

ESG REPORT 2024

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CEO’S MESSAGE

GRI 2-22

Dear Reader,

Throughout its more than 35 years of development, CÉH zRt. has always been open and flexible in adapting to the market environment and the expectations of our customers. Our efforts have focused on creating value and the conscious, continuous improvement of our activities. We have also paid special attention to community building – creating a community of which our employees and contracted partners are an integral part. This community-centered approach is not only one of the driving forces behind our development, but also one of the defining characteristics of CÉH zRt.

For us, shaping the future is not just a business issue – as leaders, we take this task very seriously, especially in a rapidly changing and challenging environment.

We believe that long-term success cannot be based solely on business considerations. We operate in our social and natural environment, and therefore we bear responsibility for sustainability both as a company and as individuals.

With this in mind, we decided in 2022 to set an example as a leading player in the engineering market by launching an ESG compliance process and building a strategy for the sustainable operation of CÉH zRt. based on this.

Our ESG strategy rests on two main pillars, which follow naturally from the nature of our activities:

- On the one hand, we have already reviewed all key elements of our operations from a sustainability perspective in the short term and incorporated the necessary measures and methods for their implementation into our annual business plans.
- On the other hand, as we see this as the way forward based on our organic development, we are increasingly steering our planning and project management activities towards sustainable solutions by training and raising awareness among our employees, thereby encouraging our customers to implement more sustainable projects.

With our expanding ESG competencies, we aim to enter new markets with new sustainability-related services: we support our customers' green aspirations with innovative construction products, modern materials and technical solutions.

During our projects, we develop targeted recommendations for our customers in a separate sustainability chapter and carry out sustainability and efficiency reviews at various stages of implementation. Every identified saving, whether in materials, energy or labor, brings us closer to achieving our ESG goals. We invest the resources freed up in this way in further developments and training, helping to ensure that the ESG approach becomes a truly profitable approach that supports long-term successful management – for us and our customers alike.

Our internal training courses are also placing increasing emphasis on teaching sustainable planning and project management methodologies. When purchasing new vehicles, we give preference to environmentally friendly, electric or hybrid vehicles and encourage our employees to choose cycling or public transport solutions.

We are convinced that our efforts are in line with the personal expectations and vision of our employees. We support their personal development while creating a stable and inspiring environment for them through community building.

Our goal is to set an example for our partners and customers as a leading player in the engineering services market, while fulfilling our growing responsibility in sustainability.



Sincerely,
Losonczi Tibor, CEO

ABOUT THE REPORT

GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-5

Contributing to the development and progress of sustainability is an integral part of CÉH's mission. In our third ESG Report, we present our annual performance in the areas of sustainable development that are of key importance to us, in a transparent way to both external and internal stakeholders.

Reporting organization	CÉH Planning, Developing and Consulting Ltd. (in the following referred to as CÉH Ltd. or CÉH) **Head quarter**: 1112 Budapest, Dió street 3-5. **Site**: 4025 Debrecen, Piac street 77.
Reporting period	We publish the ESG Report for the period 1 January 2024 to 31 December 2024. For some publications, we also present data for two years prior to the year under review (if available).
Reporting cycle	Annual
Content of the report	A The Report presents the ESG approach and performance of CÉH Ltd. and does not include data from other affiliated companies within the CÉH Group.
Aspects taken into consideration in the preparation of the report	A The Report has been prepared based on the disclosures set out in the BÉT Pilot ESG Consultancy Program GINOP-1.1.7-17-BÉT-6-015 and with reference to the GRI Standards (2021).
External party verification	The information and data in the Report have not been verified by an external party.

We welcome your questions and feedback on our ESG Report and activities at ceh@ceh.hu.

ABOUT OUR COMPANY

1.1 About CÉH

GRI 2-6

We are proud that CÉH Design, Investment and Development Ltd., founded in 1989, is now one of the leading Hungarian engineering companies. Our wide range of activities include the provision of full engineering services, we are involved in the field of building and bridge construction as designers, project managers, as well as techno-economic preparation and expertise for planned or ongoing investment projects.

Our primary goal is to bring value, order and values to the world through our engineering and development work. We want to build the future for the following generations around these key ideas. By integrating the opportunities offered by modern digital technologies, we are also at the forefront of sustainable development and improvement. We believe that knowledge works best collectively, and we strive to share our knowledge with our partners and professional communities in our daily work.

We aim to be a leading engineering player in the construction and development market in Hungary, an organization that can adapt to technological, social, economic and environmental changes. We aim to promote an environmentally sustainable and healthy built environment for well-being, supported by the use of advanced digital technologies.

Today, CÉH employs more than 150 people. We are pleased to say that we work with more than 100 cooperation partners on over 100 projects a year, managing an investment value of €2 billion. Although the majority of our projects are located in Hungary, our portfolio is regularly enriched by work for foreign clients or project sites.

14 698 million HUF revenue	150 employees	100+ cooperating partner



1.2 Business sectors and services

GRI 2-6

CÉH is divided into three main specializations: Building Design and Engineering Office, Project Management Office and the Bridge Design and Engineering Office.

Building Design and Engineering	As a general design company, we provide a professional approach to building design and engineering; architecture, statics, building mechanical engineering and building electrics as basic specializations are handled in-house, mainly by our own colleagues, while additional and supplementary specializations are handled by permanent partners. Our services include general building design, sectional design, engineering expertise and consultancy, design control, BIM services, surveys, sustainability services, simulation, and analysis.
Project Management	Our project management office deals with project management, technical supervision, preparation of investment plans, design tendering, design control, construction management and cost management, environmental certification, technical advice and expertise, banking expertise. The office also aims to meet the needs of its partners by carrying out technical and economic feasibility studies and preparing building management systems.
Bridge Design and Engineering	In bridge design, we play the role of general designer for all related fields. Our bridge design office provides our partners with full-service design, form and visual design, construction technology design, expert and consultancy services, bridge project management, design review, design consultancy and decorative lighting design. We also use our BIM service in our bridge design office, with simulations and analyses.

We pay particular attention to the quality of our BIM consultancy services, obtaining BSI ISO 19650:2018 certification in 2020 and BSI ISO 19650:2018 Kitemark (BIM) certification in 2021, which was renewed in 2024.

THE ESG APPROACH OF CÉH LTD.



2.1 ESG strategy

WHY do we deal with ESG?

