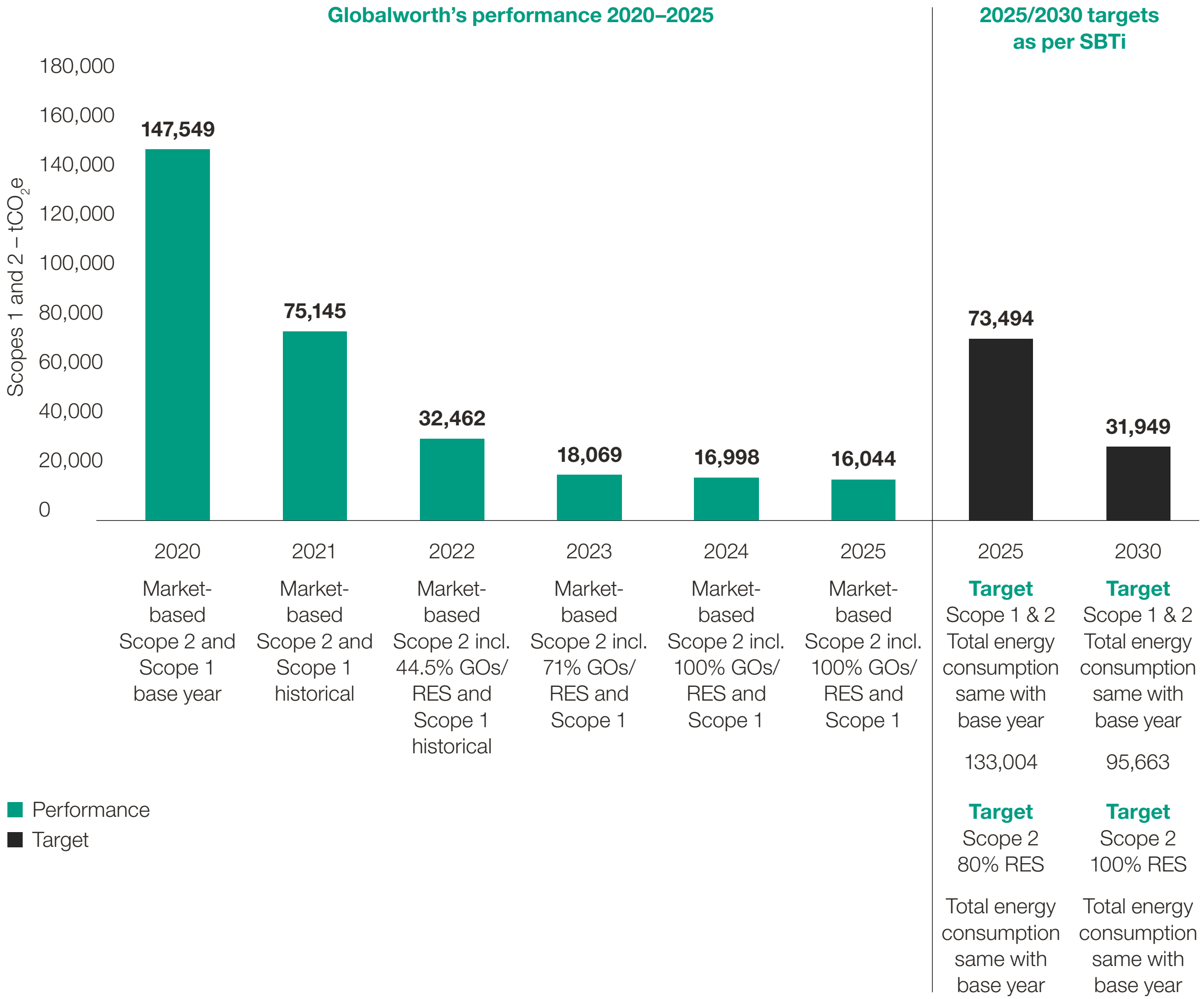
	2023		2024		2025	
BREEAM Outstanding						
Number of Properties / % of Com. Stand.	3	4.3%	4	7.1%	**4**	**7.1%**
GLA (k Sqm) / % of Com. Stand.	67.0	4.9%	114	11.2%	**113.9**	**10.8%**
GAV (€ m) / % of Com. Stand.	162.7	6.0%	299.8	12.2%	**301.5**	**11.8%**
BREEAM Excellent						
Number of Properties / % of Com. Stand.	44	75.5%	35	62.5%	**32**	**57.1%**
GLA (k Sqm) / % of Com. Stand.	754.3	55.2%	521.9	51.5%	**482.8**	**45.9%**
GAV (€ m) / % of Com. Stand.	1,720.2	63.7%	1,244.10	50.8%	**1,177.1**	**45.9%**
BREEAM Very Good						
Number of Properties / % of Com. Stand.	6	8.6%	1	1.8%	**–**	**–**
GLA (k Sqm) / % of Com. Stand.	201.8	14.8%	17.4	1.7%	**–**	**–**
GAV (€ m) / % of Com. Stand.	166.1	6.2%	45.1	1.8%	**–**	**–**
LEED Platinum						
Number of Properties / % of Com. Stand.	5	7.1%	9	16.1%	**14**	**25.0%**
GLA (k Sqm) / % of Com. Stand.	145.2	10.6%	246.6	24.3%	**400.2**	**38.1%**
GAV (€ m) / % of Com. Stand.	377.4	14.0%	628.3	25.7%	**987.0**	**38.5%**
LEED Gold						
Number of Properties / % of Com. Stand.	1	1.4%	1	1.8%	**1**	**1.8%**
GLA (k Sqm) / % of Com. Stand.	22.4	1.6%	24.1	2.4%	**24.1**	**2.3%**
GAV (€ m) / % of Com. Stand.	70.9	2.6%	58.4	2.4%	**60.5**	**2.4%**
EDGE						
Number of Properties / % of Com. Stand.	–		–		**1**	**1.8%**
GLA (k Sqm) / % of Com. Stand.	–		–		**8.0**	**0.8%**
GAV (€ m) / % of Com. Stand.	–		–		**14.0**	**0.5%**

The Green Court complex and RBC are also EDGE Certified.

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality continued

SBTi targets across Scopes 1 and 2 with baseline 2020



As part of our ambitious sustainability strategy, we are committed to contributing towards the global efforts to limit global temperature increases by reducing our direct and indirect greenhouse emissions in our operations and value chain. As such, in 2022, we performed a detailed review of how we can improve our footprint and we could set our environmental target to reduce GHG emissions intensity by 46% by 2030 versus our baseline 2019 levels (for Scope 1 and 2), and we committed to measuring and reducing Scope 3 too. In setting this target, we used a science-based approach to align with a 1.5°C trajectory.

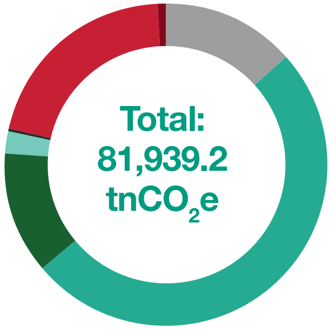
These targets were approved and validated by the globally recognised Science Based Targets initiative (SBTi) and will form key stepping blocks to enable Globalworth to deliver on its long-term strategy and ambition to become the first choice in sustainable real estate.

For more details related to how we collect data please see pages 64 to 65.

→ **Stakeholders and materiality** continued

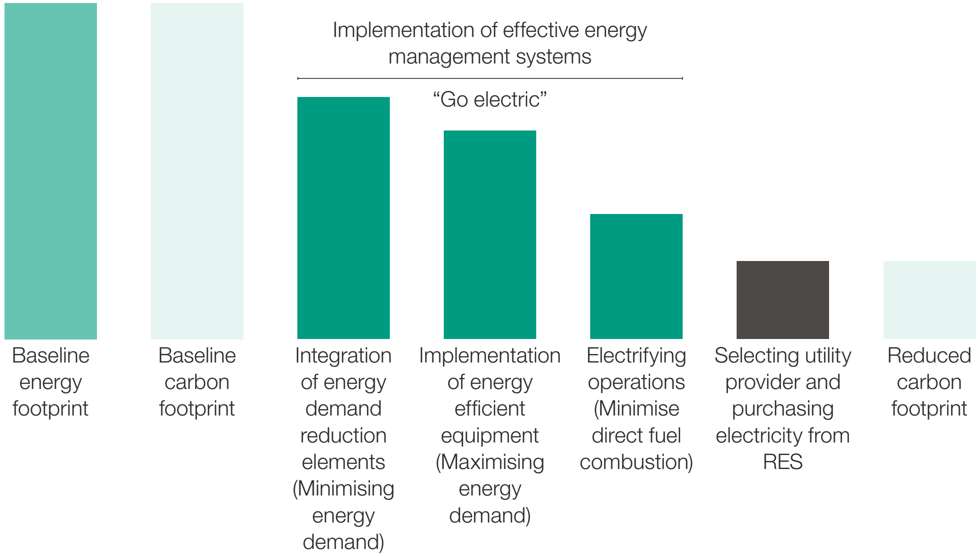
Material topic 1: Climate stability and air quality continued

Scope 3: 2025



Upstream	$tnCO_2e$	
Purchased goods and services	11,068.3	13.5%
Capital goods	41,405.1	50.5%
Fuel – and energy-related activities	10,139.8	12.4%
Upstream transportation and distribution	–	0.0%
Waste generated in operations	1,766.2	2.2%
Business travel	84.7	0.1%
Employee commuting	75.5	0.1%
Upstream Leased Assets	–	–
Downstream	$tnCO_2e$	
Downstream transportation and distribution	N/A	N/A
Processing of Sold Products	N/A	N/A
Use of Sold Products	N/A	N/A
End of Life Treatment of Sold Products	N/A	N/A
Downstream Leased Assets	16,924.0	20.7%
Franchises	N/A	N/A
Investments	475.5	0.6%
Total	**81,939.2**	**100.0%**

Develop a decarbonisation strategy, and delegate science-based targets



For more details related to how we collect data please see pages 64 to 65.

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality continued

Resource intensity

Access to affordable, reliable, sustainable and modern energy should be a key area of focus for all, as we strive to meet the targets agreed for clean energy adoption and energy efficiency.

Climate action is also driven by the necessity to achieve net zero emissions by the middle of the century, which calls for urgent actions to be taken to transform the building stock into net zero emission buildings, as well for businesses to implement significant mitigation efforts.

As such, properly managing the impacts of climate change throughout our portfolio and supply chain, where the most significant variables exist, creates several benefits, including, among other things, compliance with regulatory frameworks, reputational gains, lower insurance premiums and disaster risk reduction.

Our environmental commitments relate to the impact of our operations and processes, the long-term environmental performance of our properties, as well as the reduction of energy consumption and greenhouse gas emissions.

We constantly strive to understand the environmental impact and risks associated within our portfolio and daily operations, and we are actively looking for opportunities to mitigate them.

		2023	2024	**2025**
Floor Area	**sqm**	**1,482,445**	**1,046,264**	**1,045,812**
Greenhouse gas (GHG) emissions intensity from building energy consumption - Scope 1	kg CO_2e/sqm/year	6.61	9.33	**8.21**
Greenhouse gas (GHG) emissions intensity from building energy consumption - Scope 2 location	kg CO_2e/sqm/year	66.93	93.59	**74.90**
Greenhouse gas (GHG) emissions intensity from building energy consumption - Scope 2 market	kg CO_2e/sqm/year	5.58	6.92	**7.13**
Greenhouse gas (GHG) emissions intensity from building energy consumption - Scope 3	kg CO_2e/sqm/year	105.94	101.91	**78.35**
Greenhouse gas (GHG) emissions intensity from building energy consumption - Total location	**kg CO_2e/sqm/year**	**179.48**	**204.83**	**161.46**
Greenhouse gas (GHG) emissions intensity from building energy consumption - Total market	**kg CO_2e/sqm/year**	**118.12**	**118.16**	**93.69**

GHG emissions in this report have been calculated including the following gases: carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O) and have been reported in carbon dioxide equivalent (CO_2e). The organisation specific metric chosen to calculate the ratio is the Gross Leasable Area in sqm.

In 2025 Globalworth Poland continued to monitor power consumption with use of the Evolution online system, monitoring electrical energy consumed by the Polish portfolio. The system is installed in all Polish assets. The aim is to monitor all media consumption on a building level.

Two major energy efficiency measures were implemented, fan-walls in the main AHUs in Spektrum, and a chiller replacement in WTT.

The Forge system was actively used in the current operation of the buildings in Romania, having a positive impact both in terms of optimising the energy efficiency of the equipment and on the predictive maintenance side, implicitly in the lifespan of the equipment.

During 2025 we have completed the execution of several investment projects (CAPEX) with a direct impact on improving energy efficiency.

In GW Tower, a Remote Operation Center (ROC) was implemented, a centralised hub which integrates all the BMS systems (via Enterprise Buildings Integrator) from all buildings in the Romanian portfolio, allowing for continuous and remote monitoring, benchmarking, controlling and optimising the operation of the equipment and systems, with direct impact, among others, on energy efficiency and equipment lifespan. We have replaced the BMS systems in several of our office buildings so they could be integrated with the ROC and Forge.

Green Financing Framework and issue of two new green bond(s)

In our efforts to demonstrate further our commitment to sustainable development and access to Green Financing we issued our Green Financing Framework ("GFF") for which we received a second-party confirmation from SandP, one of the leading providers for external reviews in the green bond market. SandP, following their review, confirmed that our Green Finance Framework aligns with Green Loan Principles 2023 and Green Bond Principles 2021. SandP considered the framework as light green based on the project category shades of green, and in consideration of environmental ambitions reflected in Globalworth's GFF.

Subsequently, and in line with our commitments of disclosure, in April 2025, we published our Green Financing Allocation report.

By 31 December 2024, 100% of the net proceeds outstanding had been allocated to green properties.

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality continued

GRI 302-1

Energy consumption within the organisation (MJ)

	2023	2024	**2025**
Consumption within the organisation from non-renewable sources (MJ)			
Natural Gas	42,920,475	40,374,714	**17,841,452**
Diesel	288,000	93,600	**50,400**
Total energy consumption from non-renewable sources	43,208,475	40,468,314	**17,891,852**
Energy purchased and consumed (MJ)			
Electricity purchased and consumed	247,031,807	242,675,089	**225,124,408**
Heating purchased and consumed	111,422,980	83,280,416	**59,808,955**
Total energy consumption within the organisation (MJ)	401,663,261	366,423,819	**302,825,215**

In accordance with the requirements of the GRI 302-1 disclosure, Guarantees of Origin are not included in the consumption of energy from renewable sources within the Group.

For the calculation of the above figures, the methodology followed includes the collection of the Group's primary consumption data (e.g., electricity, liters of diesel, cubic meters of natural gas, etc.) from relevant tariffs and meters and their conversion to MJ through multiplication using UNFCCC/Eurostat/IPCC/DEFRA UK conversion factors.

The group has no energy consumption from renewable sources.

The group does not purchase for consumption cooling or steam.

The group does not sell electricity, heating, cooling, or steam.

GRI 302-2

Energy consumption outside the organisation (MJ)

	2023	2024	**2025**
Total energy consumption outside the organisation	764,645,330	533,567,247	**635,217,186**

For the calculation of the above figures, the methodology followed includes the collection of the primary energy consumption daata (tenant's consumption) (e.g., electricity, liters of diesel, cubic meters of natural gas, etc.) from relevant tariffs and meters and their conversion to MJ through multiplication using UNFCCC/Eurostat/IPCC/DEFRA UK conversion factors.

GRI 302-3

Energy intensity (MJ/m²)	2023	2024	**2025**
Intensity ratio for the energy consumed within the organisation	271	350	**290**
Intensity ratio for the energy consumed outside the organisation	516	510	**607**

The denominator used for calculating both intensities is the total Gross Leasable Area from assets in Poland and Romania.

The types of energy included in the energy intensity calculation are the same as presented in GRI 302-1 and GRI 302-2 disclosures.

The energy intensities presented under GRI 302-3 differ from the intensities presented in the EPRA tables due to different disclosure requirements.

Our green HVAC renovations

Warsaw Trade Tower


Spektrum Tower lobby

> **These investments brought both environmental benefits, resulting from reduced energy demand, and economic benefits, related to lower operating costs.**

Major Energy-efficiency oriented modernisations in Poland completed in 2025 included two investments:

Spektrum

Four air handling units, including their built-in supply and exhaust fan systems, have been modernised by replacing the fans with modern units based on EC-FanWall technology. This system consists of a set of smaller, highly efficient fans equipped with EC (Electronically Commutated) motors that operate in parallel, ensuring higher energy efficiency, significantly better performance control, and the ability to flexibly adjust to the actual air demand in individual areas of the building. This will result in a significant reduction in the electricity consumption required to power the ventilation systems and optimisation of process control. This investment brought both environmental benefits, resulting from reduced energy demand, and economic benefits, related to lower operating costs.

Annual primary energy savings

358.9 MWh

WTT

The modernisation involved replacing time-worn and energy-intensive chillers with modern ones that are significantly more energy-efficient (4x 1212kW). This resulted in a significant reduction in the amount of electricity needed to cool the office building and optimised control of the building cooling process. This investment brought both environmental benefits, resulting from reduced energy demand, and economic benefits, related to lower cooling system operating costs.

Annual primary energy savings

2,003.0 MWh

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality continued

Globalworth is committed to responding to the effects of climate change and its Sustainability Policy covers the impact of the Group's operations and processes, the long-term environmental performance of the properties owned and developed, as well as the reduction of energy consumption and greenhouse gas emissions.

Globalworth conducts on a regular basis a climate change transition and physical risks and opportunities assessment, across its value chain, in alignment with TCFD recommendations. The results of the risk assessments have influenced its strategic decisions and the Company's actions to implement its low-carbon transition plan.

Globalworth recognises that climate change and extreme weather events such as extreme temperatures, extreme winds, floods, sea level rise etc., might pose an extra challenge to the value chain, from upstream to downstream, leading to higher costs and interruptions, disruptions or accidents in the facilities and business operations. Overall, this qualitative assessment relies on data provided by the RCPs 2.6, 4.5 and 8.5 IPCC climate scenarios.

Scenario analysis indicates that the risk of increased operating costs due to the inability of Globalworth to avoid heavy emitters across its value chain, purchasing carbon credits, and difficulty to comply with the emerging regulation such as energy efficiency measures, leads to loss of market share and difficulty to attract and retain customers due to the inability to meet new customer demands and needs.

Climate analysis shows that the likelihood of these risks to occur in the short term (2027) is considered as possible or unlikely, though for the mid and long term (2030 and 2050) are estimated as likely and very likely, respectively.

Globalworth views addressing climate change as its foremost responsibility within the current environmental regulatory framework. The Company believes it has a moral duty to actively support global efforts to combat climate change in the regions where it operates, aligning with international initiatives such as the Paris Agreement, the Sustainable Development Goals, and the Green Paper.

The Board meets at least once per year for discussion on issues related to climate change. Climate-related issues are part of the agenda, during which the sustainability performance is presented (science-based targets, energy efficient projects, etc.).

Climate issues are integrated in the following mechanisms:

- Reviewing and guiding risk management policies.
- Overseeing major capital expenditures, acquisitions and divestitures.

The Board, as a whole, and through its Committees, advises and monitors the Globalworth team on sustainability matters, and ensures the Group's compliance with all applicable legal provisions and internal regulations, application of the highest governance standards, as well as sufficient risk management and control.

The Board, along with the two CEOs, supervise the proper implementation and applicability of our sustainability initiatives through our "People, Places and Technology" sustainable development strategy pillars. Globalworth is committed to responding to the effects of climate change and its Sustainability Policy covers the impact of Globalworth's operations and processes, the long-term environmental performance of the properties owned and developed, as well as the reduction of energy consumption and greenhouse gas emissions.

Globalworth, therefore, actively invests in properties which are either certified as environmentally friendly or have the potential to be classified as such following our own initiatives.

Impacts are categorised in four different levels depending on which business aspect they affect, i.e., strategic, operational, financial, or reputational, and then are assessed based on their severity in a scale from 1-minor to 5-critical. Each risk impact is also assessed based on how likely it is for the respective risk or opportunity to happen, also in a scale from 1-rare to 5-very likely to happen.

We define a "substantive impact" as an event that will probably occur or which we expect to occur and which has the potential to result in a significant effect on our business, financial condition and results of our operations. We define a financial impact based on its impact on the Company's adjusted EBITA as follows:

5	**Critical – Very high** Higher than 15.00% impact on EBITA
4	**High** Minimum (spell out) of 10.00% and maximum of 15.00% impact on EBITA
3	**Moderate** Minimum of 5.00% and maximum of 10.00% impact on EBITA
2	**Low** Minimum of 2.50% and maximum of 5.00% impact on EBITA
1	**Minor** Up to 2.50 % impact on EBITA

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality continued

Extreme weather events (cyclones and floods)

Increased severity and frequency of extreme weather events such as cyclones and floods could affect our direct operations in our real estate and building assets.

Flooding events (such as rare extreme storms) can cause damage to buildings which might be expensive to repair. Climate change projections suggest an increase in the frequency of intense precipitation events which could cause an increased intensity and frequency of flood events. Flooding is one of the main natural hazards occurring in Poland, which, in certain circumstances, may take the form of a disaster.

Climate analysis indicates that the probability of floods to occur is very likely across RCPs climate scenarios (2.6, 4.5 and 8.5 W/m^2) for several locations in Poland and likely in Romania, where construction operations are in progress. In the meantime, insurers may increase insurance rates significantly to reflect increased real or perceived risks of flooding of property assets.

As Globalworth considers that extreme precipitation and flood events will increase and that direct operations might be compromised, it is investing in solutions that will provide business continuity. Globalworth understands that it is necessary to adopt a holistic risk management strategy that combines economically viable investments in risk reduction along with well-designed financial instruments to cover residual losses.

To respond to these risks we do:

- Climate risk assessment: We regularly update physical climate risk assessments to determine which of our buildings require appropriate upgrades.
- Insurance and asset protection: We ensure adequate insurance coverage that includes loss of rent due to events such as fire, storms, and other unforeseen incidents.

Carbon pricing and reporting obligations

A higher level of emissions monitoring and reporting obligations arising from EU environmental legislation – both voluntary and regulation-driven – results in an increased level of effort and associated cost. Reporting requirements are expected to increase and become tighter and mandatory (medium-term horizon).

Increasing the carbon perimeter of GHG accounting (not only Scope 1 and 2 but also Scope 3) in the context of new regulations can result in increased operational costs, due to the inability of Globalworth to avoid heavy emitters across its value chain, instead of just direct inventory. While in the meantime, the increased burden on human capital responsible for reporting can lead to increased costs as additional employees may be required to comply. We typically collect data monthly, from meter readings and utility bills directly monitored by the Globalworth team, for portfolio management and reporting purposes.

At the same time, the transition towards a low-carbon economy creates significant opportunities for energy-efficient buildings, green financing, operational cost optimisation, and enhanced competitiveness. Sustainable assets with lower energy consumption and reduced carbon footprints are expected to attract stronger tenant demand, higher occupancy rates, and increased investor interest. While the technology is already well-developed, the necessary funding and policy frameworks are still evolving. In addition, many buildings still rely heavily on natural gas for heating and other operational needs, making full electrification a complex and gradual transition. As a result, companies will likely need to offset a portion of their operational emissions in order to reach net zero.

For the real estate sector, achieving zero operational carbon emissions immediately is challenging.

Improving the energy efficiency and reducing the carbon emissions of all assets in the portfolio will require further investments and the implementation of specific efficiency measures. The technical teams in both countries have anticipated such impacts.

The teams started in 2023 and continued in 2024 to identify, with the support of dedicated consultancies in energy, the measures that needed to be deployed for several of our buildings, their current operational and financial impacts on reducing their energy consumption and GHG emissions, and their return on investments. Several energy audit reports were conducted in 2023 and 2024, with some of the proposed improvements being implemented and increasing the energy efficiency of the respective buildings.

The risks faced by the Company through the gradual introduction of these emerging regulations will be mitigated by the introduction of such measures. Improving our properties with energy-efficient solutions not only optimises daily energy consumption but also prolongs the lifespan of our building systems and reduces future capital expenditure needs. The initial investment in these upgrades is usually completely balanced out by the energy savings, making it a financially sound decision.

Changing consumer behaviour

Changes in trends can evolve rapidly, affecting the Company's business model, making it difficult to attract and retain customers due to the inability to meet new customer demands and needs, causing a loss of competitiveness with respect to new competitors.

This might generate multiple impacts:

- Loss of customers.
- Loss of competitiveness.
- Obsolete business model.

All these impacts could ultimately generate a decrease in the annual rents collected.

However, changing consumer behaviour also presents significant opportunities for companies capable of adapting early to emerging expectations around sustainability, wellbeing, flexibility, and operational efficiency. Demand for ESG-compliant, energy-efficient, technologically advanced, and resilient buildings continues to increase among occupiers and investors.

This transition creates opportunities for Globalworth to strengthen its market positioning by:

- Developing and modernising sustainable and energy-efficient assets;
- Enhancing tenant experience and wellbeing;
- Leveraging smart building technologies and operational efficiencies;
- Attracting environmentally conscious tenants and institutional investors; and
- Increasing the long-term resilience and value of its portfolio.

To mitigate this risk, we constantly strive to maintain our portfolio certified with the highest level of LEED, BREEAM or EDGE certifications.

→ **Stakeholders and materiality** continued

Material topic 1: Climate stability and air quality continued

Impact in strategy

Globalworth focuses on the transition to an economy that will be less dependent on fossil fuels, and which will ensure sustainable cities and societies for all its stakeholders. Globalworth has the know-how and the will to take the lead in the areas of Sustainable Development and Green Economy, with activities that can contribute both to Globalworth's financial development and the mitigation of climate change's negative impacts.

Furthermore, Globalworth acknowledges the increase in the frequency and severity of extreme weather events. The change and variability of specific climate variables such as extreme precipitation, extreme temperatures, floods, etc., can significantly affect business planning and business continuity. The relevant risks and potential opportunities have been estimated through the climate risk analysis, which aim towards mitigation of the impact of the relevant risks, but also the recognition and exploitation of potential business opportunities.

The growing focus on climate resilience creates opportunities for the development and repositioning of assets with enhanced resilience standards, improved business continuity measures, and advanced building protection systems. Assets capable of demonstrating strong climate adaptation measures may become increasingly attractive to tenants, investors, and insurers.

Globalworth estimated its value chain carbon footprint, in order to identify emissions hotspots to inform its sourcing strategy in the procurement categories with the most significant impacts. Through the climate change risks and opportunities assessment, Globalworth identified risks in its value chain as decreased revenues might occur if companies do not shift towards green activities due to changing customer, stakeholder, and investor behaviour.

Already, we are implementing procedures and flood protection has been purchased for the majority of the properties.

Moreover, we are developing infrastructure projects that minimise the lifecycle energy, carbon footprint and subsequently the operational costs of the assets. In this direction we have proceeded with the replacement of devices with new, more efficient equipment.

Globalworth, having identified climate change as impacting its operations, is developing its decarbonisation plan to intensify its efforts in the implementation of energy efficiency initiatives across its operations (both in Romania and Poland) and voluntarily sourcing renewable energy, aiming to reduce its overall carbon footprint in the long term and to decrease dependence on fossil fuels.

Globalworth is investing in procurement strategies to transition to a lower-carbon energy mix and as a first step in its decarbonisation strategy, maintaining the purchase of green electricity is mandatory.

Warsaw Trade Tower

→ **Stakeholders and materiality** continued

Material topic 2: Waste and resource intensity

Environment

UN SDG

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Positive impact

Positive impact through the implementation of operational activities focused on waste management and waste minimisation (e.g., BREEAM and LEED certification, reporting waste generation and disposal methods using EPRA guidelines)

Negative impact

Negative impact through the creation of hazardous and non-hazardous waste diverted from disposal generated from operations and through the consumption of limited, non-renewable materials, as well as office supplies, with the absence of monitoring initiatives regarding the monitoring of the use of materials

Our approach

Identifying the significance of sustainable consumption and disposal for the real estate/construction industry, Globalworth is working towards the adoption of a sustainable mode of consumption and production, minimising our intake of natural resources during the construction stage which reduces the embodied carbon of buildings, reducing our use of non-sustainable or hazardous materials in renovation projects, and ensuring that our consumption and waste disposal across our operations remains as low as possible.

With this focus on the minimisation of waste and the promotion of circular economy practices, Globalworth is placing emphasis on further developing its management approach and procedures to be reported in accordance with leading sector standards during the next reporting year whilst committing to contributing to SDG 12 Responsible consumption and production.

Overview of waste generation

All the Group's assets fully comply with local legislation. Waste separation into streams relevant to building operation, recycling and occupant needs beyond local legal requirements are implemented.

To increase recycling rates, we are providing waste separation facilities on our sites and engaging with our tenants on their waste management practices as we consider that reductions in waste output and landfill volume correspond to reductions in operating costs as well as reduction in our environmental impact.

Our Property and Facility Management teams are always available to discuss and support tenants on these issues as we believe that the cooperation between stakeholders is crucial in building a more circular economy.

In 2023 we have started including in our leases in Romania green clauses for tenants that also cover waste management and other environmental aspects to ensure cooperation on sustainable practices with respect to maintenance, construction and modernisation works. The agreement containing green clauses has been made available to both new and existing commercial tenants. Green leases aim to promote collaboration between landlords and tenants in pursuing sustainability objectives. They generally include commitments related to energy efficiency, waste reduction, and sustainable practices, ensuring that both parties actively work to minimise their environmental impact.

In Poland we have as of year-end around 50% of the leases containing green clauses.

In Romania, we have implemented a programme in GW Tower together with Waste Tracker, and we are analysing the opportunity to expand it to the other assets in our portfolio. We have implemented across the entire portfolio in Romania (excepting GCA) a waste recycling solution which involved installing waste compacting machines, therefore reducing the volume of generated waste within our buildings.

In Poland, additional scales for waste monitoring have been installed in 2025 reaching 50% of our Polish portfolio. Tenants can now directly measure the amount of waste produced as well as sorting percentage. Each fraction is logged into their respective categories. Data is being transferred to tenants in real time. Globalworth Poland is studying the reduction effect and expanding coverage of buildings with scales.

For Polish Globalworth team members we have banned from our supply platform the option to order drinking water shipped in 0.5L plastic bottles. Material-wise, this was an ineffective way of drinking water transportation. We have switched to glass and 1.5L plastic bottles.

Although refurbishment activities may result in construction-related waste, this mainly consists of inert materials. Waste generated during construction works is sorted on site and handled by specialised external contractors. Recycling and disposal processes are conducted in line with applicable legal requirements and established industry standards.

→ **Stakeholders and materiality** continued

Material topic 2: Waste and resource intensity continued

Our performance

Due to the measures taken during 2024 and 2025, we have managed to decrease the total waste in our buildings by 22% and on a like-for-like basis by 20%.

Waste streams continued to consist predominantly of non-hazardous waste, which accounted for more than 95% of total waste throughout the reporting period.