We are committed to building a sustainable economy, society and environment, and believe that our organization can play an active role in making the positive changes needed to achieve this. Our aim is to develop a time-proven business model that promotes the achievement of our ESG objectives in a complex and economically efficient and profitable way, while ensuring that in the long term, CÉH Ltd. is able to compete internationally and have access to markets and funding opportunities. We aim to create developments that will contribute to sustainability goals through both resource reduction and efficiency gains.

WHAT do we want to achieve?

Our organization's ESG vision is to contribute to a sustainable future that is economically efficient and effective, where the built environment serves people's health and well-being, and is environmentally sustainable. Designing for sustainability is fundamental to the engineering community, and CÉH Ltd.'s professional community leads by example with advanced engineering solutions and working practices. To this end, we have begun to transform our business models and organization to facilitate the further development of our products and services in an ESG-compliant manner.

HOW do we achieve our goals?

The ESG strategy of CÉH Ltd. was developed in 2022, in which we highlighted 5 ESG strategic pillars:

1. **Managing our own environmental footprint** with a focus on reducing CO2 emissions
2. Developing and consistently applying technical **solutions for a green transition in projects**
3. **Improving the sustainability-related knowledge and skills** of our current and future employees through training
4. **Sharing sustainability principles in the engineering community**, participating in professional organizations and transparent communication of our ESG performance
5. **Obtaining ESG certification** to objectively assess our ESG performance

In relation to the strategic objectives, we have set milestones until 2030, which will be achieved through **CÉH's organizational governance** of ESG topics. These include **the transformation and further development of our production processes, methodologies, and tools**. We view this journey as a continuous learning process, believing and professing that every year more advanced technological solutions become available, affordable, and economically viable to the market, which we can incorporate into our services. This will require a lot of learning, from both of our employees and from our overall organizational culture, which we consider a valuable investment.

2.2 Corporate management of ESG issues

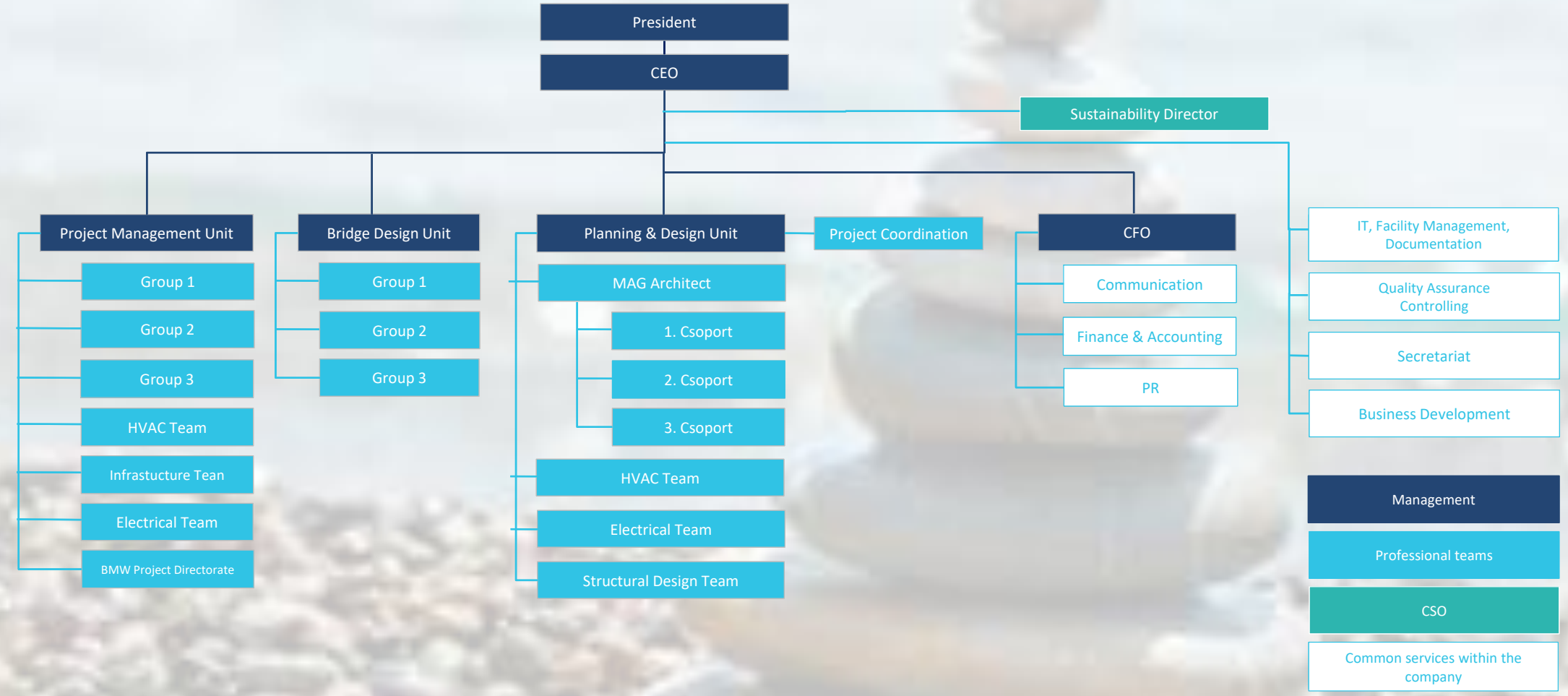
BÉT-26, GRI 2-12, GRI 2-13

The management of CÉH Ltd. is actively involved in advocating ESG issues and integrating them into corporate governance.

Our ESG operations are largely anchored in company policies and procedures, ensuring stable, systemic operations. Our organization operates integrated quality management, environmental management, occupational health and safety management systems based on ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, among others, and has a Code of Business Ethics, Human Rights Code, Complaints Handling Policy and Responsible Procurement Policy.

From the beginning of 2023, sustainability leadership will be led by a **dedicated manager** at management level. **The Sustainability Director leads our internal Green Cabinet**, as set out in the job description. He is responsible for, among other things, monitoring the implementation of the ESG strategy, senior management reports and presentations on ESG progress, and contributes to the ESG report. On the technical side, it will support the sustainability aspects of CEH's projects, propose sustainability elements for the internal system of planning and project management processes, and develop and operate "sustainability checklists". It also represents CEH Ltd. at relevant events, conferences and professional meetings, builds cooperation with higher education institutions and professional organisations, and supports internal knowledge sharing on sustainability.

The structure of our company and the position of the Sustainability Director within the CÉH organization



2.3 Professional knowledge sharing in ESG dimensions

BÉT-29, GRI 2-17

We believe that the key to our sustainable operations is **the acquisition and effective transfer of up-to-date ESG knowledge to all our employees and subcontractor partners**. We are proud to say that our colleague, Dr. Krisztián Verók, played a key role in the establishment of the Sustainability Section of CÉH, and our company was an active participant in the process. CÉH helped to collect, organize and transfer sustainability knowledge to ÉVOSZ.

In addition, our staff also took part in **study trips to the Netherlands, England and Scandinavian countries**, among others, where the main topics were digitalization, best practice in the field of sustainability, **collecting and learning about good practices and adapting them in our work**. Our Sustainability Director carried out an analysis of sustainable technical and organizational practices in the Swedish healthcare sector

GRI 2-13

The internal knowledge management of the ESG is the responsibility of our Green Cabinet, formerly known as Sustainability Cabinet, whose working schedule and regular operation was established in 2023. According to this, volunteer members **will carry out continuous research on selected topics, collect and evaluate the information obtained and disseminate it within the organization through the defined channels**. The Cabinet meets monthly according to a co-operative schedule and a report of each meeting is prepared by the Cabinet leader for the management. The Director of Sustainability leads the research work, participates in events on the themes and supports the implementation of training and development based on the research findings. The Cabinet reports regularly to the President and CEO on its work.

We believe it is important to collaborate and share knowledge with the next generations, and we are pleased to report that young people are also participating in large numbers and with interest in **our program called CÉH Summer University** focusing on digitalization, sustainability and soft skills. The completion of the BIM modelling and LCA study of the CEH headquarters building also worths mentioning, which will allow us to take further effective steps to improve our CO2 emissions. In one of our largest design projects, we have carried out a sustainable pilot project in cooperation with the client Semmelweis University and have prepared studies and solutions that **will result in a project of above-average sustainable quality**. It will provide a way to reduce both the CO2 inputs during construction and the emissions during operation.

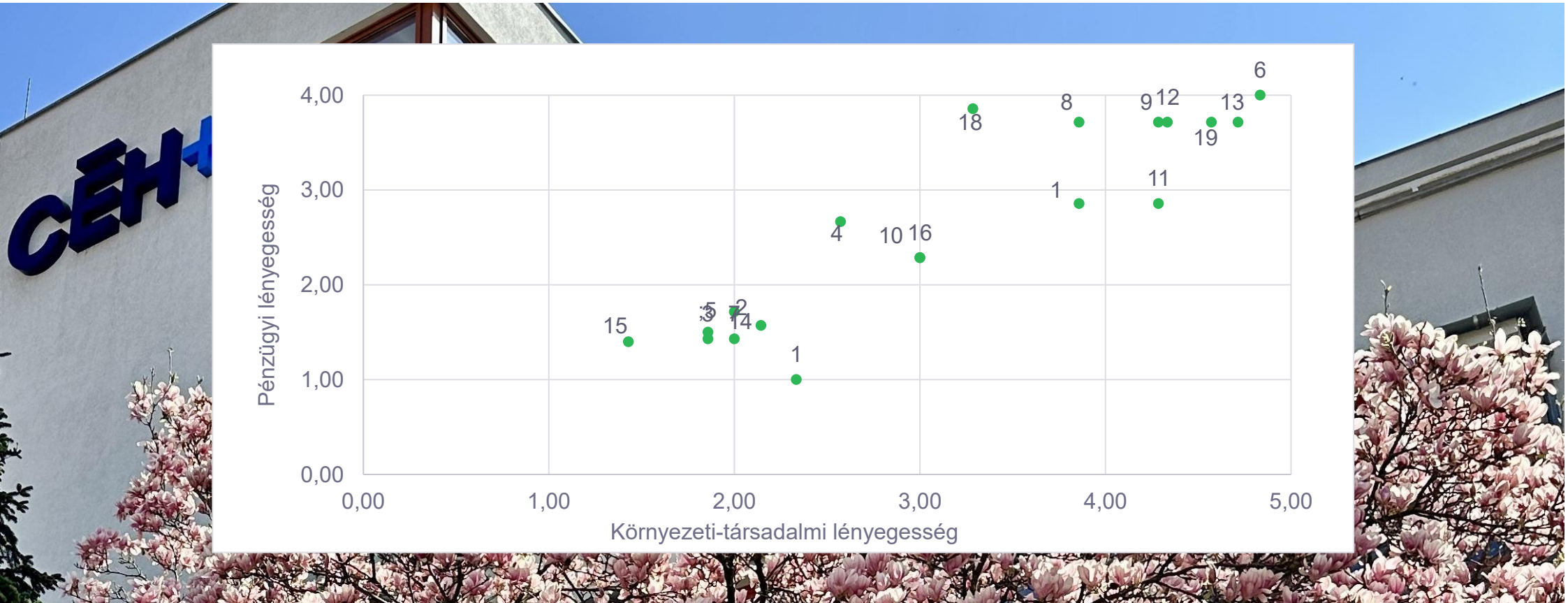
2.4 Relevance assessment and our relevant topics

GRI 3-1, GRI 3-2

To identify the sustainability issues that are most relevant to our organization's operations, as well as the issues and disclosures presented in our ESG Report, we conducted a materiality assessment. The methodology for the survey was developed partly in line with the GRI standard and the dual materiality guidance of the EU Corporate Sustainability Reporting Directive (CSRD).

Senior managers anonymously assessed the 17 potentially relevant issues in a workshop, ranked by double materiality. During the materiality assessment, senior managers of the organization represented the views of the stakeholder groups of the CÉH Ltd. considering the recommendations of the European Financial Reporting Advisory Group (EFRAG), financial materiality was scored on a scale of 0 to 4, while environmental-social materiality was scored on a scale of 0 to 5. The threshold for inclusion was set at 2.2 for financial materiality and 2.5 for environmental-social materiality. Based on the thresholds, 12 material issues were identified.