In 2025, the Company improved waste recovery practices, with 12.77% of waste recycled and 6.42% composted. Despite these improvements, landfilling remained the primary disposal method in 2025, accounting for 64.71% of total waste, mainly because most properties still rely on municipal waste services, which limits our ability to track volumes and composition.

The Group has no onsite waste generation, and there was no waste disposed of through incineration.

GRI 306-3-4-5	2023	2024	**2025**
Waste Generated by composition, in metric tons (t)			
Hazardous waste	103	92	**97**
Non-hazardous waste	9,732	5,889	**4,625**
Total	10,016	6,043	**4,722**
Waste diverted from disposal by recovery operation, in metric tons (t)			
Hazardous waste			
Other recovery operations	103	92	**97**
Non-hazardous waste			
Recycling	2,384	100	**578**
Composting	-	-	**291**
Total non-hazardous waste diverted from disposal	2,384	100	**869**
Total waste diverted from disposal	2,487	192	**966**
Waste directed to disposal by disposal operation, in metric tons (t)			
Non-hazardous waste			
Landfilling	-	-	**2,930**

The group has no onsite waste divertion or disposal methods. All waste generated are treated offsite.

There is no waste disposed through incineration.

The total figures of waste refer to the total quantity of waste generated, as measured in line with Globalworth's internal data collection and calculation approach. These ammounts are subsequently transferred to waste management service providers, from whom Globalworth obtains information regarding the treatment methods applied, namely, the portions that are recycled, composted, or disposed of via landfill. It should be noted that the aggregates of these categories do not reconcile with the total amount of non-hazardous waste generated do to inconsistencies in the measurement methodologies of the providers.

→ **Stakeholders and materiality** continued

Material topic 3: Water and marine resources

Environment

UN SDG

6 CLEAN WATER AND SANITATION

14 LIFE BELOW WATER

Positive impact

Positive impact through the implementation of operational activities that contribute to reduced water consumption (e.g., BREEAM and LEED certification, water consumption monitoring and reporting) and through initiatives targeted at the protection and restoration of water bodies

Negative impact

Negative impact through operational activities that affect the quantity of surface water and ground water, including minimal activities designed to protect and restore water bodies, as well as contributing to their contamination

Water consumed (Like-for-Like)

404,286 m³

2024: 393,833 m³ (+3%)

			Absolute performance (Abs)			Like-for-Like (LfL)		
Impact Area	Unit	Indicator	2023	2024	**2025**	2024	2025	**%Change**
Water	cubic metres (m³)	Water purchased to tenants	294,897	273,994	**258,083**			
		Water purchased to landlord	172,631	133,760	**165,204**	393,833	404,286	**2.7%**
		Total amount of water consumed	467,528	407,754	**423,287**			
	No. of applicable properties	Water disclosure coverage	76 out of 77	56 out of 56	**56 out of 56**	49		
	%	Proportion of water estimated	**0%**	**0%**	**0%**	**0%**	**0%**	

Globalworth views responsible water use and the protection of aquatic resources as vital to economic progress and social wellbeing. Within our operations, we prioritise reducing overall consumption while capturing and reusing water specifically for non-potable purposes, helping to limit reliance on fresh potable supplies.

Building on this commitment, we continue to refine our approach to safeguarding water resources by advancing initiatives aligned with SDG 6 (Clean Water and Sanitation) and SDG 14 (Life Below Water), aiming to support access to safe and sufficient water and contribute to the preservation and recovery of water ecosystems.

Overview of water consumption

Each asset has a main water meter, since most of the drinking water supply comes from municipal sources. Water treatment is disposed of by the local waste-water network, which is treated following local laws and regulations. We report all water withdrawals from municipal sources through our water suppliers, including water usage by tenants for whom we procure water, across all sites under our operational control, along with the associated emissions from water supply and treatment. During 2025 assets that completed certification only documented water-related features as they were.

Our performance

Overall, at the whole portfolio level the water consumption registered an increase of 3.8%, and on a like-for-like basis, the quantity of water used increased by 3%. The main reason for the increase was due to the increase in the number of days in the office of our tenants. During the year we have continued with updating our BREEAM and LEED certifications, we have improved the quality of our related equipment to comply with the changing, more demanding standards or the respective certifications.

GRI 3-3, GRI 303-5, EPRA: Water-Abs, Water-LfL

→ **Stakeholders and materiality** continued

Material topic 4: Innovation of better products and services

Social

UN SDG

9 Industry, innovation and infrastructure

7 Affordable and clean energy

Positive impact

Positive impact through the potential implementation of initiatives that contribute to the creation of better products and services

Negative impact

Negative impact – no impact identified

Our approach

We at Globalworth place sustainable development at the core of our business model and the integration of sustainable innovation in the development and operation of our properties has been key to ensuring that our buildings continue to meet the requirements of our occupiers, enhance local communities, and minimise their environmental footprint. We believe that the creation of better, more innovative and sustainable products and services in line with SDG 9 Industry, innovation, and infrastructure, has the potential to generate impact and create value across our stakeholders and thus acts as one of the key pillars guiding our operations.

Through our green certifications, we confirm our environmental commitments, which relate to the impact of our operations and processes, the long-term environmental performance of our properties, as well as the reduction of energy consumption and greenhouse gas emissions.

Endeavor

We became a founder partner of Endeavor Romania. Endeavor is a mission-driven, non-profit global organisation that supports and accelerates high-impact entrepreneurs.

Endeavor Romania supports founders and companies that have passed through the initial start-up phase and can demonstrate the potential for rapid expansion and scale. The other two local founding partners are the European Bank for Reconstruction and Development (EBRD) and Dedeman.

In 2024, Endeavor Romania selected Creatopy into the global network, joining earlier selected Romanian Endeavor Entrepreneurs FintechOS and DRUID AI. The organisation also launched the Romanian Entrepreneur Profile Report and its first Scale-Up Programme aimed at helping post-Series A startups scale internationally.

The year was marked by strong community engagement, with founder gatherings in New York and London, over 20 ecosystem events – including Women on Boards (in collaboration with EBRD), a series of founder breakfasts (including the first one in Iași), and an annual event that brought together over 250 key voices from the local tech and innovation ecosystem. The team also participated in major conferences such as How to Web, Techsylvania, and Romanian Capital 2024, organised by Romanian Business Leaders.

Endeavor was founded in 1997 and has since built a global network spanning nearly 40 countries across Latin America, Europe, Asia, Africa, the Middle East, and the United States. To date, it has supported more than 2,500 entrepreneurs worldwide, who have generated combined revenues of over USD 25 billion, created more than 4.1 million jobs, and raised over USD 3.5 billion in capital.

Our performance

We are firm believers that technology has a positive impact on real estate, both for tenants and investors. As such, we invest directly or indirectly in selected opportunities and initiatives, including technology-related venture capital funds.

Globalworth is currently participating in Early Games Venture and GapMinder Venture, two major venture capital firms based in Romania that invest in early-stage technology startups across Central and Eastern Europe. They typically back startups in areas like AI and machine learning, SaaS/enterprise software, cybersecurity, fintech, health tech and developer tools, several of which can indirectly or directly help real estate companies advance technologically.

In 2025, we continued with the implementation of several technology initiatives in our properties. These include:

- Green energy solutions, which are at various stages of implementation in our portfolio, including solar photovoltaic panels converting solar energy to cover our buildings' requirements with green electricity and electric chargers to power vehicles in our properties.
- The Property App, which is focused on providing smart touchless solutions in the property, with emphasis on comfort, safer operation and efficiency, whilst preserving the same mandatory security standards which currently exist.
- "Virtual reception" and a visitors' management platform for a digitised, fast and easy-to-scale check-in process.
- We continued implementing Forge by Honeywell in several of our buildings with the aim to have Forge operational in all our buildings in Romania by the end of 2027.
- In Poland, a pilot was started in Warsaw Trade Tower with R8 AI optimisation estimating to achieve on average a 7% energy reduction.

→ **Stakeholders and materiality** continued

Material topic 5: Health and safety

Social

UN SDG

3 GOOD HEALTH AND WELL-BEING

Positive impact

Positive impact through health and safety initiatives for employees, including tenants and visitors to sites

Negative impact

Negative impact – no impact identified

Our approach

Given the numerous potential health and safety risks associated with the real estate and construction industry for employees, tenants, and visitors, Globalworth places the highest importance on this issue, integrating it into our core operations and strategy, and affirming that health, safety, and wellbeing are fundamental human rights.

The potential negative impacts that may arise as a result of poor health and safety practices vary from work and construction delays to workplace injury and poor wellbeing. We do, however, identify that by establishing a culture of health and safety and prioritising our contribution to SDG 3 Good Health and Wellbeing, we have the power to impact the wellbeing of those involved in our activities positively and for this reason, we aim at effectively managing all potential risks that may arise in an ever-changing working environment.

We have a dedicated internal health and safety coordinator who diligently oversees health and safety practices throughout our organisation. In addition to our internal efforts, we collaborate with a specialised external partner in occupational health and safety to ensure comprehensive coverage and expertise.

Every new employee undergoes thorough training on identifying and preventing health and safety hazards. Moreover, we extend this training to visitors, contractors, and suppliers to uphold a safe environment for all stakeholders. Employees designated for building evacuation and emergency response duties undergo rigorous training to efficiently manage critical situations.

To reinforce our commitment to health and safety, all employees participate in comprehensive training sessions biannually. This ensures their understanding and compliance with our health and safety policies.

Designated Human Resource personnel in each country assumes responsibility for overseeing labour conditions in accordance with the national labour code regarding employee safety. Therefore, all our staff are covered by our occupational health and safety system.

Our people

The Globalworth team receives regular training in health and safety, enabling it to identify potential hazards and report them to our dedicated team. We have periodic fire drills together with the Inspectorate for Emergency Situations in all our buildings.

All issues (if any) are properly recorded, investigated, and addressed.

We encourage our people to achieve the right work-life balance.

In addition, we have promoted several athletic and other initiatives and held several events at our offices for our team, aimed at improving togetherness and interaction.

Our workplace

We believe that all our team members have the right to a secure and safe workplace, for which they are also directly responsible for helping to achieve.

All team members, working from home or at our offices, do so while respecting the applicable government and employment rules and regulations.

Furthermore, in assisting work from home for our team members, we:

- Implemented flexible work arrangements (work-from home / rotation systems etc);
- Implemented non-physical communications (phone, videoconferencing etc.), limiting internal and third-party meetings, especially in periods with higher infection rates; and
- Maintained a robust system/network stability, and data security ensuring uninterrupted and safe operation.

All workplace incidents and any unsafe or unhealthy work conditions are reported immediately to the local health and safety manager, and no employee or worker should be involved in any activity that he/she believes is unsafe.

Everyone, regardless of position, we believe, can contribute to a safer workplace by demonstrating active, courageous, and visible leadership in health and safety issues. At the moment, there is no formal joint management-worker health and safety committee.

GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8

→ **Stakeholders and materiality** continued

Material topic 5: Health and safety continued

Compliance with fire, structural, health and safety or other regulations

We have dedicated teams dealing with matters related to compliance with health and safety, and other regulations in Poland and Romania where our portfolio is located. We also engage external consultants, when required, on matters related to our compliance with these regulations.

We conduct health and safety training for our tenants, have developed a tenant manual and undertake regular scenario exercises, including fire drills, to secure the safety of employees and visitors in the event of an emergency.

On our construction sites, we monitor our contractors closely to ensure that proper safety measures are being applied to the workforce and visitors.

We monitor the health and safety, performance and impact of our portfolio to ensure our properties comply with internal and legal regulations and identify potential areas for improvement. Our attention to health, safety and wellbeing for us and our stakeholders is further demonstrated by our continuous effort at maintaining our portfolio at a high level.

- All our standing properties are well maintained according to their specifications, and the operations of our construction sites are strictly regulated.
- Our properties are guarded on a 24-hour basis.
- The Health and Safety Coordinator conducts monthly client-side inspections.
- During the reporting period, the general contractor's site representative conducted site inspections for health and safety conditions. Our external consultant visited our construction sites four times per week for new building constructions and twice per month for fit-out projects.
- We had zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of our portfolio.

Our performance

- **Health** We are proud to report that no serious health-related incident or fatality occurred in any of our operating properties or development projects in 2025.
- **Safety** No noteworthy incidents were identified in relation to pertinent laws and regulations in 2025.
- **In Romania we have implemented ISO 45001 in all our subsidiaries.**

Figures as at 31 December

Work-related injuries: Poland and Romania*

	2023	2024	**2025**
Number of fatalities as a result of work-related injury	–	–	**–**
Rate of fatalities as a result of work-related injury	–	–	**–**
Number of high-consequence work-related injuries (excluding fatalities)	–	–	**–**
Rate of high-consequence work-related injuries (IR) (excluding fatalities)	–	–	**–**
Number of recordable work-related injuries	–	–	**–**
Rate of recordable work-related injuries	–	–	**–**

Work-related ill health: Poland and Romania

	2023	2024	**2025**
Number of fatalities as a result of work-related ill health	–	–	**–**
Number of cases of recordable work-related ill health	–	–	**–**

Absentee rate

	2023			2024			**2025**		
	men	women	average	men	women	average	**men**	**women**	**average**
Poland	0.2%	8.5%	5.2%	0.3%	4.4%	2.9%	**0.5%**	**13.3%**	**8.6%**
Romania	0.6%	4.3%	2.3%	0.2%	6.7%	3.1%	**0.3%**	**2.8%**	**1.4%**

* Refers to all direct professionals of Globalworth and workers of subcontractors that are dependent on Globalworth

GRI 403-9, GRI 403-10, EPRA: HandS-Emp, HandS-Asset, HandS Comp

→ **Stakeholders and materiality** continued

Material topic 6: Employment

Social

UN SDG

8 Decent work and economic growth

3 Good health and well-being

Positive impact

Positive impact through the creation of direct and indirect employment positions across the supply chain, establishing a working environment of diligence, transparency, and honesty

Negative impact

Negative impact through increased employee turnover ratio

Our approach

We see our people as a cornerstone of our ongoing development, which is why we focus on bringing in and keeping talented, well-prepared professionals. Their expertise underpins the quality of our services, the effective management of our assets, and our ability to expand while delivering lasting value.

By creating jobs, we support not only individual advancement through skills development, but also contribute to the wider economy, as employee income circulates across different sectors – reflecting the principles of SDG 8 (Decent Work and Economic Growth). We use our capacity to generate both direct roles and opportunities across our supply chain to foster a workplace built on integrity, openness, and accountability. At the same time, we recognise that risks such as discrimination, privacy breaches, or other human rights concerns may arise within our operations. Preventing such issues and safeguarding human rights remains a central priority.

Our workforce stands at the heart of everything we do, enabling us to deliver high-quality services, manage our portfolio effectively, and support sustainable growth for the benefit of all stakeholders. With most core activities carried out internally, the team's response during the pandemic – marked by adaptability, determination, and professionalism under pressure – has played a significant role in the Group's overall performance.

The Globalworth team comprises 277 professionals, with most of the members in our two main offices in Warsaw and Bucharest, and the remainder being based in secondary cities in Poland, as well as Cyprus and the UK.

Team training and wellbeing

One of our key objectives is for our team to meet the highest standards, and to achieve this (through our Human Resources teams in Romania and Poland), we organise a series of in-house and third-party led training programmes, designed to improve our team's skillset, knowledge, operational experience, and interaction with our stakeholders.

Our approach starts with transparent recruiting, an orientation programme for new employees, continuous staff support and consulting, training, regular feedback sessions and annual performance appraisals.