Result of the CÉH materiality survey:



Serial number	Title of topic
Key topics	
6	Encouraging a green transition, creating a circular economy
13	Creating an organizational culture of innovation
19	Overall efficiency gains through improvements (dimensions ESG)
12	Talent management, human capital development
9	Retaining employees
8	Employee's well-being, health and safety
18	Business development
11	Professional knowledge sharing in ESG dimensions
17	Business ethics, compliance
10	Diversity, equity and acceptance
16	Sustainable procurement
4	Climate protection
Other topics covered	
14	Data protection and data security
2	Energy efficiency and use of renewable energy
7	Supporting local communities
5	Water resources management
1	Protecting biodiversity
3	Waste management
15	Human rights

RESPONSIBLE AND SUTAINABLE BUSINESS SOLUTIONS

3.1 Sustainability in professional and business solutions

By constantly monitoring the changing trends of the world and innovations in our industry, we operate according to our strategic vision and mission. Our vision also places a **strong emphasis on integrating sustainability into our services and business solutions**. We do this by **keeping abreast of technological innovations and digitalization trends** and incorporating them into our work.

The aim of CÉH Ltd. is the continuous improvement of the organization, in which the application of sustainability solutions and related technologies plays a key role in achieving the desired goal. In our work we strive to improve our engineering activities, maximize efficiency and promote innovation. CÉH aims to meet the growing global and domestic ESG expectations in a timeless way. We aim to improve our competitiveness not only in the domestic market but also internationally.

And the work of the Green Cabinet, which has been operational since 2023, is essential to achieving these goals. **The Green Cabinet is open to all CÉH Group and CÉH Partnership staff who want to transform and improve the future of construction and engineering services.** The research, information gathering and sharing, collective thinking, support for development, training and education, lectures and events that take place within the Cabinet are all irreplaceable processes for achieving these goals.

Our services focus on promoting the circular economy, the use of environmentally and energy conscious and smart solutions, sustainable modular construction, sustainable materials, products and equipment. Our design and project management services will shortly be based on full life cycle analysis, but we also pay particular attention to the integration of new EU sustainability regulations, energy efficiency standards and **Green Deal directives**. For the projects we design or manage, we aim to reduce water use in line with the **Blue Deal directives**. Our ambition is to make the digitalization of the construction industry and sustainability mutually reinforcing.

At the start of every project, we make sustainability recommendations to our clients and try to convince them to use the most up-to-date solutions available. We will also continue to advise and support our clients in the subsequent project phases we will carry out a sustainability/efficiency review and analysis of what savings in materials, energy, waste, etc. are possible and what potential improvements can be made to the project.

3.2 Cooperation and partnership with Clients

Client satisfaction

BÉT-22

As part of our integrated management system, we **continuously monitor customer satisfaction** and, based on their responses, we strive to adapt our services to meet our customers' expectations. The annual satisfaction survey allows our clients to rate their satisfaction with our work on 11 topics, office by office. The criteria include the professionalism and competence of our staff, the professionalism of the service we provide, the breadth and flexibility of our response to client needs, the efficiency of our problem-solving and our ability to meet deadlines.

We are proud to report that our overall customer satisfaction survey scores have remained consistently high over the past years. Although we achieved a slightly lower score in 2023, in 2024 our customers rated **the professionalism of our service** (5.77 points) higher, where they also rated **the personal attitude and style of our staff** (5.84 points) and **the professional knowledge and competence of our staff** (5.87 points) as outstanding.

*Client satisfaction survey results **

Year	Total score (1-6)
2022	5,80
2023	5,67
2024	5,72

**Clients rate the aspects covered by the satisfaction survey on a sale of 1 to 6, where 1-not satisfied, 6- not very satisfied.*



3.3 Memberships of specialist organizations

GRI 2-28

Memberships of CÉH Ltd.

ÉVOSZ (Építési Vállalkozók Országos Szakszövetsége)	**MAGÉSZ** (Magyar Acélszerkezeti Szövetség)	**MAÚT** (Magyar Út- és Vasútügyi Társaság)	**Mesterséges Intelligencia (MI) Koalíció**	**FIABCI** (Nemzetközi Ingatlanszakmai Szövetség)

Key national and international professional memberships and positions held by our employees

Name of Organization	Filled Position	Employee
ÉVOSZ (Építési Vállalkozók Országos Szakszövetsége)	Member of presidency, Vision and Strategy Task Force Leader (sustainability, digitalization)	Tóth Attila
MABIM (Magyar BIM Épület Információs Szövetség)	Member of the Presidency	Borbély Attila
MKIK Nyugat-Balkáni tagozat	Member of the Presidency	Tóth Attila
MKIK arab tagozat	Member of the Presidency	Ifj. Tóth Attila
TMSZ (Tervező Mérnökök Szövetsége)	Vice President	Kégl Árpád
HUGBC (Hungarian Green Building Council)	Member representing CÉH Ltd.	dr. Verók Krisztián
FIEC Construcion 4.0 working group	Member	Tóth Attila és Tudlik Balázs
FIB (Nemzetközi Betonszövetség)	Member	dr. Kisbán Sándor, Gács Sándor, Pusztai Pál
KTE (Közlekedés Tudományi Egyesület)	Member of the Presidency	dr. Kisbán Sándor
Royal Institution of Chartered Surveyors (RICS)	Member	Riesz Szabolcs
Műegyetemi Baráti Társaság	Member of the Presidency	Tóth Attila
VISZ (Vezető Informatikusok Szövetsége)	Member representing CÉH Ltd.	Spisák Attila

RESPONSIBLE CORPORATE MANAGEMENT

4. Responsible corporate management

4.1 Business philosophy and values

CÉH's business philosophy is publicly available on our website, which was updated during the year. This includes the content of our Code of Conduct. Our primary intention is to **create value**; we believe that we must generate profitability from this. **The hallmark and attractiveness of CÉH Ltd. lies in its solution-oriented, high level of professionalism and quality, which we continuously improve through education, transfer of knowledge and experience.**

We attach great importance to a **holistic approach** to our projects, which is also necessary to fully meet our clients' needs. For us, **partnership** is not only a long-term cooperation, but a **partnership based on human relationships and trust**, where we work together to achieve common goals, based on shared values and interests. We also give priority to **developing creativity and knowledge** to keep our competences up to date. The necessary training is organized and financed by our company within the framework of the CÉH Academy. We would also like to emphasize that we are building a well-organized structure within our company, with clear divisions of tasks, without hierarchies. We take responsibility for each other, for each other's work and for the common result. **We believe that the most important principle of leadership is love.**

We also aim to pass on the knowledge and experience of the generation before us to future generations. We constantly monitor the political and economic developments in the world, in Europe and in our country, and we envisage the future on the basis of the trends we observe here - this is the vision in which we set our objectives and our development. **We see responsible management and reserve building as the basis for our future.**

4.2 Business ethics and legal compliance

BÉT-24, BÉT-27, GRI 2-26

Our company has a Code of Ethics detailing the fundamental principles of the CÉH philosophy, which guide the way CÉH conducts its business and the way it seeks to relate to the profession, the economy, society, local communities and natural resources. Within the community, we strive to ensure that opinions are diverse and free. We also avoid conflicts of interest at the company and individual levels. It is the responsibility of management to find the right balance, a framework for cooperation and partnership with other

companies, individuals and organizations in a way that allows us to maintain our independence.

On this basis, our Code of Ethics sets out the values that guide our operations: compliance with the law, anti-corruption practices, confidentiality, privacy and data security, sustainability, avoidance of conflicts of interest and ethical behavior of management.

Ethical principles guiding the operation of CÉH Ltd.

Legal compliance	Anticorruption	Confidentiality	Data protection and data security	Sustainability	Avoid conflicts of interest	Ethical behavior of management

We reject corruption in all its forms. Our employees are strictly prohibited from making, soliciting, or accepting, directly or indirectly, promises or offers that exceed the value of a standard small business gift.

In 2023, in addition to the existing Complaints Handling Mechanisms, we developed a **Whistleblowing Policy** and procedures that apply to all members of our organization. Under these, complaints can be made to resolve issues relating to unfair treatment at work, harassment and/or health and safety concerns, violation of personal rights, damage to professional prestige, deliberate obstruction of work, unjustified or negligent causing of business loss.

4.3 Responsible and sustainable procurement

Responsible procurement policy

BÉT-25

The success of our projects requires us **to know and understand our clients' business needs and objectives**. With our allies and partners, we work towards common goals, based on mutually agreed values and in a sincere relationship.

CÉH Ltd. is committed to responsible and sustainable procurement policies, which are summarized in our Responsible Procurement Policy and implemented according to the principles and procedures set out in the Integrated Management System. **Before the first contract is awarded, all our prospective subcontractors conduct an audit to assess their ability to meet our stringent quality and environmental requirements.** Our subcontractors must be aware that our organization operates in accordance with the ISO

9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety requirements and guidelines. We reassess our subcontractors on a quarterly basis or at the end of projects.

Human right in the supply chain

BÉT-23

In 2022, we also adopted our Human Rights Policy, which is based on our respect for the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights across the entire value chain. We expect the same from our business partners, and we will do business without them.

In line with our Code of Human Rights, CÉH Ltd. attaches great importance to **openness to cultural diversity** and freedom of association as a fundamental human right. We reject all forms of discrimination in the workplace and provide equal opportunities for all our employees regardless of age, gender, religion, cultural background and work ability. CÉH Ltd. is proud to have created an environment in which **the development of employees' knowledge and skills is the primary driver of the company's business success.**

We also reject all forms of forced and child labour. We consider it important to make it clear that our non-Hungarian workers also have the same rights as Hungarian citizens. CÉH Ltd. does not have any area of operation, business partner or supplier where there is a risk of forced labor or exposure of young workers to hazardous work.

Principles of partnership at CÉH

Working with our partners, the 'CÉH Partnership' operates as an organized business-professional-ethical alliance, a community. Our Partnership Principles policy sets out the common market, business, professional, ethical and community rules that form the basis of the contracts we conclude on a project-by-project basis. The starting point for the agreement is the values, mission, and business philosophy of the CÉH.

The policy allows us to help our partners in the CÉH Partnership in different ways, subject to certain conditions. The partner may, among other things, participate in professional training courses organized by CÉH to facilitate collaborative work, as well as in knowledge sharing, joint development, or BIM consultancy. In case of shared projects, access to the infrastructure, administrative and documentation resources of the CÉH will be provided. In accordance with confidentiality and conflict of interest rules, it is possible to share market information and provide mutual support in market and competitive situations when tendering. CÉH Partners will be

mentioned in market presentations and promotional publications. CÉH can also provide marketing, branding, strategy and communication advice to partners upon request.



IN PARTNERSHIP WITH EMPLOYEES

5.1 Recognition of our employees

We value our employees and want to keep them in the long term. We pay particular attention **to the retention and continuous training and development of our colleagues**. With the CÉH Ltd. in-house engineers' career path, we offer them a predictable, stable career path that demonstrates our long-term thinking.

The career levels are differentiated by responsibility, level of qualification, professional knowledge and experience. Each year, based on annual performance appraisal interviews, decisions on promotions are made with the involvement of management, as well as development proposals and training for the following year.

We give our colleagues the chance to try their hand at more senior roles, with a broad portfolio of projects to help them develop professionally. Not only does this provide staff with the opportunity for continuous renewal, it also guarantees stability and a balanced engineering capacity to serve our clients.

We place a high priority on ensuring the right talent pool, primarily through **internal career development and promotion opportunities**. However, we also value our senior experts with extensive industry-specific experience recruited from outside, who bring higher added value experience to the organization or help build new competences.

In the year reported, our company employed 150 people, of which more than 90% were engineers, with the remainder in the central office.

*Number of employees of CÉH Ltd. (persons)**

	2022	2023	2024
Total employees*	132	140	150

** Data for all employees is provided on a headcount basis, averaged over the reporting period.*

At CÉH Ltd., we believe that a cohesive, stable community is the basis of our work together. We strive to ensure that all our staff understand their roles and responsibilities in the day-to-day running of CÉH Ltd. Our management involves employees in the process of preparing decisions and takes their suggestions into account.

The basics of building an ORGANISATION and COMMUNITY at CÉH Ltd.

- We provide **advanced technical tools and technologies for collaborative working**.
- In management, we apply the principles and method of 'coaching', **thinking in terms of structure** rather than hierarchy.
- **Encourage knowledge sharing** and consultative support in daily professional work and workshops (internal design jury, internal design forum and architect's workshop).
- We organize **employee forums** for the whole company **every 3-6 months** to inform our colleagues about business developments, plans, major projects and other updates on company operations.
- We **show solidarity with our employees**, supporting them in times of personal or private challenges.
- Our employees regularly participate in centrally or regionally **organized community programs**. Employee-initiated community programs are encouraged and supported by the company's management.





Employee satisfaction

BÉT-21

Not only our customers', but also **our employees' opinions and satisfaction are surveyed annually**, for which HR and Controlling are responsible. We also carry out a detailed analysis of the responses by business area and demographic breakdown, and by comparing the results with those of the previous year. The strengths and areas for improvement in each area are identified and a presentation is made to senior management and then to middle management, identifying possible actions. In addition to the key indicators, the agreed action areas are communicated to staff.