All our team members also receive a wide array of benefits in 2025 that include, inter alia:

- Training and development budget – each employee receives an amount per year for training and development activities. It is used taking into account individual needs of the person and the requirements of the position. The budget can be spent on trainings (soft skills, language, tools and methodologies), coaching, mentoring, participation in conferences/ webinars, etc.
- Medical insurance for personnel.
- Co-financing of the sports card (60% employer, 40% employee).
- Integration outside – BBQ and small gatherings.
- Children's Day activities with small awards and diplomas for the children of our team.
- Book-crossing in headquarters.
- One additional day off for volunteering activities for Globalworth Foundation.
- Fruit in the office.

Group trainings (in certain cases included also test examinations) took place in relation to:

- Compliance.
- GDPR.
- Competition Council procedures.
- Language.
- Several trainings specific for departments (investment, accounting, legal, HR, finance, tax, project and facility management, management services, etc).
- Trainings on Sustainability on themes like Indoor Air Quality, Greenwashing, ESG Reporting, Use of Water.

Our Board is responsible for setting our strategic priorities and ensuring that the remuneration package offered to our team remains attractive and in line with the market.

→ **Stakeholders and materiality** continued

Material topic 6: Employment continued

Our performance

No employees are covered by collective bargaining agreements.

- We actively try to maintain a balance between male and female professionals.
  - At the Group level 56% of our team comprises female members.
- Our most important asset is our team of dedicated professionals, who have been instrumental in driving the Group's performance.
  - Our team at the end of 2025 comprised of 277 professionals.
- The Group maintains a policy of employing the best available candidates for every position, regardless of gender, ethnic group or background.

No incidents of discrimination were reported in 2025, nor were any corrective actions required to be implemented during the year.

Total number of employees by employment contract and direct workers*

Figures as at 31 December

	2023			2024			**2025**		
	Male	Female	Total	Male	Female	Total	**Male**	**Female**	**Total**
Romania									
Permanent	57	45	102	54	42	96	**56**	**45**	**101**
Direct Workers	1	–	1	2	1	3	**2**	**1**	**3**
Temporary	–	–	–	–	–	–	**–**	**–**	**–**
Total	**58**	**45**	**103**	**56**	**43**	**99**	**58**	**46**	**104**
Poland									
Permanent	17	75	92	11	73	84	**16**	**74**	**90**
Direct Workers	46	22	68	50	24	74	**44**	**24**	**68**
Temporary	–	–	–	3	8	11	**1**	**8**	**9**
Total	**63**	**97**	**160**	**64**	**105**	**169**	**61**	**106**	**167**
Other (Cyprus + UK)									
Permanent	3	2	5	3	2	5	**3**	**2**	**5**
Direct Workers	–	1	1	–	1	1	**–**	**1**	**1**
Temporary	–	–	–	–	–	–	**–**	**–**	**–**
Total	**3**	**3**	**6**	**3**	**3**	**6**	**3**	**3**	**6**
Total									
Permanent	77	122	199	68	117	185	**75**	**121**	**196**
Direct Workers	47	23	70	52	26	78	**46**	**26**	**72**
Temporary	–	–	–	3	8	11	**1**	**8**	**9**
Total	**124**	**145**	**269**	**123**	**151**	**274**	**122**	**155**	**277**

	2023			2024			**2025**		
	Men	Women	Total	Men	Women	Total	**Men**	**Women**	**Total**
Full-time	124	145	269	123	151	274	**122**	**155**	**277**
Part-time	–	–	–	–	–	–	**–**	**–**	**–**
Total	**124**	**145**	**269**	**123**	**151**	**274**	**122**	**155**	**277**

* The figures provided in the above tables reflect the number of Globalworth's (direct) professionals (headcount) at the end of each calendar year (2025, 2024 and 2023 respectively). Direct workers are individuals who perform work for the organisation under its operational direction or control, but who are not employees of the organisation. This may include individual contractors.

Note: Most of the operations of the Group are performed internally by its team of skilled professionals, however certain activities are outsourced to specialist providers. For example, when we are developing new projects we typically appoint a General Contractor, responsible for the construction of these properties. During these periods, a significant portion of Globalworth's activities is performed by professionals (mainly workers) who are not directly employed by the Group, but who perform work pertaining to all activities connected to the construction of a building. In Romania there were 556 workers who are not direct professionals. These workers included cleaning services (133), inspectorate security services (215), fire security services (127) and technical maintenance services (81). The respective data for Poland is not available.

There were no employees in the categories "Others/not disclosed" during the reporting period.

GRI 2-30, GRI 406-1, GRI 2-7, GRI 2-8

→ **Stakeholders and materiality** continued

Material topic 6: Employment continued

2023 new employee and direct workers hires

Ratio of new hires	<30 years old Men	<30 years old Women	30–50 years old Men	30–50 years old Women	>50 years old Men	>50 years old Women
Poland						
# new hires	5	7	9	15	–	–
# total employees	12	26	48	67	3	4
New Hires Ratio	**42%**	**27%**	**19%**	**22%**	**–**	**–**
Romania						
# new hires	3	3	7	6	–	–
# total employees	4	5	47	37	7	3
New Hires Ratio	**75%**	**60%**	**15%**	**16%**	**–**	**–**
Other (CyandUK)						
# new hires	–	–	–	–	–	–
# total employees	–	–	2	3	1	–
New Hires Ratio	**–**	**–**	**–**	**–**	**–**	**–**

2024 new employee and direct workers hires

Ratio of new hires	<30 years old Men	<30 years old Women	30–50 years old Men	30–50 years old Women	>50 years old Men	>50 years old Women
Poland						
# new hires	4	13	6	14	–	2
# total employees	7	27	52	72	5	6
New Hires Ratio	**57%**	**49%**	**12%**	**19%**	**–**	**33%**
Romania						
# new hires	2	–	3	2	–	–
# total employees	6	4	43	37	6	3
New Hires Ratio	**33%**	**–**	**7%**	**5%**	**–**	**–**
Other (CyandUK)						
# new hires	–	–	–	–	–	–
# total employees	–	–	1	3	2	–
New Hires Ratio	**–**	**–**	**–**	**–**	**–**	**–**

2025 new employee and direct workers hires

Ratio of new hires	<30 years old Men	<30 years old Women	30–50 years old Men	30–50 years old Women	>50 years old Men	>50 years old Women	Total Men	Total Women	Total M+W
Poland									
# new hires	2	6	5	5	–	1	7	12	19
# total employees	8	26	48	70	5	10	61	106	167
New Hires Ratio	**25%**	**23%**	**10%**	**7%**	**–**	**10%**	**11%**	**11%**	**11%**
Romania									
# new hires	3	1	1	2	–	–	4	3	7
# total employees	8	5	44	38	6	3	58	46	104
New Hires Ratio	**38%**	**20%**	**2%**	**5%**	**–**	**–**	**7%**	**7%**	**7%**
Other (CyandUK)									
# new hires	–	–	1	–	1	–	2	–	2
# total employees	–	–	1	3	2	–	3	3	6
New Hires Ratio	**–**	**–**	**100%**	**–**	**50%**	**–**	**67%**	**–**	**33%**
Total									
# new hires	**5**	**7**	**7**	**7**	**1**	**1**	**13**	**15**	**28**
# total employees	**16**	**31**	**93**	**111**	**13**	**13**	**122**	**155**	**277**
New Hires Ratio	**31%**	**23%**	**8%**	**6%**	**8%**	**8%**	**11%**	**10%**	**10%**

→ **Stakeholders and materiality** continued

Material topic 6: Employment continued

2023 employee and direct workers turnover

	<30 years old		30–50 years old		>50 years old	
Ratio of employee turnover	Men	Women	Men	Women	Men	Women
Poland						
# employee turnover	2.00	7.00	6.00	11.00	–	–
# total employees	12.00	26.00	48.00	67.00	3.00	4.00
Turnover Ratio	**17%**	**27%**	**13%**	**16%**	**–**	**25%**
Romania						
# employee turnover	1	–	9	6	1	–
# total employees	4	5	47	37	7	3
Turnover Ratio	**25%**	**–**	**19%**	**16%**	**14%**	**–**
Other (CyandUK)						
# employee turnover	–	–	1	–	–	–
# total employees	–	–	2	3	1	–
Turnover Ratio	**–**	**–**	**50%**	**–**	**–**	**–**

2024 employee and direct workers turnover

	<30 years old		30–50 years old		>50 years old	
Ratio of employee turnover	Men	Women	Men	Women	Men	Women
Poland						
# employee turnover	8	9	1	11	–	1
# total employees	7	27	52	72	5	6
Turnover Ratio	**114%**	**34%**	**2%**	**15%**	**–**	**17%**
Romania						
# employee turnover	–	–	7	4	–	–
# total employees	6	4	43	37	6	3
Turnover Ratio	**0%**	**0%**	**16%**	**11%**	**0%**	**0%**
Other (CyandUK)						
# employee turnover	–	–	–	–	–	–
# total employees	–	–	1	3	2	–
Turnover Ratio	**–**	**–**	**–**	**–**	**–**	**–**

2025 employee and direct workers turnover

	<30 years old		30–50 years old		>50 years old		Total		
Ratio of employee turnover	Men	Women	Men	Women	Men	Women	Men	Women	M+W
Poland									
# employee turnover	2	5	8	6	–	–	10	11	21
# total employees	8	26	48	70	5	10	61	106	167
Turnover Ratio	**25%**	**19%**	**17%**	**9%**	**–**	**–**	**16%**	**10%**	**13%**
Romania									
# employee turnover	1	–	–	1	–	–	1	1	2
# total employees	8	5	44	38	6	3	58	46	104
Turnover Ratio	**13%**	**–**	**–**	**3%**	**–**	**–**	**2%**	**2%**	**2%**
Other (CyandUK)									
# employee turnover	–	–	–	–	2	–	2	–	2
# total employees	–	–	1	3	2	–	3	3	6
Turnover Ratio	**–**	**–**	**–**	**–**	**100%**	**–**	**67%**	**–**	**33%**
Total									
# employee turnover	**3**	**5**	**8**	**7**	**2**	**–**	**13**	**12**	**25**
# total employees	**16**	**31**	**93**	**111**	**13**	**13**	**122**	**155**	**277**
Turnover Ratio	**19%**	**16%**	**9%**	**6%**	**15%**	**–**	**11%**	**8%**	**9%**

During 2025, all Globalworth employees were entitled to parental leave. Of those, 14 employees were eligible and took parental leave (12 women and 2 men).

GRI 401-1, GRI 401-3, EPRA: Emp-Turnover

→ **Stakeholders and materiality** continued

Material topic 6: Employment continued

2023 diversity of governance bodies and employees and direct workers

	<30 years old		30–50 years old		>50 years old	
Governance Bodies and Employees	Men	Women	Men	Women	Men	Women
Individuals within the organisation's governance bodies						
% of individuals in management committee	–	–	10%	–	90%	–
Employees per employee category						
% of managers	**–**	**–**	**57%**	**24%**	**14%**	**5%**
% of non-managers	**7%**	**13%**	**33%**	**42%**	**3%**	**2%**

2024 diversity of governance bodies and employees and direct workers

	<30 years old		30–50 years old		>50 years old	
Governance Bodies and Employees	Men	Women	Men	Women	Men	Women
Individuals within the organisation's governance bodies						
% of individuals in management committee	–	–	10%	–	90%	–
Employees per employee category						
% of managers	**–**	**–**	**50%**	**31%**	**12%**	**8%**
% of non-managers	**5%**	**12%**	**34%**	**42%**	**4%**	**3%**

2025 diversity of governance bodies and employees and direct workers

	<30 years old		30–50 years old		>50 years old	
Governance Bodies and Employees	Men	Women	Men	Women	Men	Women
Individuals within the organisation's governance bodies						
% of individuals in management committee	–	–	–	–	100%	–
Employees per employee category						
% of managers	**–**	**–**	**47%**	**31%**	**9%**	**13%**
% of non-managers	**7%**	**13%**	**32%**	**41%**	**4%**	**4%**

Average hours of training per year per employee and direct worker

	2023		2024		**2025**	
	Men	Women	Men	Women	**Men**	**Women**
Employees by level						
Managers	17.8	12.6	20.1	25.6	**26.6**	**21.6**
Non-managers	34.2	28.9	27.9	25.8	**34.6**	**35.9**

Ratio of basic salary and remuneration of women to men

	2023		2024		**2025**	
Ratio of the basic salary and remuneration	Ratio of basic salary of women to men	Ratio of total remuneration of women to men	Ratio of basic salary of women to men	Ratio of total remuneration of women to men	**Ratio of basic salary of women to men**	**Ratio of total remuneration of women to men**
Employees by level						
Managers	90.4%	94.3%	104.1%	89.4%	**92.1%**	**85.7%**
Non-managers	78.0%	69.3%	75.4%	70.3%	**74.4%**	**72.9%**

All team members (men and women) receive performance and career development reviews on regular basis and ad-hoc annually.

Stakeholders and materiality continued

Material topic 7: Socioeconomic convergence

Socio-economic

UN SDG

Positive impact

Positive impact through the generation and distribution of direct and indirect economic value to employees, suppliers, local communities, and wider society, creating positions of employment and payment of income and taxes

Negative impact

Negative impact – no impact identified

Globalworth sees the creation and sharing of lasting economic value as essential to long-term success and resilience. Strong financial performance not only supports stakeholders – through salaries, supplier payments, shareholder returns, and taxes – but also contributes more broadly to economic development by generating ripple effects across communities and markets.

Because this value reaches employees, partners, local communities, and society at large, it plays a central role in how we operate and sustain our business. We place strong emphasis on assessing our economic performance, with growth driven by a combination of strategic expansion, solid operations, and prudent financial management. Tracking how value is created and distributed helps guide both our immediate priorities and our long-term direction.

Building on this cycle, we also invest in the communities where we operate, supporting initiatives linked to SDG 8 (Decent Work and Economic Growth), including poverty reduction, health and wellbeing, access to education, as well as cultural and sports development, supported by the use of technology. At the same time, by adhering to tax laws and regulations, we reinforce trust with our stakeholders, enabling stable operations and continued growth while contributing to SDG 17 (Partnerships for the Goals).

Globalworth Plaza

→ **Stakeholders and materiality** continued

Material topic 7: Socioeconomic convergence continued

Our approach

Focused on operational excellence and sustainable growth

Effectively asset and property managing our real estate

- During 2025 we signed contracts with 138 tenants for 141.1k sqm of commercial space at an average WALL of 4.8 years.
- Resilient standing commercial occupancy of 85.4% with capital cities at over 93%.
- Total annualised contracted rent of €189.5 million, 1.0% higher compared to December 2024.

Preserved and/or protected operational efficiency

- Most of our contracted rent from office and mixed-use (98.7% of annualised contracted rent) and 97.9% in active leases.
- Internalised property management, with 96.7% of office and mixed-use standing properties by value managed in-house.

Flexible capital structure

- High liquidity of €410.6 million (proforma cash and cash equivalents of €279.1 million after €125 million redemption of 2029's Notes in February 2026).
- SandP affirmed Globalworth's corporate credit rating at BB with a Stable outlook following its annual review in March 2026. In June 2025, Fitch affirmed Globalworth's investment-grade rating of BBB – with a Stable outlook.

Resilient operating performance

- 2.1% increase in like-for-like rental income (or €3.1 million).
- Dividend paid to shareholders of €0.14 per share in 2025 (E0.05 per share in cash). Shareholders represent sued capital have elected Scrip Dividend Alternative in April 2025.

Investment in sustainable environment and communities

- €2.5 billion certified properties: 52 green standing certified properties, accounting for 99.0% of our standing commercial portfolio by value.
- All our standing office properties in Romania have a WELL Health-Safety rating, further demonstrating our portfolio.

→ **Stakeholders and materiality** continued

Material topic 7: Socioeconomic convergence continued

Our performance

Globalworth in 2025 continued distributing dividends to its shareholders.

For more information on our management approach and for additional results, please refer to our Annual Report and Consolidated Financial Statements 2025 available on the Globalworth website, under globalworth.com/wp-content/uploads/2026/04/Annual-Report-and-Consolidated-Financial-Statements-2025.pdf

- Continued monitoring latest developments in our markets of focus and globally, and updating our policies when deemed required.
- We did not have any confirmed incidents of corruption and no legal actions pending or completed for anti-competitive behaviour, anti-trust and monopoly practices in 2025.
- We did not identify any material non-compliance with laws and/or regulations, in the social and economic area.
- No substantiated complaints received concerning reportable breaches of customer privacy, identified leaks, thefts, or losses of customer data.

Direct economic value generated and distributed

Figures as at 31 December

	2023	2024	**2025**
Direct economic value generated	240.4	238.3	**236.3**
Revenues	240.4	238.3	**236.3**
Direct economic value distributed	173.7	177.9	**210.0**
Operating Costs	93.5	94.6	**99.3**
Employee wages and benefits	5.7	6.40	**5.5**
Payments to providers of capital	45.1	51.5	**69.4**
Bonds and loans – interest	44.0	50.7	**54.4**
Dividends paid	1.1	0.8	**15.0**
Payments to government by country	29.2	25.0	**35.6**
Poland	14.0	10.0	**14.8**
Romania	11.3	15.0	**17.5**
Other	3.9	–	**3.3**
Community investments	0.2	0.4	**0.2**
Economic Value Retained	66.7	60.4	**26.3**

→ **Stakeholders and materiality** continued

Material topic 8: Engaging and investing in local communities

In 2025, we maintained our strong focus of giving back to our community and, together with the Globalworth Foundation, we contributed over €500k in more than 25 initiatives in Romania and Poland, having over 50,000 beneficiaries.

Initiatives to which we contributed included:

Ukrainian kindergarten
In partnership with DGASMB – the Bucharest Social Assistance Directorate – the Globalworth Foundation continued, for the fourth consecutive year, its support for Ukrainian refugee families affected by the ongoing conflict in Ukraine. This long-term initiative reflects Globalworth's sustained commitment to providing stability, access to education, and psychosocial support for displaced children and their families.

Real Estate Hackathon
A pioneering event in real estate in Poland; an initiative designed to merge the world of commercial estate with technology. The event had nearly 100 participants with a total of 21 projects submitted.

Collaboration with "Clothes for donation"
A project combining care for the environment with CSR activities. Globalworth, in cooperation with the organisation "Clothes for donation" collected nearly four tons of clothing, giving it a second life.

Globalworth Christmas Charity Days
Globalworth Christmas Charity Days 2025 marked the continuation of a cherished tradition that has been bringing joy and meaningful support to children from vulnerable backgrounds for the past 12 years. Held on 17 December in the lobby of the Globalworth Campus building, this year's event welcomed 200 children from disadvantaged communities and foster care centres, reaffirming Globalworth Foundation's long-standing commitment to education and social inclusion.

Together reaching to the top – WTT charity run
A total of 250 participants took part in a charity run promoting blood donation, racing to the 35th floor of WTT. To join the event, runners or someone donating on their behalf had to give blood in the preceding months. Thanks to this initiative, 102 litres of blood were collected – enough to statistically help save the health of 684 people.

→ **EPRA sustainability performance**

We are committed to maintaining high sustainability reporting standards in the following years, to preserve and enhance our accountability and transparency for the benefit of our stakeholders.

EPRA

No Car Day

Globalworth BOC

→ **EPRA sustainability performance** continued

EPRA sustainability performance measures

This is the eighth year we are reporting on the sustainability performance of our portfolio, under the guidelines of the European Real Estate Association (EPRA).

EPRA is a not-for-profit association based in Brussels, which stands for European publicly listed real estate companies. Our environmental, social and governance performance presented adheres to the EPRA Best Practice Recommendations on Sustainability Reporting (sBPR), and EPRA's reporting framework enables us to measure our wider impact and contribution to the environment at both the property and corporate level.

We recognise that it is our responsibility to constantly enhance the level and quality of our reporting practices including, inter alia, additional environmental indicators where applicable and improving the percentage of assets' coverage.

We are committed to maintaining high sustainability reporting standards in the following years, to preserve and enhance our accountability and transparency for the benefit of our stakeholders. Being responsible to our commitments, we managed to increase our portfolio while reducing our environmental footprint.

In 2025 we continued to actively monitor specific sustainability performance measures on our real estate portfolio in the following impact areas:

- Energy consumption (Electricity, fuels and district heating).
- Greenhouse gas (GHG) emissions (Scope 1, Scope 2 and Scope 3).
- Water consumption.
- Waste generation.
- Building certifications.
- Social performance.
- Governance.
- From the subsequent analysis we have excluded:.
- in Romania – Upground Towers, the residential a complex partially owned by Globalworth offering c. 7.0k sqm and c.5.3k sqm of residential and retail space, with annualised contracted rent of €0.9 million as at 31 December 2025.

Our reporting boundary

Data we report in the context of EPRA Sustainability Performance Measures cover three consecutive years, from 1 January 2023 to 31 December 2025, for both countries of our operations, Poland and Romania. We report data only for those assets we have direct operational control over and only for the period Globalworth owned these assets.

We have chosen this reporting boundary as it allows us to understand better the performance of the portfolio we are responsible for and focus on the impacts we can directly monitor and mitigate.

Upground Towers in Romania has been excluded from the reporting scope, as it is a residential complex partially owned and not controlled by the Group. The industrial portfolio that was disposed of during 2024 offering 404.1k sqm of logistic/light industrial GLA, and in Poland – Bliski Centrum which was disposed of during 2024, an office building located in Warsaw, with a total GLA of 4.9k sqm were also excluded from the reporting scope.

Our sustainability portfolio

Figures as at 31 December 2025

Poland

	2023	2024	**2025**
No. of standing properties	36	36	**37**
GLA (k sqm)	508.5	530.4	**578.3**
Contracted Rent (€m)	€86.4m	€91.3m	**€99.9m**
Av. Commercial Occupancy (%)	79.3%	77.8%	**78.0%**

Romania

	2023	2024	**2025**
No. of standing properties	34	19	**19**
GLA (k sqm)	859.0	467.5	**467.5**
Contracted Rent (€m)	€105.1m	€89.1m	**€87.6m**
Av. Commercial Occupancy (%)	93.5%	96.9%	**94.4%**

Poland

	Electricity / Indirect emissions	Fuels / Direct emissions	Water	Waste	District heating
GLA (k sqm)	578.3	14.8	578.3	578.3	563.5
Coverage per Sector in terms of GLA					
Portfolio	100%	100%	100%	100%	100%
Office	100%	100%	100%	100%	100%
Mixed-Use	100%	100%	100%	100%	100%

Romania

	Electricity / Indirect emissions	Fuels / Direct emissions	Water	Waste	District heating
GLA (k sqm)	467.5	467.5	467.5	467.5	–
Coverage per Sector in terms of GLA					
Portfolio	100%	100%	100%	100%	–
Office	100%	100%	100%	100%	–
Logistic/light-industrial	100%	100%	100%	100%	–

→ **EPRA sustainability performance** continued

EPRA sustainability performance measures continued

Our reporting data

General

Data is typically collected on a monthly basis, from meter readings and utility bills that are directly monitored by the Globalworth team, for portfolio management and reporting purposes.

In Romania there is one property for which consumption data is collected by the tenant and subsequently information is provided to Globalworth.

Like-for-Like boundary

Like-for-Like comparative analysis has been performed for the commercial properties that were owned and managed by the Group for the entire consecutive years of 2023 and 2025. We have excluded properties where the occupancy rate has changed (+/-) by more than 15% between 31 December 2024 and 2025 respectively.

Poland

- LfL portfolio in Poland comprises 30 properties, with a total GLA of c.472.0k sqm.
- LfL portfolio accounted for 82% of our total GLA in Poland at 2025YE.

Romania

- LfL portfolio in Romania comprises 17 standing properties, with a total GLA of c.461.6 sqm.
- LfL portfolio accounted for 96% of our total standing GLA in Romania at 2025YE.

Other reporting considerations

Estimation of consumptions

- No estimations have been made in the context of EPRA environmental sustainability performance measures calculations.
- Consumption data is provided for each area of impact in 2025, only for those months when the assets were standing and operating, during which period meter readings and utility bills were directly monitored by Globalworth (excluding one property in Romania).

Environmental indicators

Romania

- None of the properties located in Romania use district heating or cooling and therefore this utility type is considered as not applicable and therefore the DHandC-Abs and DHandC-LfL measures have been excluded.

Waste

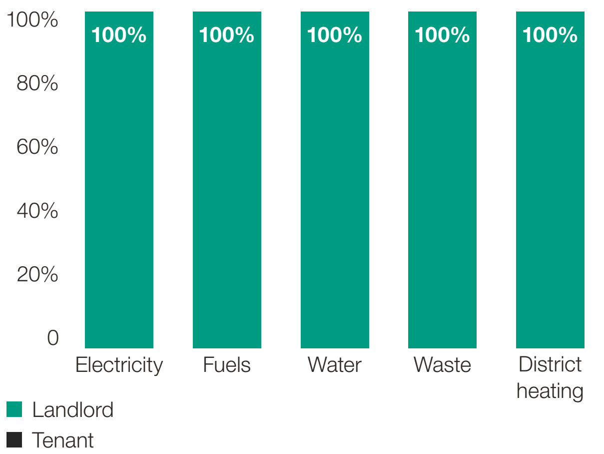
- Data was collected by waste management declarations from our waste management service providers in Poland and Romania.
- Overall non-hazardous waste consists only of municipal waste, with hazardous waste including categories such as oil separators, fat separators and electrical waste.

Intensity calculations

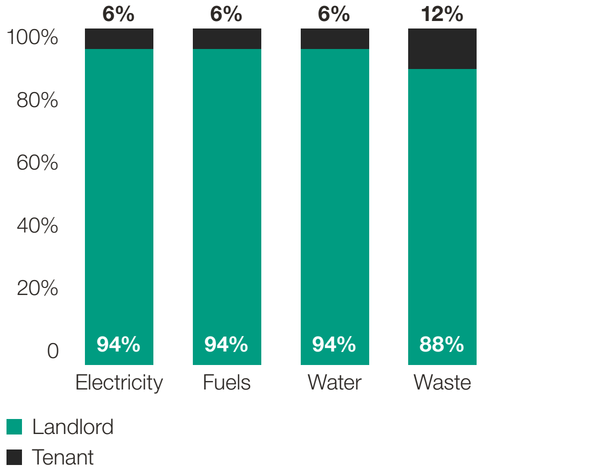
- Intensity indicators were calculated using "absolute consumption" as the numerator and Gross Leasable Area (GLA – sqm) as the denominator.
  - This approach was followed as it matches the numerator, which is consumption related, to the leasable area (floor area denominator).
- The intensities per area of impact (energy, water, GHG emissions) have been calculated according to the EPRA sBPR, for each country and asset type for comparability purposes and additional disclosure.

Reporting data overview: landlord vs. tenant data as % of GLA (k sqm)

Poland



Romania



→ **EPRA sustainability performance** continued

EPRA sustainability performance measures continued

Greenhouse gas (GHG) emissions

GHG emissions in this report have been calculated including the following gases: carbon dioxide (CO_2), methane (CH4) and nitrous oxide (N_2O) and have been reported in carbon dioxide equivalent (CO_2e).

Globalworth's GHG emissions are reported under the following categories:

- Scope 1: Direct GHG emissions from the point of combustion of fuels (natural gas and heating oil) and fugitive emissions associated with the loss of refrigerant gases.
- Scope 2: Indirect GHG emissions from consumption of purchased electricity and district heating.
- Scope 3: Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly impacts in its value chain.

Figures as at 31 December

Poland

	2023	% of total	2024	% of total	2025	% of total
Scope 1 (Direct Emissions)	2,016	2.5%	2,612	3.3%	604	0.8%
Scope 2 (Indirect Emissions - location based)	77,794	97.5%	78,240	96.7%	63,899	79.6%
Scope 3	0	0.0%	0	0.0%	15,772	19.6%
Scope 1, Scope 2 & Scope 3	79,810	100.0%	80,852	100.0%	80,275	100.0%

Romania

	2023	% of total	2024	% of total	2025	% of total
Scope 1 (Direct Emissions)	7,786	15.6%	7,150	25.3%	7,982	33.9%
Scope 2 (Indirect Emissions - location based)	21,429	42.8%	19,678	69.6%	14,435	61.2%
Scope 3	20,810	41.6%	1,418	5.1%	1,152	4.9%
Scope 1, Scope 2 & Scope 3	50,024	100.0%	28,246	100.0%	23,569	100.0%

Sources:

Carbon emissions conversion factors for 2025 have been sourced as follows:

– Electricity: AIB 2025

– Heating Oil (Diesel): 2025 UK Government GHG Conversion Factors for Company Reporting

– Natural Gas: 2025 UK Government GHG Conversion Factors for Company Reporting

– District Heating: 2025 UK Government GHG Conversion Factors for Company Reporting

For 2024 and 2023, data for electricity from the following sources were used: UNFCCC/Eurostat/IPCC/DEFRA

There were no Biogenic CO_2 emissions.

The base year for the calculation is 2023 on a rolling three year base. There were no significant changes in emissions that triggered recalculations of base year emissions.