*Overall results of the employee satisfaction survey**

Year	Total score (1-6)
2022	**5,01**
2023	**4,98**
2024	**5,00**

**The aspects in the survey are rated by employees on a scale of 1 to 6, rounded to two decimal places. For questions that require preference ranking, aggregate scores or ratios are calculated based on the frequency of responses. Some questions may be answered in free text.*

Employee retention and turnover

In 2024, the turnover rate was 5.3%, which is largely the result of a planned staff increase in one of our flagship projects, the BMW construction site in Debrecen. Staffing stability in 2023 was a priority due to the reliable implementation of major projects and supported by several community-building tools.

BÉT-14, GRI 401-1
Number (persons) and percentage (%) of new entrants and leavers, by gender and age

	2022	2023	2024
Number of entrants	18	20	9
By Gender			
Women	6	5	2
Man	12	15	7
By Age			
Under 30 years	9	8	6
Between 30-50 years	7	10	3
Over 50 years	2	2	0
Percentage of new employees*	13,6%	14,3%	6,0%
Number of turnovers	6	1	8
By Gender			
of which Women	3	0	4
of which Men	3	1	4
By Age			
of which Under 30 years	0	0	4
of which Between 30-50 years	4	0	3
of which Over 50 years	2	1	1
Percentage of workers leaving (turnover)*	4,5%	0,7%	5,3%

**Ratios are calculated in relation to the total number of employees. Data for all employees are provided on a headcount basis, based on the average over the reporting period.*

Renumeration

We believe it is important to reward our employees for their performance with **competitive salaries, fringe benefits, as well as other recognition** in accordance with our capabilities. We offer a regularly benchmarked market remuneration package, aligned to internal engineering career path levels based on professional knowledge and experience. Jointly achieved business results are rewarded by the organization with extra remuneration payments in a **profit-sharing approach**. In addition, a separate budget is available to support innovative developments and reward outstanding individual performance.

In 2024, despite the hectic external economic environment, we have been able to ensure the sustainability of earnings and the payment of additional bonuses for a successful financial year, while maintaining stable management.

CÉH Ltd. **does not discriminate between male and female employees** when determining the entry level wages. The gender differentials are only influenced by the experience of the entry/junior level hires in each job and the number of male and female employees entering the job.

5.2 Knowledge and talent management

We believe in lifelong learning (LLL), so we **support and encourage the personal development and professional training of our staff**. As a result, all our training programs are open to all our colleagues. We take a number of factors into account when designing our personalized annual training programs: we consult with line managers and HR, considering the results of annual performance appraisals and career planning, as well as the needs and requests of our staff.

The training will be conducted **in 6 thematic areas**, using a year-round dynamic design approach.

Of these, in 2024, we continued to increasingly organize technology/digital skills courses, prioritized foreign language development and supported several professional engineering courses. In 2024, the number of training hours per capita doubled compared to 2023, also due to the extensive inclusion of the development programs summarized above.

Types of training offered by CÉH Ltd.

Management skills and general 'soft skill' development training	Professional training	Information Technology (IT) training	Sustainability	Language courses	Mental (self-awareness and resilience) training

BÉT-18, GRI 404-1

*Total number of training hours and average annual number per employee (hours)**

	2022		2023		2024	
Number of training hours	Total number of hours	Number of hours per person	Total number of hours	Number of hours per person	Total number of hours	Number of hours per person
Total	3939,20	29,84	4214,85	30,11	9278,57	61,86
By gender						
Women	1172,80	30,46	1262,72	34,13	2522,56	63,06
Men	2766,40	29,59	2952,13	28,66	6756,01	61,42
By employee group						
Junior, entry-level engineers	512,80	19,72	362,48	15,76	1057,00	35,23
Independent, expert-level engineers	2113,60	32,52	2629,76	34,15	6932,82	84,55
Central management	1110,00	35,81	979,76	32,66	1207,75	46,45
Top management	201,20	20,12	243,00	24,30	81,00	6,75

**The ratios are calculated as a proportion of the total number of employees. Data for all employees are provided on a headcount basis, based on the average over the reporting period*

5.3 A diverse and inclusive workplace

For our company, it is important to build not only a professional community, but also a human community, which requires a culture of mutual respect and acceptance. **We value the diversity of our workforce** (age, gender, nationality and other aspects) **and do not accept discrimination of any kind.**

We have a healthy distribution of staff in terms of age and seniority. We value **experience-based knowledge** retention and senior professional representation. 10% of our staff are over 60 years old, who support knowledge-based performance in all our offices with their outstanding skills.

Our foreign workers also contribute to our diversity. We are also proud of our diverse client base, and of the fact that our staff successfully serve clients from different cultural backgrounds.

In 2024, the share of female managers increased slightly to 17%, still in line with the national average for the construction industry.

BÉT-15, GRI 405-1

Number (persons) and percentage (%) of female managers

	2022		2023		2024	
Distribution of managers by gender	Number of people	Share (%)	Number of people	Share (%)	Number of people	Share (%)
Women	5	13,2%	5	11,9%	7	17,0%
Men	33	86,8%	37	88,1%	34	82,9%

** For the purposes of the data, employees at middle management level (team leaders, line managers, senior project managers) and at senior management level were considered as managers.*

5.4 Employee's well-being, health and safety

Our aim is to raise awareness among our employees of the need to identify, eliminate and prevent occupational health and safety hazards and impacts early, and to ensure safe working practices. At CÉH, we **place great emphasis** not only on physical health but **also on mental health**, and it **is important for us to ensure a good work-life balance**. We offer our colleagues a health insurance package, flexible working hours, support for sports activities and a range of discounted rest and relaxation options.

In the past 3 years, **we have had no work-related accidents or injuries recorded**.

BÉT-16, GRI 403-9

Number (persons) and percentage (%) of work-related injuries

	2022	2023	2024
Total hours worked	215 757	228 200	244 200
Total number of registered accidents at work	0	0	0
Rate for all recorded accidents at work	0%	0%	0%



BÉT-19, GRI 403-5

Total number of health and safety training hours and average number of training hours per employee (hours), by gender and employee category

	2022		2023		2024	
Number of health and safety training hours	Total	Number of hours per person	Total	Number of hours per person	Total	Number of hours per person
Total	140	1,06	160	1,14	167	1,11
By gender						
Women	38,5	1,00	41	1,11	49	1,23
Men	101	1,08	119	1,16	118	1,07
By employee group						
Junior, entry-level employees	31	1,19	28	1,22	33	1,10
Independent, expert-level employees	68	1,05	88	0,36	93	1,13
Central management	31	1,00	33	1,10	29	1,12
Top management	10	1,00	11	1,10	12	1,00

THE ENVIRONMENTAL IMPACT OF OUR OWN OPERATIONS

6. The Environmental impact of our own operations

6.1 Energy use and carbon footprint

The energy consumption related to the CÉH's own operations is linked to the use of electricity and natural gas in the company's leased headquarters building and the fuel consumption of the leased company fleet. In 2024, fuel accounted for almost 74% of our total energy consumption, mainly due to regular travel and commuting to rural project sites. In the year of this report, there was no energy use from renewable sources in the organization.

BÉT-1, GRI 302-1

CÉH's own energy consumption (GJ)

	2022	2023	2024
Total energy consumption (GJ)	3 925,2	4140,9	4684,0
I. Non-renewable energy use (GJ)	3 925,2	4140,9	4684,0
Fuel	2 580,1	2982,9	3457,1
Petrol	2 087,5	2574,8	2836,8
Diesel	492,6	408,1	620,3
Natural gas	648,4	470,8	478,5
Electricity purchased	696,7	687,2	748,4
II. Renewable energy consumption (GJ)	0,0	0,0	0,0

**Fuel calorific value conversion factors for petrol and diesel are based on BP's database ('Approximate conversion factors', 2021). For the conversion of natural gas from cubic meters to Joule, the data of Government Decree 70/2016 (29.12.2016) was used. For electricity, the standard conversion number 1 kWh = 3.6 MJ was used*

Our company's own direct (Scope 1) GHG emissions result from the use of fuels, while the indirect (Scope 2) emissions result from the use of natural gas and electricity. Based on the regulatory protocols associated with CÉH headquarter, **there were no refrigerant leaks or refills in 2022-2024**, resulting in a fugitive (Scope 1) emission of 0. The increase in emissions between 2022 and 2024 is attributed to an increase in fuel consumption.

BÉT-8, BÉT-9, GRI 305-1, GRI 305-2

*Direct (Scope 1) and indirect (Scope 2) GHG emissions (tCO2e) **

	2022	2023	2024
Total own GHG emissions (tCO2e)	258,7	269,6	304,6
Direct emissions (Scope 1)	179,9	207,3	240,9
Indirect emissions (Scope 2)	78,7	62,3	63,7

** The carbon footprint calculation is based on the GHG Protocol methodology, using the operational control principle. The calculation covers all greenhouse gases as defined in the Kyoto Protocol (CO2, CH4, N2O, HFCs, PFCs, SF6, NF3), the results are presented in carbon dioxide equivalent. The calculation was carried out for the first time by CÉH, with 2021 as base year. The source of the emission factors was the EPA database ('Emission Factors for Greenhouse Gas Inventories', 2018) for fuels and the IEA database ('Emissions Factors 2022') for natural gas. The Scope 2 purchased electricity category was calculated using the location-based approach only, based on the average specific emissions of electricity in Hungary (195.2 gCO2e/kWh). The natural gas-fired heat generation equipment in the office building leased by CÉH is operated by the owner of the office building, so emissions related to the consumption of heat generated on-site are reported in Scope 2 category based on Annex F of the GHG Protocol Corporate Standard, using operational controls. As the organization does not have fugitive emissions, no conversion of refrigerant GWP values has been performed. Emissions from own energy production and process operations are not relevant for the organization.*

***The biogenic emissions of the organization were 0 every year.*

To calculate the intensity indicator of our own GHG emissions, we use the total direct (Scope 1) and indirect (Scope 2) emissions (tCO2e) of the organization. The indicator is calculated on two factors: the total turnover of the company and the number of engineer days worked per year

BÉT-10, GRI 305-4

CÉH's own GHG emission intensity (tCO2e)

	Unit of measurement	2022	2023	2024
Total own GHG emissions (direct and indirect)	tCO2e	258,7	269,6	304,9
Revenue	million HUF	8 728,2	13 253	14 636,59
GHG intensity indicator - based on revenue	tCO2e/million HUF	0,0296	0,0203	0,0208
Number of engineer days	day	22 415,0	27 131,8	29 179,06
GHG intensity indicator - based on number of engineer days	tCO2e/day	0,0115	0,0099	0,0104

6.2 Waste Management

BÉT-3, BÉT-4, GRI 306-3, GRI 306-4

A significant amount of paper waste (packaging, internal documents, newspapers, publications, discarded binders, folders, files), municipal kitchen waste and hazardous waste (toners, ink cartridges, batteries, accumulators, discarded computer parts, chemical and detergent bottles) is generated by the activities of CÉH Ltd.

Wastepaper is collected separately by employees in each office and transported by the documentation department with the help of a specialist company partner. In the case of hazardous waste, surplus batteries, accumulators, toners, and ink cartridges, as well as discarded computer parts, **are removed by separate contractors**.

Our employees can also bring batteries and accumulators that are surplus at home to the office collection points, from where they are transported to an organized and safe place. Chemical and detergent rolls generated during the cleaning of the office - with an external contractor - are collected with the municipal waste as hazardous waste, due to their low volume and the bulky system of waste collection in the capital.

	2022	2023	2024
Total waste produced (tons)	16,27	14,08	13,51
Hazardous waste (tons)	0,20	0,20	0,29
Hazardous electronic waste	0,20	0,20	0,29
Non-hazardous waste (tons)	15,88	13,68	12,94
Wastepaper and cardboard	0,74	0,74	0,68
Municipal waste	13,05	11,52	11,34
Selective waste (plastic)	0,25	0,24	0,24
Selective waste (paper)	1,85	1,17	0,68

** With data available in m3 for our municipal waste and separately collected waste generated, we have used an estimate to express the values in tons. The full capacity of our municipal waste bins was estimated at 181.2 kg per cubic meter based on FKF data. Data for selective bins was not directly available from the partner, so we used the EPA database ('Volume-to-Weight Conversion Factors', 2016) to estimate the conversion of our selective waste from cubic meters to tons. Based on this, we estimated 19 kg/m3 for our plastic waste and 92.3 kg/m3 for our paper waste.*

6.3 Water management

Our water consumption consists of **drinking water consumed in the central office building** of CÉH Ltd. **and collected rainwater**. The office building's sprinkler systems have separate water metering clocks, which consumed 0 m3 in the years indicated. This indicates that **the irrigation of the garden is entirely covered by the collected rainwater**. In 2023, our drinking water consumption increased compared to the previous year due to the increase in office use and staffing, and in 2024, a system problem caused the increased water consumption. Drinking water consumption data is summarized based on metered consumption reported in bills and on-site inspections, while an estimate is used for rainwater.