→ **EPRA sustainability performance** continued

EPRA sustainability performance measures: Intensities

Poland: Intensities per type of assets

Impact area	Intensity indicator	EPRA Sustainability performance measures	Unit	2023	2024	2025	% Change	Like-for-Like intensity 2023	Like-for-Like intensity 2024	Like-for-Like intensity 2025	Like-for-Like intensity % Change
Total portfolio											
Energy	Energy-Int	Building energy intensity	kWh/m²/year	247.5	253.1	**264.4**	4.5%	262.2	271.2	**283.5**	4.5%
Water	Water-Int	Building water intensity	m³/m²/year	0.3	0.3	**0.4**	6.1%	0.4	0.4	**0.4**	5.5%
GHG Emissions location based	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	129.5	139.7	**138.8**	-0.6%	138.9	149.0	**148.1**	-0.6%
GHG Emissions market based	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	16.7	16.9	**40.9**	142.0%	17.3	18.3	**46.5**	154.2%
Office											
Energy	Energy-Int	Building energy intensity	kWh/m²/year	248.2	248.8	**258.9**	4.1%	266.4	270.4	**281.6**	4.1%
Water	Water-Int	Building water intensity	m³/m²/year	0.3	0.3	**0.3**	7.7%	0.3	0.3	**0.3**	6.3%
GHG Emissions location based	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	130.3	138.8	**138.6**	-0.1%	142.1	150.0	**150.0**	–
GHG Emissions market based	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	16.0	17.1	**45.5**	165.4%	16.6	18.9	**53.2**	182.0%
Mixed use											
Energy	Energy-Int	Building energy intensity	kWh/m²/year	243.6	274.5	**291.5**	6.2%	243.6	274.5	**291.5**	6.2%
Water	Water-Int	Building water intensity	m³/m²/year	0.7	0.7	**0.7**	3.2%	0.7	0.7	**0.7**	3.2%
GHG Emissions location based	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	124.9	144.4	**140.1**	-2.9%	124.9	144.4	**140.1**	-2.9%
GHG Emissions market based	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	20.7	15.8	**18.4**	16.3%	20.7	15.8	**18.4**	16.3%

→ **EPRA sustainability performance** continued

EPRA sustainability performance measures: Intensities continued

Romania: Intensities per type of assets

Impact area	Intensity indicator	EPRA Sustainability performance measures	Unit	2023	2024	2025	% Change	Like-for-Like intensity 2023	2024	2025	% Change
Total portfolio											
Energy	Energy-Int	Building energy intensity	kWh/m²/year	198.0	221.4	**230.3**	4.0%	228.1	210.2	**231.0**	9.9%
Water	Water-Int	Building water intensity	m³/m²/year	0.3	0.5	**0.5**	1.7%	0.3	0.4	**0.5**	4.5%
GHG Emissions (Scope 1, Scope 2 Location Based, Scope 3)	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	57.8	60.4	**50.4**	-16.6%	65.7	57.1	**50.6**	-11.4%
GHG Emissions (Scope 1, Scope 2 Market Based, Scope 3)	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	33.0	18.5	**19.9**	7.8%	37.9	18.8	**19.8**	5.0%
Office											
Energy	Energy-Int	Building energy intensity	kWh/m²/year	212.0	223.5	**231.0**	3.4%	217.9	210.2	**231.0**	9.9%
Water	Water-Int	Building water intensity	m³/m²/year	0.4	0.5	**0.5**	1.6%	0.4	0.4	**0.5**	4.5%
GHG Emissions (Scope 1, Scope 2 Location Based, Scope 3)	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	57.7	61.0	**50.6**	-17.0%	59.2	57.1	**50.6**	-11.4%
GHG Emissions (Scope 1, Scope 2 Market Based, Scope 3)	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/year$	17.7	18.6	**19.8**	6.6%	18.5	18.9	**19.8**	5.0%
Logistics / Light-Industrial											
[Energy	Energy-Int	Building energy intensity	kWh/m²/month	182.0	61.3	**172.9**	182.2%	244.1	n.a.	**n.a.**	n.a.
Water	Water-Int	Building water intensity	m³/m²/month	0.2	0.2	**0.2**	30.1%	0.2	n.a.	**n.a.**	n.a.
GHG Emissions (Scope 1, Scope 2 Location Based, Scope 3)	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/month$	57.8	18.3	**37.4**	104.3%	75.8	n.a.	**n.a.**	n.a.
GHG Emissions (Scope 1, Scope 2 Market Based, Scope 3)	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	$kgCO_2e/m^2/month$	50.6	10.6	**28.6**	171%	68.1	n.a.	**n.a.**	n.a.

→ **EPRA sustainability performance** continued

EPRA sustainability performance measures: Intensities continued

Intensities per type of sustainability performance measure (impact area)

Poland

	2023	2024	2025	Unit
Building energy intensity				
Portfolio	247.5	253.1	**264.4**	kWh/m²/year
Office	248.2	248.8	**258.9**	kWh/m²/year
Mixed use	243.6	274.5	**291.5**	kWh/m²/year
Building water intensity				
Portfolio	0.3	0.3	**0.4**	m³/m²/year
Office	0.3	0.3	**0.3**	m³/m²/year
Mixed use	0.7	0.7	**0.7**	m³/m²/year
GHG intensity (location-based)				
Portfolio	129.5	139.7	**138.8**	$kgCO_2e/m^2$/year
Office	130.4	138.8	**138.6**	$kgCO_2e/m^2$/year
Mixed use	124.9	144.4	**140.1**	$kgCO_2e/m^2$/year
GHG intensity (market-based)				
Portfolio	16.7	16.9	**40.9**	$kgCO_2e/m^2$/year
Office	16.0	17.1	**45.5**	$kgCO_2e/m^2$/year
Mixed use	20.7	15.8	**18.4**	$kgCO_2e/m^2$/year

Romania

	2023	2024	2025	Unit
Building energy intensity				
Portfolio	198.0	221.4	**230.3**	kWh/m²/year
Office	212.0	223.5	**231.0**	kWh/m²/year
Logistics / Light Industrial	182.0	61.3	**172.9**	kWh/m²/year
Building water intensity				
Portfolio	0.3	0.5	**0.5**	m³/m²/year
Office	0.4	0.5	**0.5**	m³/m²/year
Logistics / Light Industrial	0.2	0.2	**0.2**	m³/m²/year
GHG intensity (Scope 1, Scope 2 Location Based, Scope 3)				
Portfolio	57.8	60.4	**50.4**	$kgCO_2e/m^2$/year
Office	57.7	61.0	**50.6**	$kgCO_2e/m^2$/year
Logistics / Light Industrial	57.8	18.3	**37.4**	$kgCO_2e/m^2$/year
GHG intensity (Scope 1, Scope 2 Market Based, Scope 3)				
Portfolio	33.0	18.5	**19.9**	$kgCO_2e/m^2$/year
Office	17.7	18.6	**19.8**	$kgCO_2e/m^2$/year
Logistics / Light Industrial	50.6	10.6	**28.6**	$kgCO_2e/m^2$/year

→ **EPRA sustainability performance** continued

Globalworth Headquarters sustainability performance

Poland (Spektrum Tower – Twarda 18, 00-105 Warszwa)

Absolute consumption

Impact area	EPRA code	Unit	2024	**2025**	% Change
Electricity	Elec-Abs	MWh	5,160	**5,571**	8.0%
District heating	District heating Abs	MWh	5,143	**5,584**	8.6%
Water	Water-Abs	m³	16,787	**17,542**	4.5%
GHG (Scope 1, Scope 2 Location Based, Scope 3)	GHG-Abs	t of CO_2e	4,617	**4,511**	-2.3%
GHG (Scope 1, Scope 2 Market Based, Scope 3)	GHG-Abs	t of CO_2e	1,088	**979**	-10.0%
Waste	Waste-Abs	metric tonnes	549	**145**	-73.7%

Intensity

	EPRA code	Unit	2024	**2025**	% Change
Electricity	Elec-Abs	MWh/m²	0.16	**0.17**	8.0%
Water	Water-Abs	m³/m²	0.52	**0.55**	4.5%
GHG (Scope 1, Scope 2 Location Based, Scope 3)	GHG-Abs	t of CO_2e/m²	0.14	**0.14**	-2.3%
GHG (Scope 1, Scope 2 Market Based, Scope 3)	GHG-Abs	t of CO_2e/m²	0.03	**0.03**	-10.0%
Waste	Waste-Abs	metric tonnes/m²	0.017	**0.004**	-73.7%
District heating	District heating Abs	MWh/m²	0.160	**0.174**	8.6%

Romania (Globalworth Tower – 201 Barbu Vacarescu St., 020276 Bucharest)

Absolute consumption

Impact area	EPRA code	Unit	2024	**2025**	% Change
Electricity	Elec-Abs	MWh	10,403	**9,445**	-9.2%
Water	Water-Abs	m³	40,771	**42,349**	3.9%
GHG (Scope 1, Scope 2 Location Based, Scope 3)	GHG-Abs	t of CO_2e	3,921	**2,759**	-29.6%
GHG (Scope 1, Scope 2 Market Based, Scope 3)	GHG-Abs	t of CO_2e	810	**714**	-11.9%
Waste	Waste-Abs	metric tonnes	429	**227**	-47.1%

Intensity

	EPRA code	Unit	2024	**2025**	% Change
Electricity	Elec-Abs	MWh/m²	0.19	**0.17**	-9.2%
Water	Water-Abs	m³/m²	0.75	**0.77**	3.9%
GHG (Scope 1, Scope 2 Location Based, Scope 3)	GHG-Abs	t of CO_2e/m²	0.07	**0.05**	-29.6%
GHG (Scope 1, Scope 2 Market Based, Scope 3)	GHG-Abs	t of CO_2e/m²	0.01	**0.01**	-11.9%
Waste	Waste-Abs	metric tonnes/m²	0.008	**0.004**	-47.1%

→ **EPRA sustainability performance** continued

Globalworth Headquarters sustainability performance continued

Poland

Impact area				Total portfolio						Office						Mixed use					
				Absolute performance (Abs)			Like-for-Like (LfL)			Absolute performance (Abs)			Like-for-Like (LfL)			Absolute performance (Abs)			Like-for-Like (LfL)		
	EPRA code	**Unit**	**Indicator**	2023	2024	**2025**	2024	**2025**	% Change	2023	2024	**2025**	2024	**2025**	% Change	2023	2024	**2025**	2024	**2025**	% Change
Energy	Elec-Abs, Elec-LfL	MWh	for landlord shared services	50,909	50,166	**49,353**				42,703	39,920	**38,805**				8,206	10,246	**10,548**			
			(sub)metered exclusively to tenants	50,768	53,762	**59,099**	**97,444**	**99,659**	**2%**	44,268	45,708	**51,021**	**79,144**	**81,033**	**2%**	6,500	8,054	**8,078**	**18,300**	**18,627**	**2%**
			Total landlord-obtained electricity	**101,677**	**103,928**	**108,452**				**86,970**	**85,628**	**89,826**				**14,706**	**18,300**	**18,627**			
		%	Proportion of landlord-obtained electricity from renewable sources	0%	0%	**100%**				0%	0%	**100%**				0%	0%	**100%**			
	No. of applicable properties		Electricity disclosure coverage	39 out of 39	37 out of 37	**37 out of 37**	31			32 out of 32	30 out of 30	**30 out of 30**	24			7 out of 7	7 out of 7	**7 out of 7**	7		
		%	Proportion of Electricity estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	
	Fuel Abs, Fuel LfL	MWh	for landlord shared services	1,395	1,325	**1,152**				877	838	**598**				517	487	**554**			
			(sub)metered exclusively to tenants	1,011	1,286	**1,701**	**1,988**	**2,237**	**13%**	430	510	**910**	**724**	**892**	**23%**	581	776	**790**	**1,264**	**1,345**	**6%**
			Total landlord-obtained fuels	**2,406**	**2,611**	**2,853**				**1,307**	**1,348**	**1,508**				1,098	1,264	**1,345**			
	No. of applicable properties		Fuels disclosure coverage	11 out of 11	9 out of 9	**6 out of 6**	5			8 out of 8	7 out of 7	**4 out of 4**	3			3 out of 3	2 out of 2	**2 out of 2**	2		
		%	Proportion of Fuels estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	
	DHandC-Abs, DHandC-LfL	MWh	for landlord shared services	30,951	23,133	**16,614**				27,323	20,373	**13,194**				3,628	2,761	**3,420**			
			(sub)metered exclusively to tenants	17,472	16,802	**24,969**	**38,851**	**40,483**	**4%**	13,397	12,407	**20,090**	**31,695**	**32,184**	**2%**	4,075	4,395	**4,879**	**7,156**	**8,299**	**16%**
			Total landlord-obtained district heating	**48,422**	**39,936**	**41,582**				**40,720**	**32,780**	**33,283**				**7,703**	**7,156**	**8,299**			
	No. of applicable properties		District heating disclosure coverage	34 out of 34	32 out of 32	**33 out of 33**	30			27 out of 27	25 out of 25	**26 out of 26**	23			7 out of 7	7 out of 7	**7 out of 7**	7		
		%	Proportion of district heating estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	

→ **EPRA sustainability performance** continued

Globalworth Headquarters sustainability performance continued

Poland continued

Impact area				Total portfolio						Office						Mixed use					
				Absolute performance (Abs)			Like-for-Like (LfL)			Absolute performance (Abs)			Like-for-Like (LfL)			Absolute performance (Abs)			Like-for-Like (LfL)		
	EPRA code	**Unit**	**Indicator**	2023	2024	**2025**	2024	**2025**	% Change	2023	2024	**2025**	2024	**2025**	% Change	2023	2024	**2025**	2024	**2025**	% Change
GHG emissions	GHG-Dir-Abs		Scope 1	2,016	2,612	**604**	Scope 1+2 Location Based + Scope 3			1,339	2,360	**549**	Scope 1+2 Location Based + Scope 3			677	252	**56**	Scope 1+2 Location Based + Scope 3		
			Scope 2 (location based)	77,794	78,240	**63,899**	75,958	**74,383**	-2%	66,422	64,442	**50,635**	61,907	**60,791**	-2%	11,371	13,799	**13,265**	14,051	**13,592**	-3%
	GHG-Indir-Abs	metric tonnes of CO_2e	Scope 2 (market based)	8,267	7,174	**7,289**	Scope 1+2 Market Based + Scope 3			6,952	5,889	**5,834**	Scope 1+2 Market Based + Scope 3			1,315	1,286	**1,455**	Scope 1+2 Market Based + Scope 3		
			Scope 3	–	–	**15,772**				–	–	**15,500**				–	–	**272**			
	Total		**Scope 1+2 (location based) + 3**	**79,810**	**80,852**	**80,275**	**9,325**	**23,347**	**150%**	**67,762**	**66,801**	**66,683**	**7,788**	**21,565**	**177%**	**12,048**	**14,051**	**13,592**	**1,537**	**1,783**	**16%**
Water	Water-Abs, Water-LfL	cubic metres (m^3)	Water purchased to tenants	114,094	130,985	**120,009**	**184,843**	**191,985**	**4%**	78,365	76,018	**81,483**	119,109	**124,396**	4%	35,728	54,967	**38,526**	**65,734**	**67,590**	**3%**
			Water purchased to landlord	95,412	66,748	**89,636**				63,344	55,981	**60,572**				32,068	10,767	**29,063**			
			Total amount of Water consumed	**209,505**	**197,733**	**209,645**				**141,709**	**131,999**	**142,055**				**67,796**	**65,734**	**67,590**			
	No. of applicable properties		Water disclosure coverage	39 out of 39	37 out of 37	37 out of 37	31			32 out of 32	30 out of 30	30 out of 30	24			7 out of 7	7 out of 7	7 out of 7	7		
		%	Proportion of Water estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	

→ **EPRA sustainability performance** continued

Globalworth Headquarters sustainability performance continued

Poland continued

Impact area				Total portfolio						Office						Mixed use					
				Absolute performance (Abs)			Like-for-Like (LfL)			Absolute performance (Abs)			Like-for-Like (LfL)			Absolute performance (Abs)			Like-for-Like (LfL)		
	EPRA code	**Unit**	**Indicator**	2023	2024	**2025**	2024	**2025**	% Change	2023	2024	**2025**	2024	**2025**	% Change	2023	2024	**2025**	2024	**2025**	% Change
Waste	Waste-Abs, Waste-LfL	tn	**Total amount of Waste produced and disposed**	**3,647**	**3,610**	**2,363**	3,266	**2,215**	-32%	**3,143**	**3,049**	**1,551**	2,705	**1,403**	-48%	**504**	**561**	**812**	561	**812**	45%
		%	Proportion of Hazardous Waste	2.8%	2.6%	**4.1%**				2.1%	1.5%	**4.5%**				7.6%	8%	**3.4%**			
		%	Proportion of Non-Hazardous Waste	97.2%	97%	**95.9%**				97.9%	98.5%	**95.5%**				92.4%	91.8%	**96.6%**			
		%	Reused	–	–	**–**				–	–	**–**				–	–	**–**			
		%	Recycled	–	–	**18.3%**				–	–	**–**				–	–	**–**			
		%	Composted	–	–	**12.8%**				–	–	**–**				–	–	**–**			
		%	Landfilled	–	–	**64.7%**				–	–	**–**				–	–	**–**			
	No. of applicable properties		Waste disclosure coverage	39 out of 39	37 out of 37	37 out of 37	31			32 out of 32	30 out of 30	30 out of 30	24			7 out of 7	7 out of 7	7 out of 7	7		
		%	Proportion of Waste estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	