BÉT-5, BÉT-6, GRI 303-5

Total water consumption and amount of water reused (liters)

	2022	2023	2024
Total water consumption (liters)	1 088 000	1 204 000	1 555 000
Use of piped drinking water	688 000	804 000	1 155 000
Use of rainwater	400 000	400 000	400 000
Total water emissions (liters)	0	0	0
Water reused (liters)	0	0	0

**The organization does not use water in water deficit areas, so the data presented only refer to consumption in non-water deficit areas. Since the company has no water discharges, the total water consumption is equal to the total water withdrawals.*

6.4 Reducing environmental risks and impacts

Environmental risk assessment and management

BÉT-12

In the context of sustainable thinking, we have identified the environmental factors in our activities that affect the environment and that we can influence through our actions. **Environmental factors are assessed according to their impact and frequency of occurrence and are reviewed annually as documented information.** To address factors with a significant impact, the Quality Manager, with the approval of the CEO, develops contingency plans that include actions to be taken, who is responsible for the actions, the identification of the means to be used and any references.

When we identified our environmental impact factors in 2024, no topic met our internal threshold for significant impacts on our environment. We identified the operation of electrical equipment, municipal wastewater treatment, noise emissions from our refrigeration and the operation of our vehicles as factors with manageable impacts.

Biodiversity conservation

BÉT-11, GRI 304-1

CÉH Ltd. has and will continue **to pay special attention to the protection of habitats and living organisms in its developments**. To anchor our commitment, we produced our Biodiversity Statement in the first half of 2023, which details the role of biodiversity in our organization's ESG strategy, associated measurement methodologies and targets.

We are committed to strongly communicating the values of sustainability and biodiversity, and the use of environmentally sound engineering solutions to all participants in the design and project management processes, especially to our Clients. We place a strong emphasis on raising the level of biodiversity-related knowledge (especially for design colleagues involved in planning) and on developing guidelines that allow for increased biodiversity considerations in planning. CÉH is committed to not being involved in the development of land in areas of high conservation value and to **paying particular attention to minimizing the environmental impact of developments in the vicinity of such areas.**

Our current area of operation covers office buildings, none of which are located in protected areas or in areas of high biodiversity outside protected areas, so our direct impact on biodiversity is minimal.

BÉT INDICATOR TABLE

BÉT Indicator table

The table below summarizes the performance indicators for the year 2024 as defined in the BÉT Pilot ESG Advisory Program GINOP-1.1.7-17-BÉT-6-015 and their positioning in the ESG Report (page number).

BÉT indicator serial number and publication reference		Page number	KPI value (2024)	Unit of measurement
1	Total energy consumption	27.	4683,9	GJ
2	Total renewable energy consumption	27.	0	GJ
3	Total waste generated	29.	13,51	tons
4	Total recycled waste	29.	1,89	tons
5	Total water use	30.	1 155 000	liter
6	Reused water	30.	0	liter
7	Air pollution	-	N/A	N/A
8	GHG emissions (Scope 1)	28.	240,93	tCO2e
9	GHG emissions (Scope 2)	28.	64,0	tCO2e
10	GHG intensity	29.	0,02	tCO2e emission / million Ft revenue
11	Impacts on biodiversity	32.	no	N/A
12	Environmental risk assessment	32.	yes	N/A
13	GHG emissions (Scope 3)	28.	N/A	N/A
14	Turnover	21.	5,3%	%
15	Share of female managers	24.	17,09%	%
16	Occupational accident rate	25.	0%	%
17	Entry level pay (relative to minimum wage)	22.	159,52%	%

18	Average number of health and safety training hours	23.	61,86	hour
19	Remuneration policy	26.	1,11	hour
20	Employee satisfaction	22.	N/A	N/A
21	Client satisfaction	20.	Yes	N/A
22	Human rights due diligence policy	12.	Yes	N/A
23	Anti-corruption policy	16.	Yes	N/A
24	Responsible procurement policy	15.	Yes	N/A
25	ESG organizational responsibility	15.	Yes	N/A
26	Protection of whistleblowers	6.	Yes	N/A
27	Data security	15.	Yes	N/A
28	ESG competence development	-	N/A	N/A
29	Stakeholder involvement	8.	Yes	N/A
30	Average number of health and safety training hours	-	N/A	N/A



GRI CONTENT INDEX

8. GRI content index

Statement on the use of the standard	The information contained in the GRI Content Index referred to herein has been prepared by CÉH Ltd. for the period 1 January 2024 to 31 December 2024 ("with reference to the GRI Standards").
Application of GRI 1	GRI 1: Foundation 2021

GRI indicator	GRI publication name	Page number
GRI 2: General Disclosures 2021		
2-1	Organizational data	2-3.
2-2	Entities included in the organization's sustainability report	6.
2-3	Reporting period, frequency, and contact	1.
2-4	Updating of information	-
2-5	External validation	1.
2-6	Activities, value chain and other business relationships	2-3.
2-12	Role of the highest governance body in overseeing the management of impacts	6.
2-13	Division of responsibility for impact management	5-9.
2-17	Collective knowledge of the highest governance body	8.
2-22	Statement on the sustainable development strategy	5-6.
2-28	Organizational memberships	13.
3-1	The process of identifying the relevant topics	8-10.

3-2	List of relevant topics	10.
202-1	General entry wage as a percentage of the local minimum wage, by gender	-
302-1	Energy consumption within the organization	27.
303-5	Water consumption	31.
304-1	Land owned, leased, or managed in or adjacent to protected areas or in or adjacent to areas of high biodiversity value outside protected areas.	32.
305-1	Direct (Scope 1) GHG emissions	28.
305-2	Energy indirect (Scope 2) GHG emissions	28.
305-4	Greenhouse gas emissions intensity	28.
306-3	Waste produced	30.
306-4	Waste withdrawn from disposal	31.
401-1	New recruits and leavers	21.
403-5	Employee training on health and safety at work	26.
403-9	Work-related illness	25.
404-1	Average annual training hours per worker	23.
405-1	Diversity of governing bodies and employees*	24.

*The disclosure is broken down by managers and by gender.