→ **EPRA sustainability performance** continued

Globalworth Headquarters sustainability performance continued

Romania

Impact area	EPRA code	Unit	Indicator	Total portfolio: Absolute performance (Abs) 2023	Abs 2024	**Abs 2025**	Like-for-Like (LfL) 2024	**LfL 2025**	% Change	Office: Absolute performance (Abs) 2023	Abs 2024	**Abs 2025**	Like-for-Like (LfL) 2024	**LfL 2025**	% Change	Logistic/light-Industrial: Absolute performance (Abs) 2023	Abs 2024	**Abs 2025**	Like-for-Like (LfL) 2024	**LfL 2025**	% Change
Energy	Elec-Abs, Elec-LfL	MWh	for landlord shared services	17,711	17,244	**13,182**				17,524	17,244	**13,182**				187	–	**–**			
			(sub)metered exclusively to tenants	107,669	51,816	**56,471**	**68,698**	**68,633**	**–**	46,906	51,454	**55,451**	**68,698**	**68,633**	**–**	60,763	362	**1,021**	**–**	**–**	**n/a**
			Total landlord-obtained electricity	**125,381**	**69,060**	**69,653**				**64,430**	**68,698**	**68,633**				**60,951**	**362**	**1,021**			
		%	Proportion of landlord-obtained electricity from renewable sources	0%	0%	**99%**				0%	0%	**100%**				0%	0%	**40%**			
	No. of applicable properties		Electricity disclosure coverage	38 out of 38	19 out of 19	**19 out of 19**	18			18 out of 18	18 out of 18	**18 out of 18**	18			20 out of 20	1 out of 1	**1 out of 1**	–		
		%	Proportion of Electricity estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	
	Fuel Abs, Fuel LfL	MWh	for landlord shared services	10,608	9,916	**3,818**				10,587	9,916	**3,818**				21	–	**–**			
			(sub)metered exclusively to tenants	35,481	24,547	**34,209**	**34,463**	**38,027**	**10%**	22,928	24,547	**34,209**	**34,463**	**38,027**	**10%**	12,554	–	**–**	**–**	**–**	**n/a**
			Total landlord-obtained fuels	**46,089**	**34,463**	**38,027**				**33,515**	**34,463**	**38,027**				**12,575**	**–**	**–**			
	No. of applicable properties		Fuels disclosure coverage	35 out of 38	19 out of 19	**19 out of 19**	18			18 out of 18	18 out of 18	**18 out of 18**	18			15 out of 20	0 out of 1	**0 out of 1**	–		
		%	Proportion of Fuels estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	

→ **EPRA sustainability performance** continued

Globalworth Headquarters sustainability performance continued

Romania continued

Impact area	EPRA code	Unit	Indicator	Total portfolio – Abs 2023	Total portfolio – Abs 2024	Total portfolio – Abs **2025**	Total portfolio – LfL 2024	Total portfolio – LfL **2025**	Total portfolio – % Change	Office – Abs 2023	Office – Abs 2024	Office – Abs **2025**	Office – LfL 2024	Office – LfL **2025**	Office – % Change	Logistic/light-Industrial – Abs 2023	Logistic/light-Industrial – Abs 2024	Logistic/light-Industrial – Abs **2025**	Logistic/light-Industrial – LfL 2024	Logistic/light-Industrial – LfL **2025**	Logistic/light-Industrial – % Change
GHG emissions	GHG-Dir-Abs		Scope 1	7,786	7,150	**7,982**	Scope 1+2 Location Based+Scope 3			7,002	7,150	**7,982**	Scope 1+2 Location Based+Scope 3			784	–	**–**	Scope 1+2 Location Based+Scope 3		
	GHG-Indir-Abs		Scope 2 (location based)	21,429	19,678	**14,435**	23,081	**23,348**	1%	18,507	19,569	**14,214**	23,081	**23,348**	1%	2,922	108	**221**	–	**–**	n/a
			Scope 2 (market based)	–	62	**169**	Scope 1+2 Market Based+Scope 3			–	–	**–**	Scope 1+2 Market Based+Scope 3			–	62	**169**	Scope 1+2 Market Based+Scope 3		
			Scope 3	20,810	1,418	**1,152**				1,159	1,418	**1,152**				19,651	–	**–**			
	Total	metric tonnes of CO_2e	**Scope 1and2 location-based and Scope 3**	**50,024**	**28,246**	**23,569**	**7,619**	**9,134**	**20%**	**26,668**	**28,137**	**23,348**	**7,619**	**9,134**	**20%**	**23,356**	**108**	**221**	**–**	**–**	**n/a**
	Total		**Scope 1and2 market-based and Scope 3**	**28,595**	**8,630**	**9,303**				**8,161**	**8,568**	**9,134**				**20,434**	**62**	**169**			
Water	Water-Abs, Water-LfL	cubic metres (m^3)	Water purchased to tenants	180,804	143,009	**138,074**	**208,990**	**212,301**	**2%**	121,216	142,368	**136,733**	208,990	**212,301**	2%	59,588	641	**1,341**	**–**	**–**	**n/a**
			Water purchased to landlord	77,219	67,012	**75,568**				75,927	66,622	**75,568**				1,292	390	**–**			
			Total amount of Water consumed	**258,023**	**210,021**	**213,642**				**197,143**	**208,990**	**212,301**				**60,880**	**1,031**	**1,341**			
	No. of applicable properties		Water disclosure coverage	37 out of 38	19 out of 19	**19 out of 19**	18			18 out of 18	18 out of 18	**18 out of 18**	18			19 out of 20	1 out 1	**1 out of 1**	–		
		%	Proportion of Water estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	

→ **EPRA sustainability performance** continued

Globalworth Headquarters sustainability performance continued

Romania continued

Impact area	EPRA code	Unit	Indicator	Total portfolio – Abs 2023	Abs 2024	Abs **2025**	LfL 2024	LfL **2025**	% Change	Office – Abs 2023	Abs 2024	Abs **2025**	LfL 2024	LfL **2025**	% Change	Logistic/light-Industrial – Abs 2023	Abs 2024	Abs **2025**	LfL 2024	LfL **2025**	% Change
Waste	Waste-Abs, Waste-LfL	tn	**Total amount of Waste produced and disposed**	**6,369**	**2,433**	**2,359**	2,409	**2,314**	-4%	**2,383**	**2,409**	**2,314**	2,409	**2,314**	-4%	**3,986**	**23**	**45**	–	**–**	n/a
		%	Proportion of Hazardous Waste	–	–	**–**				–	–	**–**				–	–	**–**			
		%	Proportion of Non-Hazardous Waste	100%	100%	**100%**				100%	100%	**100%**				100%	100%	**100%**			
		%	Recycled		4%	**7%**															
		%	Landfilled	–	–	**–**				–	–	**–**				–	–	**–**			
	No. of applicable properties		Waste disclosure coverage	35 out of 38	19 out of 19	**19 out of 19**	18			18 out of 18	18 out of 18	**18 out of 18**	18			17 out of 20	1 out of 1	**1 out of 1**	–		
	%		Proportion of Waste estimated	–	–	**–**	–	**–**		–	–	**–**	–	**–**		–	–	**–**	–	**–**	

→ Appendix

Globalworth is committed to reporting its annual Environmental, Social and Governance performance in a comprehensive and transparent way.

Randari GCD

Appendix

Globalworth Campus – Feel Like Spring


Globalworth BOC

→ **Appendix** continued

Appendix A: About Globalworth's Sustainable Development Report

Principal reporting guidelines

Globalworth is committed to reporting its annual Environmental, Social and Governance performance in a comprehensive and transparent way.

The Report covers the financial year 2025, for the period extending from 1 January 2025 to 31 December 2025. The publication date of this Report is 29 June 2026. The financial statement reporting period aligns with the present Report's reporting period.

The information has been prepared:

- in accordance with the GRI Standards 2021; and.
- in alignment with the European Public Real Estate Association's sustainability Best Practice Reporting Recommendations (EPRA sBPR).

A limited assurance was carried out by an independent third party, ERNST and YOUNG (HELLAS) Certified Auditors – Accountants S.A. (EY) on selected non-financial sustainability information in accordance with the International Standard on Assurance Engagements 3000 (ISAE 3000 (Revised), as follows:

- Adherence of the Report against the requirements set in the GRI 1 Standard for "in-accordance" option of the Global Reporting Initiative (GRI) Standards 2021.
- All GRI General Disclosures required for the "in-accordance" (5 disclosures GRI 2.1-2.5).
- Seven GRI topic-specific disclosures related to the material topics. Specifically:
  - 302-1 Energy consumption within the organisation.
  - 302-2 Energy consumption outside of the organisation.
  - 302-3 Energy intensity.
  - 305-1 Direct (Scope 1) GHG emissions.
  - 305-2 Energy indirect (Scope 2) GHG emissions.
  - 305-3 Other indirect (Scope 3) GHG emissions.
  - 305-4 GHG emissions intensity.

Properties owned through JV agreements (Constanta Business Park) are presented on a 100% basis. Globalworth holds a 50% share in the respective JV company. There are no restatements of information regarding the present reporting period.

Enquiries regarding the present Report can be sent to sustainability@globalworth.com.

Summary of reporting principles

- **Report focus:** The management approach and performance of Globalworth on sustainable development material topics and relevant strategy, in a comprehensive and transparent way.
- **Report frequency:** Globalworth's aim is to issue an annual update of its sustainable development strategy, management approach and performance.
- **Reporting cycle:** The reporting period covers the calendar year (unless otherwise stated), with the effective day for all the information presented being 31 December. Furthermore, to improve disclosure and increase comparability, we provide the results of the current and the previous reporting years.
- **Report availability:** The Report is publicly available on our website.
- **2025 Report:** The Report provides an update of our sustainable development management approach and performance for the period extending from 1 January to 31 December 2025.
- **Latest Sustainable Development Report:** Globalworth issued its eighth "Sustainable Development Report" for the year 2025 on 29 June 2026.

Reporting scope

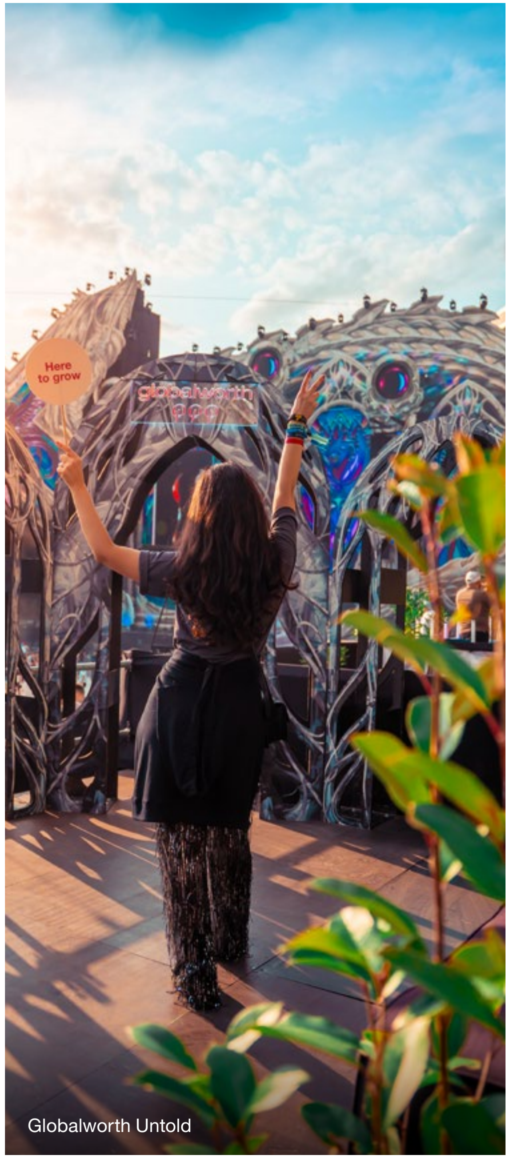
- This Report has been prepared in accordance with the 2021 GRI Standards and with the European Public Real Estate Association's Sustainability Best Practice Reporting Recommendations (EPRA sBPR).
- The prioritisation of our material topics included in the 2025 Sustainable Development Report was based on the 2024 materiality analysis results.
- The Report includes key performance indicators to allow for better measurement of our sustainability performance, with certain references to Globalworth's Annual Report additionally provided, when considered necessary.

Reporting boundaries

- In this Report, the term "Globalworth", the term "the Group" or the term "Company" refers to Globalworth Real Estate Investments Limited.
- The information presented in this Report includes both Globalworth and all its subsidiaries (including the "Globalworth Foundation").
- The subsidiaries/entities directly or ultimately controlled by Globalworth are available in Globalworth's Financial Report.

Other

- The significant reduction presented in this Report in the absolute amount of waste produced, emissions, energy consumption, etc since 2023 is primarily due to a substantial downsizing of our portfolio in 2024.
- Sustainability enquiries: sustainability@globalworth.com



Globalworth Untold

GRI 2-2, GRI 2-3, GRI 2-4

→ **Appendix** continued

Appendix B: EPRA content index

Code	Performance measure	GRI standard and CRESD indicator code	Page(s)
Environmental sustainability performance measures			
Elec-Abs	Total electricity consumption	302-1	70-75
Elec-LfL	Like–for–Like total electricity consumption	302-1	70-75
DHandC-Abs	Total district heating and cooling consumption	302-1	70-75
DHandC-LfL	Like–for–Like total district heating and cooling consumption	302-1	70-75
Fuels-Abs	Total fuel consumption	302-1	70-75
Fuels-LfL	Like–for–Like total fuel consumption	302-1	70-75
Energy-Int	Building energy intensity	CRE1	66-68
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	65, 70-75
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	65, 70-75
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	CRE3	65, 70-75
Water-Abs	Total water consumption	303-5	49, 69, 70-75
Water-LfL	Like–for–Like total water consumption	303-5	49, 70-75
Water-Int	Building water intensity	CRE2	66-69
Waste-Abs	Total weight of waste by disposal route	306-3, 306-4, 306-5	48, 72, 75
Waste-LfL	Like–for–Like total weight of waste by disposal route	306-3, 306-4, 306-5	72, 75
Cert-Tot	Type and number of sustainably certified assets	CRE8	38
Social performance measures			
Diversity-Emp	Employee gender diversity	405-1	54
Diversity-Pay	Gender pay ratio	405-2	57
Emp-Training	Employee training and development	404-1	57
Emp-Dev	Employee performance appraisals	404-3	57
Emp-Turnover	New hires and turnover	401-1	55-56
HandS-Emp	Employee health and safety	403-1 – 403-10	51-52
HandS-Asset	Asset health and safety assessments	416-1	51-52
HandS-Comp	Asset health and safety compliance	416-2	51-52
Comty-Eng	Community engagement, impact assessments and development programmemes	413-1	61
Governance performance measures			
Gov-Board	Composition of the highest governance body	2-9	19-20
Gov-Selec	Process for nominating and selecting the highest governance body	2-10	17
Gov-Col	Process for managing conflicts of interest	2-15	17

→ **Appendix** continued

Appendix C: GRI content index

Statement of use	Globalworth has reported in accordance with the GRI Standards for the period 01/01/2025–31/12/2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	N/A

						Omission				
GRI standard/ other source	**Disclosure**		**Location and page(s)**			**Requirement(s) omitted**	**Reason**	**Explanation**	**GRI sector standard ref. no.**	**External assurance**
General disclosures										
GRI 2: General Disclosures 2021	2-1	Organisational details	1.1	Introduction	2-6	A grey cell indicates something that does not apply. This only relates to the "Omission" and "GRI Sector Standard ref. no." columns.				✓
			3.0	How we are organised	13-27					
	2-2	Entities included in the organisation's sustainability reporting	1.1	Introduction	03					✓
			7.0	Appendix A	77					
			3.1	Group structure	14					
	2-3	Reporting period, frequency and contact point	7.0	Appendix A	77					✓
	2-4	Restatements of information	7.0	Appendix A	77					✓
	2-5	External assurance	7.0	Appendix D	87-88					✓
	2-6	Activities, value chain and other business relationships	1.1	Introduction	03					
			1.3	Letter to stakeholders	05					
			1.4	Globalworth key metrics	06					
			3.2	Our purpose-driven business model	15					
			3.7	Our supply chain	26					
	2-7	Employees	5.9	Material topic 6: employment	54					
			3.6	Our team and operations	25					
	2-8	Workers who are not employees	5.9	Material topic 6: employment	54					
	2-9	Governance structure and composition	3.3	Sustainability management	16–20					
	2-10	Nomination and selection of the highest governance body	3.3	Sustainability management	17-18					
	2-11	Chair of the highest governance body	3.3	Sustainability management	19-20					
	2-12	Role of the highest governance body in overseeing the management of impacts	3.3	Sustainability management	16					
	2-13	Delegation of responsibility for managing impacts	3.3	Sustainability management	16					
	2-14	Role of the highest governance body in sustainability reporting	3.3	Sustainability management	16					
			5.2	Our approach to materiality	31-32					

→ **Appendix** continued

Appendix C: GRI content index continued

GRI standard/ other source	Disclosure		Location and page(s)			Omission: Requirement(s) omitted	Omission: Reason	Omission: Explanation	GRI sector standard ref. no.	External assurance
General disclosures continued										
GRI 2: General Disclosures 2021 continued	2-15	Conflicts of interest	3.3	Sustainability management	16–17					
	2-16	Communication of critical concerns	3.3	Sustainability management	16–17					
	2-17	Collective knowledge of the highest governance body	3.3	Sustainability management	16, 18–20					
	2-18	Evaluation of the performance of the highest governance body	3.3	Sustainability management	16–17					
	2-19	Remuneration policies	3.3	Sustainability management	16–17	GRI 2-19b	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	2-20	Process to determine remuneration	3.3	Sustainability management	17-18					
	2-21	Annual total compensation ratio				Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	2-22	Statement on sustainable development strategy	1.3	Letter to stakeholders	05					
	2-23	Policy commitments	3.3	Sustainability management	23-24	GRI 2-23a, b, c, d, f	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	2-24	Embedding policy commitments	3.3	Sustainability management	23-24	GRI 2-24a (i, iii)	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	2-25	Processes to remediate negative impacts	3.3	Sustainability management	23-24	Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		

→ **Appendix** continued

Appendix C: GRI content index continued

GRI standard/ other source	Disclosure		Location and page(s)			Omission: Requirement(s) omitted	Omission: Reason	Omission: Explanation	GRI sector standard ref. no.	External assurance
General disclosures continued										
	2-26	Mechanisms for seeking advice and raising concerns	3.3	Sustainability management	24					
	2-27	Compliance with laws and regulations	3.3	Sustainability management	23					
	2-28	Membership associations	2.2	2024 recognition and memberships	11					
	2-29	Approach to stakeholder engagement	5.1	Engaging with our stakeholders	29-30					
	2-30	Collective bargaining agreements	5.9	Material topic 6: employment	54					
Material topics										
GRI 3: Material topics 2021	3-1	Process to determine material topics	5.2	Our approach to materiality	31-32	This only relates to the "Omission" and "GRI Sector Standard ref. no." columns.				
			5.3	Material topics	33-35					
	3-2	List of material topics	5.2	Our approach to materiality	31-32					
			5.3	Material topics	33-35					
Climate stability and air quality										
GRI 3: Material topics 2021	3-3	Management of material topics	5.4	Material topic 1: climate stability and air quality	36-40					
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	6.1	EPRA sustainability performance measures	42					✓
	302-2	Energy consumption outside of the organisation	6.1	EPRA sustainability performance measures	42					✓
	302-3	Energy intensity	6.1	EPRA sustainability performance measures	42					✓
	302-4	Reduction of energy consumption				Entire disclosure	Information unavailable	Energy efficiency initiatives are implemented; however, reduction reductions in energy consumption have not been quantified against a defined baseline during the reporting period.		
	302-5	Reductions in energy requirements of products and services				Entire disclosure	Not applicable	Reductions in energy requirements of products and services is not applicable for Globalworth's operations given the scope of its business activities.		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	6.1	EPRA sustainability performance measures	65					✓
	305-2	Energy indirect (Scope 2) GHG emissions	6.1	EPRA sustainability performance measures	65					✓

→ **Appendix** continued

Appendix C: GRI content index continued

GRI standard/ other source	Disclosure		Location and page(s)			Omission: Requirement(s) omitted	Omission: Reason	Omission: Explanation	GRI sector standard ref. no.	External assurance
Climate stability and air quality continued										
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	6.1	EPRA sustainability performance measures	65					✓
	305-4	GHG emissions intensity	6.1	EPRA sustainability performance measures Material topic 1: Climate stability and air quality	41, 66, 67, 68					✓
	305-5	Reduction of GHG emissions				Entire disclosure	Information unavailable – incomplete	The organisation currently reports GHG emissions but does not quantify reductions attributable to specific initiatives against a defined baseline. Processes for measuring and reporting emissions reductions are under development.		
	305-6	Emissions of ozone-depleting substances (ODS)				Entire disclosure	Not applicable	The emittance of ozone-depleting substances is not applicable for Globalworth's operations.		
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions				Entire disclosure	Not applicable	The emittance of ozone-depleting substances is not applicable for Globalworth's operations.		
Waste and resource intensity										
GRI 3: Material topics 2021	3-3	Management of material topics	5.5	Material topic 2: Waste and resource intensity	47-48					
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts				Entire disclosure	Information unavailable – incomplete	The organisation monitors waste generation quantities but has not conducted a formal assessment of significant waste-related impacts as required by GRI 306-1. Processes for identifying and evaluating waste-related impacts are being developed and will be considered for future reporting periods.		
	306-2	Management of significant waste-related impacts				Entire disclosure	Information unavailable – incomplete	The organisation has waste management practices in place; however, a comprehensive description of the management approach to significant waste-related impacts, as required by GRI 306-2, has not been developed for the reporting period.		
	306-3	Waste generated		Material topic 2: waste and resource intensity	48					

→ **Appendix** continued

Appendix C: GRI content index continued

GRI standard/ other source	Disclosure		Location and page(s)			Omission: Requirement(s) omitted	Omission: Reason	Omission: Explanation	GRI sector standard ref. no.	External assurance
Waste and resource intensity continued										
GRI 3: Material topics 2021	306-4	Waste diverted from disposal		Material topic 2: waste and resource intensity	48					
	306-5	Waste directed to disposal		Material topic 2: waste and resource intensity	48					
GRI 301: Materials 2016	301-1	Materials used by weight or volume				Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	301-2	Recycled input materials used				Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	301-3	Reclaimed products and their packaging materials				Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
Water and marine resources										
GRI 3: Material topics 2021	3-3	Management of material topics	5.6	Material topic 3: water and marine resources	49					
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource				Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	303-2	Management of water discharge-related impacts				Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	303-3	Water withdrawal				Entire disclosure	Not applicable	Water withdrawal is not applicable for Globalworth's operations given the scope of its business activities.		

→ **Appendix** continued

Appendix C: GRI content index continued

GRI standard/ other source	Disclosure		Location and page(s)			Omission: Requirement(s) omitted	Omission: Reason	Omission: Explanation	GRI sector standard ref. no.	External assurance
Water and marine resources continued										
	303-4	Water discharge				Entire disclosure	Not applicable	Water discharge is not applicable for Globalworth's operations given the scope of its business activities. All the water is being discharged through the sewer system.		
	303-5	Water consumption	5.6	Material topic 3: water and marine resources	49	303-5b, c, d	Not applicable	Water consumption from areas with water stress and changes in water storage are not applicable for Globalworth's operations given the scope of its business activities.		
Innovation of better products and services										
GRI 3: Material topics 2021	3-3	Management of material topics	5.7	Material topic 4: innovation of better products and services	50					
	CRE8	Type and number of sustainably certified assets.		Material topic 4: innovation of better products and services '' since the "our performance	38 and 50					
Health and safety										
GRI 3: Material topics 2021	3-3	Management of material topics	5.8	Material topic 5: health and safety	51-52					
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	5.8	Material topic 5: health and safety	51-52					
	403-2	Hazard identification, risk assessment, and incident investigation	5.8	Material topic 5: health and safety	51-52					
	403-3	Occupational health services	5.8	Material topic 5: health and safety	51-52					
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.8	Material topic 5: health and safety	51-52					
	403-5	Worker training on occupational health and safety	5.8	Material topic 5: health and safety	51-52					
	403-6	Promotion of worker health	5.8	Material topic 5: health and safety	51-52					

→ **Appendix** continued

Appendix C: GRI content index continued

GRI standard/ other source	Disclosure		Location and page(s)			Omission: Requirement(s) omitted	Omission: Reason	Omission: Explanation	GRI sector standard ref. no.	External assurance
Health and safety continued										
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.8	Material topic 5: health and safety	51-52					
	403-8	Workers covered by an occupational health and safety management system	5.8	Material topic 5: health and safety	51-52					
	403-9	Work-related injuries	5.8	Material topic 5: health and safety	52	403-9 aV, bV, e	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the complete requested information in the next report.		
	403-10	Work-related ill health	5.8	Material topic 5: health and safety	52					
Employment										
GRI 3: Material topics 2021	3-3	Management of material topics	5.9	Material topic 6: employment	53					
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.9	Material topic 6: employment	55-56					
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.9	Material topic 6: employment	53					
	401-3	Parental leave	5.9	Material topic 6: employment	56	401-3 c, d and e	Information unavailable – incomplete	Information covers only GRI 401-3a and GRI 401-3b. Information is not available for GRI 401-3 c, d and e due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the complete requested information in the next report.		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.9	Material topic 6: employment	57					
	404-2	Programmemes for upgrading employee skills and transition assistance	5.9	Material topic 6: employment	53					
	404-3	Percentage of employees receiving regular performance and career development reviews	5.9	Material topic 6: employment	57					

→ **Appendix** continued

Appendix C: GRI content index continued

GRI standard/ other source	Disclosure		Location and page(s)			Omission: Requirement(s) omitted	Omission: Reason	Omission: Explanation	GRI sector standard ref. no.	External assurance
Employment continued										
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	5.9	Material topic 6: employment	57					
	405-2	Ratio of basic salary and remuneration of women to men	5.9	Material topic 6: employment	57					
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	5.9	Material topic 6: employment	54					
Socioeconomic convergence										
GRI 3: Material topics 2021	3-3	Management of material topics	5.10	Material topic 7: socioeconomic convergence	58-60					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	5.10	Material topic 7: socioeconomic convergence	60					
	201-2	Financial implications and other risks and opportunities due to climate change	4.2	Identified risks and opportunities	44-46					
	201-3	Defined benefit plan obligations and other retirement plans				Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		
	201-4	Financial assistance received from the government				Entire disclosure	Information unavailable – incomplete	Information is not available due to lack of processes to gather information in a timely manner; however, the Company is planning to disclose the requested information in the next report.		

Appendix D: External assurance report

ERNST & YOUNG (HELLAS)
Certified Auditors-Accountants S.A.
8B Chimarras str., Marousi
151 25 Athens, Greece

Tel: +30 210 2886 000
ey.com

Independent practitioner's assurance report

To the management of Globalworth Real Estate Investments Limited

Scope
We have been engaged by Globalworth Real Estate Investments Limited (hereafter "Globalworth") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Globalworth's disclosed information presented below (the "Subject Matter") contained in Globalworth's 2025 Sustainable Development Report (the "Report") for the period from 1 January to 31 December 2025:

- The GRI 1: 2021 Foundation Standard for 'in-accordance' option.
- The General Disclosures of the GRI 2: 2021 General Disclosures Standard, required for 'in-accordance' (indicated in the "External Assurance" column of the GRI Content Index with a checkmark, pp. 79-86 of Appendix C).
- Seven (7) GRI 2016 Topic Specific disclosures associated with the Material Topics (indicated in the "External Assurance" column of the GRI Content Index with a checkmark, pp. 79-86 of Appendix C).

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, nor on information disclosed for previous periods, and accordingly, we do not express a conclusion on this information.

Criteria applied by Globalworth
In preparing the Subject Matter, Globalworth applied the GRI 2021 Standards (Criteria).

Globalworth's responsibilities
Globalworth's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities
Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)') and the terms of reference for this engagement as agreed with Globalworth on 4 May 2026. This standard requires that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject

Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management
We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed
Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures.

Our procedures included:
- Performed interviews with specific Globalworth's managers to understand the reporting processes - linked to the scope of our assurance engagement - for the reporting period.
- Performed interviews with specific Globalworth's managers responsible for managing, collating and reviewing sustainability data reported for internal and public reporting purposes, linked to the GRI 2: General Disclosures 2021 standard and GRI 2016 Topic

→ Appendix D: External assurance report

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Specific Disclosures under the scope of our assurance engagement (indicated in the assurance column of the GRI Content Index with a checkmark, pp. 79-86 of Appendix C).

- Reviewed the Report for the appropriate transposition and presentation of the sustainability data, under the scope of our assurance engagement, including limitations and assumptions relating to how these data are presented within the Report.
- Read information or explanations to test key data, statements and assertions regarding the sustainability disclosures under the scope of our assurance engagement.
- Read information already published in the "Annual Report and Consolidated Financial Statements 2025'' and is linked to the scope of our assurance engagement, for consistency.
- Undertook analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified
- Tested, on a sample basis, underlying source information to check the accuracy of the data included in our Subject Matter.

We also performed such other procedures as we considered necessary in the circumstances.

Limitation of our engagement

- Our work was limited to the English version of the Report for the year 2025. In the event on any inconsistency in translation between the English and other (if any) versions, as far as our conclusions are concerned, the English version of the Report prevails.
- Our work did not cover activities performed by third parties or the performance of any third parties, nor any stakeholder engagement activities. In addition, it did not include any review of the accuracy of survey results assigned to third parties, nor Information Technology systems used by third parties, but was instead limited to the proper transposition of the final results -within the scope of our assurance engagement- to the Report.
- Our procedures did not include the review of financial data and the corresponding narrative text and testing of the Information Technology systems used or those upon which the collection and aggregation of data was based by Globalworth.
- Our work does not include future information such as estimates, expectations or targets, or their achievability.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter for the period from 1 January to 31 December 2025, in order for it to be in accordance with the Criteria.

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Restricted use

This report is intended solely for the information and use of Globalworth and in accordance with the terms of reference agreed between us and is not intended to be and should not be used by anyone other than those specified parties.

Athens, 29 June 2026

Certified Auditor Accountant

Christiana Panayidou
SOEL R.N.: 62141

ERNST & YOUNG (HELLAS)
Certified Auditors Accountants S.A.
8B Chimarras St., Maroussi
151 25 Athens, Greece
Company SOEL R.N. 107

Legal Name: ERNST & YOUNG (HELLAS) Certified Auditors-Accountants S.A.
Distinctive title: ERNST & YOUNG
Legal form: Societe Anonyme
Registered seat: Chimarras 8B, Maroussi, 15125
General Commercial Registry No: 000710901000

→ **Appendix** continued

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→ **Appendix** continued

Appendix F: Company information

Poland

Spektrum Tower
Twarda 18 St., 7th floor
00-105 Warsaw
Poland

Tel: +48 22 278 06 00
contact@globalworth.pl

Romania

Globalworth Tower
201 Barbu Vacarescu St.
020276 Bucharest
Romania

Tel: +4 (0) 372 800 000
enquiries@globalworth.com

Designed and produced
by carrkamasa.co.uk